



List of variables

Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2018

As of June 2019

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List of variables

1. Identification variables

No.	Name	Label	German description
1.1)	year	year	Jahr
1.2)	quarter	quarter	Quartal
1.3)	wz	sector number (wz-classification)	Wirtschaftszweig
1.4)	wgroup	weightgroup	Gewichtungsgruppe
1.5)	id	idnum	Identifikationsnummer
1.6)	szrg	sizerange	Größenklasse
1.7)	weight	weight	Gewichtungsgruppe
1.8)	parttype	participation type	Teilnahmeart

2. Standard questions

No.	Name	Label	German description
2.1)	extrah_tq	current relevance of extra hours	Derzeitige Bedeutung von Überstunden
2.2)	extrah_lq	relevance of extra hours compared to last quarter	Bedeutung von Überstunden im Vergleich mit dem Vorquartal
2.3)	extrah_nq	expected relevance of extra hours next quarter	Bedeutung von Überstunden im nächsten Quartal
2.4)	extrah_no	no extra hours	Überstunden finden keine Anwendung
2.5)	temp_tq	current relevance of temporary contracts	Derzeitige Bedeutung von befristeten Verträgen
2.6)	temp_lq	relevance of temporary contracts compared to last quarter	Bedeutung von befristeten Verträgen im Vergleich mit dem Vorquartal
2.7)	temp_nq	expected relevance of temporary contracts next quarter	Bedeutung von befristeten Verträgen im nächsten Quartal
2.8)	temp_no	no temporary contracts	Befristete Verträge finden keine Anwendung
2.9)	mini_tq	current relevance of mini-jobs	Derzeitige Bedeutung von Minijobs
2.10)	mini_lq	relevance of mini-jobs compared to last quarter	Bedeutung von Minijobs im Vergleich mit dem Vorquartal
2.11)	mini_nq	expected relevance of mini-jobs next quarter	Bedeutung von Minijobs im nächsten Quartal
2.12)	mini_no	no mini-jobs	Minijobs finden keine Anwendung
2.13)	agency_tq	current relevance of agency workers	Derzeitige Bedeutung von Zeitarbeitnehmern
2.14)	agency_lq	relevance of agency workers compared to last quarter	Bedeutung von Zeitarbeitnehmern im Vergleich mit dem Vorquartal
2.15)	agency_nq	expected relevance of agency workers next quarter	Bedeutung von Zeitarbeitnehmern im nächsten Quartal
2.16)	agency_no	no agency workers	Zeitarbeitnehmer finden keine Anwendung
2.17)	free_tq	current relevance of freelancers	Derzeitige Bedeutung von freien Mitarbeitern
2.18)	free_lq	relevance of freelancers compared to last quarter	Bedeutung von freien Mitarbeitern im Vergleich mit dem Vorquartal
2.19)	free_nq	expected relevance of freelancers next quarter	Bedeutung von freien Mitarbeitern im nächsten Quartal
2.20)	free_no	no freelancers	Freie Mitarbeiter finden keine Anwendung
2.21)	outsour_tq	current relevance of outsourcing	Derzeitige Bedeutung von Outsourcing
2.22)	outsour_lq	relevance of outsourcing compared to last quarter	Bedeutung von Outsourcing im Vergleich mit dem Vorquartal
2.23)	outsour_nq	expected relevance of outsourcing next quarter	Bedeutung von Outsourcing im nächsten Quartal
2.24)	outsour_no	no outsourcing	Outsourcing findet keine Anwendung
2.25)	internal_tq	current relevance of internal realisations	Derzeitige Bedeutung von Überstunden
2.26)	internal_lq	relevance of internal realisations compared to last quarter	Bedeutung von innerbetrieblichen Umsetzungen im Vergleich mit dem Vorquartal
2.27)	internal_nq	expected relevance of internal realisations next quarter	Bedeutung von innerbetrieblichen Umsetzungen im nächsten Quartal
2.28)	internal_no	no internal realisations	Innerbetrieblichen Umsetzungen finden keine Anwendung
2.29)	accounts_tq	current relevance of working-time accounts	Derzeitige Bedeutung von Arbeitszeitkonten
2.30)	accounts_lq	relevance of working-time accounts compared to last quarter	Bedeutung von Arbeitszeitkonten im Vergleich mit dem Vorquartal
2.31)	accounts_nq	expected relevance of working-time accounts next quarter	Bedeutung von Arbeitszeitkonten im nächsten Quartal
2.32)	accounts_no	no working_time accounts	Arbeitszeitkonten finden keine Anwendung
2.33)	flex_tq	current relevance of flexibilisation measures	Derzeitige Bedeutung von Flexibilisierungsmaßnahmen
2.34)	flex_lq	relevance of flexibilisation measures compared to last quarter	Bedeutung von Flexibilisierungsmaßnahmen im Vergleich mit dem Vorquartal
2.35)	flex_nq	expected relevance of flexibilisation measures next quarter	Bedeutung von Flexibilisierungsmaßnahmen im nächsten Quartal
2.36)	flex_no	no flexibilisation measures	Flexibilisierungsmaßnahmen finden keine Anwendung

3. Special questions

No.	Name	Label	German description
3.1)	sf_2008q1_1		
3.2)	sf_2008q2_1	financial crisis: impact on staff size (y/n)	Finanzkrise: Auswirkung auf Personalbestand (ja/nein)
3.3)	sf_2008q2_2	financial crisis: impact on staff size (direction)	Finanzkrise: Auswirkung auf Personalbestand in den nächsten 6 Monaten (Richtung)
3.4)	sf_2008q3_1	reduction in shortage of skilled labour	Reduktion des Fachkräftemangels
3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	Ausgaben für Fort- und Weiterbildung in 2009
3.6)	sf_2009q1_1	reduction of operational dismissals	Vermeidung betriebsbedingter Kündigungen durch Verlängerung des Kurzarbeitergeldes
3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	Bewertung der Maßnahmen zur Entlastung der Unternehmen
3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2009
3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 1. Halbjahr 2010
3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2010
3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2011
3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2012
3.13)	sf_2009q3_6	development of staff size in 2013 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2013
3.14)	sf_2009q4_1	impact of economic measures on economic growth in the medium run	Auswirkung wirtschaftspolitischer Maßnahmen auf das mittelfristige Wirtschaftswachstum
3.15)	sf_2010q1_1	plans w.r.t short-time work in 2010	Planungen hinsichtlich Kurzarbeit für 2010
3.16)	sf_2010q1_2	currently no short-time work:	Derzeit wird keine Kurzarbeit genutzt
3.17)	sf_2010q1_3	currently employing short-time work:	Derzeit wird Kurzarbeit genutzt
3.18)	sf_2010q2_1	handling of football world-cup	Umgang mit Spielen der Fußball-WM während der Arbeitszeit
3.19)	sf_2010q2_2	breaks are considered...	Unterbrechung ist... (Arbeitszeit/Freizeit)
3.20)	sf_2010q2_3	allowance to interrupt applies for...	Die Unterbrechung gilt... (für alle/für ausgewählte)
3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	Tendenz zu befristeten Verträgen bei Neueinstellungen in den nächsten 12 Monaten
3.22)	sf_2010q4_1	voluntary extrapayments have been made	Freiwillige Sonderzahlungen sind erfolgt
3.23)	sf_2010q4_2	voluntary extrapayments will be made	Freiwillige Sonderzahlungen sind für die kommenden Monate geplant
3.24)	sf_2010q4_3	next payround	Verhalten in der nächsten Tarif- bzw. Gehaltsrunde
3.25)	sf_2011q1_1	tendency towards longer employment of senior employees	Tendenz ältere Mitarbeiter länger an den Betrieb zu binden
3.26)	sf_2011q1_2	yes, via flexible working hours	Maßnahmen zur längeren Bindung an Betrieb: flexible Arbeitszeiten
3.27)	sf_2011q1_3	yes, via monetary incentives	Maßnahmen zur längeren Bindung an Betrieb: monetäre Anreize
3.28)	sf_2011q1_4	yes, via age-appropriate workstations	Maßnahmen zur längeren Bindung an Betrieb: altersgerechte Arbeitsplätze
3.29)	sf_2011q1_5	yes, via adjustment of assignments	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Aufgabengebiets
3.30)	sf_2011q1_6	yes, via other measures	Maßnahmen zur längeren Bindung an Betrieb: andere
3.31)	sf_2011q1_7	no measures	keine Maßnahmen zur längeren Bindung an den Betrieb
3.32)	sf_2011q2_1	recruitment via job advertisement in print media	Rekrutierung über Stellenanzeigen in Printmedien
3.33)	sf_2011q2_2	recruitment via job advertisement online - own homepage	Rekrutierung über Stellenanzeigen online - eigene Homepage
3.34)	sf_2011q2_3	recruitment via job advertisement online - job markets	Rekrutierung über Stellenanzeigen online - Jobbörsen
3.35)	sf_2011q2_4	recruitment via social media/ social networks on the internet	Rekrutierung über Social Media/ Soziale Netzwerke im Internet
3.36)	sf_2011q2_5	recruitment via personal contacts	Rekrutierung über persönliche Kontakte
3.37)	sf_2011q2_6	recruitment via universities	Rekrutierung über Hochschulen
3.38)	sf_2011q2_7	recruitment via federal employment agency	Rekrutierung über die Bundesagentur für Arbeit
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	Rekrutierung über Anwerbeveranstaltungen/Messen
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	Nachfrage von griechischen Bewerbern im Vergleich zu früher
3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	Nachfrage von irischen Bewerbern im Vergleich zu früher
3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	Nachfrage von italienischen Bewerbern im Vergleich zu früher
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	Nachfrage von portugiesischen Bewerbern im Vergleich zu früher
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	Nachfrage von spanischen Bewerbern im Vergleich zu früher
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	Relevanz der derzeitigen Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	Entwicklung der Beschäftigtenzahl 1. Halbjahr 2012 gegenüber Ende 2011
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	Entwicklung der Beschäftigtenzahl 2. Halbjahr 2012 gegenüber Ende 1. Halbjahr 2012
3.49)	sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	Entwicklung der Beschäftigtenzahl 2013 gegenüber Ende 2012
3.50)	sf_2012q2_1	flexible working hours via gliding time	Flexible Arbeitszeitgestaltung durch Gleitzeit
3.51)	sf_2012q2_2	flexible working hours via homeoffice	Flexible Arbeitszeitgestaltung durch Homeoffice
3.52)	sf_2012q2_3	flexible working hours via jobsharing	Flexible Arbeitszeitgestaltung durch Jobsharing
3.53)	sf_2012q2_4	flexible working hours via partial retirement	Flexible Arbeitszeitgestaltung durch Altersteilzeit
3.54)	sf_2012q2_5	flexible working hours via freelancing	Flexible Arbeitszeitgestaltung durch freie Mitarbeit
3.55)	sf_2012q2_6	flexible working hours via working-time accounts	Flexible Arbeitszeitgestaltung durch Arbeitszeitkonten
3.56)	sf_2012q2_7	flexible working hours via sabbatical	Flexible Arbeitszeitgestaltung durch Sabbaticals
3.57)	sf_2012q2_8	flexible working hours via other measures	Flexible Arbeitszeitgestaltung durch andere Maßnahmen
3.58)	sf_2012q3_1	euro crisis: impact on personnel planning next 6 months (y/n)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein)
3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.60)	sf_2012q4_1	reaction to economic slowdown, w.r.t working-time accounts	Reaktion auf schwache Konjunktur bzgl. Arbeitszeitkonten
3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	Reaktion auf schwache Konjunktur bzgl. befristeten Verträgen
3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t agency workers	Reaktion auf schwache Konjunktur bzgl. Zeitarbeit
3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	Reaktion auf schwache Konjunktur bzgl. Stammbelgenschaft
3.64)	sf_2012q4_5	reaction to economic slowdown, w.r.t extra hours	Reaktion auf schwache Konjunktur bzgl. Kübertunfen
3.65)	sf_2012q4_6	reaction to economic slowdown, w.r.t short-time work	Reaktion auf schwache Konjunktur bzgl. Kurzarbeit
3.66)	sf_2013q1_1	demand of applicants from Greece during last 12 months	Veränderung der Nachfrage von griechischen Bewerbern in den letzten 12 Monaten
3.67)	sf_2013q1_2	demand of applicants from Ireland during last 12 months	Veränderung der Nachfrage von irischen Bewerbern in den letzten 12 Monaten
3.68)	sf_2013q1_3	demand of applicants from Italy during last 12 months	Veränderung der Nachfrage von italienischen Bewerbern in den letzten 12 Monaten
3.69)	sf_2013q1_4	demand of applicants from Portugal during last 12 months	Veränderung der Nachfrage von portugiesischen Bewerbern in den letzten 12 Monaten
3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	Veränderung der Nachfrage von spanischen Bewerbern in den letzten 12 Monaten
3.71)	sf_2013q1_6	actively searching for applicants from a.m. EU-states	Aktive Suche nach Bewerbern aus genannten EU-Staaten
3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	Pläne bzgl. des Angebots an Teilzeitstellen im nächsten Jahr
3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	Entwicklung der Anzahl an Teilzeitstellen in den letzten 2-3 Jahren
3.74)	sf_2013q3_1	home-office employment is part of company organisation	Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.75)	sf_2013q3_2	development of number of home-office employments during last 4-5 years	Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren
3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	Pläne bzgl. des Home-Office-Angebots bis Ende 2014
3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	Einführung von Home-Office geplant
3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein)
3.79)	sf_2013q4_2	euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	Mindestlohn: Einfluss auf Personalbestand in 2014
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	Mindestlohn: Einfluss auf Personalbestand ab 2015
3.82)	sf_2014q2_1	early retirement: more early retirement expected	vorzeitiger Renteneintritt: häufigerer vorzeitiger Renteneintritt erwartet
3.83)	sf_2014q2_2	early retirement: expected shortage of personnel	vorzeitiger Renteneintritt: Personalengpässe erwartet
3.84)	sf_2014q3_1	obstacles to reach female quota in company	Hindernisse Frauenquote zu erreichen
3.85)	sf_2014q3_2	female quota obstacles: few women in sector	Hindernisse Frauenquote: wenige Frauen in Branche
3.86)	sf_2014q3_3	female quota obstacles: no qualified female applicants	Hindernisse Frauenquote: keine geeigneten Bewerberinnen
3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	Hindernisse Frauenquote: Entscheidung basierend auf Qualifikation
3.88)	sf_2014q3_5	female quota obstacles: other reasons	Hindernisse Frauenquote: andere Gründe
3.89)	sf_2014q4_1	difficulties finding trainees	Schwierigkeiten Auszubildende zu finden
3.90)	sf_2014q4_2	measures to fill trainee positions: underwriting guarantee	Maßnahmen zur Besetzung von Auszubildendenstellen: Übernahmegarantien
3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme
3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	Maßnahmen zur Besetzung von Auszubildendenstellen: neue Rekrutierungskanäle
3.93)	sf_2014q4_5	measures to fill trainee positions: foreign search	Maßnahmen zur Besetzung von Auszubildendenstellen: Suche im Ausland
3.94)	sf_2014q4_6	measures to fill trainee positions: others	Maßnahmen zur Besetzung von Auszubildendenstellen: andere
3.95)	sf_2014q4_7	measures to fill trainee positions: no measures	Maßnahmen zur Besetzung von Auszubildendenstellen: keine Maßnahmen
3.96)	sf_2014q4_8	recruitment specifically in euro crisis countries	Rekrutierung besonders in europäischen Krisenländern

3.97)	sf_2015q1_1	offering contracts for work	Vergabe von Werkverträgen
3.98)	sf_2015q1_2	number of contracts for work last 3 years	Anzahl Werkverträge letzte 3 Jahre
3.99)	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss
3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	Letzte 5 Jahre Auszubildende mit: Mittlere Reife
3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Abitur
3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.104)	sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten
3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung
3.107)	sf_2015q2_3	importance for preselection of personnel: university grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule
3.108)	sf_2015q2_4	importance for preselection of personnel: internships	Bedeutung für die Vorauswahl von Personal: Praktika
3.109)	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung
3.110)	sf_2015q2_6	importance for preselection of personnel: foreign experience	Bedeutung für die Vorauswahl von Personal: Auslands Erfahrung
3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Sprachkenntnisse
3.112)	sf_2015q2_8	importance for preselection of personnel: IT-skills	Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse
3.113)	sf_2015q2_9	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
3.114)	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule
3.118)	sf_2015q2_14	importance for final selection of personnel: internships	Bedeutung für die finale Auswahl von Personal: Praktika
3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung
3.120)	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslands Erfahrung
3.121)	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122)	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	Bedeutung für die finale Auswahl von Personal: Assessment center
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	Bedeutung für die finale Auswahl von Personal: Persönlichkeit
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	Bedeutung für die finale Auswahl von Personal: Sympathie
3.129)	sf_2015q2_25	searching info online	Suche nach Informationen online
3.130)	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
3.131)	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
3.132)	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
3.133)	sf_2015q3_1	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	Anforderungen im Hinblick auf Zusatzqualifikationen
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
3.136)	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
3.138)	sf_2015q3_6	challenges w.r.t. weekend work	Anforderungen im Hinblick auf Arbeit am Wochenende
3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	Anforderungen im Hinblick auf Reisebereitschaft
3.140)	sf_2015q3_8	challenges w.r.t. language skills	Anforderungen im Hinblick auf Sprachkenntnisse
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	Anforderungen im Hinblick auf lebenslanges lernen
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	Anforderungen im Hinblick auf Teamfähigkeit
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
3.144)	sf_2015q3_13	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
3.145)	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.146)	sf_2015q3_15	measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
3.147)	sf_2015q3_16	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
3.148)	sf_2015q3_17	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
3.149)	sf_2015q3_18	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges
3.150)	sf_2015q3_20	measure filling trainee positions: no special measure	Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	Beschäftigung von Asylbewerbern letzte 24 Monate
3.152)	sf_2015q4_2	employment of asylum seekers currently	derzeitige Beschäftigung von Asylbewerbern
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	Hürden bei Anstellung von Asylbewerbern: Sprache
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	Hürden bei Anstellung von Asylbewerbern: Qualifikation
3.158)	sf_2015q4_8	obstacles to employing asylum seekers: minimum wage	Hürden bei Anstellung von Asylbewerbern: Mindestlohn
3.159)	sf_2015q4_9	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rechtliche Rahmenbedingungen
3.160)	sf_2016q1_1	offering internships in general;	Bieten grundsätzlich Praktika an
3.161)	sf_2016q1_2	offering internships since 2015 for voluntary interns	bieten seit 2015 Praktika für freiwillige Praktikanten an
3.162)	sf_2016q1_3	offering internships since 2015 for obligated interns	bieten seit 2015 Praktika für Pflichtpraktikanten an
3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	boten vor 2015 Praktika für freiwillige Praktikanten an
3.164)	sf_2016q1_5	offering internships before 2015 for obligated interns	boten vor 2015 Praktika für Pflichtpraktikanten an
3.165)	sf_2016q1_6	average internship duration for voluntary interns	Durchschnittliche Praktikumsdauer für freiwillige Praktikanten
3.166)	sf_2016q1_7	average internship duration for obligated interns	Durchschnittliche Praktikumsdauer für Pflichtpraktikanten
3.167)	sf_2016q1_8	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre
3.168)	sf_2016q1_9	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren
3.169)	sf_2016q1_10	importance of internships as recruiting tool	Wichtigkeit Praktika als Rekrutierungsinstrument
3.170)	sf_2016q1_11	influence of minimum wage on internships	Einfluss von Mindestlohn auf Praktikumsangebot
3.171)	sf_2016q2_1	home office part of company organization	Home-Office Teil der Unternehmensorganisation
3.172)	sf_2016q2_2	home office offerings: no company presence	Home-Office Angebote: ohne Präsenz
3.173)	sf_2016q2_3	home office offerings: no company presence: usage	Home-Office Angebote: ohne Präsenz: Nutzung
3.174)	sf_2016q2_4	home office offerings: occasional presence	Home-Office Angebote: vereinzelte Präsenz
3.175)	sf_2016q2_5	home office offerings: occasional presence: usage	Home-Office Angebote: vereinzelte Präsenz: Nutzung
3.176)	sf_2016q2_6	home office offerings: frequent presence	Home-Office Angebote: häufige Präsenz
3.177)	sf_2016q2_7	home office offerings: frequent presence: usage	Home-Office Angebote: häufige Präsenz: Nutzung
3.178)	sf_2016q2_8	home office offerings: variable presence frequencies	Home-Office Angebote: variable Präsenzphasen
3.179)	sf_2016q2_9	home office demographics: mothers	Home-Office Personengruppen: Mütter
3.180)	sf_2016q2_10	home office demographics: mothers: usage	Home-Office Personengruppen: Mütter: Nutzung
3.181)	sf_2016q2_11	home office demographics: fathers	Home-Office Personengruppen: Väter
3.182)	sf_2016q2_12	home office demographics: fathers: usage	Home-Office Personengruppen: Väter: Nutzung
3.183)	sf_2016q2_13	home office demographics: commuters	Home-Office Personengruppen: Pendler
3.184)	sf_2016q2_14	home office demographics: commuters: usage	Home-Office Personengruppen: Pendler: Nutzung
3.185)	sf_2016q2_15	home office demographics: part time employees	Home-Office Personengruppen: Teilzeitbeschäftigte
3.186)	sf_2016q2_16	home office demographics: part time employees: usage	Home-Office Personengruppen: Teilzeitbeschäftigte: Nutzung
3.187)	sf_2016q2_17	home office demographics: full time employees	Home-Office Personengruppen: Vollzeitbeschäftigte
3.188)	sf_2016q2_18	home office demographics: full time employees: usage	Home-Office Personengruppen: Vollzeitbeschäftigte: Nutzung
3.189)	sf_2016q2_19	home office demographics: younger employees (<40 years)	Home-Office Personengruppen: Jüngere Beschäftigte
3.190)	sf_2016q2_20	home office demographics: younger employees (<40 years): usage	Home-Office Personengruppen: Jüngere Beschäftigte: Nutzung
3.191)	sf_2016q2_21	home office demographics: older employees (40+ years)	Home-Office Personengruppen: ältere Beschäftigte
3.192)	sf_2016q2_22	home office demographics: older employees (40+ years): usage	Home-Office Personengruppen: ältere Beschäftigte: Nutzung
3.193)	sf_2016q2_23	home office offerings last 5 years	Home-Office Angebote in den letzten 5 Jahren
3.194)	sf_2016q2_24	home office offerings plan end of 2017 versus today	Home-Office Plan Ende 2017 gegenüber heute
3.195)	sf_2016q2_25	reasons for no home office offering: presence required	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich
3.196)	sf_2016q2_26	reasons for no home office offering: hindered communication	Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen
3.197)	sf_2016q2_27	reasons for no home office offering: unclear working time rules	Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung

3.198)	sf_2016q2_28	reasons for no home office offering: lower productivity	Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität
3.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	Gründe für kein Home-Office Angebot: unzureichende IT-Ausstattung
3.200)	sf_2016q2_30	reasons for no home office offering: IT security	Gründe für kein Home-Office Angebot: IT-Sicherheit
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	Gründe für kein Home-Office Angebot: Datenschutz
3.202)	sf_2016q2_32	reasons for no home office offering: others	Gründe für kein Home-Office Angebot: sonstiges
3.203)	sf_2016q2_33	reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: Beschreibung sonstiges
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	Einstellung von Bachelor/Master Absolventen in letzte 10 Jahre
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	Einstellung von Bachelor Absolventen letzte 10 Jahre
3.206)	sf_2016q3_3	employment of master graduates last 10 years	Einstellung von Master Absolventen letzte 10 Jahre
3.207)	sf_2016q3_4	employment of diploma graduates last 10 years	Einstellung von Diplom Absolventen letzte 10 Jahre
3.208)	sf_2016q3_5	employment of others last 10 years	Einstellung von anderen Absolventen letzte 10 Jahre
3.209)	sf_2016q3_6	most common graduation type among first-time employees	Häufigster abschluss unter Berufsanfängern
3.210)	sf_2016q3_7	new employment adjusted for bachelor/master	Neubeschäftigung an Bachelor/Master Absolventen angepasst
3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile
3.212)	sf_2016q3_9	new employment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
3.213)	sf_2016q3_10	new employment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsprogramme
3.214)	sf_2016q3_11	new employment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
3.215)	sf_2016q3_12	new employment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
3.216)	sf_2016q3_13	satisfaction with education of graduates	Zufriedenheit mit Ausbildung von Hochschulabsolventen
3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
3.218)	sf_2016q4_1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
3.219)	sf_2016q4_2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
3.220)	sf_2016q4_3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeiter
3.221)	sf_2016q4_4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
3.223)	sf_2016q4_6	55+ year olds employed	Mitarbeiter 55 oder älter
3.224)	sf_2016q4_7	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
3.228)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
3.229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: welche
3.231)	sf_2016q4_14	employees used 'retirement with 63': reemployment: change of job profile	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Änderung des Tätigkeitsprofils
3.232)	sf_2016q4_15	employment of people receiving pension	Beschäftigung von Rentenbezieher
3.233)	sf_2016q4_16	employment of people receiving pension: mini job	Beschäftigung von Rentenbezieher: Minijob
3.234)	sf_2016q4_17	employment of people receiving pension: part time employees	Beschäftigung von Rentenbezieher: Teilzeitkraft
3.235)	sf_2016q4_18	employment of people receiving pension: freelancers	Beschäftigung von Rentenbezieher: freie Mitarbeiter
3.236)	sf_2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbezieher: sonstiges
3.237)	sf_2016q4_20	employment of people receiving pension: others description	Beschäftigung von Rentenbezieher: Beschreibung sonstiges
3.238)	sf_2016q4_21	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
3.239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	Flexi-Rente: Erwartung, dass Angestellte länger arbeiten
3.240)	sf_2016q4_23	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: flexiblere Arbeitsmodelle
3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplätze
3.243)	sf_2016q4_26	measures to keep older employees in company: health promotion	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
3.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
3.245)	sf_2016q4_28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
3.246)	sf_2016q4_29	measures to keep older employees in company: others	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges
3.247)	sf_2016q4_30	measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges
3.248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	Anzahl Neueinstellungen (in letzten 24 Monaten)
3.249)	sf_2017q1_2	employment of refugees (in the past 24 month)	Beschäftigung von Geflüchteten (in letzten 24 Monaten)
3.250)	sf_2017q1_3	employment of refugees: if yes: How many?	Beschäftigung von Geflüchteten: ja: Anzahl
3.251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	Beschäftigung von Geflüchteten: ja: Auszubildende
3.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	Beschäftigung von Geflüchteten: ja: Praktikanten
3.253)	sf_2017q1_6	employment of refugees: if yes: refugees are employed as: assistants	Beschäftigung von Geflüchteten: ja: Hilfskräfte
3.254)	sf_2017q1_7	employment of refugees: if yes: refugees are employed as: seasonal workers	Beschäftigung von Geflüchteten: ja: Saisonarbeitskräfte
3.255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	Beschäftigung von Geflüchteten: ja: Fachkräfte
3.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	Beschäftigung von Geflüchteten: ja: sonstige
3.257)	sf_2017q1_10	employment of refugees: if yes: refugees are employed as: others description	Beschäftigung von Geflüchteten: ja: sonstige Beschreibung
3.258)	sf_2017q1_11	(planned) temporary employment of refugees	(geplante) Zeitarbeitbeschäftigung von Geflüchteten
3.259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment	Inanspruchnahme von Fördermöglichkeiten
3.260)	sf_2017q1_13	use of governmental measures of encouragement by refugee employment: if yes: description	Inanspruchnahme von Fördermöglichkeiten: ja: Beschreibung
3.261)	sf_2017q1_14	current obstacles of refugee employment: priority check	Hindernisse Beschäftigung Geflüchteter: Vorrangprüfung
3.262)	sf_2017q1_15	current obstacles of refugee employment: governmental approval	Hindernisse Beschäftigung Geflüchteter: Behördliche Zustimmung
3.263)	sf_2017q1_16	current obstacles of refugee employment: employment ban (safe orin)	Hindernisse Beschäftigung Geflüchteter: Beschäftigungsverbot
3.264)	sf_2017q1_17	current obstacles of refugee employment: resident status	Hindernisse Beschäftigung Geflüchteter: Aufenthaltsstatus
3.265)	sf_2017q1_18	current obstacles of refugee employment: recognition of professional qualifications/degree	Hindernisse Beschäftigung Geflüchteter: Anerkennung Abschlüsse
3.266)	sf_2017q1_19	current obstacles of refugee employment: duration of the governmental procedure	Hindernisse Beschäftigung Geflüchteter: Verfahrensdauer
3.267)	sf_2017q1_20	current obstacles of refugee employment: internal management of screening processes	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
3.268)	sf_2017q1_21	current obstacles of refugee employment: internal support	Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung
3.269)	sf_2017q1_22	current obstacles of refugee employment: others	Hindernisse Beschäftigung Geflüchteter: sonstiges
3.270)	sf_2017q1_23	current obstacles of refugee employment: others description	Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung
3.271)	sf_2017q2_1	development of the staffing level - medium term	Entwicklung Personalbestand - mittelfristig
3.272)	sf_2017q2_2	impact of digitisation on staffing level	Einfluss Digitalisierung auf Personalbestand
3.273)	sf_2017q2_3	digitisation causes	Folgen von Digitalisierung
3.274)	sf_2017q2_4	employee turnover in company	Mitarbeiterfluktuation
3.275)	sf_2017q2_5	importance of employee loyalty in company	Mitarbeiterbindung
3.276)	sf_2017q2_6	impact of digitisation on industry	Betroffenheit der Branche durch Digitalisierung
3.277)	sf_2017q2_7	preparation of staffing level concerning changes due to digitisation	Personalbestand auf Digitalisierung vorbereitet
3.278)	sf_2017q2_8	reaction and valuation to new requirements: new hires	Reaktion auf Digitalisierung: Neueinstellungen
3.279)	sf_2017q2_9	reaction and valuation to new requirements: advanced training	Reaktion auf Digitalisierung: Weiterbildung
3.280)	sf_2017q2_10	reaction and valuation to new requirements: internal relocations	Reaktion auf Digitalisierung: Interne Versetzung
3.281)	sf_2017q2_11	reaction and valuation to new requirements: outsourcing	Reaktion auf Digitalisierung: Outsourcing
3.282)	sf_2017q2_12	reaction and valuation to new requirements: others	Reaktion auf Digitalisierung: sonstige
3.283)	sf_2017q2_13	reaction and valuation to new requirements: others description	Reaktion auf Digitalisierung: sonstige Beschreibung
3.284)	sf_2017q2_14	gain of knowledge due to new hires	Wissenszugewinn durch Neueinstellungen
3.285)	sf_2017q3_1	daily working hours at full employment	tägliche Arbeitszeit bei Vollzeitbeschäftigung
3.286)	sf_2017q3_2	impact of relaxation of the legal framework on daily working hours	Auswirkung gelockelter gesetzlicher Rahmenbedingungen
3.287)	sf_2017q3_3	impact on employment - medium term: elimination of unfounded fixed term employment	Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen
3.288)	sf_2017q3_4	impact on employment - medium term: transparency law concerning remuneration	Entwicklung Personalbestand: Edgelltransparentgesetz
3.289)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment	Entwicklung Personalbestand: flexible Vollzeit
3.290)	sf_2017q3_6	impact on employment - medium term: claim for part-time employment	Entwicklung Personalbestand: Anspruch auf Teilzeit
3.291)	sf_2017q3_7	impact on employment - medium term: right of return to full-time employment	Entwicklung Personalbestand: Rückkehrrecht in Vollzeit
3.292)	sf_2017q3_8	impact on employment - medium term: elimination of 11 hours rest period	Entwicklung Personalbestand: Streichung der 11std. Ruhezeit
3.293)	sf_2017q3_9	impact on employment - medium term: right of sabbatical	Entwicklung Personalbestand: Recht auf Sabbatjahr
3.294)	sf_2017q3_10	impact on employment - medium term: long-term accounts	Entwicklung Personalbestand: Langzeitkonten

3.295)	sf_2017q3_11	impact on employment - medium term: immigration point system	Entwicklung Personalbestand: Einwanderungspunktesystem
3.296)	sf_2017q3_12	other election campaign issue: important	Themen im Wahlkampf: wichtig
3.297)	sf_2017q3_13	other election campaign issue: problematic	Themen im Wahlkampf: problematisch
3.298)	sf_2017q4_1	different remunerations among similar positions/activities	Entgeltunterschiede zwischen Mitarbeitern
3.299)	sf_2017q4_2	reasons for different remunerations: educational attainment	Gründe für Entgeltunterschiede: Bildungsabschluss
3.300)	sf_2017q4_3	reasons for different remunerations: work experience	Gründe für Entgeltunterschiede: Berufserfahrung
3.301)	sf_2017q4_4	reasons for different remunerations: gender	Gründe für Entgeltunterschiede: Geschlecht
3.302)	sf_2017q4_5	reasons for different remunerations: family status	Gründe für Entgeltunterschiede: Familienstand
3.303)	sf_2017q4_6	reasons for different remunerations: migrant background	Gründe für Entgeltunterschiede: Migrationshintergrund
3.304)	sf_2017q4_7	reasons for different remunerations: number of kids	Gründe für Entgeltunterschiede: Anzahl der Kinder
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	Gründe für Entgeltunterschiede: Arbeitsleistung
3.306)	sf_2017q4_9	reasons for different remunerations: others	Gründe für Entgeltunterschiede: andere
3.307)	sf_2017q4_10	reasons for different remunerations: others description	Gründe für Entgeltunterschiede: andere Beschreibung
3.308)	sf_2017q4_11	labor law explanations of different remunerations: fixed term employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung
3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit
3.310)	sf_2017q4_13	labor law explanations of different remunerations: temporary employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit
3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Tarifbindung
3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit
3.313)	sf_2017q4_16	labor law explanations of different remunerations: individual negotiating skills	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick
3.314)	sf_2017q4_17	labor law explanations of different remunerations: others	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere
3.315)	sf_2017q4_18	labor law explanations of different remunerations: others description	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere Beschreibung
3.316)	sf_2017q4_19	measures for reduction of different remunerations: transparent remuneration system	Entgeltunterschiede Maßnahmen: transparentes Vergütungssystem
3.317)	sf_2017q4_20	measures for reduction of different remunerations: tariff agreement	Entgeltunterschiede Maßnahmen: Tarifbindung
3.318)	sf_2017q4_21	measures for reduction of different remunerations: ombudsperson	Entgeltunterschiede Maßnahmen: Ombudsperson
3.319)	sf_2017q4_22	measures for reduction of different remunerations: none	Entgeltunterschiede Maßnahmen: keine
3.320)	sf_2017q4_23	measures for reduction of different remunerations: others	Entgeltunterschiede Maßnahmen: andere
3.321)	sf_2017q4_24	measures for reduction of different remunerations: others description	Entgeltunterschiede Maßnahmen: andere Beschreibung
3.322)	sf_2017q4_25	affected by transparency law concerning remuneration	Entgelttransparenzgesetz Betroffenheit
3.323)	sf_2017q4_26	expected changes due to transparency law concerning remuneration	Entgelttransparenzgesetz Auswirkungen
3.324)	sf_2017q4_27	transparency law concerning remuneration reduces gender pay gap	Entgelttransparenzgesetz wirkungsvoll (Gender Pay Gap)
3.325)	sf_2017q4_28	facilitating strategies for a wage increase: further training	Strategien zur Lohnerhöhung: Weiterbildung
3.326)	sf_2017q4_29	facilitating strategies for a wage increase: willingness to work more	Strategien zur Lohnerhöhung: Mehrarbeit
3.327)	sf_2017q4_30	facilitating strategies for a wage increase: take voluntarily additional responsibility	Strategien zur Lohnerhöhung: Verantwortung
3.328)	sf_2017q4_31	facilitating strategies for a wage increase: always do a good job	Strategien zur Lohnerhöhung: gute Arbeit leisten
3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	Strategien zur Lohnerhöhung: Lohnverhandlungen
3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	Strategien zur Lohnerhöhung: andere
3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	Strategien zur Lohnerhöhung: andere Beschreibung
3.332)	sf_2017q4_35	additional to facilitating strategies for a wage increase: gender (employee)	zu Strategien zur Lohnerhöhung: Geschlecht Arbeitnehmer
3.333)	sf_2018q1_1	awareness of the meaning of protection of data privacy	Bewusstsein bzgl. Sinn/Erforderlichkeit von Datenschutz
3.334)	sf_2018q1_2	information regarding the targeted level of data privacy protection	Informierung bzgl. des angestrebten Datenschutzniveaus
3.335)	sf_2018q1_3	mainly use personal data of: applicants	Vorwiegende Nutzung personenbezogener Daten von Bewerbern
3.336)	sf_2018q1_4	mainly use personal data of: employees	Vorwiegende Nutzung personenbezogener Daten von Mitarbeitern
3.337)	sf_2018q1_5	mainly use personal data of: contact persons of suppliers	Vorwiegende Nutzung personenbezogener Daten von Ansprechpartnern von Lieferanten
3.338)	sf_2018q1_6	mainly use personal data of: clients	Vorwiegende Nutzung personenbezogener Daten von Kunden
3.339)	sf_2018q1_7	mainly use personal data of: stakeholder	Vorwiegende Nutzung personenbezogener Daten von Stakeholder
3.340)	sf_2018q1_8	mainly use personal data of: other	Vorwiegende Nutzung personenbezogener Daten: andere
3.341)	sf_2018q1_9	mainly use personal data of: other description	Vorwiegende Nutzung personenbezogener Daten: andere Beschreibung
3.342)	sf_2018q1_10	work-process regarding personal data	Prozesse bzgl. Personenbezogener Daten
3.343)	sf_2018q1_11	implementation of general data protection regulation caused the major effort in: technology	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Technik
3.344)	sf_2018q1_12	implementation of general data protection regulation caused the major effort in: organisational	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Organisation
3.345)	sf_2018q1_13	implementation of general data protection regulation caused the major effort in: processes	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Prozesse
3.346)	sf_2018q1_14	implementation of general data protection regulation caused the major effort in: contracts	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Verträge
3.347)	sf_2018q1_15	implementation of general data protection regulation caused the major effort in: documents	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen
3.348)	sf_2018q1_16	implementation of general data protection regulation caused the major effort in: other	Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere
3.349)	sf_2018q1_17	implementation of general data protection regulation caused the major effort in: other description	Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung
3.350)	sf_2018q1_18	impact of new general data protection regulation on your Social-Media-Activity	Auswirkung der Datenschutzgrundverordnung auf Social Media Aktivitäten
3.351)	sf_2018q1_19	implementation of the new general data protection regulation	Umsetzung der Datenschutzgrundverordnung
3.352)	sf_2018q1_20	new hires due to new general data protection regulation	Zusätzliches Personal wegen Datenschutzgrundverordnung
3.353)	sf_2018q1_21	Do you use the general data protection regulation to make other changes	Nutzung der Datenschutzgrundverordnung für andere Veränderungen
3.354)	sf_2018q1_22	Do you use the general data protection regulation to make other changes: if yes description	Nutzung der Datenschutzgrundverordnung für andere Veränderungen - Beschreibung
3.355)	sf_2018q1_23	general data protection regulation: resulting costs (Euro)	Datenschutzgrundverordnung: Kosten
3.356)	sf_2018q1_24	general data protection regulation: positive content	Datenschutzgrundverordnung: inhaltlich positiv
3.357)	sf_2018q1_25	general data protection regulation: negative content	Datenschutzgrundverordnung: inhaltlich negativ
3.358)	sf_2018q1_26	general data protection regulation: outweigh negative/positive aspects	Datenschutzgrundverordnung: überwiegend positiv/negativ
3.359)	sf_2018q2_1	Further Training: Supply	Weiterbildung: Angebot
3.360)	sf_2018q2_2	Further Training: purpose - deepen skills	Weiterbildung: Ziel - Vertiefung von Fähigkeiten
3.361)	sf_2018q2_3	Further Training: purpose - new skills	Weiterbildung: Ziel - Erlernung neuer Fähigkeiten
3.362)	sf_2018q2_4	Further Training: purpose - prepare digital shift	Weiterbildung: Ziel - Vorbereitung digitaler Wandel
3.363)	sf_2018q2_5	Further Training: purpose - increase productivity	Weiterbildung: Ziel - Steigerung Produktivität
3.364)	sf_2018q2_6	Further Training: purpose - internal mobility	Weiterbildung: Ziel - Förderung interner Mobilität
3.365)	sf_2018q2_7	Further Training: purpose - employee motivation/retention	Weiterbildung: Ziel - Mitarbeitermotivation und -Bindung
3.366)	sf_2018q2_8	Further Training: purpose - competitiveness	Weiterbildung: Ziel - Sicherung der Wettbewerbsfähigkeit
3.367)	sf_2018q2_9	Further Training: purpose - attractiveness as employer	Weiterbildung: Ziel - Erhöhung der Attraktivität als Arbeitgeber
3.368)	sf_2018q2_10	Further Training: access - online	Weiterbildung: Zugang - online
3.369)	sf_2018q2_11	Further Training: access - offline	Weiterbildung: Zugang - klassisch
3.370)	sf_2018q2_12	Further Training: Supply - mainly online/offline	Weiterbildung: Angebot - überwiegend online/offline
3.371)	sf_2018q2_13	Further Training: Supply - shift towards online	Weiterbildung: Angebot - Verschiebung zu online
3.372)	sf_2018q2_14	Further Training: Demand - young professionals	Weiterbildung: Bedarf - Young Professionals
3.373)	sf_2018q2_15	Further Training: Demand - long-term employees	Weiterbildung: Bedarf - langjährige Mitarbeiter
3.374)	sf_2018q2_16	Further Training: Demand - re-enter	Weiterbildung: Bedarf - Wiedereinsteiger
3.375)	sf_2018q2_17	Further Training: Demand - low-skilled	Weiterbildung: Bedarf - niedrig Qualifizierte
3.376)	sf_2018q2_18	Further Training: Demand - high-skilled	Weiterbildung: Bedarf - höher Qualifizierte
3.377)	sf_2018q2_19	Further Training: Demand - management	Weiterbildung: Bedarf - Führungsebene
3.378)	sf_2018q2_20	Further Training: Demand - women	Weiterbildung: Bedarf - Frauen
3.379)	sf_2018q2_21	Further Training: Demand - men	Weiterbildung: Bedarf - Männer
3.380)	sf_2018q2_22	Further Training: Demand - migrant background	Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund
3.381)	sf_2018q2_23	Further Training: impact (recruitment/wage negotiations)	Weiterbildung: Bedeutung (Einstellung/Lohnverhandlung)
3.382)	sf_2018q2_24	Further Training: time slot - regular during working hours	Weiterbildung: Zeitfenster - feste Lernzeiten während Arbeitszeit
3.383)	sf_2018q2_25	Further Training: time slot - occasionally during working hours	Weiterbildung: Zeitfenster - gelegentlich während Arbeitszeit
3.384)	sf_2018q2_26	Further Training: time slot - lunch break	Weiterbildung: Zeitfenster - Mittagspause
3.385)	sf_2018q2_27	Further Training: time slot - leisure	Weiterbildung: Zeitfenster - Freizeit
3.386)	sf_2018q2_28	Further Training: time slot - sabbatical	Weiterbildung: Zeitfenster - Sabbatical
3.387)	sf_2018q2_29	Further Training: time slot - educational leave	Weiterbildung: Zeitfenster - Bildungsurlaub
3.388)	sf_2018q2_30	Further Training: time slot - other	Weiterbildung: Zeitfenster - Sonstige
3.389)	sf_2018q2_31	Further Training: time slot - other description	Weiterbildung: Zeitfenster - Sonstige Beschreibung
3.390)	sf_2018q2_32	Further Training: reward - wage increase	Weiterbildung: Belohnung - Gehaltserhöhung
3.391)	sf_2018q2_33	Further Training: reward - promotion prospects	Weiterbildung: Belohnung - Aufstiegschancen
3.392)	sf_2018q2_34	Further Training: reward - personal responsibility	Weiterbildung: Belohnung - Eigenverantwortung
3.393)	sf_2018q2_35	Further Training: reward - gifts	Weiterbildung: Belohnung - Geschenke
3.394)	sf_2018q2_36	Further Training: reward - leave day	Weiterbildung: Belohnung - Urlaubstage
3.395)	sf_2018q2_37	Further Training: reward - other	Weiterbildung: Belohnung - andere

3.396)	sf_2018q2_38	Further Training: reward - other description	Weiterbildung: Belohnung - andere Beschreibung
3.397)	sf_2018q2_39	Further Training: obstacle - costs	Weiterbildung: Hemmnisse - Kosten
3.398)	sf_2018q2_40	Further Training: obstacle - low utility	Weiterbildung: Hemmnisse - geringer Nutzen
3.399)	sf_2018q2_41	Further Training: obstacle - controllability of utility	Weiterbildung: Hemmnisse - Überprüfbarkeit des Nutzens
3.400)	sf_2018q2_42	Further Training: obstacle - supply (programs)	Weiterbildung: Hemmnisse - Angebot (wg. Fehlender Programme)
3.401)	sf_2018q2_43	Further Training: obstacle - demand	Weiterbildung: Hemmnisse - Nachfrage
3.402)	sf_2018q2_44	Further Training: obstacle - supply (Management)	Weiterbildung: Hemmnisse - Angebot (wg. Führungsebene)
3.403)	sf_2018q2_45	Further Training: obstacle - low state support	Weiterbildung: Hemmnisse - zu geringe staatliche Unterstützung
3.404)	sf_2018q3_1	different remuneration	Entgeltunterschiede
3.405)	sf_2018q3_2	transparency law concerning remuneration: use	Entgelttransparenzgesetz: Verwendet
3.406)	sf_2018q3_3	transparency law concerning remuneration: use - yes, following adjustments	Entgelttransparenzgesetz: Verwendet - ja, darauffolgende Anpassungen
3.407)	sf_2018q3_4	transparency law concerning remuneration: wage adjustment - yes, current employees	Entgelttransparenzgesetz: Veränderung der Gehälter - ja, bestehender Mitarbeiter
3.408)	sf_2018q3_5	transparency law concerning remuneration: wage adjustment - yes, new hire	Entgelttransparenzgesetz: Veränderung der Gehälter - ja, Neueinstellungen
3.409)	sf_2018q3_6	transparency law concerning remuneration: wage adjustment - none	Entgelttransparenzgesetz: Veränderung der Gehälter - keine
3.410)	sf_2018q3_7	transparency law concerning remuneration: changed salary structure	Entgelttransparenzgesetz: Veränderte Gehaltsstruktur
3.411)	sf_2018q3_8	transparency law concerning remuneration: changed salary structure long-term	Entgelttransparenzgesetz: langfristig veränderte Gehaltsstruktur
3.412)	sf_2018q3_9	transparency law concerning remuneration: transparency wage in company	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne im Unternehmen
3.413)	sf_2018q3_10	transparency law concerning remuneration: transparency wage in industry	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne in Branche
3.414)	sf_2018q3_11	transparency law concerning remuneration: trouble	Entgelttransparenzgesetz: Unruhe unter Mitarbeitern
3.415)	sf_2018q3_12	transparency law concerning remuneration: satisfied	Entgelttransparenzgesetz: Zufriedenheit der Mitarbeiter
3.416)	sf_2018q3_13	transparency law concerning remuneration: bureaucratic burden	Entgelttransparenzgesetz: Bürokratischer Aufwand beeinträchtigend
3.417)	sf_2018q4_1	Training in the company	Ausbildung in Betrieb
3.418)	sf_2018q4_2	dual vocational training: commercial	Duale Berufsausbildung: kaufmännisch
3.419)	sf_2018q4_3	dual vocational training: craft	Duale Berufsausbildung: handwerklich
3.420)	sf_2018q4_4	dual vocational training: scientific / technical	Duale Berufsausbildung: naturwissenschaftlich-technisch
3.421)	sf_2018q4_5	dual vocational training: hotelier & hospitality industry	Duale Berufsausbildung: Hotelier & Gastgewerbe
3.422)	sf_2018q4_6	dual vocational training: care professional	Duale Berufsausbildung: Pflegeberufe
3.423)	sf_2018q4_7	dual vocational training: others	Duale Berufsausbildung: sonstige
3.424)	sf_2018q4_8	Desired number of apprentices vs. Current number	Wunschzahl an Azubis vs. Aktuelle im Betrieb
3.425)	sf_2018q4_9	Number of applicants: Change in past 5 years	Anzahl der Bewerber: Veränderung in letzten 5 Jahren
3.426)	sf_2018q4_10	Quality of applicants: Change in past 5 years	Qualität der Bewerber: Veränderung in letzten 5 Jahren
3.427)	sf_2018q4_11	Quality of the apprentices in the company	Qualität der Auszubildenden im Betrieb
3.428)	sf_2018q4_12	Educational background of the trainees: Abitur	Bildungshintergrund der Auszubildenden: Abitur
3.429)	sf_2018q4_13	Educational background of the trainees: college dropouts	Bildungshintergrund der Auszubildenden: Studienabbrucher
3.430)	sf_2018q4_14	Educational background of the trainees: vocational baccalaureate diploma	Bildungshintergrund der Auszubildenden: Fachabitur
3.431)	sf_2018q4_15	Educational background of the trainees: Mittlere Reife	Bildungshintergrund der Auszubildenden: Mittlere Reife
3.432)	sf_2018q4_16	Educational background of the trainees: Hauptschule	Bildungshintergrund der Auszubildenden: Hauptschule
3.433)	sf_2018q4_17	Educational background of the trainees: without school-leaving qualification	Bildungshintergrund der Auszubildenden: kein Schulabschluss
3.434)	sf_2018q4_18	Educational background of the trainees: don't know	Bildungshintergrund der Auszubildenden: weiß nicht
3.435)	sf_2018q4_19	Employing refugees as trainees	Beschäftigen von Geflüchteten als Auszubildende
3.436)	sf_2018q4_20	Digital competences of apprentices	Digitale Kompetenzen von Auszubildenden
3.437)	sf_2018q4_21	Digital competences of graduates	Digitale Kompetenzen von Hochschulabsolventen
3.438)	sf_2018q4_22	Most frequent degree of entrants in the company	Häufigster Hochschulabschluss von Berufsanfängern im Unternehmen
3.439)	sf_2018q4_23	new Hires: Bachelor-graduate specialized vs. broad-based degree preferred	Neueinstellung: Bachelor-Absolvent mit breitgefächerten vs. spezialisierten Abschluss bevorzugt
3.440)	sf_2018q4_24	Satisfaction with the quality of education of graduates	Zufriedenheit mit Qualität der Ausbildung von Hochschulabsolventen
3.441)	sf_2018q4_25	new Hires: external vs. Self-educated (through dual studies) university graduates	Neueinstellung: externe vs. Via dualen Studium selbst ausgebildete Hochschulabsolventen

1. Identification variables

No.	Name	Label	Survey period	Survey frequency
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1.1) **year** year since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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1.2) **quarter** quarter since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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1.3) **wz** sector number (wz-classification) since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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1.4) **wgroup** weightgroup since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

[15] food products, bev. and tobacco [51] wholesale and retail trade
 [17] textiles and textile products [55] hotels and restaurants
 [20] wood and paper products [60] transp., storage and communication
 [24] chemicals and chemical products [64] real est. act. and renting
 [27] metal products etc. Verm. beweg. Sachen
 [29] machinery and equipment n.e.c. [72] computer and related activities
 [30] electrical and optical equipment [74] lawyers / market research
 [34] transport equipment / business consulting
 [99] other service act.

No.	Name	Label	Survey period	Survey frequency
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1.5) **id** idnum since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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1.6) **szrg** size range since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	[0] [1] 1 - 49 [2] 50 - 249 [3] 250 - 499 [4] 500+
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No.	Name	Label	Survey period	Survey frequency
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1.8) **weight** weight 2008-2012 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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1.8) **parttype** participation type since 10/2018 quarter

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Beschreibung der Variable [1]=Online participation via online-survey [2]= Paper participation via paper-survey
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

2. Standard questions

No.	Name	Label	Survey period	Survey frequency
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2.1) **extrah_tq** current relevance of extra hours since 2008 quarterly

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is ...</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div> <p>- extra hours</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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2.2) **extrah_lq** relevance of extra hours compared to last quarter 2008 to 01/2010 quarterly

Wording of question

<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p>	Further information Inquired until the first quarter of 2010
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- extra hours	higher [1]	unchanged [2]	smaller [3]						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.3)	extrah_nq	expected relevance of extra hours next quarter	from 2008-2014	quarterly

Wording of question

since 01/2008	Further information								
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- extra hours</p> <p>higher [1] unchanged [2] smaller [3]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.4)	extrah_no	no extra hours	since 2013	Quartalsweise

Wording of question

since 01/2013	Further information								
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- extra hours no application [1]</p>	in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	since 2008	quarterly

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p>	

Instruments:
The current importance in the company is ...

- Additional/ replacement staff with temporary contracts

high [1]	medium [2]	minor [3]
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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2.6) temp_lq relevance of temporary contracts compared to last quarter 2008 to 01/2010 quarterly

Wording of question

since 01/2008

A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)

Instruments:
compared to previous quarter the importance is

- Additional/ replacement staff with temporary contracts

higher [1]	unchanged [2]	smaller [3]
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Further information
Inquired until the first quarter of 2010

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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2.7) temp_nq expected relevance of temporary contracts next quarter from 2008-2014 quarterly

Wording of question

since 01/2008

A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)

Instruments:
next quarter the importance will be

- Additional/ replacement staff with temporary contracts

higher [1]	unchanged [2]	smaller [3]
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Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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2.8) temp_no no temporary contracts since 2013 Quartalsweise

Wording of question

<p>since 01/2013</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Additional/ replacement staff with temporary contracts <input type="text"/> no application [1]</p>	<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "0"=no answer is no possible response in 2018Q2 Q4</p>
<p>Time span of variable</p>	

No.	Name	Label	Survey period	Survey frequency
2.9)	mini_tq	current relevance of mini-jobs	since 2008	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Additional/ replacement staff with minijobs/midijobs <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>	<p>Further information</p>
<p>Time span of variable</p>	

No.	Name	Label	Survey period	Survey frequency
2.10)	mini_lq	relevance of mini-jobs compared to last quarter	2008 to 01/2010	quarterly

Wording of question

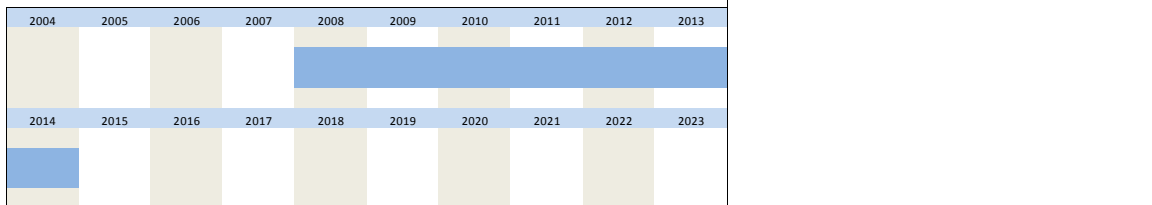
<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>- Additional/ replacement staff with minijobs/midijobs <input type="text"/> higher [1] <input type="text"/> unchanged [2] <input type="text"/> smaller [3]</p>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
<p>Time span of variable</p>	

No.	Name	Label	Survey period	Survey frequency
2.11)	mini_nq	expected relevance of mini-jobs next quarter	from 2008-2014	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Additional/ replacement staff with minijobs/midijobs</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p>
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Time span of variable

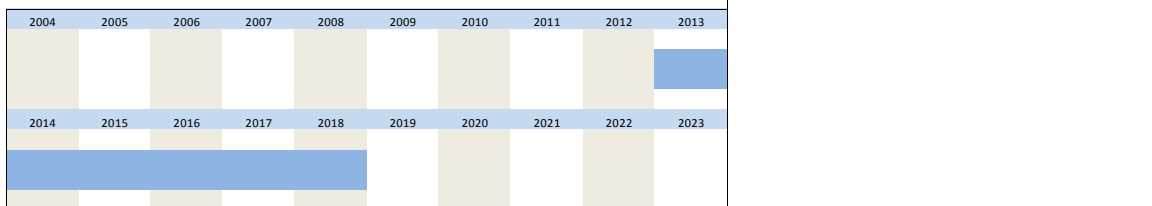


No.	Name	Label	Survey period	Survey frequency
2.12)	mini_no	no mini-jobs	since 2013	Quartalsweise

Wording of question

<p>since 01/2013</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Additional/ replacement staff with minijobs/midijobs</p> <div style="display: flex; justify-content: center; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 10px;">no application</div> <div style="margin-left: 10px;">[1]</div> </div>	<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"-no answer is no possible response in 2018Q2 Q4</p>
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Time span of variable

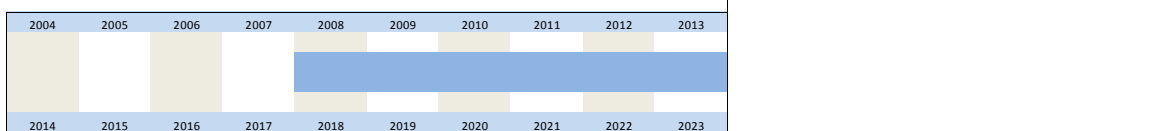


No.	Name	Label	Survey period	Survey frequency
2.13)	agency_tq	current relevance of agency workers	since 2008	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is ...</p> <p>- Usage of agency workers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div>	<p>Further information</p>
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Time span of variable





No.	Name	Label	Survey period	Survey frequency
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2.14) **agency_lq** relevance of agency workers compared to last quarter 2008 to 01/2010 quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Usage of agency workers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.15) **agency_nq** expected relevance of agency workers next quarter from 2008-2014 quarterly

Wording of question

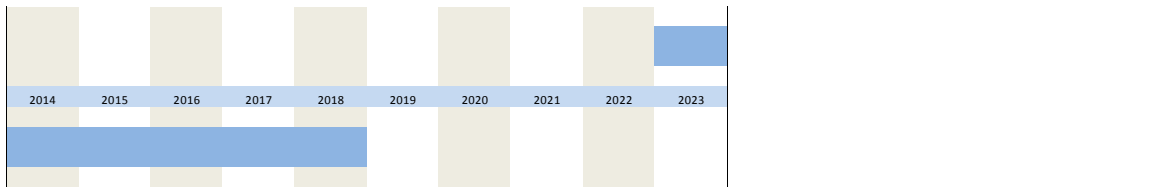
<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Usage of agency workers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p>																																								
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.16) **agency_no** no agency workers since 2013 Quartalsweise

Wording of question

<p>since 01/2013</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Usage of agency workers</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">no application [1]</div>	<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>																				
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



No.	Name	Label	Survey period	Survey frequency
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2.17) **free_tq** current relevance of freelancers since 2008 quarterly

Wording of question

since 01/2008

A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)

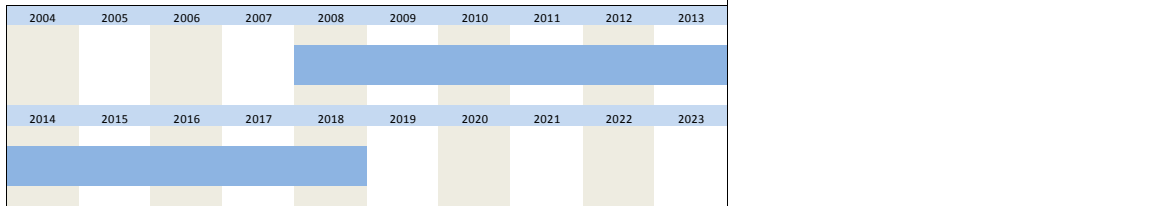
Instruments: The current importance in the company is...

- Usage of freelancers

high [1]	medium [2]	minor [3]
-------------	---------------	--------------

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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2.18) **free_lq** relevance of freelancers compared to last quarter 2008 to 01/2010 quarterly

Wording of question

since 01/2008

A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)

Instruments: compared to previous quarter the importance is

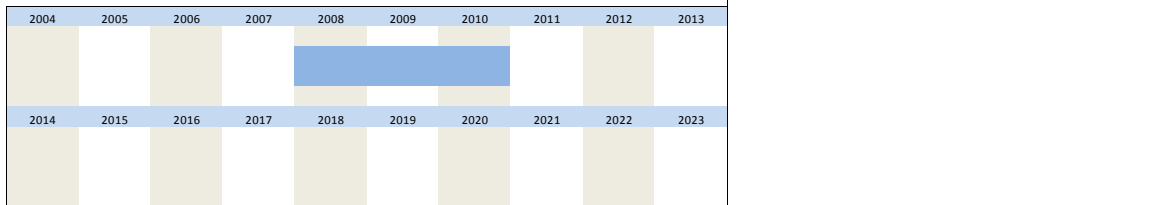
- Usage of freelancers

higher [1]	unchanged [2]	smaller [3]
---------------	------------------	----------------

Further information

Inquired until the first quarter of 2010

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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2.19) **free_nq** expected relevance of freelancers next quarter from 2008-2014 quarterly

Wording of question

since 01/2008

A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)

Instruments: next quarter the importance will be

- Usage of freelancers

higher [1]	unchanged [2]	smaller [3]
---------------	------------------	----------------

Further information

- Usage of freelancers	[1]	[2]	[3]						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.20)	free_no	no freelancers	since 2013	Quartalsweise

Wording of question

since 01/2013	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Usage of freelancers <input type="text"/> no application [1]</p>	<p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.21)	outsour_tq	current relevance of outsourcing	since 2008	quarterly

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Outsourcing <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.22)	outsour_lq	relevance of outsourcing compared to last quarter	2008 to 01/2010	quarterly

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p>	

Instruments:
 compared to previous quarter the importance is

- Outsourcing higher [1] unchanged [2] smaller [3]

Inquired until the first quarter of 2010

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.23)	outsour_nq	expected relevance of outsourcing next quarter	from 2008-2014	quarterly

Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?
 (only for your companies in Germany)**

Instruments:
 next quarter the importance will be

- Outsourcing higher [1] unchanged [2] smaller [3]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise

Wording of question

since 01/2013

**A) What importance do the following instruments of flexibilisation have for your company?
 (only for your companies in Germany)**

Instruments:
 no application [1]

Further information
 in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
2.25)	internal_tq	current relevance of internal realisations	since 2008	quarterly

Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?
(only for your companies in Germany)**

Instruments:

The current importance in the company is...

- Internal realisations

high [1]	medium [2]	minor [3]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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2.26) **internal_lq** relevance of internal realisations compared to last quarter 2008 to 01/2010 quarterly

Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?
(only for your companies in Germany)**

Instruments:

compared to previous quarter the importance is

- Internal realisations

higher [1]	unchanged [2]	smaller [3]

Further information

Inquired until the first quarter of 2010

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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2.27) **internal_nq** expected relevance of internal realisations next quarter from 2008-2014 quarterly

Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?
(only for your companies in Germany)**

Instruments:

next quarter the importance will be

- Internal realisations

higher [1]	unchanged [2]	smaller [3]

Further information

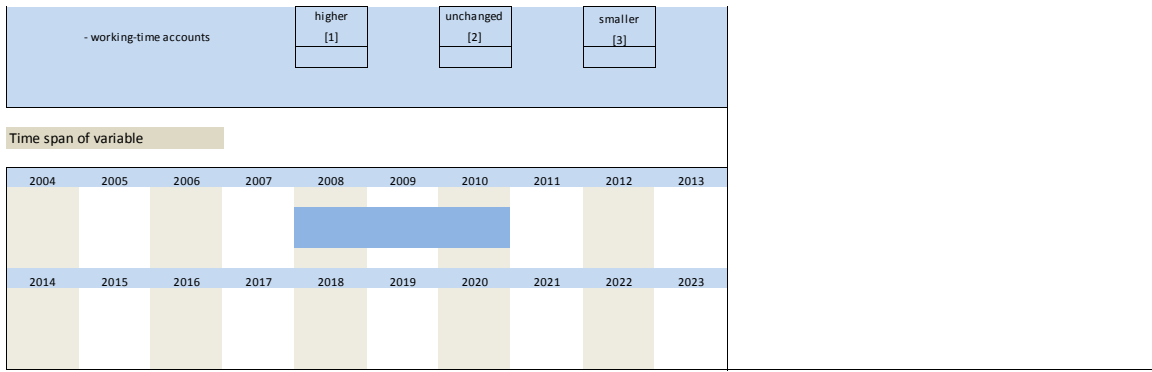
Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency																																								
2.28)	internal_no	no internal realisations	since 2013	Quartalsweise																																								
Wording of question																																												
<p>since 01/2013</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Internal realisations <input type="text"/> no application [1]</p>			<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																			

No.	Name	Label	Survey period	Survey frequency																																								
2.29)	accounts_tq	current relevance of working-time accounts	since 2008	quarterly																																								
Wording of question																																												
<p>01/2008 to 01/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- working-time accounts <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>			<p>Further information</p>																																									
<p>since 04/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- working-time accounts / gliding time accounts <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>																																												
Time span of variable																																												
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																			

No.	Name	Label	Survey period	Survey frequency
2.30)	accounts_lq	relevance of working-time accounts compared to last quarter	2008 to 01/2010	quarterly
Wording of question				
<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p>			<p>Further information</p> <p>Inquired until the first quarter of 2010</p>	



No.	Name	Label	Survey period	Survey frequency
2.31)	accounts_nq	expected relevance of working-time accounts next quarter	from 2008-2014	quarterly

Wording of question

01/2008 to 01/2010	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- working-time accounts</p> <p>higher [1] unchanged [2] smaller [3]</p>	
since 04/2010	
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- working-time accounts / gliding time accounts</p> <p>higher [1] unchanged [2] smaller [3]</p>	
Time span of variable	

No.	Name	Label	Survey period	Survey frequency
2.32)	accounts_no	no working-time accounts	since 2013	Quartalsweise

Wording of question

since 01/2013	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- working-time accounts / gliding time accounts</p> <p>no application [1]</p>	<p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>
Time span of variable	

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No.	Name	Label	Survey period	Survey frequency
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2.33)	flex_tq	current relevance of flexibilisation measures	since 2008	quarterly
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Wording of question

<p>01/2008 to 01/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div>	<p>Further information</p>																																									
<p>since 04/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div>																																										
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No.	Name	Label	Survey period	Survey frequency
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2.34)	flex_lq	relevance of flexibilisation measures compared to last quarter	2008 to 01/2010	quarterly
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Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>																																									
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No.	Name	Label	Survey period	Survey frequency
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2.35)	flex_nq	expected relevance of flexibilisation measures next quarter	from 2008-2014	quarterly
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Wording of question

<p>01/2008 to 01/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company?</p>	<p>Further information</p>
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(only for your companies in Germany)

Instruments:

next quarter the importance will be

- Flexibilisation measures w.r.t. staff in general

higher [1]	unchanged [2]	smaller [3]
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since 04/2010

A) What importance do the following instruments of flexibilisation have for your company?
(only for your companies in Germany)

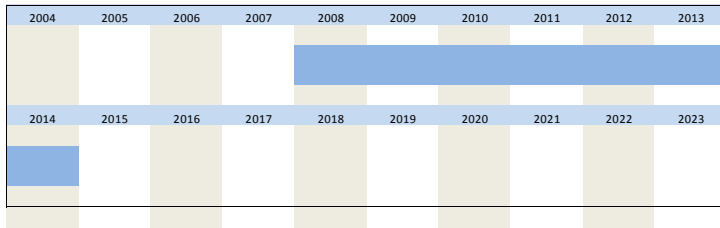
Instruments:

next quarter the importance will be

- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)

higher [1]	unchanged [2]	smaller [3]
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
2.36)	flex_no	no flexibilisation measures	Since 2015	quarterly

Wording of question

Since 1/2015

A) What importance do the following instruments of flexibilisation have for your company?
(only for your companies in Germany)

Instruments:

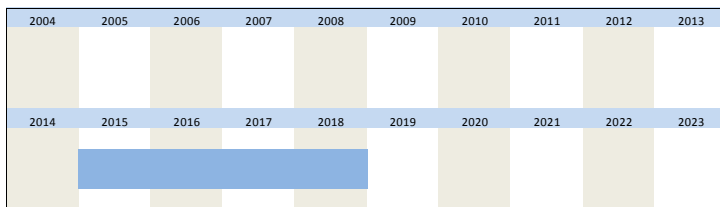
- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)

no application [1]

Further information

in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4

Time span of variable



3. Special questions

No.	Name	Label	Survey period	Survey frequency
3.1)	sf_2008q1_1		1st quarter 2008	once

Wording of question

<question not available yet>

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Further information

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.2)	sf_2008q2_1	financial crisis: impact on staff size (y/n)	2nd quarter 2008	once

Wording of question

<p>2nd quarter 2008</p> <p>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</p> <p style="text-align: center;"> <input type="checkbox"/> yes [1] <input type="checkbox"/> no [2] </p>	Further information
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Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.3)	sf_2008q2_2	financial crisis: impact on staff size (direction)	2nd quarter 2008	once

Wording of question

<p>2nd quarter 2008</p> <p>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</p> <p style="text-align: center;"> <input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no </p> <p>If yes: How is the number of employees going to change due to the international financial crisis?</p> <p>B2) Due to the financial crisis</p> <p>the change of our number of employees is going to be a ... during the next 6 months</p> <p>strong increase [1] <input type="checkbox"/></p> <p>slight increase [2] <input type="checkbox"/></p> <p>almost no change [3] <input type="checkbox"/></p> <p>slight reduction [4] <input type="checkbox"/></p> <p>strong reduction [5] <input type="checkbox"/></p>	Further information
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Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.4)	sf_2008q3_1	reduction in shortage of skilled labour	3rd quarter 2008	once

Wording of question

<p>3rd quarter 2008</p> <p>B) Academics from ten new EU countries are supposed to have easier access to the German job market from 01/01/2009 on (see supplementary sheet for explanations). Is this measure going to help reduce the shortage of skilled labour in your company?</p> <p><input type="text"/> yes [1]</p> <p><input type="text"/> no [2]</p> <p><input type="text"/> no shortage of skilled labour [3]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	4th quarter 2008	once
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Wording of question

<p>4th quarter 2008</p> <p>B) A structural shortage of skilled labour is discussed publicly. Is your company going to ... the expenditures for further education in 2009?</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> reduction [3]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.6)	sf_2009q1_1	reduction of operational dismissals	1st quarter 2009	once
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Wording of question

<p>2nd quarter 2009</p> <p>B) The payment period for short-time allowance is prolonged from 6 to 18 months now. Does this prolongation help to avoid operational dismisses in your industry?</p> <p><input type="text"/> yes, significantly [1]</p> <p><input type="text"/> yes, slightly [2]</p> <p><input type="text"/> no [3]</p> <p><input type="text"/> operational dismissals generally rare [4]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.7) **sf_2009q2_1** assessment of measures for easing the burden of social security contributions **2nd quarter 2009** once

Wording of question

<p>2nd quarter 2009</p> <p>B) The economic-growth package II of the Federal Government also contains measures to relieve the companies and employees with the social insurance contributions by about 12 bn. (especially the health insurance contributions are reduced by 0,6 percentage points).</p> <p>How do you assess these measures for your company?</p> <p><input type="text"/> big relief [1]</p> <p><input type="text"/> slight relief [2]</p> <p><input type="text"/> almost no relief [3]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td style="background-color: #4f81bd;"></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.8) **sf_2009q3_1** development of staff size in 2nd half of 2009 compared to current state **3rd quarter 2009** once

Wording of question

<p>3rd quarter 2009</p> <p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>2nd half year 2009</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	Further information																																								
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No.	Name	Label	Survey period	Survey frequency
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3.9) **sf_2009q3_2** development of staff size in 1st half of 2010 compared to current state **3rd quarter 2009** once

Wording of question

<p>3rd quarter 2009</p> <p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>1st half year 2010</p>	Further information
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<input type="checkbox"/> increase [1] <input type="checkbox"/> no change [2] <input type="checkbox"/> reduction [3] <input type="checkbox"/> cannot be stated [4]																																								
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No.	Name	Label	Survey period	Survey frequency
3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	3rd quarter 2009	once

Wording of question

<p>3rd quarter 2009</p> <p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>2nd half year 2010</p> <input type="checkbox"/> increase [1] <input type="checkbox"/> no change [2] <input type="checkbox"/> reduction [3] <input type="checkbox"/> cannot be stated [4]	Further information																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	3rd quarter 2009	once

Wording of question

<p>3rd quarter 2009</p> <p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2011</p> <input type="checkbox"/> increase [1] <input type="checkbox"/> no change [2] <input type="checkbox"/> reduction [3] <input type="checkbox"/> cannot be stated [4]	Further information																				
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	3rd quarter 2009	once
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Wording of question

3rd quarter 2009	Further information
<p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2012</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.13)	sf_2009q3_6	development of staff size in 2013 compared to current state	3rd quarter 2009	once
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Wording of question

3rd quarter 2009	Further information
<p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2013</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.14)	sf_2009q4_1	impact of economic measures on economic growth in the medium run	4th quarter 2009	once
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Wording of question

4th quarter 2009	Further information
B) The new Federal Government discusses future economic measures. How do you think are these measures	

going to impact the economic growth in the medium run (next 3 to 4 years)?

strongly positive [1]

slightly positive [2]

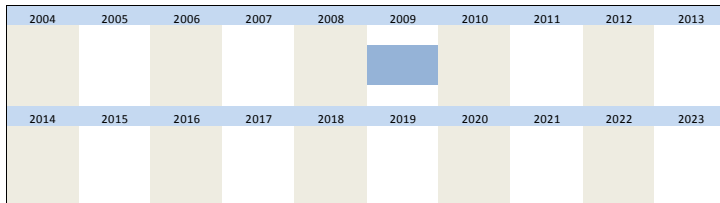
rather no impact [3]

slightly negative [4]

strongly negative [5]

cannot be stated [6]

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.15) **sf_2010q1_1** plans w.r.t short-time work in 2010 1st quarter 2010 once

Wording of question

1st quarter 2010

B) What are the plans for the year 2010 of your company regarding short-time work?

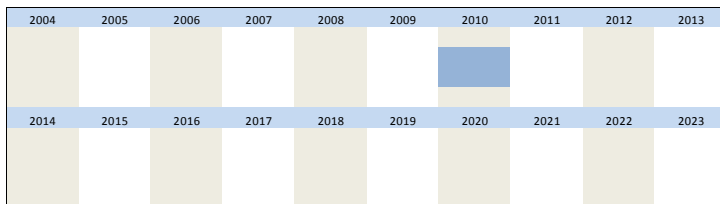
currently no short-time work [1]

currently employing short-time work [2]

cannot be stated [3]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.16) **sf_2010q1_2** currently no short-time work: 1st quarter 2010 once

Wording of question

1st quarter 2010

B) What are the plans for the year 2010 of your company regarding short-time work?

currently no short-time work [1]

currently employing short-time work [2]

cannot be stated [3]

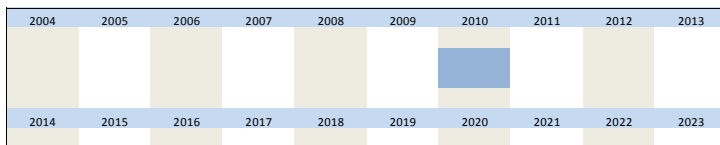
if "currently no short-time work"

no introduction intended [1]

introduction intended [2]

Further information




Time span of variable



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No.	Name	Label	Survey period	Survey frequency
3.17)	sf_2010q1_3	currently employing short-time work:	1st quarter 2010	once

Wording of question

<p>1st quarter 2010</p> <p>B) What are the plans for the year 2010 of your company regarding short-time work?</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  currently no short-time work [1] </div> <div style="text-align: center;">  currently employing short-time work [2] </div> <div style="text-align: center;">  cannot be stated [3] </div> </div> <p>if "currently employing short-time work"</p> <div style="margin-left: 100px;"> <input type="text"/> extension of short-time work [1] <input type="text"/> keeping current extent [2] <input type="text"/> reduction of short-time work: [3] <ul style="list-style-type: none"> <input type="text"/> by dismissal [4] <input type="text"/> without dismissal [5] </div>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																

No.	Name	Label	Survey period	Survey frequency
3.18)	sf_2010q2_1	handling of football world-cup	2nd quarter 2010	once

Wording of question

<p>2nd quarter 2010</p> <p>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</p> <div style="margin-left: 20px;"> <input type="text"/> breaks are allowed [1] <input type="text"/> world-cup cannot be taken account of [2] <input type="text"/> cannot be stated [3] </div>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																

No.	Name	Label	Survey period	Survey frequency
3.19)	sf_2010q2_2	breaks are considered...	2nd quarter 2010	once

Wording of question

<p>2nd quarter 2010</p> <p>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</p>	<p>Further information</p>
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breaks are allowed

the breaks are considered

working time [1]

leisure [2]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.20) **sf_2010q2_3** allowance to interrupt applies for... 2nd quarter 2010 once

Wording of question

2nd quarter 2010

B) Many of the matches of the football world-cup that starts in June are going to take place during the classic working hours. How does your company deal with that?

breaks are allowed

allowance to interrupt applies for...

all employees [1]

certain employees/departments only [2]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.21) **sf_2010q3_1** tendency towards short-term contracts among recruitments in the next 12 months 3rd quarter 2010 once

Wording of question

3rd quarter 2010

B) During the next 12 months is your company going to ... the tendency towards short-term contracts among recruitments?

increase [1]

remain unchanged [2]

decrease [3]

not decided on yet [4]

no recruitments [5]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.22) sf_2010q4_1 voluntary extrapayments have been made 4th quarter 2010 once

Wording of question

<p>4th quarter 2010</p> <p>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</p> <p>1) voluntary extrapayments have already been made</p> <p style="padding-left: 40px;">-have already been made</p> <p style="padding-left: 40px;"> <input type="text"/> yes [1] <input type="text"/> no[2] </p>	<p>Further information</p>																																								
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No.	Name	Label	Survey period	Survey frequency
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3.23) sf_2010q4_2 voluntary extrapayments will be made 4th quarter 2010 once

Wording of question

<p>4th quarter 2010</p> <p>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</p> <p>1) voluntary extrapayments</p> <p style="padding-left: 40px;">- will be made during the next months</p> <p style="padding-left: 40px;"> <input type="text"/> yes [1] <input type="text"/> no[2] </p>	<p>Further information</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.24) sf_2010q4_3 next payround 4th quarter 2010 once

Wording of question

<p>4th quarter 2010</p> <p>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</p> <p>2) next payround</p> <p style="padding-left: 40px;"> <input type="text"/> significant wage increase [1] </p> <p style="padding-left: 40px;"> <input type="text"/> moderate wage increase [2] </p> <p style="padding-left: 40px;"> <input type="text"/> slight wage increase [3] </p> <p style="padding-left: 40px;"> <input type="text"/> no wage increase [4] </p>	<p>Further information</p>																																								
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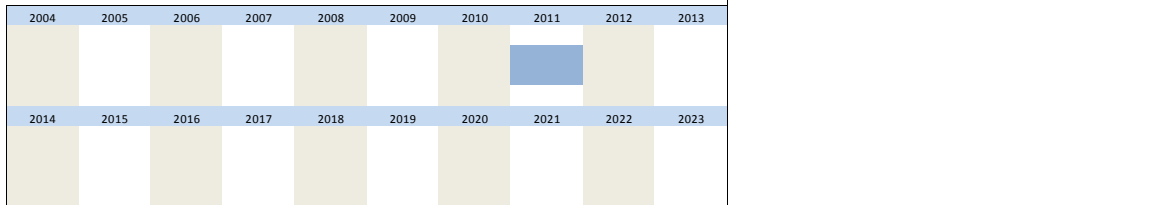
No.	Name	Label	Survey period	Survey frequency
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3.25) **sf_2011q1_1** tendency towards longer employment of senior employees **1st quarter 2011** once

Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input type="checkbox"/> yes [1] <input type="checkbox"/> no [2]</p>	Further information
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Time span of variable



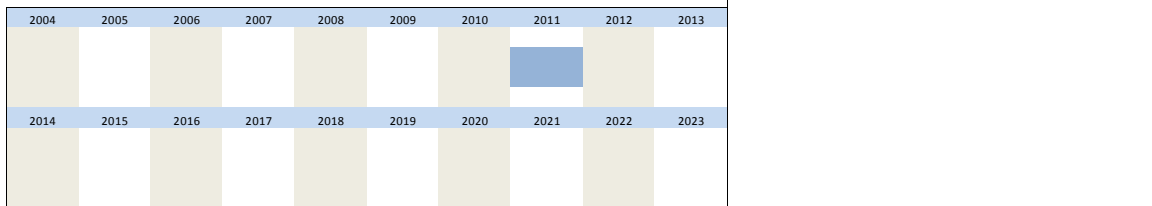
No.	Name	Label	Survey period	Survey frequency
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3.26) **sf_2011q1_2** yes, via flexible working hours **1st quarter 2011** once

Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text" value="flexible working hours"/> flexible working hours [1]</p>	Further information
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Time span of variable



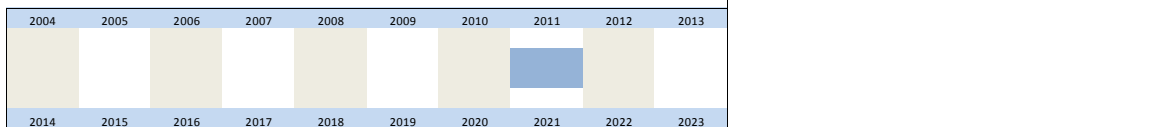
No.	Name	Label	Survey period	Survey frequency
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3.27) **sf_2011q1_3** yes, via monetary incentives **1st quarter 2011** once

Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text" value="monetary incentives"/> monetary incentives [1]</p>	Further information
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Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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3.28) sf_2011q1_4 yes, via age-appropriate workstations 1st quarter 2011 once

Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text"/> age-appropriate workstations [1]</p>	<p>Further information</p>																														
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #4f81bd;"></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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3.29) sf_2011q1_5 yes, via adjustment of assignments 1st quarter 2011 once

Wording of question

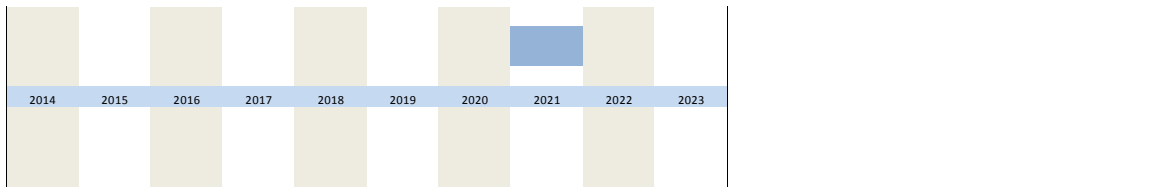
<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text"/> adjustment of assignments [1]</p>	<p>Further information</p>																														
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #4f81bd;"></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																						

No.	Name	Label	Survey period	Survey frequency
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3.30) sf_2011q1_6 yes, via other measures 1st quarter 2011 once

Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text"/> other measures [1]</p>	<p>Further information</p>										
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		



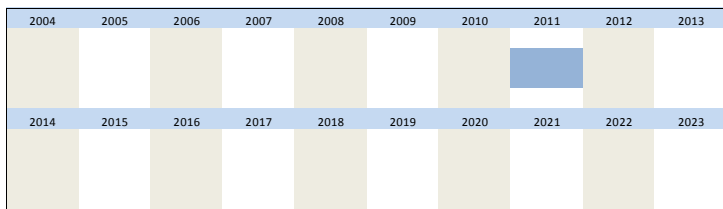
No.	Name	Label	Survey period	Survey frequency
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3.31)	sf_2011q1_7	no measures	1st quarter 2011	once
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Wording of question

<p>1st quarter 2011</p> <p>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="checkbox"/> no measure [1]</p>	Further information
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Time span of variable



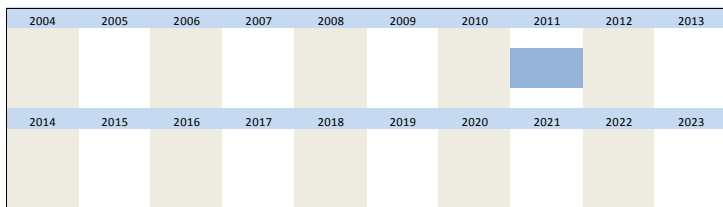
No.	Name	Label	Survey period	Survey frequency
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3.32)	sf_2011q2_1	recruitment via job advertisement in print media	2nd quarter 2011	once
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Wording of question

<p>2nd quarter 2011</p> <p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> job advertisement in print media [1]</p>	Further information
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Time span of variable



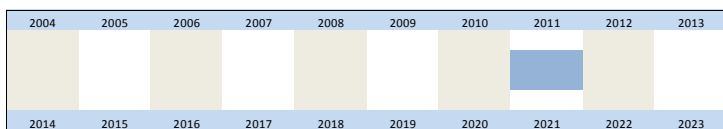
No.	Name	Label	Survey period	Survey frequency
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3.33)	sf_2011q2_2	recruitment via job advertisement online - own homepage	2nd quarter 2011	once
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Wording of question

<p>2nd quarter 2011</p> <p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> job advertisement online - own homepage [1]</p>	Further information
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Time span of variable



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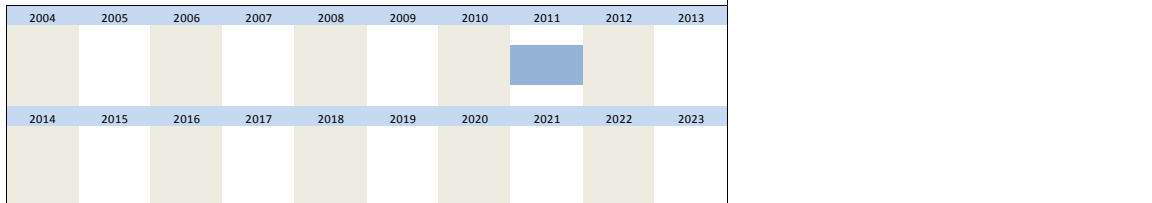
No.	Name	Label	Survey period	Survey frequency
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3.34) **sf_2011q2_3** recruitment via job advertisement online - job markets 2nd quarter 2011 once

Wording of question

2nd quarter 2011	Further information
<p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> job advertisement online - job markets [1]</p>	

Time span of variable



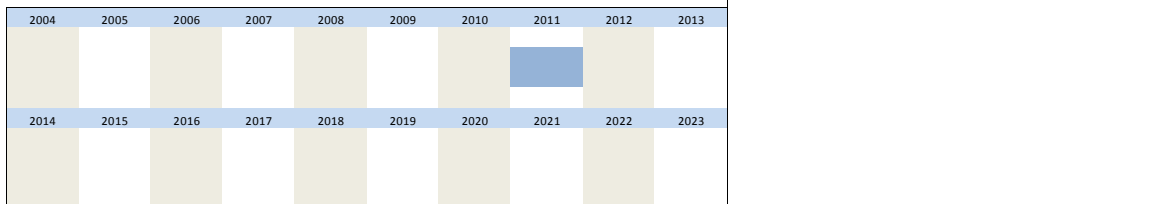
No.	Name	Label	Survey period	Survey frequency
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3.35) **sf_2011q2_4** recruitment via social media/ social networks on the internet 2nd quarter 2011 once

Wording of question

2nd quarter 2011	Further information
<p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> social media/ social networks on the internet [1]</p>	

Time span of variable



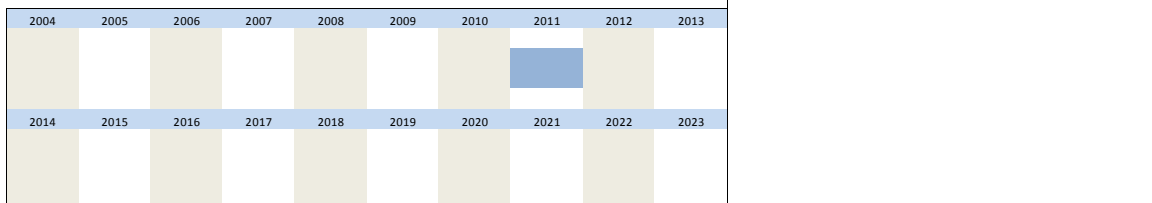
No.	Name	Label	Survey period	Survey frequency
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3.36) **sf_2011q2_5** recruitment via personal contacts 2nd quarter 2011 once

Wording of question

2nd quarter 2011	Further information
<p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> personal contacts [1]</p>	

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.37) **sf_2011q2_6** recruitment via universities 2nd quarter 2011 once

Wording of question

2nd quarter 2011 B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible) <input type="text"/> universities [1]	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.38)	sf_2011q2_7	recruitment via federal employment agency	2nd quarter 2011	once

Wording of question

2nd quarter 2011 B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible) <input type="text"/> federal employment agency [1]	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	2nd quarter 2011	once

Wording of question

2nd quarter 2011 B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible) <input type="text"/> recruitment events/fairs [1]	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	3rd quarter 2011	once

Wording of question

3rd quarter 2011 B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late? the demand of applicants from Greece ... as compared to the past	Further information
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	3rd quarter 2011	once
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Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p style="text-align: center;">the demand of applicants from Ireland ... as compared to the past</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	3rd quarter 2011	once
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Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p style="text-align: center;">the demand of applicants from Italy ... as compared to the past</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	3rd quarter 2011	once
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Wording of question

3rd quarter 2011	Further information
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B) Do you sense a changed demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?

the demand of applicants from Portugal ... as compared to the past

increased [1]
 unchanged [2]
 decreased [3]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	3rd quarter 2011	once

Wording of question

3rd quarter 2011

B) Do you sense a changed demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?

the demand of applicants from Spanien ... as compared to the past

increased [1]
 unchanged [2]
 decreased [3]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	4th quarter 2011	once

Wording of question

4th quarter 2011

B) Does your company feel affected by the current regulations* on approval of foreign vocational education?

regulations are relevant [1]
 regulations are not relevant [2]

Further information


*Regulations as of mid October 2011

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	4th quarter 2011	once

Wording of question

<p>4th quarter 2011</p> <p>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</p> <p> regulations are relevant</p> <p>We feel ...</p> <p><input type="text"/> sorely afflicted [1]</p> <p><input type="text"/> slightly afflicted [2]</p> <p><input type="text"/> not affected [3]</p>	<p>Further information</p> <p>*Regulations as of mid October 2011</p>																																								
<p>Time span of variable</p>																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	1st quarter 2012	once

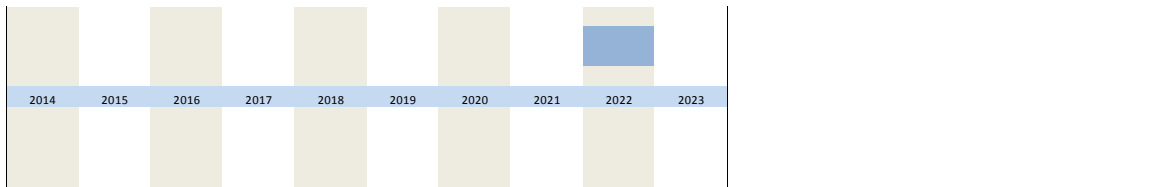
Wording of question

<p>1st quarter 2012</p> <p>B) How is the number of employees in your company likely to be changed? In ... the number of employees in our company is going to be</p> <p>1st half year 2012 as compared to end of 2011</p> <p><input type="text"/> higher [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> lower [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	1st quarter 2012	once

Wording of question

<p>1st quarter 2012</p> <p>B) How is the number of employees in your company likely to be changed? In ... the number of employees in our company is going to be</p> <p>2nd half year 2012 as compared to end of 1st half year 2012</p> <p><input type="text"/> higher [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> lower [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>																				
<p>Time span of variable</p>																					
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



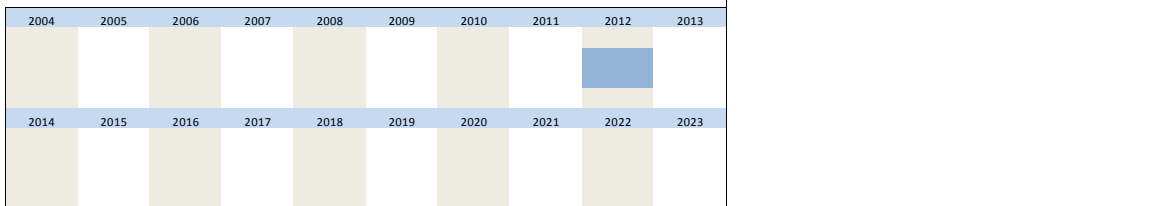
No.	Name	Label	Survey period	Survey frequency
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3.49) **sf_2012q1_3** development of staff size in 2013 as compared to the end of 2012 **1st quarter 2012** once

Wording of question

<p>1st quarter 2012</p> <p>B) How is the number of employees in your company likely to be changed? In ... the number of employees in our company is going to be</p> <p>forecast for the year 2013 as compared to end of 2012</p> <p><input type="text"/> higher [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> lower [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>
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Time span of variable



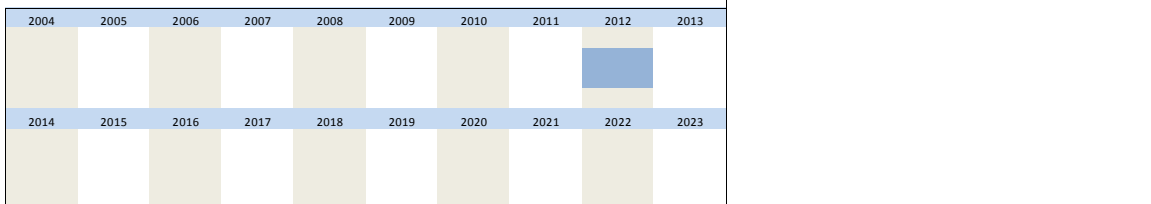
No.	Name	Label	Survey period	Survey frequency
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3.50) **sf_2012q2_1** flexible working hours via gliding time **2nd quarter 2012** once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="text"/> gliding time [1]</p>	<p>Further information</p>
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.51) **sf_2012q2_2** flexible working hours via homeoffice **2nd quarter 2012** once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="text"/> homeoffice [1]</p>	<p>Further information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.52)	sf_2012q2_3	flexible working hours via jobsharing	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="text"/> jobsharing [1]</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.53)	sf_2012q2_4	flexible working hours via partial retirement	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="text"/> partial retirement [1]</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.54)	sf_2012q2_5	flexible working hours via freelancing	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="text"/> freelancing [1]</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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No.	Name	Label	Survey period	Survey frequency
3.55)	sf_2012q2_6	flexible working hours via working-time accounts	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="checkbox"/> working-time accounts [1]</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.56)	sf_2012q2_7	flexible working hours via sabbatical	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="checkbox"/> sabbatical [1]</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.57)	sf_2012q2_8	flexible working hours via other measures	2nd quarter 2012	once

Wording of question

<p>2nd quarter 2012</p> <p>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</p> <p><input type="checkbox"/> other measures [1]</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.58) **sf_2012q3_1** euro crisis: impact on personnel planning next 6 months (y/n) **3rd quarter 2012** once

Wording of question

<p>3rd quarter 2012</p> <p>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</p> <p><input type="text"/> yes [1] <input type="text"/> no[2]</p>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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3.59) **sf_2012q3_2** euro crisis: impact on personnel planning next 6 months (direction) **3rd quarter 2012** once

Wording of question

<p>3rd quarter 2012</p> <p>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</p> <p><input type="checkbox"/> yes <input type="checkbox"/> no</p> <p>If yes: because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="text"/> strong reduction [1]</p> <p><input type="text"/> slight reduction [2]</p> <p><input type="text"/> almost no change [3]</p> <p><input type="text"/> slight increase [4]</p> <p><input type="text"/> strong increase [5]</p> <p><input type="text"/> cannot be stated [6]</p>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.60) **sf_2012q4_1** reaction to economic slowdown, w.r.t working-time accounts **4th quarter 2012** once

Wording of question

<p>4th quarter 2012</p> <p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>working-time accounts</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	<p>Further information</p>
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Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	4th quarter 2012	once

Wording of question

4th quarter 2012	Further information
<p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>temporary contracts</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t agency workers	4th quarter 2012	once

Wording of question

4th quarter 2012	Further information
<p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>agency workers</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	4th quarter 2012	once

Wording of question

<p>4th quarter 2012</p> <p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>core workforce</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information																																								
Time span of variable																																									
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.64)	sf_2012q4_5	reaction to economic slowdown, w.r.t extra hours	4th quarter 2012	once

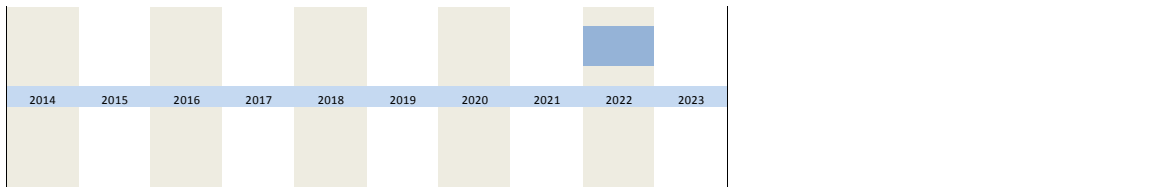
Wording of question

<p>4th quarter 2012</p> <p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>extra hours</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information																																								
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.65)	sf_2012q4_6	reaction to economic slowdown, w.r.t short-time work	4th quarter 2012	once

Wording of question

<p>4th quarter 2012</p> <p>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</p> <p>short-time work</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
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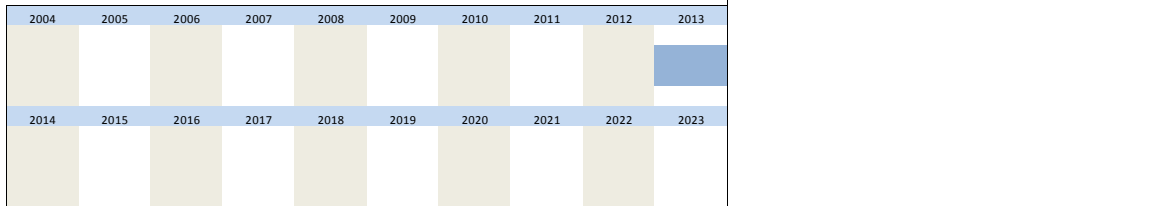


No.	Name	Label	Survey period	Survey frequency
3.66)	sf_2013q1_1	demand of applicants from Greece during last 12 months	1st quarter 2013	once

Wording of question

<p>1st quarter 2013</p> <p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p> <p>demand of applicants from Greece</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information
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Time span of variable

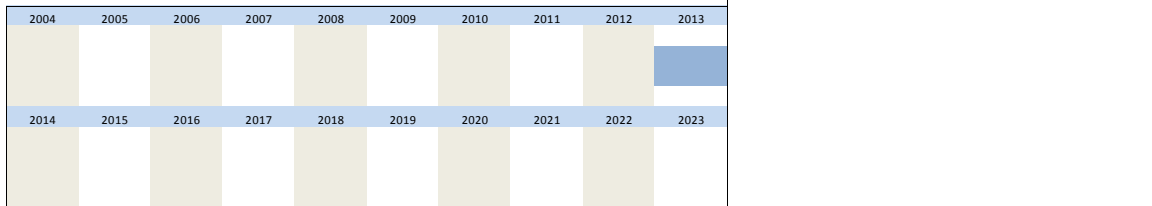


No.	Name	Label	Survey period	Survey frequency
3.67)	sf_2013q1_2	demand of applicants from Ireland during last 12 months	1st quarter 2013	once

Wording of question

<p>1st quarter 2013</p> <p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p> <p>demand of applicants from Ireland</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.68)	sf_2013q1_3	demand of applicants from Italy during last 12 months	1st quarter 2013	once

Wording of question

<p>1st quarter 2013</p> <p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p>	Further information
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demand of applicants from Italy

reduction [1]

no change [2]

increase [3]

not applicable [4]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.69) **sf_2013q1_4** demand of applicants from Portugal during last 12 months **1st quarter 2013** once

Wording of question

1st quarter 2013

B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?

demand of applicants from Portugal

reduction [1]

no change [2]

increase [3]

not applicable [4]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.70) **sf_2013q1_5** demand of applicants from Spain during last 12 months **1st quarter 2013** once

Wording of question

1st quarter 2013

B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?

demand of applicants from Spain

reduction [1]

no change [2]

increase [3]

not applicable [4]

Further information

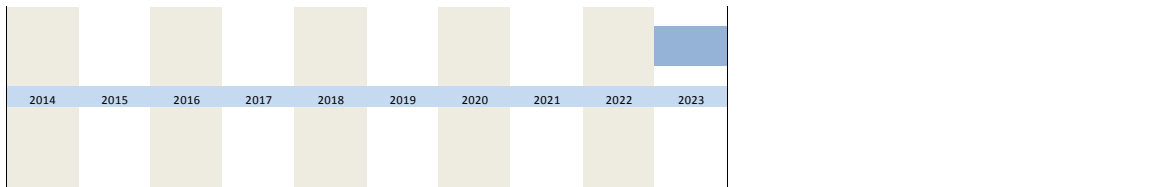
Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency																																								
3.71)	sf_2013q1_6	actively searching for applicants form a.m. EU-states	1st quarter 2013	once																																								
Wording of question																																												
<p>1st quarter 2013</p> <p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p> <p>We are actively searching for applicants from the above mentioned EU-states*</p> <p><input type="checkbox"/> yes [1] <input type="checkbox"/> no[2]</p>			<p>Further information</p> <p>*Greece, Ireland, Italy, Portugal, Spain</p>																																									
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No.	Name	Label	Survey period	Survey frequency																																								
3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	2nd quarter 2013	once																																								
Wording of question																																												
<p>2nd quarter 2013</p> <p>B) Are you planning to change the number of part-time jobs until the end of 2014?</p> <p>We are planning to ... the supply of part-time jobs next year</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>			<p>Further information</p>																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																			

No.	Name	Label	Survey period	Survey frequency																				
3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	2nd quarter 2013	once																				
Wording of question																								
<p>2nd quarter 2013</p> <p>B) Are you planning to change the number of part-time jobs until the end of 2014?</p> <p>During the last 2 to 3 years we have ... the number of part-time jobs</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>			<p>Further information</p>																					
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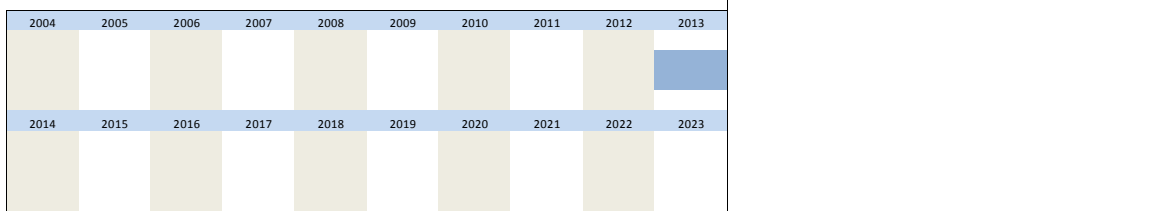
No.	Name	Label	Survey period	Survey frequency
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3.74) **sf_2013q3_1** home-office employment is part of company x organisation 3rd quarter 2013 once

Wording of question

<p>3rd quarter 2013</p> <p>B) Are homeoffice workstations part of your company organisation?</p> <p><input type="checkbox"/> yes [1] <input type="checkbox"/> no [2]</p>	Further information
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Time span of variable



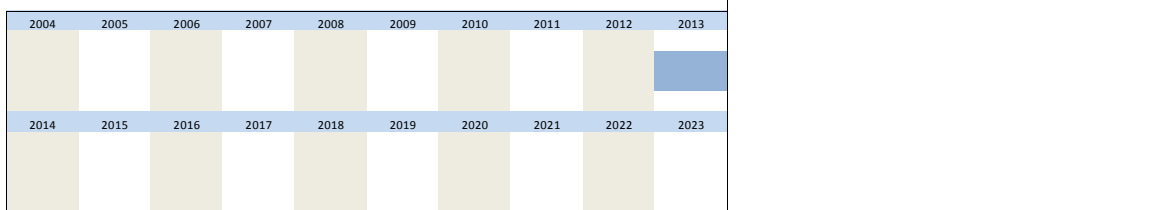
No.	Name	Label	Survey period	Survey frequency
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3.75) **sf_2013q3_2** development of number of home-office employments during last 4-5 years 3rd quarter 2013 once

Wording of question

<p>3rd quarter 2013</p> <p>B) Are homeoffice workstations part of your company organisation?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes:</p> <p>During the last 4 to 5 years we have ... the supply of homeoffice</p> <p><input type="checkbox"/> increased [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> reduced [3]</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.76) **sf_2013q3_3** plans w.r.t. number of home-office employments by the end of 2014 3rd quarter 2013 once

Wording of question

<p>3rd quarter 2013</p> <p>B) Are homeoffice workstations part of your company organisation?</p> <p><input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no</p> <p>If yes:</p> <p>As compared to the current state we are planning to ... the supply of homeoffice until the end of 2014</p>	Further information
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<input type="text"/> increased [1]																				
<input type="text"/> unchanged [2]																				
<input type="text"/> reduced [3]																				
Time span of variable																				
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											

No.	Name	Label	Survey period	Survey frequency
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3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	3rd quarter 2013	once
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Wording of question

3rd quarter 2013 B) Are homeoffice workstations part of your company organisation? <input type="checkbox"/> yes <input type="checkbox"/> no If no: <input type="text"/> We are planning to newly offer homeoffice	Further information
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Time span of variable

<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											

No.	Name	Label	Survey period	Survey frequency
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3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	4th quarter 2013	once
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Wording of question

4th quarter 2013 B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months? <input type="text"/> yes [1] <input type="text"/> no [2]	Further information
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Time span of variable

<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											

No.	Name	Label	Survey period	Survey frequency					
3.79)	sf_2013q4_2	euro crisis: impact on personnel planning next 6 months (direction)	4th quarter 2013	once					
Wording of question									
<p>4th quarter 2013</p> <p>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</p> <p><input checked="" type="checkbox"/> ja <input checked="" type="checkbox"/> no</p> <p>If yes:</p> <p>Because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="checkbox"/> strong reduction [1]</p> <p><input type="checkbox"/> slight reduction [2]</p> <p><input type="checkbox"/> no change [3]</p> <p><input type="checkbox"/> slight increase [4]</p> <p><input type="checkbox"/> strong increase [5]</p> <p><input type="checkbox"/> cannot be stated [6]</p>			Further information						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency					
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	1. quarter 2014	once					
Wording of question									
<p>1. quarter 2014</p> <p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p>Due to minimum wage our personnel will presumably...</p> <p>2014</p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>			Further Information						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	1. quarter 2014	once
Wording of question				
<p>1. quarter 2014</p> <p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company?</p>			Further Information	

(disregarding economic cycle development)

Due to minimum wage our personnel will presumably...

ab 2015

[1] increase

[2] no change

[3] decrease

[4] no statement

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.82) **sf_2014q2_1** early retirement: more early retirement expected **2. quarter 2014** once

Wording of question

2. quarter 2014

The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.

Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?

[1] yes

[2] no

[3] no statement

Further Information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.83) **sf_2014q2_2** early retirement: expected shortage of personnel **2. quarter 2014** once

Wording of question

2. quarter 2014

The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.

Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?

If yes: do you expect shortage of personnel?

[1] yes

[2] no

[3] no statement

Further Information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.84)	sf_2014q3_1	obstacles to reach female quota in company	3. quarter 2014	once
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Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>	Further Information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.85)	sf_2014q3_2	female quota obstacles: few women in sector	3. quarter 2014	once
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Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p>If yes:</p> <p>few women in sector <input type="text"/> [1] yes</p>	Further Information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.86)	sf_2014q3_3	female quota obstacles: no qualified female applicants	3. quarter 2014	once
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Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p>If yes:</p> <p>no qualified female applicants <input type="text"/> [1] yes</p>	Further Information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	3. quarter 2014	once
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Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p>If yes:</p> <p style="text-align: center;"> <input type="text" value="[1] yes"/> decision based on qualification only <input type="text"/> </p>	<p>Further Information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.88)	sf_2014q3_5	female quota obstacles: other reasons	3. quarter 2014	once
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Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p>If yes:</p> <p style="text-align: center;"> <input type="text" value="[1] yes"/> other reasons <input type="text"/> </p>	<p>Further Information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.89)	sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
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Wording of question

<p>4. quarter 2014</p> <p>In september the new year of training has started.</p> <p>Did your company have difficulties finding trainees?</p> <p> <input type="text" value="[1] yes"/> <input type="text" value="[2] no"/> <input type="text" value="[3] no trainee positions offered"/> </p>	<p>Further Information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.90)	sf_2014q4_2	measures to fill trainee positions: underwriting guarantee	4. quarter 2014	once
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Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p>underwriting guarantee <input type="checkbox"/> [1] yes</p>	<p>Further Information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	4. quarter 2014	once
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Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p>mentoring programs <input type="checkbox"/> [1] yes</p>	<p>Further Information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	4. quarter 2014	once
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Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p>new recruitment channels (eg. Online) <input type="checkbox"/> [1] yes</p>	<p>Further Information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

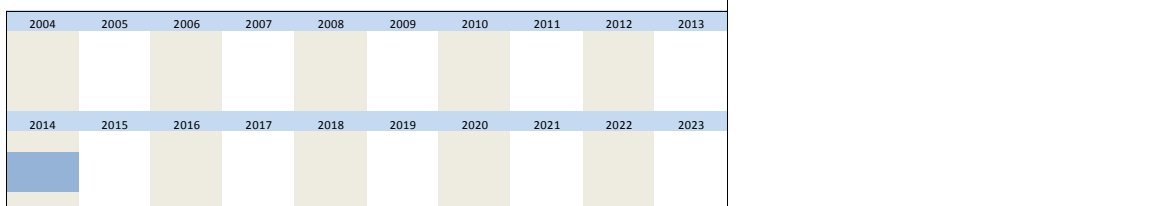
No.	Name	Label	Survey period	Survey frequency
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3.93) sf_2014q4_5 measures to fill trainee positions: 4. quarter 2014 once

Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p style="text-align: right;">[1] yes</p> <p>search in foreign countries <input type="checkbox"/></p>	Further Information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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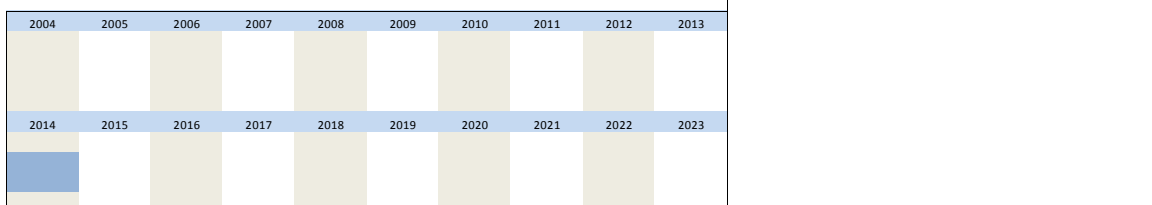
3.94) sf_2014q4_6 measures to fill trainee positions: 4. quarter 2014 once

others

Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p style="text-align: right;">[1] yes</p> <p>others <input type="checkbox"/></p>	Further Information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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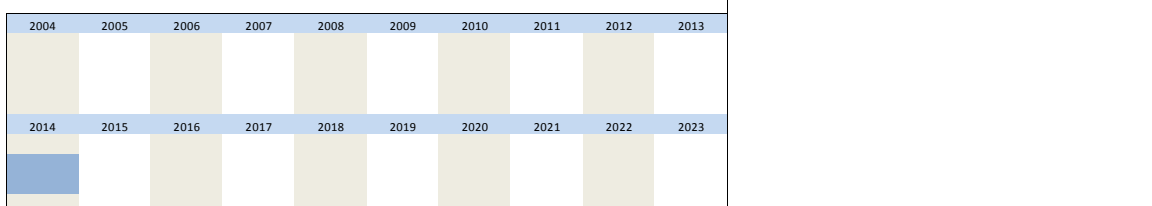
3.95) sf_2014q4_7 measures to fill trainee positions: 4. quarter 2014 once

no measures

Wording of question

<p>4. quarter 2014</p> <p>Did you take special measures to fill open trainee positions?</p> <p>(multiple nominations are possible)</p> <p style="text-align: right;">[1] yes</p> <p>no special measures <input type="checkbox"/></p>	Further Information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.96) sf_2014q4_8 recruitment specifically in euro crisis countries 4. quarter 2014 once

Wording of question

<p>4. quarter 2014</p> <p>Do you specifically recruit in euro crisis countries? (Portugal, Italy, Greece, Spain)</p>	Further Information
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<input type="text"/> [1] yes	<input type="text"/> [2] no								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.97) **sf_2015q1_1** offering contracts for work 1st quarter 2015 once

Wording of question

1st quarter 2015	Further information								
<p>Is your company offering contracts for work?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.98) **sf_2015q1_2** number of contracts for work last 3 years 1st quarter 2015 once

Wording of question

1st quarter 2015	Further information								
<p>Is your company offering contracts for work?</p> <p>If yes:</p> <p>During the last 3 years the number of contracts for work in our company</p> <p><input type="text"/> [1] increased</p> <p><input type="text"/> [2] did not change</p> <p><input type="text"/> [3] decreased</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.99) **sf_2015q1_3** share of employees with university degree 1st quarter 2015 once

Wording of question

1st quarter 2015	Further information
<p>Employee school degree</p> <p>What is the estimated percentage of your employees with university degree?</p> <p><input type="text"/> [1] less than 5%</p> <p><input type="text"/> [2] 5% - 25%</p>	

<input type="checkbox"/> [3] 25% - 50% <input type="checkbox"/> [4] more than 50%									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	1st quarter 2015	once
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Wording of question

1st quarter 2015 Have trainees with the following school degree been employed in your company during the last 5 years? lower secondary education <input type="checkbox"/> [1] yes	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	1st quarter 2015	once
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Wording of question

1st quarter 2015 Have trainees with the following school degree been employed in your company during the last 5 years? secondary school leaving certificate <input type="checkbox"/> [1] yes	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

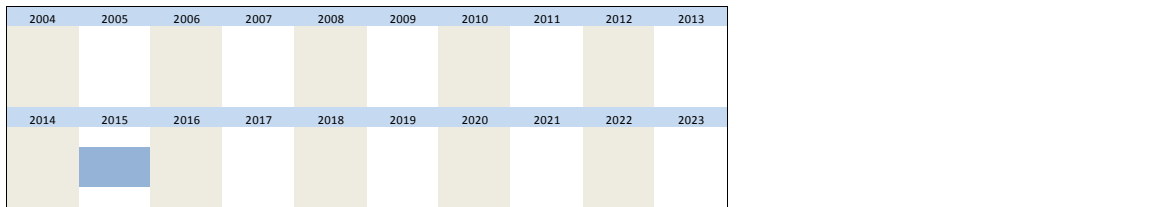
No.	Name	Label	Survey period	Survey frequency
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3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	1st quarter 2015	once
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Wording of question

1st quarter 2015 Have trainees with the following school degree been employed in your company during the last 5 years? high school diploma <input type="checkbox"/> [1] yes	Further information
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Time span of variable



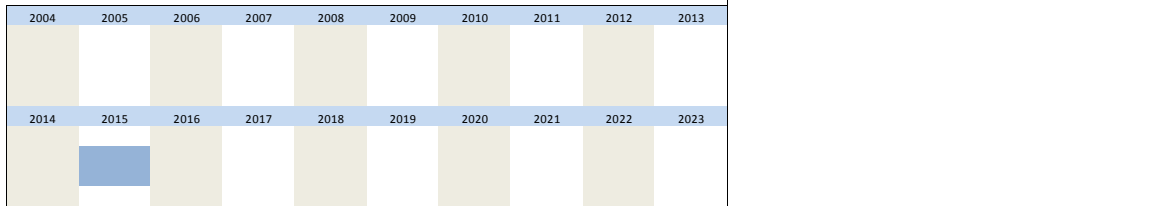
No.	Name	Label	Survey period	Survey frequency
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3.103) **sf_2015q1_7** in last 5 years employed trainees with: **1st quarter 2015** once
no trainees

Wording of question

<p>1st quarter 2015</p> <p>Have trainees with the following school degree been employed in your company during the last 5 years?</p> <p>no trainees employed <input type="checkbox"/> [1] yes <input type="checkbox"/></p>	Further information
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Time span of variable



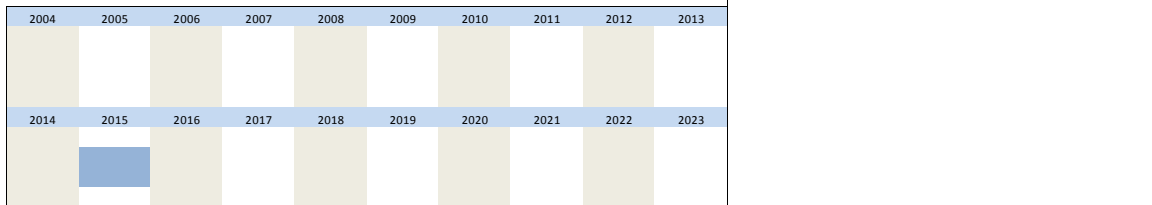
No.	Name	Label	Survey period	Survey frequency
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3.104) **sf_2015q1_8** majority of trainees **1st quarter 2015** once

Wording of question

<p>1st quarter 2015</p> <p>Which group forms the majority of your trainees?</p> <p><input type="checkbox"/> [1] lower secondary education</p> <p><input type="checkbox"/> [2] secondary school leaving certificate</p> <p><input type="checkbox"/> [3] high school diploma</p> <p><input type="checkbox"/> [4] no trainee company</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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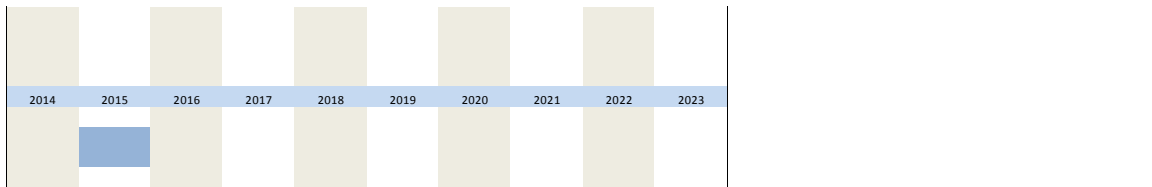
3.105) **sf_2015q2_1** importance for preselection of personnel: **2nd quarter 2015** once
school grades

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>school degree grades</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	school degree grades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Further information
	preselection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
school degree grades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												

Time span of variable





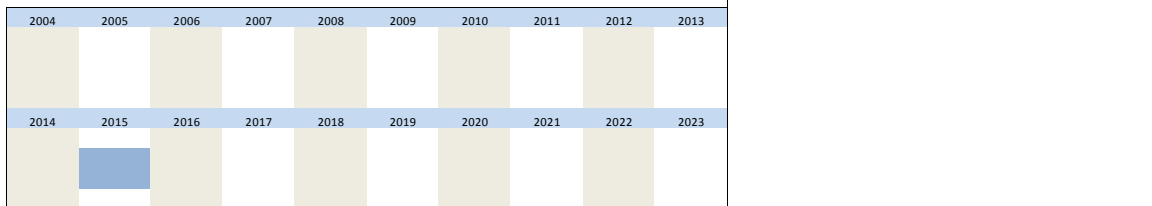
No.	Name	Label	Survey period	Survey frequency
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3.106) **sf_2015q2_2** importance for preselection of personnel: apprenticeship grades **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">preselection</th> </tr> <tr> <th>[1]</th> <th>[2] rather</th> <th>[3] rather</th> <th>[4]</th> </tr> <tr> <td>unimportant</td> <td>unimportant</td> <td>important</td> <td>important</td> </tr> </thead> <tbody> <tr> <td colspan="4">apprenticeship grades</td> </tr> </tbody> </table>	preselection				[1]	[2] rather	[3] rather	[4]	unimportant	unimportant	important	important	apprenticeship grades				Further information
preselection																	
[1]	[2] rather	[3] rather	[4]														
unimportant	unimportant	important	important														
apprenticeship grades																	

Time span of variable



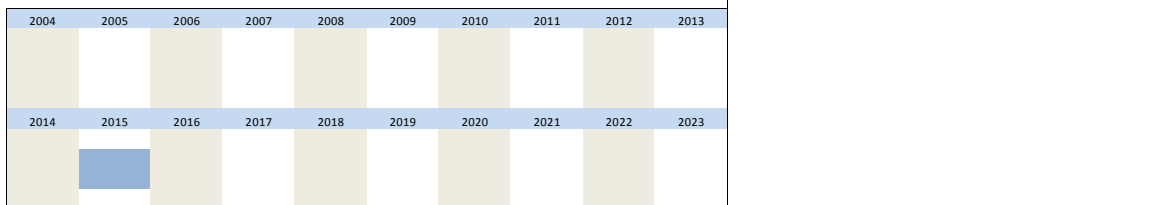
No.	Name	Label	Survey period	Survey frequency
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3.107) **sf_2015q2_3** importance for preselection of personnel: university grades **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">preselection</th> </tr> <tr> <th>[1]</th> <th>[2] rather</th> <th>[3] rather</th> <th>[4]</th> </tr> <tr> <td>unimportant</td> <td>unimportant</td> <td>important</td> <td>important</td> </tr> </thead> <tbody> <tr> <td colspan="4">university grades</td> </tr> </tbody> </table>	preselection				[1]	[2] rather	[3] rather	[4]	unimportant	unimportant	important	important	university grades				Further information
preselection																	
[1]	[2] rather	[3] rather	[4]														
unimportant	unimportant	important	important														
university grades																	

Time span of variable



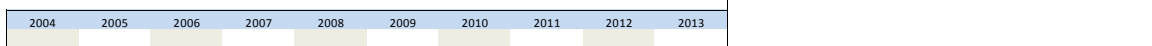
No.	Name	Label	Survey period	Survey frequency
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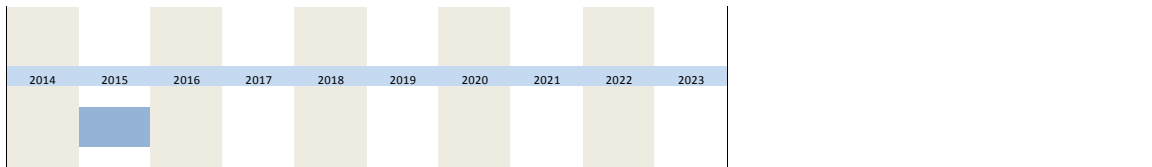
3.108) **sf_2015q2_4** importance for preselection of personnel: internships **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">preselection</th> </tr> <tr> <th>[1]</th> <th>[2] rather</th> <th>[3] rather</th> <th>[4]</th> </tr> <tr> <td>unimportant</td> <td>unimportant</td> <td>important</td> <td>important</td> </tr> </thead> <tbody> <tr> <td colspan="4">completed internships</td> </tr> </tbody> </table>	preselection				[1]	[2] rather	[3] rather	[4]	unimportant	unimportant	important	important	completed internships				Further information
preselection																	
[1]	[2] rather	[3] rather	[4]														
unimportant	unimportant	important	important														
completed internships																	

Time span of variable





No.	Name	Label	Survey period	Survey frequency
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3.109) **sf_2015q2_5** importance for preselection of personnel: relevant professional experience **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>relevant professional experience</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	relevant professional experience					<p>Further information</p>																										
	preselection																																									
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important																																						
relevant professional experience																																										
<p>Time span of variable</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td style="background-color: #4a86e8;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																	

No.	Name	Label	Survey period	Survey frequency
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3.110) **sf_2015q2_6** importance for preselection of personnel: foreign experience **2nd quarter 2015** **once**

Wording of question

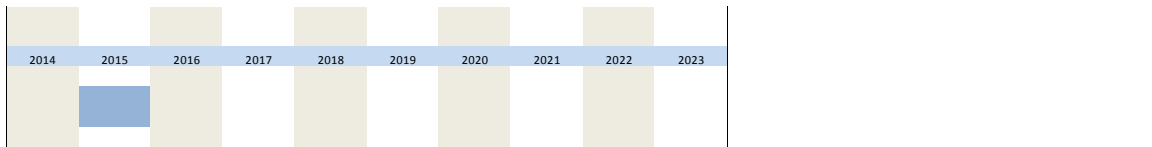
<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>foreign experience</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	foreign experience					<p>Further information</p>																										
	preselection																																									
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important																																						
foreign experience																																										
<p>Time span of variable</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td style="background-color: #4a86e8;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																	

No.	Name	Label	Survey period	Survey frequency
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3.111) **sf_2015q2_7** importance for preselection of personnel: language skills **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	language skills					<p>Further information</p>						
	preselection																					
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important																		
language skills																						
<p>Time span of variable</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013													



No.	Name	Label	Survey period	Survey frequency
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3.112) **sf_2015q2_8** importance for preselection of personnel: **2nd quarter 2015** **once**
 IT-skills

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	preselection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
IT skills				

Further information

Time span of variable

A horizontal timeline chart for survey 3.112. The x-axis represents years from 2004 to 2013 (top row) and 2014 to 2023 (bottom row). A blue bar highlights the survey period in 2015, specifically the 2nd quarter.

No.	Name	Label	Survey period	Survey frequency
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3.113) **sf_2015q2_9** importance for preselection of personnel: **2nd quarter 2015** **once**
 cover letter

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	preselection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
cover letter				

Further information

Time span of variable

A horizontal timeline chart for survey 3.113. The x-axis represents years from 2004 to 2013 (top row) and 2014 to 2023 (bottom row). A blue bar highlights the survey period in 2015, specifically the 2nd quarter.

No.	Name	Label	Survey period	Survey frequency
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3.114) **sf_2015q2_10** importance for preselection of personnel: photo **2nd quarter 2015** **once**

Wording of question

2nd quarter 2015

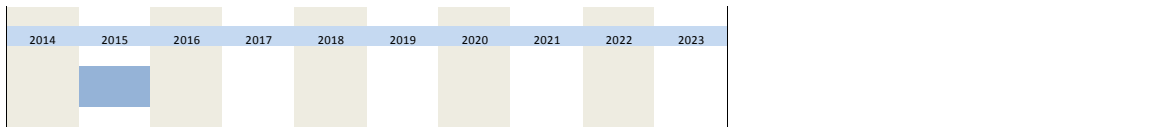
How important are the following factors for selection of personnel to you?

	preselection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
photo				

Further information

Time span of variable

A horizontal timeline chart for survey 3.114. The x-axis represents years from 2004 to 2013. A blue bar highlights the survey period in 2015, specifically the 2nd quarter.



No.	Name	Label	Survey period	Survey frequency
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3.115) **sf_2015q2_11** importance for final selection of personnel: **2nd quarter 2015** once
 school grades

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">final selection</th> </tr> <tr> <th>[1]</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4]</th> </tr> </thead> <tbody> <tr> <td colspan="4">school degree grades</td> </tr> </tbody> </table>	final selection				[1]	[2] rather unimportant	[3] rather important	[4]	school degree grades				<p>Further information</p>
final selection													
[1]	[2] rather unimportant	[3] rather important	[4]										
school degree grades													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.116) **sf_2015q2_12** importance for final selection of personnel: **2nd quarter 2015** once
 apprenticeship grades

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">final selection</th> </tr> <tr> <th>[1]</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4]</th> </tr> </thead> <tbody> <tr> <td colspan="4">apprenticeship grades</td> </tr> </tbody> </table>	final selection				[1]	[2] rather unimportant	[3] rather important	[4]	apprenticeship grades				<p>Further information</p>
final selection													
[1]	[2] rather unimportant	[3] rather important	[4]										
apprenticeship grades													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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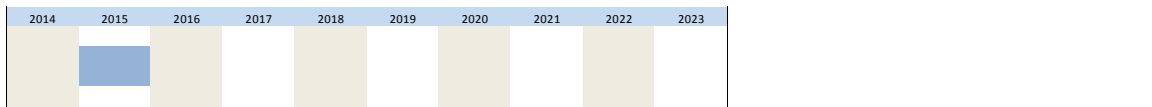
3.117) **sf_2015q2_13** importance for final selection of personnel: **2nd quarter 2015** once
 university grades

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4">final selection</th> </tr> <tr> <th>[1]</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4]</th> </tr> </thead> <tbody> <tr> <td colspan="4">university grades</td> </tr> </tbody> </table>	final selection				[1]	[2] rather unimportant	[3] rather important	[4]	university grades				<p>Further information</p>
final selection													
[1]	[2] rather unimportant	[3] rather important	[4]										
university grades													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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No.	Name	Label	Survey period	Survey frequency
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3.118) **sf_2015q2_14** importance for final selection of personnel: **2nd quarter 2015** **once**
internships

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
completed internships				

Further information

Time span of variable

No.	Name	Label	Survey period	Survey frequency
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3.119) **sf_2015q2_15** importance for final selection of personnel: **2nd quarter 2015** **once**
relevant professional experience

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
relevant professional experience				

Further information

Time span of variable

No.	Name	Label	Survey period	Survey frequency
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3.120) **sf_2015q2_16** importance for final selection of personnel: **2nd quarter 2015** **once**
foreign experience

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important
foreign experience				

Further information

Time span of variable



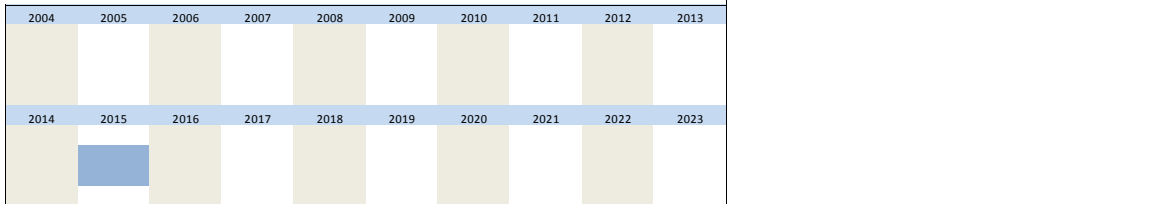
No.	Name	Label	Survey period	Survey frequency
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3.121) **sf_2015q2_17** importance for final selection of personnel: **2nd quarter 2015** **once**
 language skills

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	language skills				
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
language skills																

Time span of variable



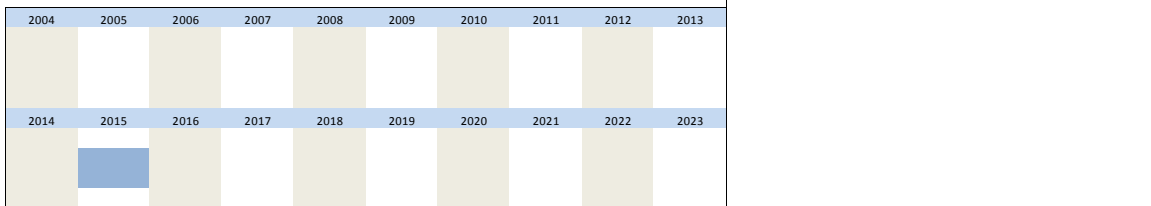
No.	Name	Label	Survey period	Survey frequency
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3.122) **sf_2015q2_18** importance for final selection of personnel: **2nd quarter 2015** **once**
 IT-skills

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>ITskills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	ITskills				
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
ITskills																

Time span of variable



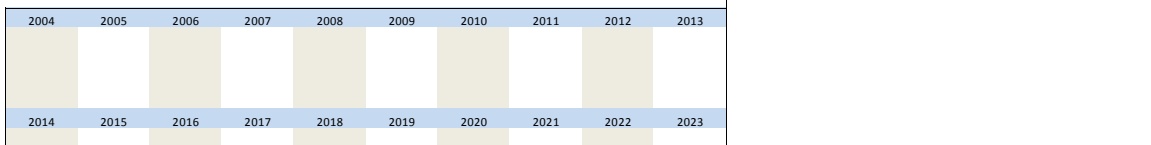
No.	Name	Label	Survey period	Survey frequency
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3.123) **sf_2015q2_19** importance for final selection of personnel: **2nd quarter 2015** **once**
 cover letter

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>cover letter</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	cover letter				
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
cover letter																

Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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3.124) **sf_2015q2_20** importance for final selection of personnel: **2nd quarter 2015** once
photo

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>photo</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	photo					
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
photo																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.125) **sf_2015q2_21** importance for final selection of personnel: **2nd quarter 2015** once
personal conversation

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>personal conversation</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	personal conversation					
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
personal conversation																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.126) **sf_2015q2_22** importance for final selection of personnel: **2nd quarter 2015** once
assessment center

Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>Assessment Center</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	Assessment Center					
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
Assessment Center																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.127)	sf_2015q2_23	importance for final selection of personnel: personality	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>personality</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	personality					
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
personality																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>sympathy</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	sympathy					
	final selection															
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important												
sympathy																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.129)	sf_2015q2_25	searching info online	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information
<p>Are you searching online for information about your applicants?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

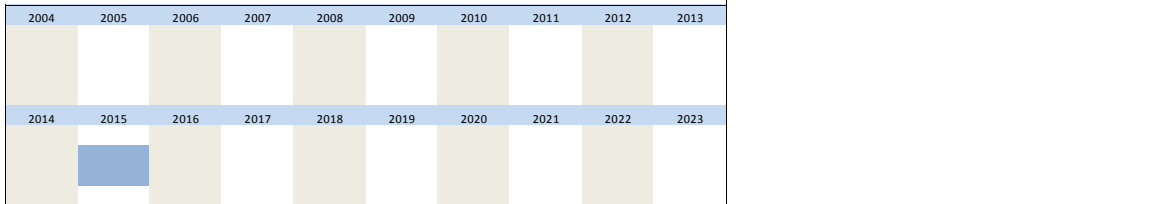
No.	Name	Label	Survey period	Survey frequency
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3.130) **sf_2015q2_26** searching info online: professional networks **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p style="padding-left: 40px;">In professional networks (Xing, LinkedIn etc.) <input type="checkbox"/> [1] yes</p>	<p>Further information</p>
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Time span of variable



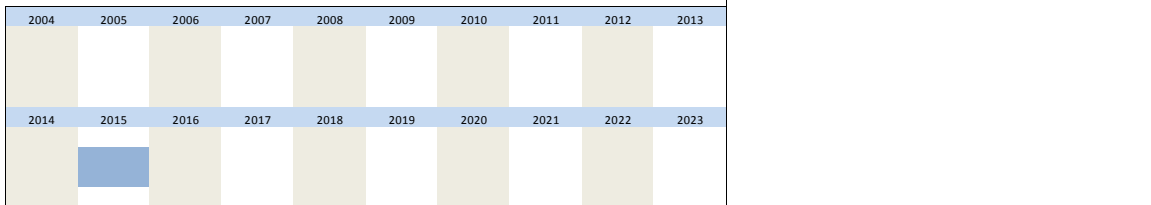
No.	Name	Label	Survey period	Survey frequency
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3.131) **sf_2015q2_27** searching info online: social networks **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p style="padding-left: 40px;">In social networks (Facebook, Twitter etc.) <input type="checkbox"/> [1] yes</p>	<p>Further information</p>
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Time span of variable



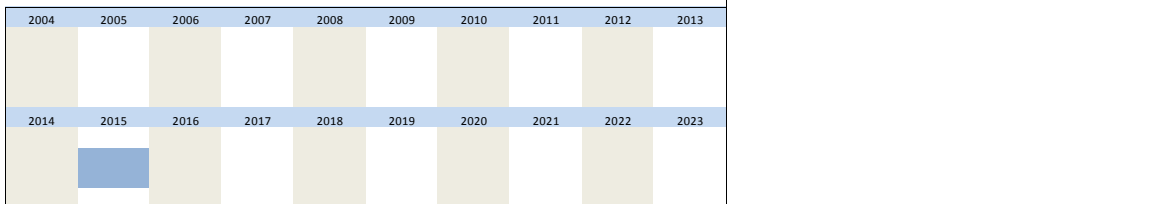
No.	Name	Label	Survey period	Survey frequency
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3.132) **sf_2015q2_28** searching info online: other info **2nd quarter 2015** **once**

Wording of question

<p>2nd quarter 2015</p> <p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p style="padding-left: 40px;">other information <input type="checkbox"/> [1] yes</p>	<p>Further information</p>
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.133) **sf_2015q3_1** change of challenges in everyday professional life **3rd quarter 2015** once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.134) **sf_2015q3_2** challenges w.r.t. additional qualifications **3rd quarter 2015** once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>additional qualifications</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	additional qualifications					<p>Further information</p>										
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant																	
additional qualifications																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.135) **sf_2015q3_3** challenges w.r.t. technical understanding **3rd quarter 2015** once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>technical understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	technical understanding					<p>Further information</p>										
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant																	
technical understanding																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

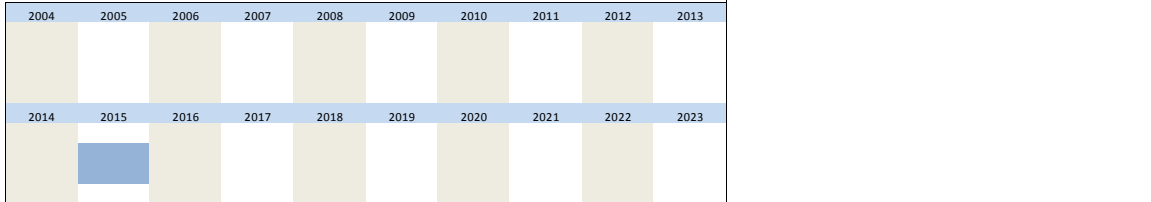
No.	Name	Label	Survey period	Survey frequency
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3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>IT understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	IT understanding					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
IT understanding											

Time span of variable



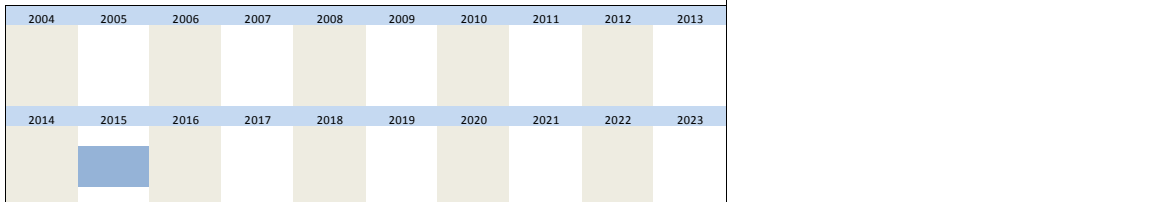
No.	Name	Label	Survey period	Survey frequency
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3.137) sf_2015q3_5 challenges w.r.t. temporal flexibility 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>temporal flexibility</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	temporal flexibility					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
temporal flexibility											

Time span of variable



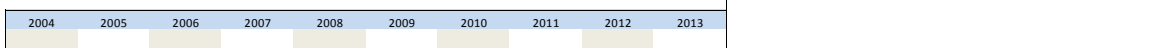
No.	Name	Label	Survey period	Survey frequency
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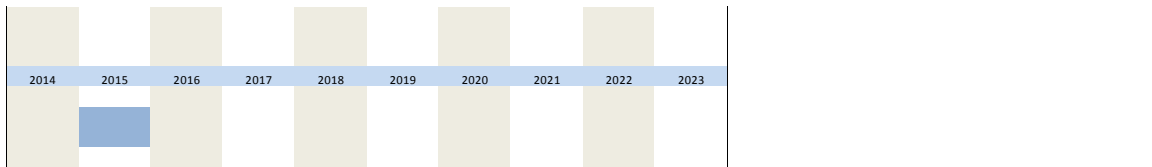
3.138) sf_2015q3_6 challenges w.r.t. weekend work 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>weekend work</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	weekend work					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
weekend work											

Time span of variable





No.	Name	Label	Survey period	Survey frequency
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3.139) **sf_2015q3_7** challenges w.r.t. willingness to travel 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>willingness to travel</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	willingness to travel					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
willingness to travel											

Time span of variable

No.	Name	Label	Survey period	Survey frequency
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3.140) **sf_2015q3_8** challenges w.r.t. language skills 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	language skills					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
language skills											

Time span of variable

No.	Name	Label	Survey period	Survey frequency
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3.141) **sf_2015q3_9** challenges w.r.t. lifelong learning 3rd quarter 2015 once

Wording of question

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1]</td> <td>[2]</td> <td>[3]</td> <td>[4] not</td> </tr> </table>		[1]	[2]	[3]	[4] not	<p>Further information</p>
	[1]	[2]	[3]	[4] not		

	increased	unchanged	decreased	relevant	
lifelong learning					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	3rd quarter 2015	once
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Wording of question

3rd quarter 2015	Further information										
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>teamwork abilities</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	teamwork abilities					
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
teamwork abilities											

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.143)	sf_2015q3_11	challenges w.r.t. other challenges	3rd quarter 2015	once
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Wording of question

3rd quarter 2015	Further information										
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>other challenges</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	other challenges					
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
other challenges											

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.144)	sf_2015q3_13	difficulties finding trainees	3rd quarter 2015	once
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Wording of question

3rd quarter 2015	Further information
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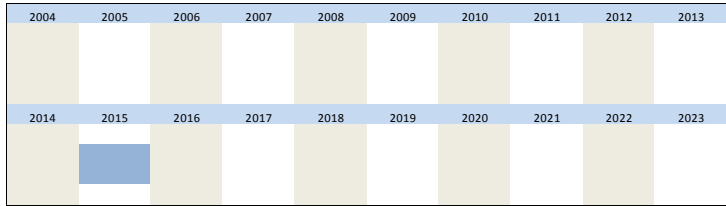
In fall the new apprenticeship year begins. Did your company have difficulties finding trainees?

[1] yes

[2] no

[3] no trainee positions were offered

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.145) **sf_2015q3_14** measure filling trainee positions: promotion at schools 3rd quarter 2015 once

Wording of question

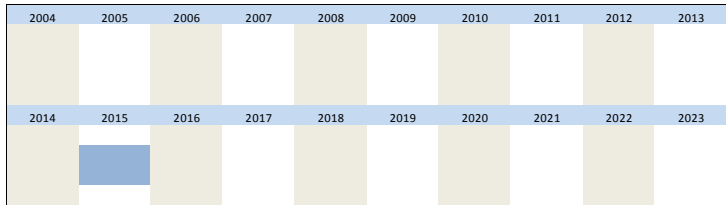
3rd quarter 2015

Did you take special measures to fill open trainee positions?

promotion at schools [1] yes

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.146) **sf_2015q3_15** measure filling trainee positions: fairs 3rd quarter 2015 once

Wording of question

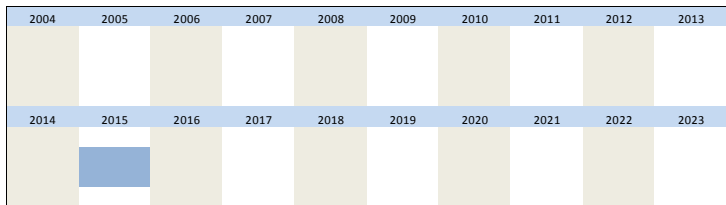
3rd quarter 2015

Did you take special measures to fill open trainee positions?

visiting fairs [1] yes

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.147) **sf_2015q3_16** measure filling trainee positions: new channels 3rd quarter 2015 once

Wording of question

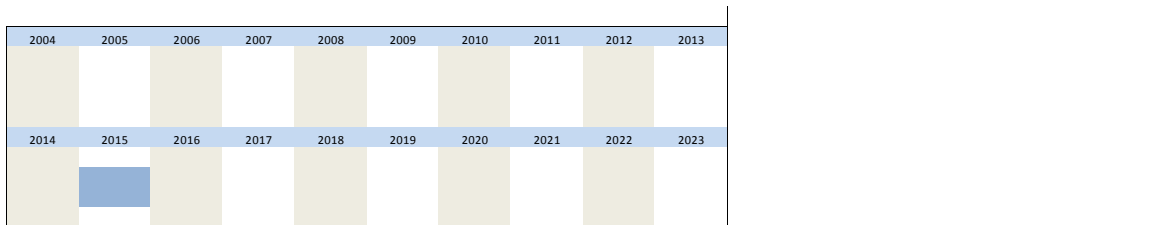
3rd quarter 2015

Did you take special measures to fill open trainee positions?

new recruitment channels (e.g. online) [1] yes

Further information

Time span of variable



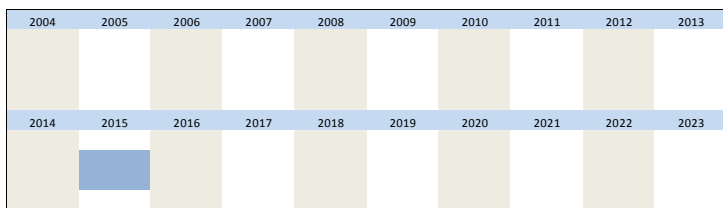
No.	Name	Label	Survey period	Survey frequency
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3.148) **sf_2015q3_17** measure filling trainee positions: foreign search 3rd quarter 2015 once

Wording of question

3rd quarter 2015 Did you take special measures to fill open trainee positions? foreign search <input type="text"/> [1] yes	Further information
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Time span of variable



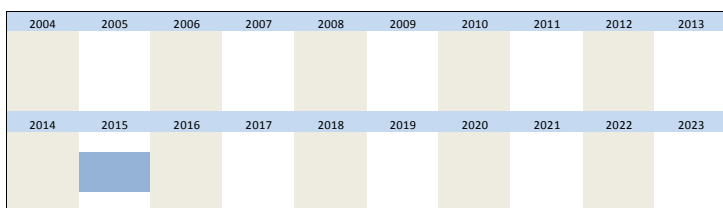
No.	Name	Label	Survey period	Survey frequency
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3.149) **sf_2015q3_18** measure filling trainee positions: other 3rd quarter 2015 once

Wording of question

3rd quarter 2015 Did you take special measures to fill open trainee positions? other <input type="text"/> [1] yes	Further information
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Time span of variable



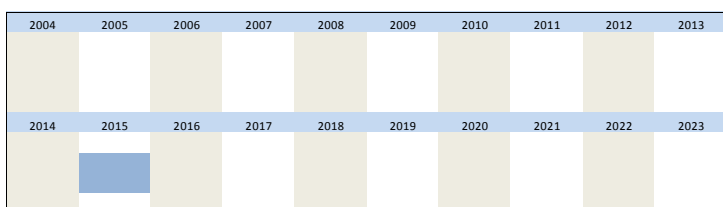
No.	Name	Label	Survey period	Survey frequency
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3.150) **sf_2015q3_20** measure filling trainee positions: no special measure 3rd quarter 2015 once

Wording of question

3rd quarter 2015 Did you take special measures to fill open trainee positions? no special measures <input type="text"/> [1] yes	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	4th quarter 2015	once

Wording of question

<p>4th quarter 2015</p> <p>Did you employ asylum seekers during the last 24 months?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	<p>Further information</p>																				
<p>Time span of variable</p>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.152)	sf_2015q4_2	employment of asylum seekers currently	4th quarter 2015	once

Wording of question

<p>4th quarter 2015</p> <p>Are you currently employing asylum seekers?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	<p>Further information</p>																				
<p>Time span of variable</p>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	4th quarter 2015	once

Wording of question

<p>4th quarter 2015</p> <p>Are you planning to employ asylum seekers in the next 12 months?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	<p>Further information</p>																				
<p>Time span of variable</p>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	4th quarter 2015	once

Wording of question

<p>4th quarter 2015</p> <p>Are you planning to employ asylum seekers from 2017 on?</p>	<p>Further information</p>
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<input type="checkbox"/>	[1] yes	<input type="checkbox"/>	[2] no						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	4th quarter 2015	once

Wording of question

4th quarter 2015	Further information								
<p>Are you planning to invest into qualification measures for asylum seekers in your company during the next 12 months?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	4th quarter 2015	once

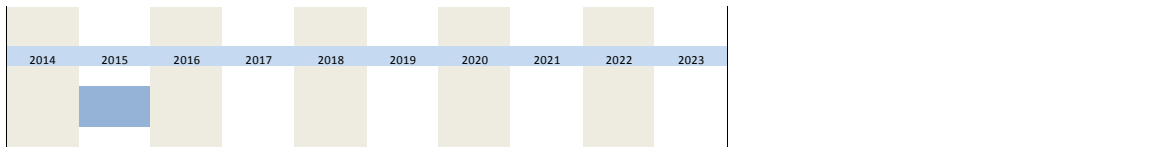
Wording of question

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] small obstacle</td> <td>[3] no obstacle</td> <td>[4] not relevant</td> </tr> <tr> <td>language</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant	language					
	[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant							
language											
Time span of variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No.	Name	Label	Survey period	Survey frequency
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	4th quarter 2015	once

Wording of question

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] small obstacle</td> <td>[3] no obstacle</td> <td>[4] not relevant</td> </tr> <tr> <td>qualification</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant	qualification					
	[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant							
qualification											
Time span of variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		



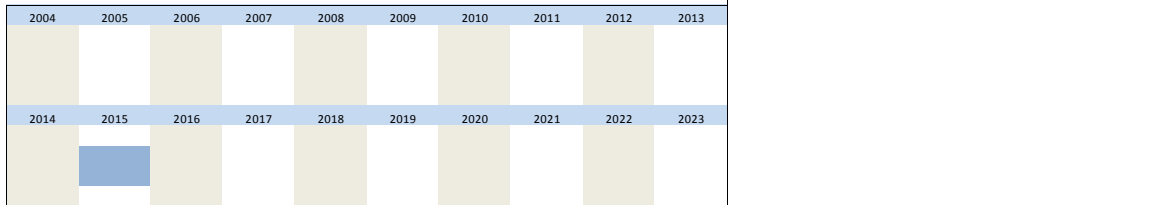
No.	Name	Label	Survey period	Survey frequency
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3.158) **sf_2015q4_8** obstacles to employing asylum seekers: 4th quarter 2015 once
 minimum wage

Wording of question

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] small obstacle</td> <td>[3] no obstacle</td> <td>[4] not relevant</td> </tr> <tr> <td>minimum wage</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant	minimum wage					
	[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant							
minimum wage											

Time span of variable



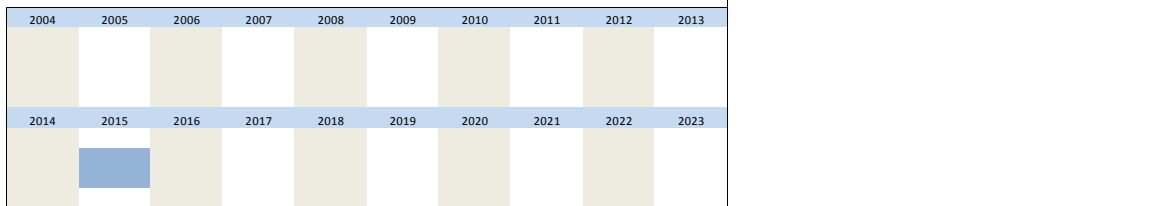
No.	Name	Label	Survey period	Survey frequency
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3.159) **sf_2015q4_9** obstacles to employing asylum seekers: 4th quarter 2015 once
 legal frameworks

Wording of question

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] small obstacle</td> <td>[3] no obstacle</td> <td>[4] not relevant</td> </tr> <tr> <td>legal frameworks</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant	legal frameworks					
	[1] large obstacle	[2] small obstacle	[3] no obstacle	[4] not relevant							
legal frameworks											

Time span of variable



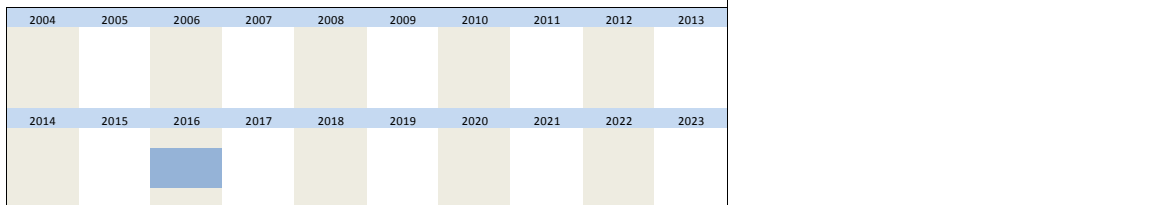
No.	Name	Label	Survey period	Survey frequency
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3.160) **sf_2016q1_1** offering internships in general 1st quarter 2016 once

Wording of question

1st quarter 2016	Further information				
<p>Do you offer internships in your company in general?</p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			
[1] yes	[2] no				

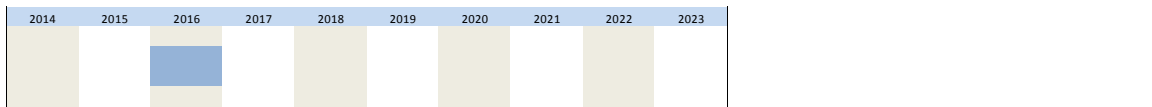
Time span of variable



No.	Name	Label	Survey period	Survey frequency																				
3.161)	sf_2016q1_2	offering internships since 2015 for voluntary interns	1st quarter 2016	once																				
Wording of question																								
<p>1st quarter 2016</p> <p>Do you offer internships in your company in general?</p> <p>If yes:</p> <p>since the beginning of 2015</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>for voluntary interns</td> <td></td> </tr> </table>				[1] yes	for voluntary interns		Further information																	
	[1] yes																							
for voluntary interns																								
Time span of variable																								
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>					2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013															
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023															

No.	Name	Label	Survey period	Survey frequency																				
3.162)	sf_2016q1_3	offering internships since 2015 for obligated interns	1st quarter 2016	once																				
Wording of question																								
<p>1st quarter 2016</p> <p>Do you offer internships in your company in general?</p> <p>If yes:</p> <p>since the beginning of 2015</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>for obligated interns</td> <td></td> </tr> </table>				[1] yes	for obligated interns		Further information																	
	[1] yes																							
for obligated interns																								
Time span of variable																								
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>					2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013															
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023															

No.	Name	Label	Survey period	Survey frequency										
3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	1st quarter 2016	once										
Wording of question														
<p>1st quarter 2016</p> <p>Do you offer internships in your company in general?</p> <p>If yes:</p> <p>prior to 2015</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>for voluntary interns</td> <td></td> </tr> </table>				[1] yes	for voluntary interns		Further information							
	[1] yes													
for voluntary interns														
Time span of variable														
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> </table>					2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013					



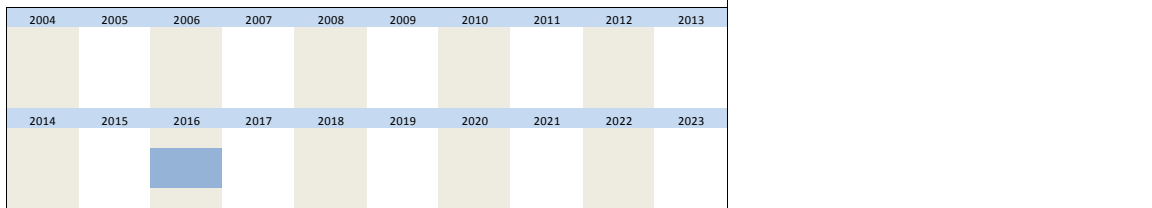
No.	Name	Label	Survey period	Survey frequency
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3.164) **sf_2016q1_5** offering internships before 2015 for obligated interns **1st quarter 2016** **once**

Wording of question

<p>1st quarter 2016</p> <p>Do you offer internships in your company in general?</p> <p>If yes:</p> <p>prior to 2015</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] yes</td> </tr> <tr> <td>for obligated interns</td> <td></td> </tr> </table>		[1] yes	for obligated interns		<p>Further information</p>
	[1] yes				
for obligated interns					

Time span of variable



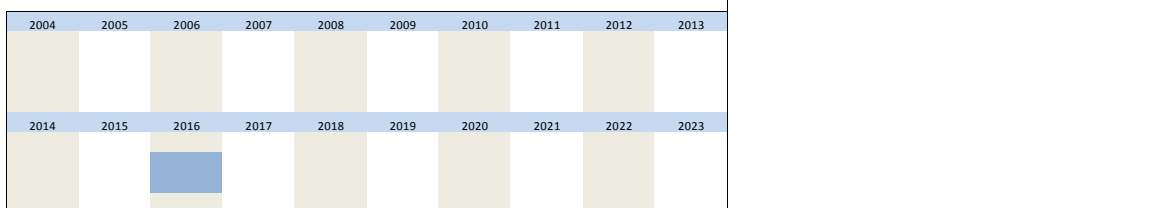
No.	Name	Label	Survey period	Survey frequency
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3.165) **sf_2016q1_6** average internship duration for voluntary interns **1st quarter 2016** **once**

Wording of question

<p>1st quarter 2016</p> <p>The average duration of internships in our company is</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 33%; text-align: center;">[1] up to 3 months</td> <td style="width: 33%; text-align: center;">[2] between 3 and 6 months</td> <td style="width: 33%; text-align: center;">[3] more than 6 months</td> </tr> <tr> <td>for voluntary interns</td> <td></td> <td></td> </tr> </table>	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for voluntary interns			<p>Further information</p>
[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months					
for voluntary interns							

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.166) **sf_20161_7** average internship duration for obligated interns **1st quarter 2016** **once**

Wording of question

<p>1st quarter 2016</p> <p>The average duration of internships in our company is</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 33%; text-align: center;">[1] up to 3 months</td> <td style="width: 33%; text-align: center;">[2] between 3 and 6 months</td> <td style="width: 33%; text-align: center;">[3] more than 6 months</td> </tr> <tr> <td>for obligated interns</td> <td></td> <td></td> </tr> </table>	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for obligated interns			<p>Further information</p>
[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months					
for obligated interns							

Time span of variable





No.	Name	Label	Survey period	Survey frequency
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3.167) **sf_2016q1_8** internship duration for voluntary interns in 2015 versus previous years **1st quarter 2016** once

Wording of question

<p>1st quarter 2016</p> <p>The duration of internships ... in 2015 compared to previous years</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> <tr> <td>for voluntary interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] no change	[3] decreased	for voluntary interns				Further information																																
	[1] increased	[2] no change	[3] decreased																																						
for voluntary interns																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.168) **sf_2016q1_9** internship duration for voluntary interns in 2015 versus previous years **1st quarter 2016** once

Wording of question

<p>1st quarter 2016</p> <p>The duration of internships ... in 2015 compared to previous years</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> <tr> <td>for obligated interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] no change	[3] decreased	for obligated interns				Further information																																
	[1] increased	[2] no change	[3] decreased																																						
for obligated interns																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.169) **sf_2016q1_10** importance of internships as recruitment tool **1st quarter 2016** once

Wording of question

<p>1st quarter 2016</p> <p>How important is an internship as a recruitment tool for your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very important</td> <td>[2] rather important</td> <td>[3] rather unimportant</td> <td>[4] completely unimportant</td> </tr> </table>	[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant	Further information																																				
[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant																																						
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.170) sf_2016q1_11 influence of minimum wage on internships 1st quarter 2016 once

Wording of question

<p>1st quarter 2016</p> <p>Does minimum wage influence your internship offerings?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	[2] no	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>																																				
[1] yes	[2] no																																								
<input type="checkbox"/>	<input type="checkbox"/>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.171) sf_2016q2_1 home office part of company organization 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	[2] no	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>																																				
[1] yes	[2] no																																								
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No.	Name	Label	Survey period	Survey frequency
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3.172) sf_2016q2_2 home office offerings: no company presence 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>To what extent are home-office working places offered in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td><input type="checkbox"/></td> </tr> </table> <p>without presence in the company</p>	[1] yes	<input type="checkbox"/>	<p>Further information</p>																																						
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.173) sf_2016q2_3 home office offerings: no company presence: usage 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company?</p> <table border="1"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>without presence in the company</td> <td></td> <td></td> <td></td> </tr> </table>											usage				[1] often	[2] sometimes	[3] infrequently	without presence in the company				Further information
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	[1] often	[2] sometimes	[3] infrequently																			
without presence in the company																						
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No.	Name	Label	Survey period	Survey frequency
3.174)	sf_2016q2_4	home office offerings: occasional presence	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>with occasional presence in the company</td> <td></td> </tr> </table>											[1] yes	with occasional presence in the company		Further information
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with occasional presence in the company														
Time span of variable														
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No.	Name	Label	Survey period	Survey frequency
3.175)	sf_2016q2_5	home office offerings: occasional presence: usage	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>with occasional presence in the company</td> <td></td> <td></td> <td></td> </tr> </table>											usage				[1] often	[2] sometimes	[3] infrequently	with occasional presence in the company				Further information
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with occasional presence in the company																						
Time span of variable																						
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No.	Name	Label	Survey period	Survey frequency
3.176)	sf_2016q2_6	home office offerings: frequent presence	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto;"> <tr> <td style="width: 100px;"></td> <td style="text-align: center;">[1] yes</td> </tr> </table> <p>with frequent phases of presence in the company</p>		[1] yes	<p>Further information</p>																																						
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No.	Name	Label	Survey period	Survey frequency
3.177)	sf_2016q2_7	home office offerings: frequent presence: usage	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 30px; text-align: center;">[1] often</td> <td style="width: 30px; text-align: center;">[2] sometimes</td> <td style="width: 30px; text-align: center;">[3] infrequently</td> </tr> </table> <p>with frequent phases of presence in the company</p>	usage			[1] often	[2] sometimes	[3] infrequently	<p>Further information</p>																																		
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No.	Name	Label	Survey period	Survey frequency
3.178)	sf_2016q2_8	home office offerings: variable presence frequencies	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto;"> <tr> <td style="width: 100px; text-align: center;">Phases of presence are handled variably, depending on necessity, in our company</td> <td style="text-align: center;">[1] yes</td> </tr> </table>	Phases of presence are handled variably, depending on necessity, in our company	[1] yes	<p>Further information</p>																																						
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No.	Name	Label	Survey period	Survey frequency
3.179)	sf_2016q2_9	home office demographics: mothers	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>mothers</td> <td></td> </tr> </table>		[1] yes	mothers		<p>Further information</p>																																				
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No.	Name	Label	Survey period	Survey frequency
3.180)	sf_2016q2_10	home office demographics: mothers: usage	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 33%; text-align: center;">[1] often</td> <td style="width: 33%; text-align: center;">[2] sometimes</td> <td style="width: 33%; text-align: center;">[3] infrequently</td> </tr> <tr> <td>mothers</td> <td></td> <td></td> </tr> </table>	usage			[1] often	[2] sometimes	[3] infrequently	mothers			<p>Further information</p>																															
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.181)	sf_2016q2_11	home office demographics: fathers	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>fathers</td> <td></td> </tr> </table>		[1] yes	fathers		<p>Further information</p>																																				
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No.	Name	Label	Survey period	Survey frequency
3.182)	sf_2016q2_12	home office demographics: fathers: usage	2nd quarter 2016	once

Wording of question

2nd quarter 2016										Further information												
Are home-office working places part of your company organization? If yes: which demographics use home-office?																						
<table border="1"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>fathers</td> <td></td> <td></td> <td></td> </tr> </table>												usage				[1] often	[2] sometimes	[3] infrequently	fathers			
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013													
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No.	Name	Label	Survey period	Survey frequency
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3.183)	sf_2016q2_13	home office demographics: commuters	2nd quarter 2016	once
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Wording of question

2nd quarter 2016										Further information				
Are home-office working places part of your company organization? If yes: which demographics use home-office?														
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>commuters</td> <td></td> </tr> </table>												[1] yes	commuters	
	[1] yes													
commuters														
Time span of variable														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023					

No.	Name	Label	Survey period	Survey frequency
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3.184)	sf_2016q2_14	home office demographics: commuters: usage	2nd quarter 2016	once
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Wording of question

2nd quarter 2016										Further information												
Are home-office working places part of your company organization? If yes: which demographics use home-office?																						
<table border="1"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>commuters</td> <td></td> <td></td> <td></td> </tr> </table>												usage				[1] often	[2] sometimes	[3] infrequently	commuters			
	usage																					
	[1] often	[2] sometimes	[3] infrequently																			
commuters																						
Time span of variable																						
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023													

No.	Name	Label	Survey period	Survey frequency
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3.185) sf_2016q2_15 home office demographics: part time employees 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">part-time employees</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	part-time employees		<p>Further information</p>																																				
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No.	Name	Label	Survey period	Survey frequency
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3.186) sf_2016q2_16 home office demographics: part time employees: usage 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 50px; text-align: center;">[1] often</td> <td style="width: 50px; text-align: center;">[2] sometimes</td> <td style="width: 50px; text-align: center;">[3] infrequently</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">part-time employees</td> <td style="width: 50px;"></td> <td style="width: 50px;"></td> </tr> </table>	usage			[1] often	[2] sometimes	[3] infrequently	part-time employees			<p>Further information</p>																															
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No.	Name	Label	Survey period	Survey frequency
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3.187) sf_2016q2_17 home office demographics: full time employees 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">full-time employees</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	full-time employees		<p>Further information</p>																																				
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full-time employees																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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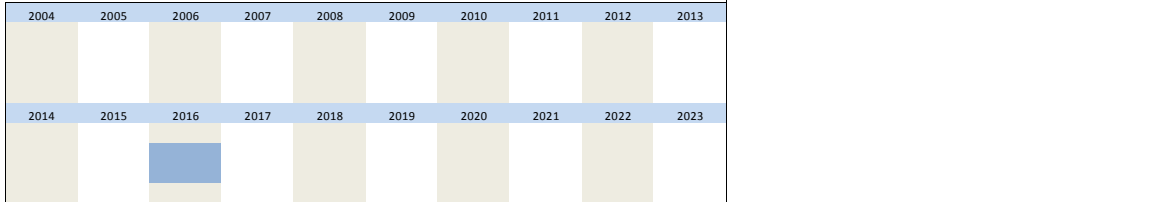
No.	Name	Label	Survey period	Survey frequency
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3.188) sf_2016q2_18 home office demographics: full time employees: usage 2nd quarter 2016 once

Wording of question

2nd quarter 2016				Further information					
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p>									
				usage					
				[1] often	[2] sometimes	[3] infrequently			
full-time employees									

Time span of variable



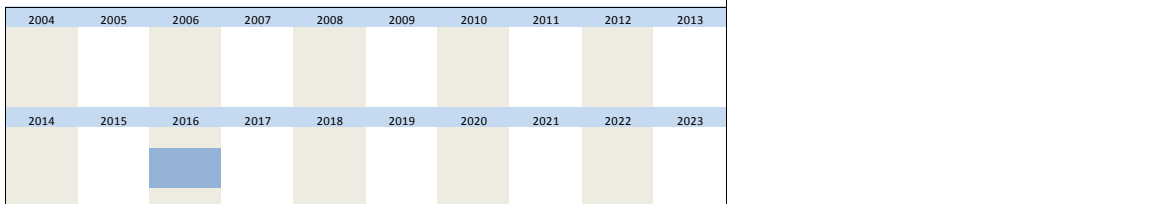
No.	Name	Label	Survey period	Survey frequency
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3.189) sf_2016q2_19 home office demographics: younger employees (<40 years) 2nd quarter 2016 once

Wording of question

2nd quarter 2016				Further information					
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p>									
				[1] yes					
younger employees (<40 years)									

Time span of variable



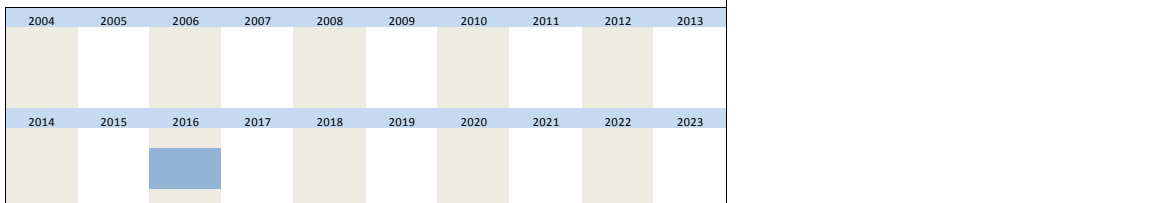
No.	Name	Label	Survey period	Survey frequency
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3.190) sf_2016q2_20 home office demographics: younger employees (<40 years): usage 2nd quarter 2016 once

Wording of question

2nd quarter 2016				Further information					
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p>									
				usage					
				[1] often	[2] sometimes	[3] infrequently			
younger employees (<40 years)									

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.191) sf_2016q2_21 home office demographics: older employees (40+ years) 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">older employees (ab 40 years)</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	older employees (ab 40 years)		<p>Further information</p>																																				
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<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.192) sf_2016q2_22 home office demographics: older employees (40+ years): usage 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="text-align: center;">[1] often</td> <td style="text-align: center;">[2] sometimes</td> <td style="text-align: center;">[3] infrequently</td> </tr> <tr> <td style="text-align: center;">older employees (ab 40 years)</td> <td style="width: 50px;"></td> <td style="width: 50px;"></td> </tr> </table>	usage			[1] often	[2] sometimes	[3] infrequently	older employees (ab 40 years)			<p>Further information</p>																															
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No.	Name	Label	Survey period	Survey frequency
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3.193) sf_2016q2_23 home office offerings last 5 years 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: Within the last 5 years, we have ... the home-office offerings in our company</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] expanded</td> <td style="text-align: center;">[2] not changed</td> <td style="text-align: center;">[3] reduced</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 100px;"></td> <td style="width: 100px;"></td> </tr> </table>	[1] expanded	[2] not changed	[3] reduced				<p>Further information</p>																																		
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No.	Name	Label	Survey period	Survey frequency
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3.194) sf_2016q2_24 home office offerings plan end of 2017 versus today 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: We plan to ... the home-office offerings until the end of 2017 compared to today</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] expand</td> <td>[2] not change</td> <td>[3] reduce</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] expand	[2] not change	[3] reduce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>																																		
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No.	Name	Label	Survey period	Survey frequency
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3.195) sf_2016q2_25 reasons for no home office offering: presence required 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">presence required</td> <td>[1] yes</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	presence required	[1] yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>																																				
presence required	[1] yes																																								
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No.	Name	Label	Survey period	Survey frequency
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3.196) sf_2016q2_26 reasons for no home office offering: hindered communication 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">hindered communication with coworkers</td> <td>[1] yes</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	hindered communication with coworkers	[1] yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>																																				
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No.	Name	Label	Survey period	Survey frequency
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3.197) **sf_2016q2_27** reasons for no home office offering: unclear working time rules **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">unclear working time rules</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] yes	unclear working time rules		<p>Further information</p>																																					
[1] yes																																									
unclear working time rules																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.198) **sf_2016q2_28** reasons for no home office offering: lower productivity **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">lower productivity</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] yes	lower productivity		<p>Further information</p>																																					
[1] yes																																									
lower productivity																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.199) **sf_2016q2_29** reasons for no home office offering: insufficient IT **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">insufficient IT</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] yes	insufficient IT		<p>Further information</p>																																					
[1] yes																																									
insufficient IT																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.200) **sf_2016q2_30** reasons for no home office offering: IT security **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>IT-security</td> <td></td> </tr> </table>		[1] yes	IT-security		Further information																																				
	[1] yes																																								
IT-security																																									
Time span of variable																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>data protection</td> <td></td> </tr> </table>		[1] yes	data protection		Further information																																				
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data protection																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.202)	sf_2016q2_32	reasons for no home office offering: others	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>other</td> <td></td> </tr> </table>		[1] yes	other		Further information																																				
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other																																									
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.203)	sf_2016q2_33	reasons for no home office offering: others description	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <p style="text-align: center;">other _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded)</p> <p style="margin-left: 40px;"> <input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] we do not employ academics in general </p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded)</p> <p style="margin-left: 40px;"> <input type="checkbox"/> [1] yes </p> <p style="margin-left: 40px;"> Bachelor <input type="checkbox"/> </p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2624</td><td>2625</td><td>2626</td><td>2627</td><td>2628</td><td>2629</td><td>2630</td><td>2631</td><td>2632</td><td>2633</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2634</td><td>2635</td><td>2636</td><td>2637</td><td>2638</td><td>2639</td><td>2640</td><td>2641</td><td>2642</td><td>2643</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2624	2625	2626	2627	2628	2629	2630	2631	2632	2633											2634	2635	2636	2637	2638	2639	2640	2641	2642	2643										
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2634	2635	2636	2637	2638	2639	2640	2641	2642	2643																																

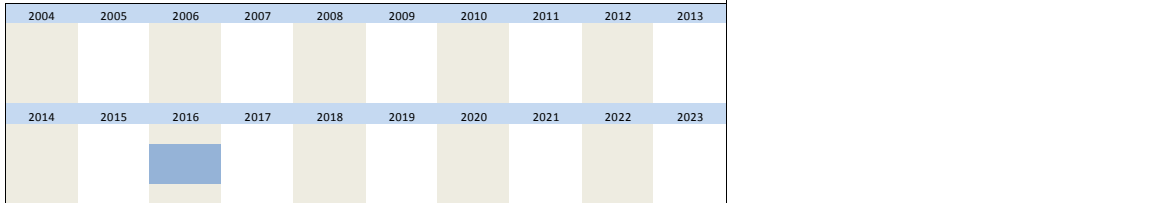
No.	Name	Label	Survey period	Survey frequency
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3.206) sf_2016q3_3 employment of master graduates last 10 years 3rd quarter 2016 once

Wording of question

<p>3rd quarter 2016</p> <p>The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded)</p> <p style="text-align: right;">[1] yes</p> <p>Master</p>	Further information
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Time span of variable



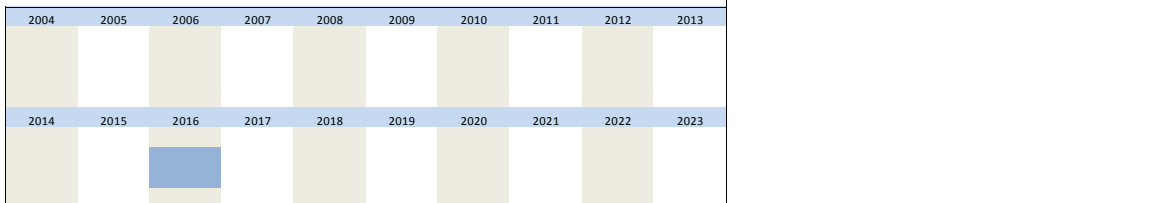
No.	Name	Label	Survey period	Survey frequency
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3.207) sf_2016q3_4 employment of diploma graduates last 10 years 3rd quarter 2016 once

Wording of question

<p>3rd quarter 2016</p> <p>The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded)</p> <p style="text-align: right;">[1] yes</p> <p>diploma</p>	Further information
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Time span of variable



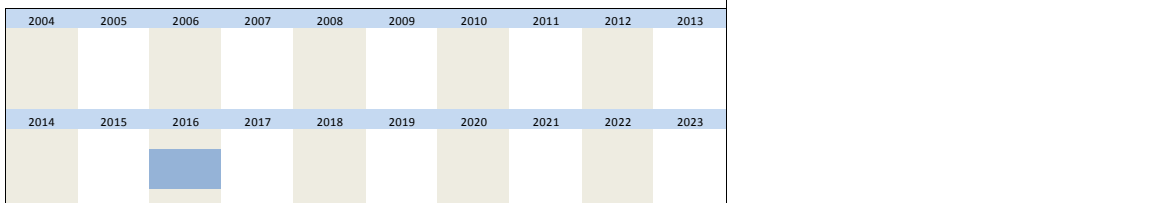
No.	Name	Label	Survey period	Survey frequency
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3.208) sf_2016q3_5 employment of others last 10 years 3rd quarter 2016 once

Wording of question

<p>3rd quarter 2016</p> <p>The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded)</p> <p style="text-align: right;">[1] yes</p> <p>other</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.209) sf_2016q3_6 most common graduation type among first-time 3rd quarter 2016 once

Wording of question

<p>3rd quarter 2016</p> <p>Which is the most common degree of first-time employees in your company?</p> <p><input type="text"/> [1] Bachelor</p> <p><input type="text"/> [2] Master</p> <p><input type="text"/> [3] others</p> <p><input type="text"/> [4] no comparison possible</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
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No.	Name	Label	Survey period	Survey frequency
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3.210)	sf_2016q3_7	new employment adjusted for bachelor/master	3rd quarter 2016	once
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Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
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No.	Name	Label	Survey period	Survey frequency
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3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	3rd quarter 2016	once
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Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <p><input type="text"/> [1] yes</p> <p>changed job profiles</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
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No.	Name	Label	Survey period	Survey frequency
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3.212) **sf_2016q3_9** new employment adjusted for bachelor/master: new jobs created **3rd quarter 2016** once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">new jobs created</td> </tr> </table>	[1] yes	new jobs created	<p>Further information</p>																																						
[1] yes																																									
new jobs created																																									
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No.	Name	Label	Survey period	Survey frequency
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3.213) **sf_2016q3_10** new employment adjusted for bachelor/master: specific entry programs **3rd quarter 2016** once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">specific entry programs</td> </tr> </table>	[1] yes	specific entry programs	<p>Further information</p>																																						
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specific entry programs																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.214) **sf_2016q3_11** new employment adjusted for bachelor/master: entry wages **3rd quarter 2016** once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] yes</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">entry wages</td> </tr> </table>	[1] yes	entry wages	<p>Further information</p>																																						
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entry wages																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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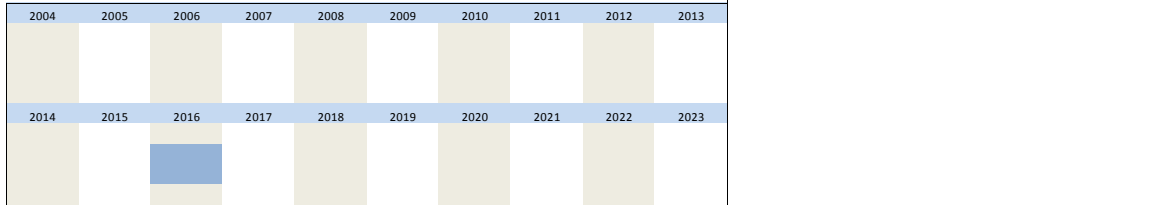
3.215) **sf_2016q3_12** new employment adjusted for bachelor/master:

less/more responsibility

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 100px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">less/more responsibility</td> <td style="width: 100px;"></td> </tr> </table>		[1] yes	less/more responsibility		Further information
	[1] yes				
less/more responsibility					

Time span of variable

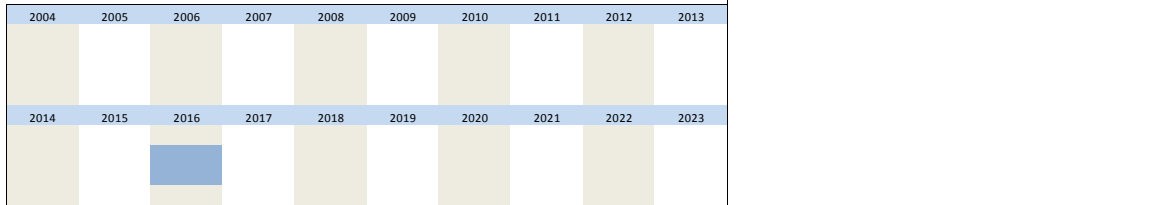


No.	Name	Label	Survey period	Survey frequency
3.216)	sf_2016q3_13	satisfaction with education of graduates	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>How satisfied are you with the education of graduates in general?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; text-align: center;">[1] very satisfied</td> <td style="width: 100px; text-align: center;">[2] satisfied</td> <td style="width: 100px; text-align: center;">[3] unsatisfied</td> <td style="width: 100px; text-align: center;">[4] very unsatisfied</td> <td style="width: 100px; text-align: center;">[5] no statement</td> </tr> </table>	[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement	Further information
[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement		

Time span of variable

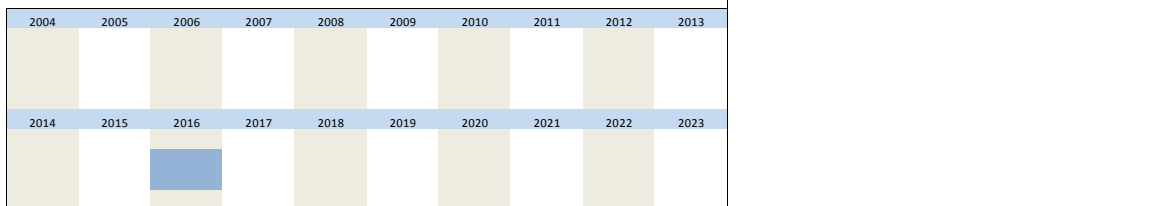


No.	Name	Label	Survey period	Survey frequency
3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>Did your satisfaction with the education of graduates change over the last 10 years?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; text-align: center;">[1] increased</td> <td style="width: 100px; text-align: center;">[2] no change</td> <td style="width: 100px; text-align: center;">[3] decreased</td> <td style="width: 100px; text-align: center;">[4] no statement</td> </tr> </table>	[1] increased	[2] no change	[3] decreased	[4] no statement	Further information
[1] increased	[2] no change	[3] decreased	[4] no statement		

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.218)	sf_2016q4_1	problems filling vacancies	4th quarter 2016	once

Wording of question

4th quarter 2016	Further information
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Does your company have difficulties to fill vacancies in general?

[1] yes	[2] no

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.219) sf_2016q4_2 problems filling vacancies: managers 4th quarter 2016 once

Wording of question

4th quarter 2016

Does your company have difficulties to fill vacancies in general?
If yes, for:

[1] yes
managers

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.220) sf_2016q4_3 problems filling vacancies: skilled workers 4th quarter 2016 once

Wording of question

4th quarter 2016

Does your company have difficulties to fill vacancies in general?
If yes, for:

[1] yes
skilled workers

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.221) sf_2016q4_4 problems filling vacancies: employees 4th quarter 2016 once

Wording of question

4th quarter 2016

Does your company have difficulties to fill vacancies in general?
If yes, for:

[1] yes

Further information

employees									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	4th quarter 2016	once
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Wording of question

4th quarter 2016	Further information
<p>Does your company have difficulties to fill vacancies in general?</p> <p>If yes, for:</p> <p>[1] yes</p> <p>temporary workers</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.223)	sf_2016q4_6	55+ year olds employed	4th quarter 2016	once
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Wording of question

4th quarter 2016	Further information
<p>Do you currently employ coworkers that are more than 55 years or older?</p> <p>[1] yes [2] no</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.224)	sf_2016q4_7	employees used 'retirement with 63'	4th quarter 2016	once
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Wording of question

4th quarter 2016	Further information
<p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>[1] yes</p> <p>[2] no</p> <p>[3] no, but expected until the end of 2018</p> <p>[4] unknown</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 200px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>managers</td> <td></td> </tr> </table>		[1] yes	managers		Further information
	[1] yes				
managers					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 200px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>skilled workers</td> <td></td> </tr> </table>		[1] yes	skilled workers		Further information
	[1] yes				
skilled workers					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 200px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>		[1] yes	Further information
	[1] yes		

employees									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.228)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <p>[1] yes</p> <p>temporary workers</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p> <p>[1] yes</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p> <p>If yes:</p>	Further information
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	[1] all	[2] most	[3] few	[4] none

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.231) **sf_2016q4_14** employees used 'retirement with 63': reemployment: change of job profile **4th quarter 2016** **once**

Wording of question

4th quarter 2016	Further information				
<p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p> <p>If yes:</p> <p>Is the job profile going to be changed?</p>					
<table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			
[1] yes	[2] no				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.232) **sf_2016q4_15** employment of people receiving pension **4th quarter 2016** **once**

Wording of question

4th quarter 2016	Further information				
<p>Do you employ coworkers that already receive pension?</p>					
<table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			
[1] yes	[2] no				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.233) **sf_2016q4_16** employment of people receiving pension: mini job **4th quarter 2016** **once**

Wording of question

4th quarter 2016	Further information		
<p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p>			
<table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td></td> </tr> </table>	[1] yes		
[1] yes			

with mini job									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.234)	sf_2016q4_17	employment of people receiving pension: part time employees	4th quarter 2016	once

Wording of question

4th quarter 2016	Further information								
<p>Do you employ coworkers that already receive pension? If yes:</p> <p>[1] yes</p> <p>as part time employee</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.235)	sf_2016q4_18	employment of people receiving pension: freelancers	4th quarter 2016	once

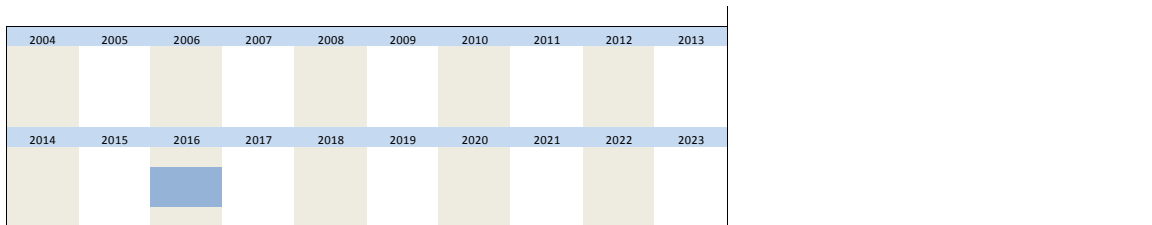
Wording of question

4th quarter 2016	Further information								
<p>Do you employ coworkers that already receive pension? If yes:</p> <p>[1] yes</p> <p>as freelancers</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.236)	sf_2016q4_19	employment of people receiving pension: others	4th quarter 2016	once

Wording of question

4th quarter 2016	Further information
<p>Do you employ coworkers that already receive pension? If yes:</p> <p>[1] yes</p> <p>other</p>	
Time span of variable	



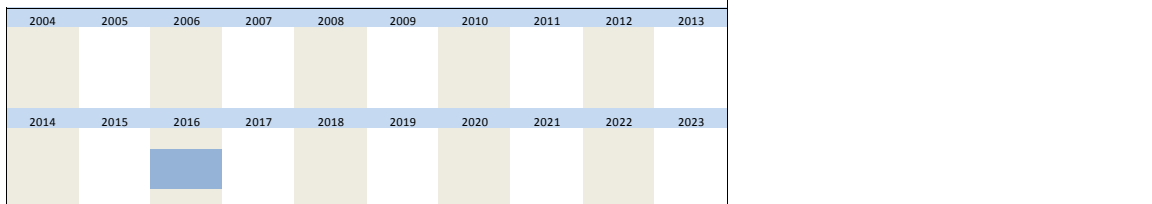
No.	Name	Label	Survey period	Survey frequency
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3.237)	sf_2016q4_20	employment of people receiving pension: others description	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p> <p>other _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
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Time span of variable



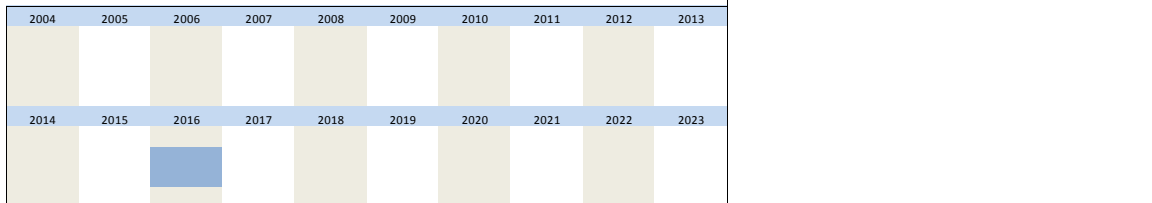
No.	Name	Label	Survey period	Survey frequency
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3.238)	sf_2016q4_21	usage of flexi pension expected	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you expect that your coworkers make use of the flexi pension?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> </table>	[1] yes	[2] no	<p>Further information</p>
[1] yes	[2] no		

Time span of variable



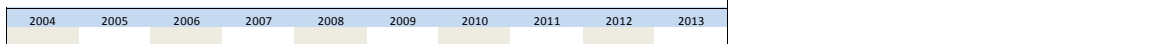
No.	Name	Label	Survey period	Survey frequency
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3.239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you expect that your coworkers make use of the flexi pension?</p> <p>If yes:</p> <p>Do you think that these coworkers will stay in the company for longer because of that?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> </table>	[1] yes	[2] no	<p>Further information</p>
[1] yes	[2] no		

Time span of variable



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.240)	sf_2016q4_23	measures to keep older employees in company	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer?</p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			Further information																
[1] yes	[2] no																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer?</p> <p>If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>more flexible working models</td> <td></td> </tr> </table>	[1] yes		more flexible working models		Further information																
[1] yes																					
more flexible working models																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	4th quarter 2016	once
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Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer?</p> <p>If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>age appropriate workstations</td> <td></td> </tr> </table>	[1] yes		age appropriate workstations		Further information																
[1] yes																					
age appropriate workstations																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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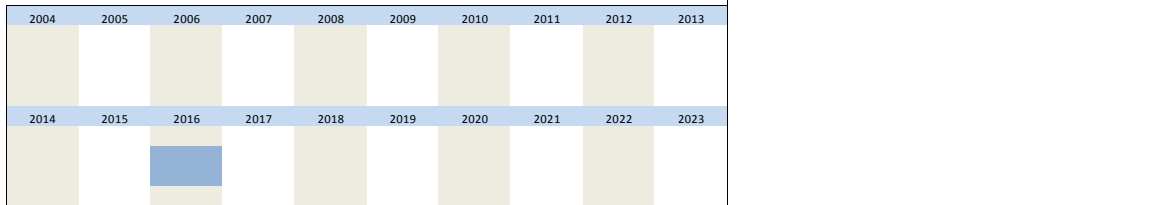
No.	Name	Label	Survey period	Survey frequency
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3.243) **sf_2016q4_26** measures to keep older employees in company: health promotion 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>health promotion</td> <td></td> </tr> </table>	[1] yes		health promotion		Further information
[1] yes					
health promotion					

Time span of variable



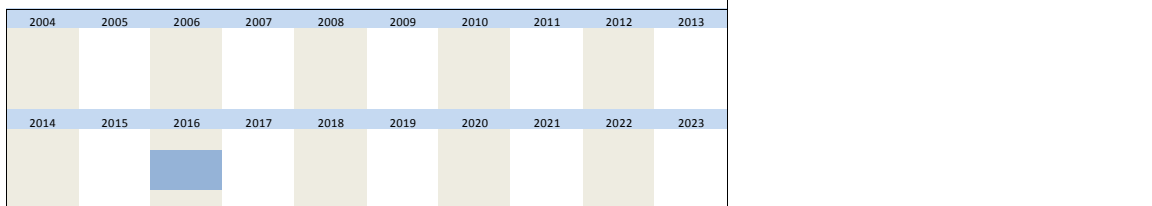
No.	Name	Label	Survey period	Survey frequency
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3.244) **sf_2016q4_27** measures to keep older employees in company: semi retirement 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>semi retirement</td> <td></td> </tr> </table>	[1] yes		semi retirement		Further information
[1] yes					
semi retirement					

Time span of variable



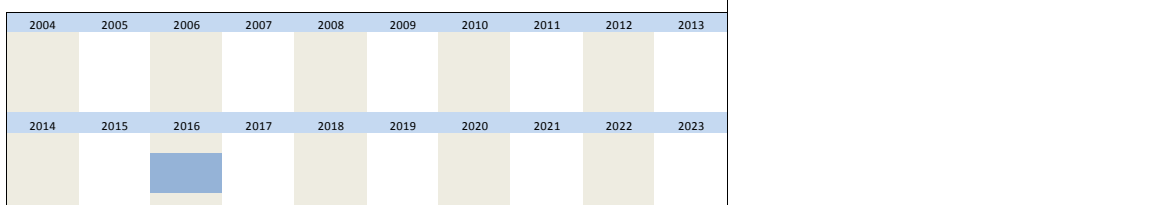
No.	Name	Label	Survey period	Survey frequency
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3.245) **sf_2016q4_28** measures to keep older employees in company: specific further training 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>specific further training</td> <td></td> </tr> </table>	[1] yes		specific further training		Further information
[1] yes					
specific further training					

Time span of variable

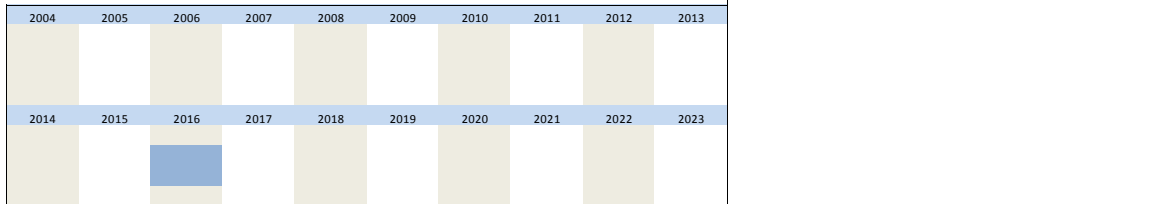


No.	Name	Label	Survey period	Survey frequency
0	sf_2016q4_29	measures to keep older employees in company: others	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">[1] yes</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 20px;">others</div>	<p>Further information</p>
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Time span of variable

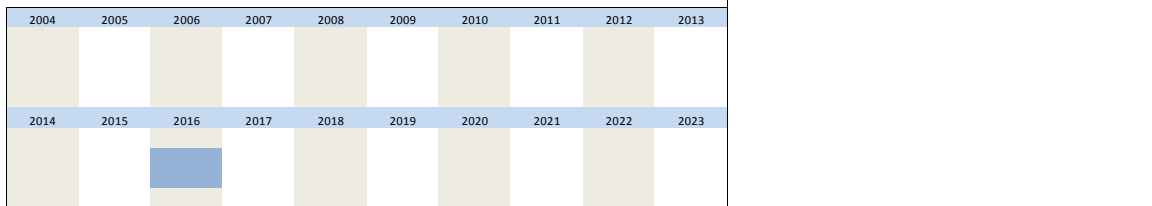


No.	Name	Label	Survey period	Survey frequency
3.247)	sf_2016q4_30	measures to keep older employees in company: others description	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <p>others _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
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Time span of variable

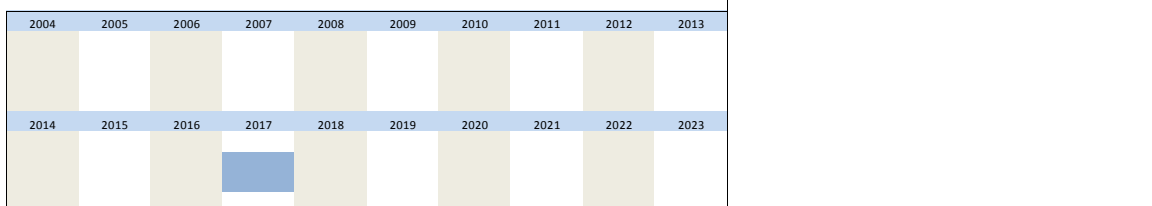


No.	Name	Label	Survey period	Survey frequency
3.248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	1st quarter 2017	once

Wording of question

<p>1st quarter 2017</p> <p>How many persons did you hire in the last 24 month?</p> <p>_____</p>	<p>Further information</p>
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.249)	sf_2017q1_2	employment of refugees (in the past 24 month)	1st quarter 2017	once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] Our company has no capabilities for refugees</p> <p>*including: refugees with running or closed applications for asylum and tolerated persons</p>	Further information																				
Wording of question																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.250)	sf_2017q1_3	employment of refugees: if yes: How many?	1st quarter 2017	once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes:</p> <p>How many? _____</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	1st quarter 2017	once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1"> <tr> <td>apprentices</td> <td><input type="checkbox"/> [1] yes</td> </tr> </table>	apprentices	<input type="checkbox"/> [1] yes	Further information																		
apprentices	<input type="checkbox"/> [1] yes																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	1st quarter 2017	once

Wording of question

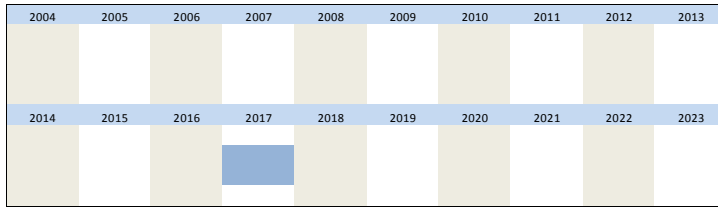
1st quarter 2017	Further information
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Did your company employ any refugees* in the last 24 month?

If yes: Our company employed refugees as:

trainees	[1] yes
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.253) sf_2017q1_6 employment of refugees: if yes: refugees are employed as: assistants 1st quarter 2017 once

Wording of question

1st quarter 2017

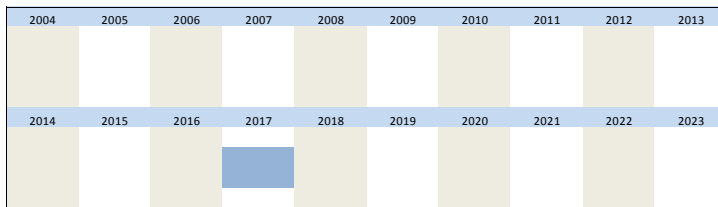
Did your company employ any refugees* in the last 24 month?

If yes: Our company employed refugees as:

assistants	[1] yes
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Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.254) sf_2017q1_7 employment of refugees: if yes: refugees are employed as: seasonal workers 1st quarter 2017 once

Wording of question

1st quarter 2017

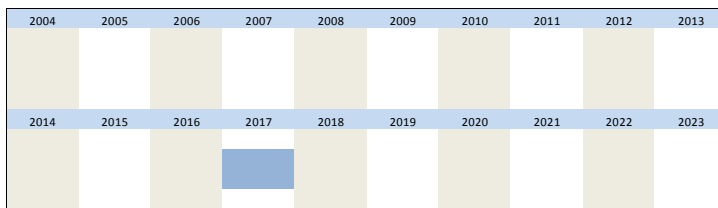
Did your company employ any refugees* in the last 24 month?

If yes: Our company employed refugees as:

seasonal workers	[1] yes
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Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.255) sf_2017q1_8 employment of refugees: if yes: refugees are employed as: specialists 1st quarter 2017 once

Wording of question

1st quarter 2017

Did your company employ any refugees* in the last 24 month?

Further information

If yes: Our company employed refugees as:

<input type="checkbox"/> [1] yes
specialists

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.256) **sf_2017q1_9** employment of refugees: if yes: refugees are employed as: others **1st quarter 2017** once

Wording of question

1st quarter 2017

Did your company employ any refugees* in the last 24 month?

If yes: Our company employed refugees as:

<input type="checkbox"/> [1] yes
others

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.257) **sf_2017q1_10** employment of refugees: if yes: refugees are employed as: others description **1st quarter 2017** once

Wording of question

1st quarter 2017

Did your company employ any refugees* in the last 24 month?

If yes: Our company employed refugees as:

Others description: _____

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

No.	Name	Label	Survey period	Survey frequency
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3.258) **sf_2017q1_11** (planned) temporary employment of refugees **1st quarter 2017** once

Wording of question

1st quarter 2017

Do you employ/plan to employ refugees by temporary employment?

[1] yes [2] no [3] We plan it.

Further information

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment	1st quarter 2017	once

Wording of question

1st quarter 2017	Further information								
<p>Do you use governmental measures of encouragement for the employment of refugees?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.260)	sf_2017q1_13	use of governmental measures of encouragement by refugee employment: if yes: description	1st quarter 2017	once

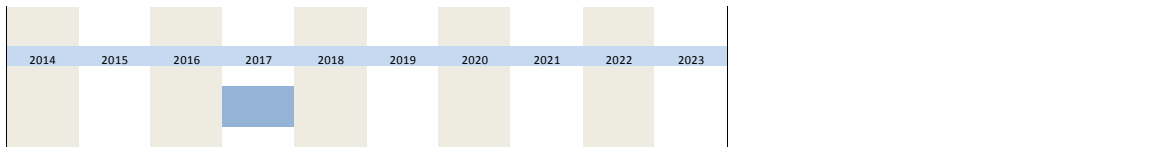
Wording of question

1st quarter 2017	Further information								
<p>Do you use governmental measures of encouragement for the employment of refugees?</p> <p>If yes, namely: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.261)	sf_2017q1_14	current obstacles of refugee employment: priority check	1st quarter 2017	once

Wording of question

1st quarter 2017	Further information												
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>priority check</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	priority check						<p>[5] General obstacle = this issue is checked</p>
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
priority check													
Time span of variable													
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				



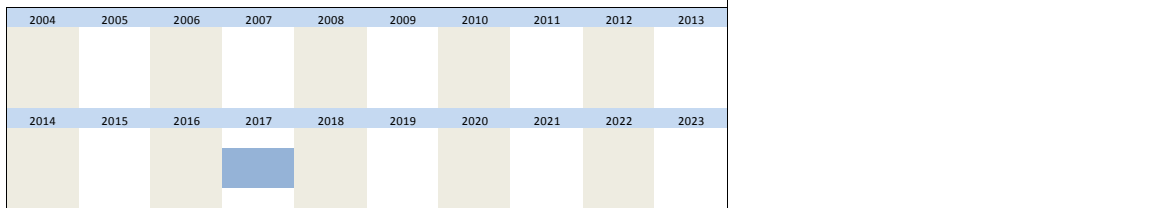
No.	Name	Label	Survey period	Survey frequency
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3.262) **sf_2017q1_15** current obstacles of refugee employment: governmental approval 1st quarter 2017 once

Wording of question

<p>1st quarter 2017</p> <p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>governmental approval</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	governmental approval					<p>Further information</p> <p>[5] General obstacle = this issue is checked</p>
[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle							
governmental approval											

Time span of variable



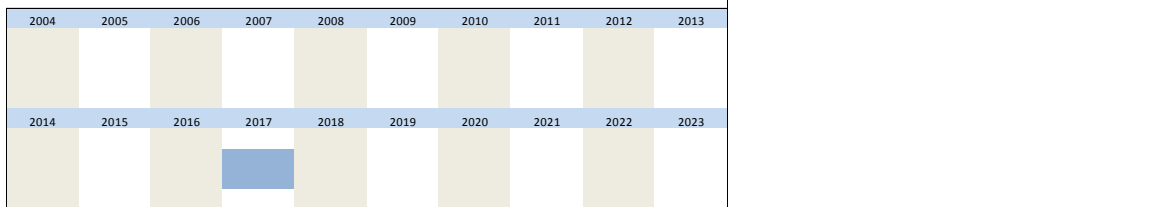
No.	Name	Label	Survey period	Survey frequency
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3.263) **sf_2017q1_16** current obstacles of refugee employment: employment ban (safe orin) 1st quarter 2017 once

Wording of question

<p>1st quarter 2017</p> <p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>employment ban (safe orin)</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	employment ban (safe orin)					<p>Further information</p> <p>[5] General obstacle = this issue is checked</p>
[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle							
employment ban (safe orin)											

Time span of variable



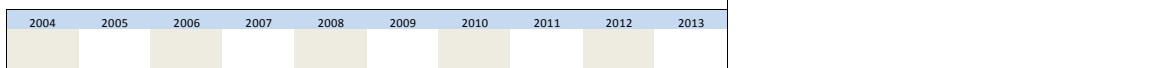
No.	Name	Label	Survey period	Survey frequency
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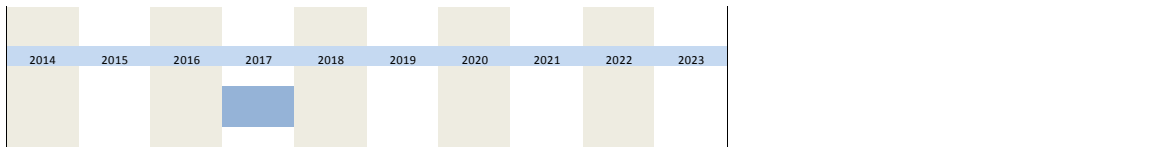
3.264) **sf_2017q1_17** current obstacles of refugee employment: resident status 1st quarter 2017 once

Wording of question

<p>1st quarter 2017</p> <p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>resident status</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	resident status					<p>Further information</p> <p>[5] General obstacle = this issue is checked</p>
[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle							
resident status											

Time span of variable





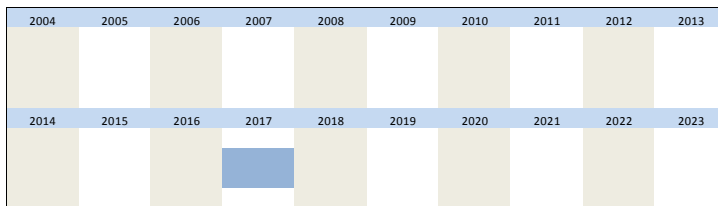
No.	Name	Label	Survey period	Survey frequency
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3.265) **sf_2017q1_18** current obstacles of refugee employment: recognition of professional qualifications/degrees 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information												
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>recognition of professional qualifications/degrees</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	recognition of professional qualifications/degrees						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
recognition of professional qualifications/degrees													

Time span of variable



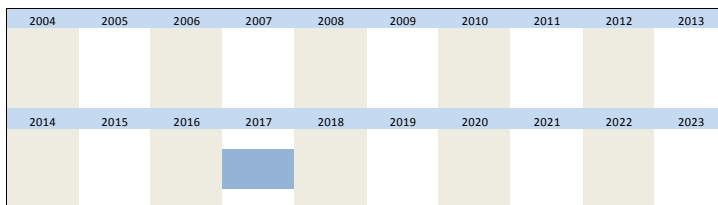
No.	Name	Label	Survey period	Survey frequency
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3.266) **sf_2017q1_19** current obstacles of refugee employment: duration of the governmental procedure 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information												
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>duration of the governmental procedure</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	duration of the governmental procedure						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
duration of the governmental procedure													

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.267) **sf_2017q1_20** current obstacles of refugee employment: internal management of screening processes 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information												
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>internal management of screening processes</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	internal management of screening processes						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
internal management of screening processes													

Time span of variable



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.268) **sf_2017q1_21** current obstacles of refugee employment: internal support 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information												
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>internal support</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	internal support						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
internal support													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.269) **sf_2017q1_22** current obstacles of refugee employment: others 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information		
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td>others</td> <td>[5] general obstacle</td> </tr> </table>	others	[5] general obstacle	
others	[5] general obstacle		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.270) **sf_2017q1_23** current obstacles of refugee employment: others description 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <p>others description: _____</p>	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.271)	sf_2017q2_1	development of the staffing level - medium term	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information								
<p>How will your staffing level change in the next 5 years (medium term)?</p> <table border="1"> <thead> <tr> <th>[1] strong increase</th> <th>[2] slight increase</th> <th>[3] slight reduction</th> <th>[4] strong reduction</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] strong increase	[2] slight increase	[3] slight reduction	[4] strong reduction					
[1] strong increase	[2] slight increase	[3] slight reduction	[4] strong reduction						

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.272)	sf_2017q2_2	impact of digitisation on staffing level	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information				
<p>Does the digitisation of your industry affect your staffing level?</p> <table border="1"> <thead> <tr> <th>[1] yes</th> <th>[2] no</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>	[1] yes	[2] no			
[1] yes	[2] no				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.273)	sf_2017q2_3	digitisation causes	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information				
<p>Does the digitisation of your industry affect your staffing level?</p> <p>If yes: Overall digitisation causes...</p> <table border="1"> <thead> <tr> <th>[1] an increase of the staffing level</th> </tr> </thead> <tbody> <tr> <td></td> </tr> <tr> <th>[2] an decrease of the staffing level</th> </tr> <tr> <td></td> </tr> </tbody> </table>	[1] an increase of the staffing level		[2] an decrease of the staffing level		
[1] an increase of the staffing level					
[2] an decrease of the staffing level					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.274) sf_2017q2_4 employee turnover in company 2nd quarter 2017 once

Wording of question

<p>2nd quarter 2017</p> <p>How do you rate the employee turnover in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very high</td> <td>[2] high</td> <td>[3] minor</td> <td>[4] very minor</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very high	[2] high	[3] minor	[4] very minor					Further information																																
[1] very high	[2] high	[3] minor	[4] very minor																																						
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.275) sf_2017q2_5 importance of employee loyalty in company 2nd quarter 2017 once

Wording of question

<p>2nd quarter 2017</p> <p>How important is the loyalty of employees in you company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather important</td> <td>[4] not important</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very important	[2] important	[3] rather important	[4] not important					Further information																																
[1] very important	[2] important	[3] rather important	[4] not important																																						
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.276) sf_2017q2_6 impact of digitisation on industry 2nd quarter 2017 once

Wording of question

<p>2nd quarter 2017</p> <p>How strongly do you think your industry is affected by digitisation?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very strong</td> <td>[2] strong</td> <td>[3] little</td> <td>[4] not at all</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very strong	[2] strong	[3] little	[4] not at all					Further information																																
[1] very strong	[2] strong	[3] little	[4] not at all																																						
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.277) sf_2017q2_7 preparation of staffing level concerning changes due to digitisation 2nd quarter 2017 once

Wording of question

2nd quarter 2017										Further information
How well prepared is your staffing level concerning changes due to digitisation?										
		[1] very well	[2] well	[3] less well	[4] rather poor					
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.278)	sf_2017q2_8	reaction and valuation to new requirements: new hires	2nd quarter 2017	once

Wording of question

2nd quarter 2017										Further information
In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?										
		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation				
New hires										
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.279)	sf_2017q2_9	reaction and valuation to new requirements: advanced training	2nd quarter 2017	once

Wording of question

2nd quarter 2017										Further information
In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?										
		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation				
Advanced training for the employees										
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.280)	sf_2017q2_10	reaction and valuation to new requirements: internal relocations	2nd quarter 2017	once

Wording of question

2nd quarter 2017										Further information
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In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?

	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation
Internal relocations					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.281)	sf_2017q2_11	reaction and valuation to new requirements: outsourcing	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information												
<p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <table border="1"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td>Outsourcing / freelancing</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Outsourcing / freelancing						
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Outsourcing / freelancing													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.282)	sf_2017q2_12	reaction and valuation to new requirements: others	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information				
<p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <table border="1"> <tr> <td></td> <td>[5] reaction without valuation</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[5] reaction without valuation	Others		
	[5] reaction without valuation				
Others					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.283)	sf_2017q2_13	reaction and valuation to new requirements: others description	2nd quarter 2017	once
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Wording of question

2nd quarter 2017	Further information
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In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?
 others description: _____

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.284) sf_2017q2_14 gain of knowledge due to new hires 2nd quarter 2017 once

Wording of question

2nd quarter 2017

How do you rate the gain of knowledge due to recent hires for your company?

[1] very important	[2] important	[3] rather unimportant	[4] not important
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Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.285) sf_2017q3_1 daily working hours at full employment 3rd quarter 2017 once

Wording of question

3rd quarter 2017

How is the regular daily working time for full-time staff designed in your company?

[1] less than 8 hours	[2] 8 hours	[3] more than 8 hours
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Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.286) sf_2017q3_2 impact of relaxation of the legal framework on daily working hours 3rd quarter 2017 once

Wording of question

3rd quarter 2017

Which impact would a relaxation of the legal framework have on the design of the regular daily working time in your company?

[1] no change	[2] slight increase (8-10 hours)	[3] strong increase (more than 10 hours)
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Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.287)	sf_2017q3_3	impact on employment - medium term: elimination of unfounded fixed term employment	3rd quarter 2017	once
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Wording of question

3rd quarter 2017	Further information												
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>elimination of unfounded fixed term employment</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	elimination of unfounded fixed term employment						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
elimination of unfounded fixed term employment													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.288)	sf_2017q3_4	impact on employment - medium term: transparency law concerning remuneration	3rd quarter 2017	once
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Wording of question

3rd quarter 2017	Further information												
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>transparency law concerning remuneration</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>to establish a higher level of wage transparency</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	transparency law concerning remuneration						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
transparency law concerning remuneration													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.289)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment	3rd quarter 2017	once
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Wording of question

3rd quarter 2017	Further information												
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>flexible full-time employment</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	flexible full-time employment						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
flexible full-time employment													

+/-10 hour a week for childcare, nursing and training									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.290)	sf_2017q3_6	impact on employment - medium term: claim for part-time employment	3rd quarter 2017	once

Wording of question

3rd quarter 2017	Further information												
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>claim for part-time employment</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	claim for part-time employment						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
claim for part-time employment													
Time span of variable													
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				

No.	Name	Label	Survey period	Survey frequency
3.291)	sf_2017q3_7	impact on employment - medium term: right of return to full-time employment	3rd quarter 2017	once

Wording of question

3rd quarter 2017	Further information												
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>right of return to full-time employment</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>after phased part-time work</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	right of return to full-time employment						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
right of return to full-time employment													
Time span of variable													
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				

No.	Name	Label	Survey period	Survey frequency
3.292)	sf_2017q3_8	impact on employment - medium term: elimination of 11 hours rest period	3rd quarter 2017	once

Wording of question

3rd quarter 2017	Further information						
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease		

elimination of 11 hours rest period									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.293)	sf_2017q3_9	impact on employment - medium term: right of sabbatical	3rd quarter 2017	once
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Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>right of sabbatical</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>two times during working life for a maximum period of one year</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	right of sabbatical						Further information
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
right of sabbatical													
Time span of variable													
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				

No.	Name	Label	Survey period	Survey frequency
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3.294)	sf_2017q3_10	impact on employment - medium term: long-term accounts	3rd quarter 2017	once
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Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>long-term accounts</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>for overtime, bonus, remaining leave and special payments</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	long-term accounts						Further information
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
long-term accounts													
Time span of variable													
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				

No.	Name	Label	Survey period	Survey frequency
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3.295)	sf_2017q3_11	impact on employment - medium term: immigration point system	3rd quarter 2017	once
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Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p>	Further information
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	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
immigration point system									
A point system to measure the qualification of immigrants as a basis to issue a work permit									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.296) **sf_2017q3_12** other election campaign issue: important 3rd quarter 2017 once

Wording of question

3rd quarter 2017	Further information
Are there any topics in the election campaign, which you think of as particularly positive/important or problematic, that were not mentioned here?	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
<input type="checkbox"/> [1] Yes, we believe it particularly positive/important that: _____	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.297) **sf_2017q3_13** other election campaign issue: problematic 3rd quarter 2017 once

Wording of question

3rd quarter 2017	Further information
Are there any topics in the election campaign, which you think of as particularly positive/important or problematic, that were not mentioned here?	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
<input type="checkbox"/> [1] Yes, we believe it is particularly problematic that: _____	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

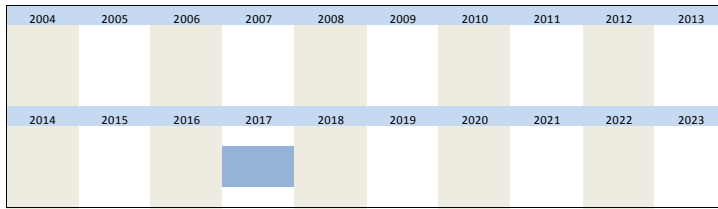
No.	Name	Label	Survey period	Survey frequency
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3.298) **sf_2017q4_1** different remunerations among similar positions/activities 4th quarter 2017 once

Wording of question

4th quarter 2017	Further information					
Do different remunerations among employees with similar positions/activities exist in your company?						
<table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unknown</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	[2] no	[3] unknown	<input type="checkbox"/>	<input type="checkbox"/>
[1] yes	[2] no	[3] unknown				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.299)	sf_2017q4_2	reasons for different remunerations: educational attainment	4th quarter 2017	once
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Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

Educational attainment	[1] yes
------------------------	---------

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.300)	sf_2017q4_3	reasons for different remunerations: work experience	4th quarter 2017	once
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Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

Work experience	[1] yes
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Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.301)	sf_2017q4_4	reasons for different remunerations: gender	4th quarter 2017	once
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Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
--	---------

Further information

Gender		[1] yes							
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.302)	sf_2017q4_5	reasons for different remunerations: family status	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>Family status</td> <td>[1] yes</td> </tr> </table>	Family status	[1] yes	
Family status	[1] yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.303)	sf_2017q4_6	reasons for different remunerations: migrant background	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>Migrant background</td> <td>[1] yes</td> </tr> </table>	Migrant background	[1] yes	
Migrant background	[1] yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.304)	sf_2017q4_7	reasons for different remunerations: number of kids	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
<p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p>	

(multiple nominations are possible)

	[1] yes
Number of kids	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	4th quarter 2017	once

Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
Work performance	

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.306)	sf_2017q4_9	reasons for different remunerations: others	4th quarter 2017	once

Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
Others	

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.307)	sf_2017q4_10	reasons for different remunerations: others description	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>Others description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.308)	sf_2017q4_11	labor law explanations of different remunerations: fixed term employment	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>fixed term employment</td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	fixed term employment	<input type="checkbox"/>	<p>Further information</p>																
	[1] yes																				
fixed term employment	<input type="checkbox"/>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>full/part-time employment</td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	full/part-time employment	<input type="checkbox"/>	<p>Further information</p>																
	[1] yes																				
full/part-time employment	<input type="checkbox"/>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.310)	sf_2017q4_13	labor law explanations of different remunerations: temporary employment	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>temporary employment</td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	temporary employment	<input type="checkbox"/>	Further information																
	[1] yes																				
temporary employment	<input type="checkbox"/>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	4th quarter 2017	once
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Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>differences in tariff agreements</td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	differences in tariff agreements	<input type="checkbox"/>	Further information																
	[1] yes																				
differences in tariff agreements	<input type="checkbox"/>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	4th quarter 2017	once
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Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>seniority/period of employment</td> <td><input type="checkbox"/></td> </tr> </table>		[1] yes	seniority/period of employment	<input type="checkbox"/>	Further information																
	[1] yes																				
seniority/period of employment	<input type="checkbox"/>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.313) **sf_2017q4_16** labor law explanations of different remunerations: individual negotiating skills **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 150px;">individual negotiating skills</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	individual negotiating skills	[1] yes	<p>Further information</p>																																						
individual negotiating skills	[1] yes																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.314) **sf_2017q4_17** labor law explanations of different remunerations: others **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 150px;">Others</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	Others	[1] yes	<p>Further information</p>																																						
Others	[1] yes																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.315) **sf_2017q4_18** labor law explanations of different remunerations: others description **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>Others description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

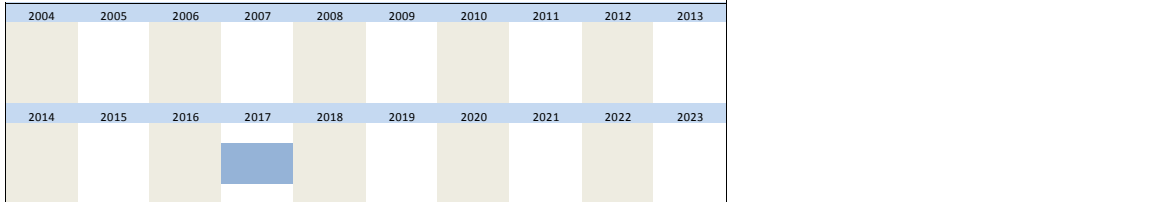
No.	Name	Label	Survey period	Survey frequency
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3.316) **sf_2017q4_19** measures for reduction of different remunerations: transparent remuneration system **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">transparent remuneration system</td> <td style="border: none;"><input type="checkbox"/></td> </tr> </table>		[1] yes	transparent remuneration system	<input type="checkbox"/>	Further information
	[1] yes				
transparent remuneration system	<input type="checkbox"/>				

Time span of variable



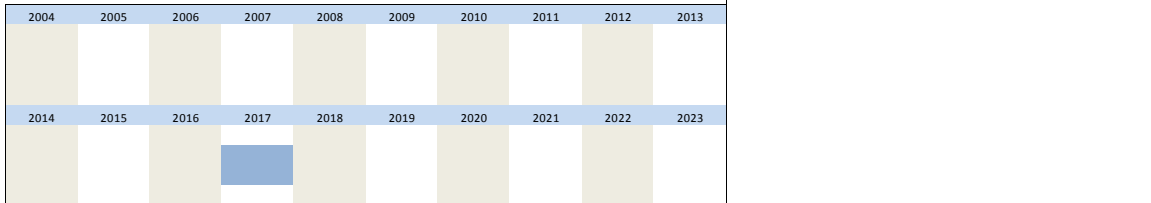
No.	Name	Label	Survey period	Survey frequency
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3.317) **sf_2017q4_20** measures for reduction of different remunerations: tariff agreement **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">tariff agreement</td> <td style="border: none;"><input type="checkbox"/></td> </tr> </table>		[1] yes	tariff agreement	<input type="checkbox"/>	Further information
	[1] yes				
tariff agreement	<input type="checkbox"/>				

Time span of variable



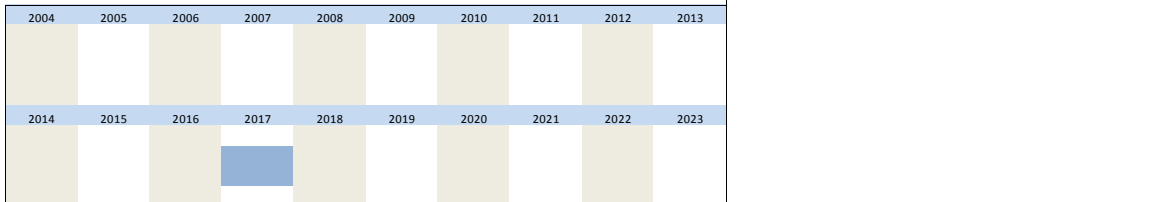
No.	Name	Label	Survey period	Survey frequency
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3.318) **sf_2017q4_21** measures for reduction of different remunerations: ombudsperson **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">Ombudsperson</td> <td style="border: none;"><input type="checkbox"/></td> </tr> </table>		[1] yes	Ombudsperson	<input type="checkbox"/>	Further information
	[1] yes				
Ombudsperson	<input type="checkbox"/>				

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.319) **sf_2017q4_22** measures for reduction of different remunerations: **4th quarter 2017** **once**
 none

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="border: 1px solid black; padding: 5px;">None</div> <div style="border: 1px solid black; padding: 5px;">[1] yes</div> </div>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.320) **sf_2017q4_23** measures for reduction of different remunerations: **4th quarter 2017** **once**
 others

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="border: 1px solid black; padding: 5px;">Others</div> <div style="border: 1px solid black; padding: 5px;">[1] yes</div> </div>	<p>Further information</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.321) **sf_2017q4_24** measures for reduction of different remunerations: **4th quarter 2017** **once**
 others description

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <p style="margin-top: 20px;">Others description: _____</p>	<p>Further information</p> <p style="font-size: small; margin-top: 20px;">These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.322) **sf_2017q4_25** affected by transparency law concerning remuneration **4th quarter 2017** **once**

Wording of question

<p>4th quarter 2017</p> <p>Is your company affected by the transparency law concerning remuneration?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unkown</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] yes	[2] no	[3] unkown				<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																		
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.323)	sf_2017q4_26	expected changes due to transparency law concerning remuneration	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>What do you expect to change because of the transparency law concerning remuneration?</p> <p>_____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.324)	sf_2017q4_27	transparency law concerning remuneration reduces gender pay gap	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Is the transparency law concerning remuneration a general effective way to reduce the gender pay gap?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unkown</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] yes	[2] no	[3] unkown				<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																		
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.325)	sf_2017q4_28	facilitating strategies for a wage increase: further training	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p>	<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p>
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Alternative:
Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?

(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
further training					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Variable 3.332) sf_2017q4_28 says, which question each respondent faced

No.	Name	Label	Survey period	Survey frequency
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3.326) **sf_2017q4_29** facilitating strategies for a wage increase: willingness to work more 4th quarter 2017 once

Wording of question

4th quarter 2017

Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?

Alternative:
Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?

(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
willingness to work more					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

[9] = checked

The gender of the employee was randomised

Variable 3.332) sf_2017q4_28 says, which question each respondent faced

No.	Name	Label	Survey period	Survey frequency
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3.327) **sf_2017q4_30** facilitating strategies for a wage increase: take voluntarily additional responsibility 4th quarter 2017 once

Wording of question

4th quarter 2017

Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?

Alternative:
Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?

(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
to voluntarily take additional responsibility					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

[9] = checked

The gender of the employee was randomised

Variable 3.332) sf_2017q4_28 says, which question each respondent faced

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No.	Name	Label	Survey period	Survey frequency
3.328)	sf_2017q4_31	facilitating strategies for a wage increase: always do a good job	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative:</p> <p>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>[1] most important</th> <th>[2]</th> <th>[3]</th> <th>[4]</th> <th>[5] least important</th> </tr> </thead> <tbody> <tr> <td>always do a good job</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] most important	[2]	[3]	[4]	[5] least important	always do a good job						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
always do a good job													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative:</p> <p>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>[1] most important</th> <th>[2]</th> <th>[3]</th> <th>[4]</th> <th>[5] least important</th> </tr> </thead> <tbody> <tr> <td>proactive wage negotiation</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] most important	[2]	[3]	[4]	[5] least important	proactive wage negotiation						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
proactive wage negotiation													

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative:</p> <p>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p>	<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
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(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
Others					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	4th quarter 2017	once
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Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>Others description: _____</p>	<p>Further information</p> <p>[9] = checked</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.332)	sf_2017q4_35	additional to facilitating strategies for a wage increase: gender (employee)	4th quarter 2017	once
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Wording of question

<p>4th quarter 2017</p> <p>The respondent faced the following question (sf_2017q4_28 - sf_2017q4_34):</p> <p>[1] male employee Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>[2] female employee Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p>	<p>Further information</p> <p>regards sf_2017q4_28 - sf_2017q4_34</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.333)	sf_2018q1_1	awareness of the meaning of protection of data privacy	1st quarter 2018	once
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Wording of question

1st quarter 2018				Further information					
Are your employees aware of the meaning and the need for data protection?									
[1] yes, very pronounced	[2] yes, slightly pronounced	[3] no, rather not	[4] no						
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.334)	sf_2018q1_2	information regarding the targeted level of data privacy protection	1st quarter 2018	once
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Wording of question

1st quarter 2018				Further information					
How do you ensure, that your employees are informed about the targeted level of data protection?									

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

No.	Name	Label	Survey period	Survey frequency
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3.335)	sf_2018q1_3	mainly use personal data of: applicants	1st quarter 2018	once
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Wording of question

1st quarter 2018				Further information					
Whose (group of persons) personal data do you mainly use in your company?									
Applicants		[1] Yes							
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.336)	sf_2018q1_4	mainly use personal data of: employees	1st quarter 2018	once
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Wording of question

1st quarter 2018				Further information			
Whose (group of persons) personal data do you mainly use in your company?							
Employees		[1] Yes					

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.337)	sf_2018q1_5	mainly use personal data of: contact persons of suppliers	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information		
<p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1"> <tr> <td>Contact persons of suppliers</td><td>[1] Yes</td></tr> </table>	Contact persons of suppliers	[1] Yes	
Contact persons of suppliers	[1] Yes		

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.338)	sf_2018q1_6	mainly use personal data of: clients	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information		
<p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1"> <tr> <td>Clients</td><td>[1] Yes</td></tr> </table>	Clients	[1] Yes	
Clients	[1] Yes		

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.339)	sf_2018q1_7	mainly use personal data of: stakeholder	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information		
<p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1"> <tr> <td>Stakeholder</td><td>[1] Yes</td></tr> </table>	Stakeholder	[1] Yes	
Stakeholder	[1] Yes		

Time span of variable									

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.340)	sf_2018q1_8	mainly use personal data of: other	1st quarter 2018	once

Wording of question

<p>1st quarter 2018</p> <p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1"> <tr> <td>Other</td> <td>[1] Yes</td> </tr> </table>	Other	[1] Yes	Further information																		
Other	[1] Yes																				
<p>Time span of variable</p> <table border="1"> <tr><td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td></tr> <tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.341)	sf_2018q1_9	mainly use personal data of: other description	1st quarter 2018	once

Wording of question

<p>1st quarter 2018</p> <p>Whose (group of persons) personal data do you mainly use in your company?</p> <p>Other description: _____</p>	Further information																				
<p>Time span of variable</p> <table border="1"> <tr><td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td></tr> <tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.342)	sf_2018q1_10	work-process regarding personal data	1st quarter 2018	once

Wording of question

<p>1st quarter 2018</p> <p>Are the work-processes with personal data mainly analog or digital in your company?</p> <table border="1"> <tr> <td>[1] analog</td> <td>[1] digital</td> </tr> </table>	[1] analog	[1] digital	Further information																		
[1] analog	[1] digital																				
<p>Time span of variable</p> <table border="1"> <tr><td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td></tr> <tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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No.	Name	Label	Survey period	Survey frequency
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3.343) **sf_2018q1_11** implementation of general data protection regulation caused the major effort in: technology **1st quarter 2018** **once**

Wording of question

1st quarter 2018	Further information		
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Technology</td> <td>[1] Yes</td> </tr> </table>	Technology	[1] Yes	
Technology	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.344) **sf_2018q1_12** implementation of general data protection regulation caused the major effort in: organisation **1st quarter 2018** **once**

Wording of question

1st quarter 2018	Further information		
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Organisation</td> <td>[1] Yes</td> </tr> </table>	Organisation	[1] Yes	
Organisation	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.345) **sf_2018q1_13** implementation of general data protection regulation caused the major effort in: processes **1st quarter 2018** **once**

Wording of question

1st quarter 2018	Further information		
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Processes</td> <td>[1] Yes</td> </tr> </table>	Processes	[1] Yes	
Processes	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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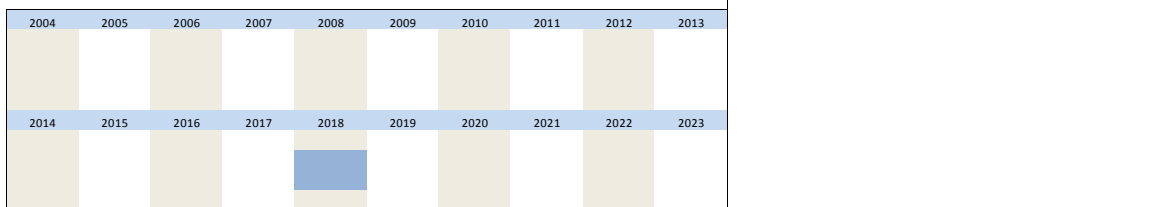
No.	Name	Label	Survey period	Survey frequency
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3.346)	sf_2018q1_14	implementation of general data protection regulation caused the major effort in: contracts	1st quarter 2018	once
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Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementaion of general data protection regulation?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Contracts</td> <td></td> </tr> </table>		[1] Yes	Contracts		
	[1] Yes				
Contracts					

Time span of variable



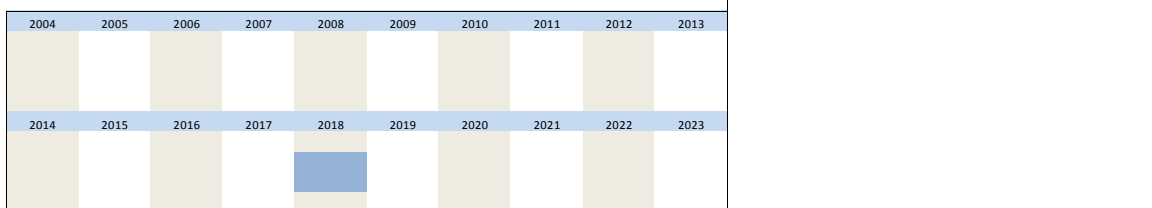
No.	Name	Label	Survey period	Survey frequency
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3.347)	sf_2018q1_15	implementation of general data protection regulation caused the major effort in: documentations	1st quarter 2018	once
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Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementaion of general data protection regulation?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Documentations</td> <td></td> </tr> </table>		[1] Yes	Documentations		
	[1] Yes				
Documentations					

Time span of variable



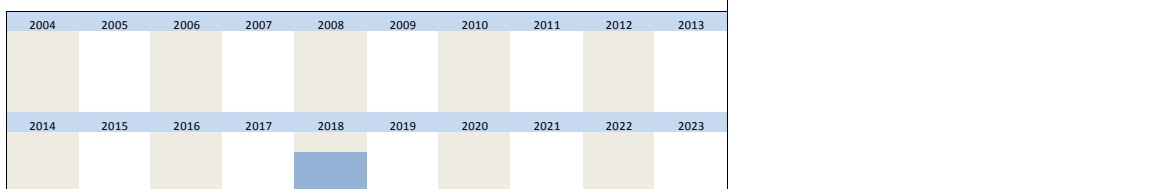
No.	Name	Label	Survey period	Survey frequency
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3.348)	sf_2018q1_16	implementation of general data protection regulation caused the major effort in: other	1st quarter 2018	once
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Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementaion of general data protection regulation?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Other</td> <td></td> </tr> </table>		[1] Yes	Other		
	[1] Yes				
Other					

Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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3.349)	sf_2018q1_17	implementation of general data protection regulation caused the major effort in: other description	1st quarter 2018	once
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Wording of question

<p>1st quarter 2018</p> <p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <p>Other description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.350)	sf_2018q1_18	impact of new general data protection regulation on your Social-Media-Activity	1st quarter 2018	once
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Wording of question

<p>1st quarter 2018</p> <p>Does the new general data protection regulation affect your Social-Media-Activities?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] We use Social media hardly ever/not at all</td> </tr> </table>	[1] Yes	[2] No	[3] We use Social media hardly ever/not at all	<p>Further information</p>																	
[1] Yes	[2] No	[3] We use Social media hardly ever/not at all																			
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.351)	sf_2018q1_19	implementation of the new general data protection regulation	1st quarter 2018	once
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Wording of question

<p>1st quarter 2018</p> <p>Do you implement the new general data protection regulation intra-company or do you engage with external service providers?</p> <table border="1"> <tr> <td>[1] only intern</td> <td>[2] only extern</td> <td>[3] both</td> </tr> </table>	[1] only intern	[2] only extern	[3] both	<p>Further information</p>																	
[1] only intern	[2] only extern	[3] both																			
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.352)	sf_2018q1_20	new hires due to new general data protection	1st quarter 2018	once
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Wording of question

1st quarter 2018 Did you hire additional personnel due to the new general data protection regulation or do you plan this? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			Further information																																				
[1] Yes	[2] No																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.353)	sf_2018q1_21	Do you use the general data protection regulation to make other changes	1st quarter 2018	once

Wording of question

1st quarter 2018 Do you use the general data protection regulation to make other changes/innovations in your company, that are not in connection with the general data protection regulation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			Further information																																				
[1] Yes	[2] No																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.354)	sf_2018q1_22	Do you use the general data protection regulation to make other changes: if yes description	1st quarter 2018	once

Wording of question

1st quarter 2018 Do you use the general data protection regulation to make other changes/innovations in your company, that are not in connection with the general data protection regulation? If Yes: Description: _____	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.355)	sf_2018q1_23	general data protection regulation: resulting costs (Euro)	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information
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How high are the costs of your company resulting from the new general data protection regulation?

_____ Euro

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

No.	Name	Label	Survey period	Survey frequency
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3.356) sf_2018q1_24 general data protection regulation: positive content 1st quarter 2018 once

Wording of question

1st quarter 2018

What do you consider as positive content?

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

No.	Name	Label	Survey period	Survey frequency
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3.357) sf_2018q1_25 general data protection regulation: negative content 1st quarter 2018 once

Wording of question

1st quarter 2018

What do you consider as negative content?

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

No.	Name	Label	Survey period	Survey frequency
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3.358) sf_2018q1_26 general data protection regulation: outweigh negative/positive aspects 1st quarter 2018 once

Wording of question

1st quarter 2018

Do you think that positive or negative aspects outweigh?

[1] positive	[2] negative
_____	_____

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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Further information

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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3.359)	sf_2018q2_1	Further Training: Supply	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>Does your company offer in-service trainings?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> </table>	[1] Yes	[2] No	Further information
[1] Yes	[2] No		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.360)	sf_2018q2_2	Further Training: purpose - deepen skills	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>To deepen already well-known skills</td> <td>[1] Yes</td> </tr> </table>	To deepen already well-known skills	[1] Yes	Further information
To deepen already well-known skills	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.361)	sf_2018q2_3	Further Training: purpose - new skills	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>to learn new skills</td> <td>[1] Yes</td> </tr> </table>	to learn new skills	[1] Yes	Further information
to learn new skills	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.362)	sf_2018q2_4	Further Training: purpose - prepare digital shift	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>to prepare for digital change</td> <td></td> </tr> </table>		[1] Yes	to prepare for digital change		Further information
	[1] Yes				
to prepare for digital change					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.363)	sf_2018q2_5	Further Training: purpose - increase productivity	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>to increase productivity</td> <td></td> </tr> </table>		[1] Yes	to increase productivity		Further information
	[1] Yes				
to increase productivity					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.364)	sf_2018q2_6	Further Training: purpose - internal mobility	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>to promote internal mobility</td> <td></td> </tr> </table>		[1] Yes	to promote internal mobility		Further information
	[1] Yes				
to promote internal mobility					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

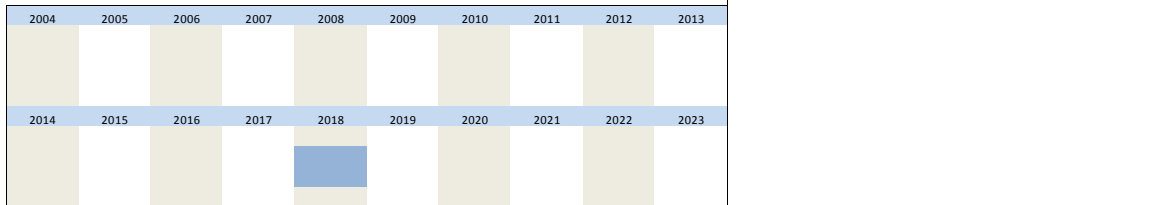
No.	Name	Label	Survey period	Survey frequency
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3.365) **sf_2018q2_7** Further Training: purpose - employee motivation/retention **2nd quarter 2018** once

Wording of question

2nd quarter 2018	Further information		
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>employee motivation/retention</td> <td>[1] Yes</td> </tr> </table>	employee motivation/retention	[1] Yes	
employee motivation/retention	[1] Yes		

Time span of variable



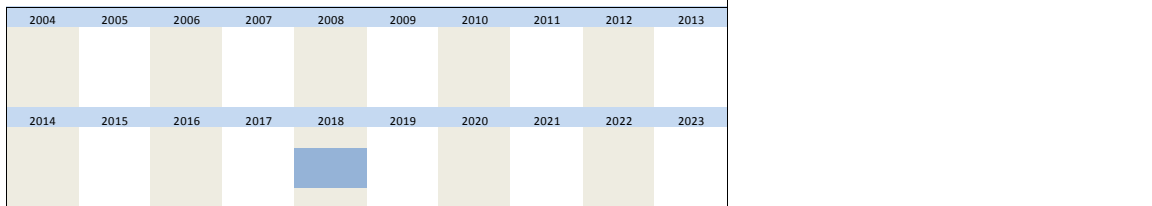
No.	Name	Label	Survey period	Survey frequency
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3.366) **sf_2018q2_8** Further Training: purpose - competitiveness **2nd quarter 2018** once

Wording of question

2nd quarter 2018	Further information		
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>securing competitiveness</td> <td>[1] Yes</td> </tr> </table>	securing competitiveness	[1] Yes	
securing competitiveness	[1] Yes		

Time span of variable



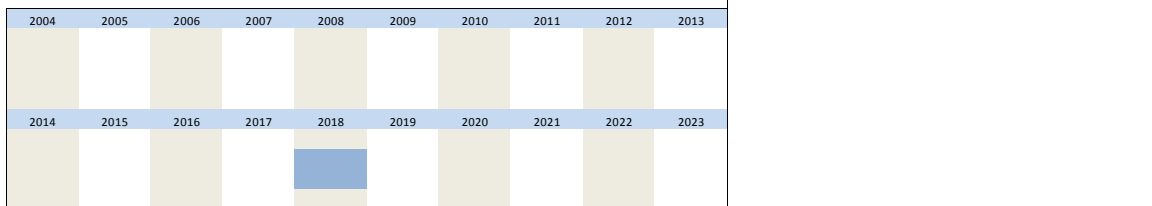
No.	Name	Label	Survey period	Survey frequency
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3.367) **sf_2018q2_9** Further Training: purpose - attractiveness as employer **2nd quarter 2018** once

Wording of question

2nd quarter 2018	Further information		
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>to increase my attractiveness as employer</td> <td>[1] Yes</td> </tr> </table>	to increase my attractiveness as employer	[1] Yes	
to increase my attractiveness as employer	[1] Yes		

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.368) **sf_2018q2_10** Further Training: access - online **2nd quarter 2018** once

Wording of question

2nd quarter 2018 Do your employees have access to ... (Multiple answers possible)	Further information																																								
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">Online-trainings or Online-learning-resources?</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Online-trainings or Online-learning-resources?	[1] Yes		<input type="checkbox"/>																																					
Online-trainings or Online-learning-resources?	[1] Yes																																								
	<input type="checkbox"/>																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.369)	sf_2018q2_11	Further Training: access - offline	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Do your employees have access to ... (Multiple answers possible)	Further information																																								
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">classical presence-courses or seminars?</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	classical presence-courses or seminars?	[1] Yes		<input type="checkbox"/>																																					
classical presence-courses or seminars?	[1] Yes																																								
	<input type="checkbox"/>																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.371)	sf_2018q2_12	Further Training: Supply - mainly online/offline	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Outweigh online or offline further-training-opportunities in your company?	Further information																																								
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] online</td> <td style="width: 100px; text-align: center;">[2] offline</td> <td style="width: 100px; text-align: center;">[3] in equal shares</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] online	[2] offline	[3] in equal shares		<input type="checkbox"/>	<input type="checkbox"/>																																			
[1] online	[2] offline	[3] in equal shares																																							
	<input type="checkbox"/>	<input type="checkbox"/>																																							
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.370)	sf_2018q2_13	Further Training: Supply - shift towards online	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information
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Do you see a shift away from offline to online further-trainings-offers?

[1] Yes, strongly	[2] Yes, slightly	[3] rather not	[4] no

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.372) **sf_2018q2_14** Further Training: Demand - young professionals 2nd quarter 2018 once

Wording of question

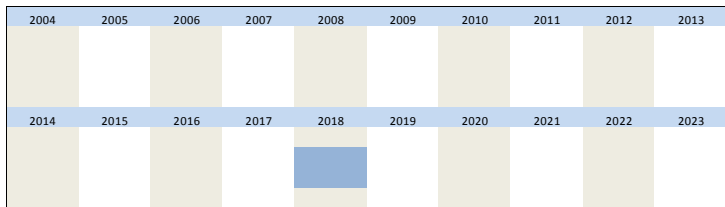
2nd quarter 2018

Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
Young Professionals	

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.373) **sf_2018q2_15** Further Training: Demand - long-term employees 2nd quarter 2018 once

Wording of question

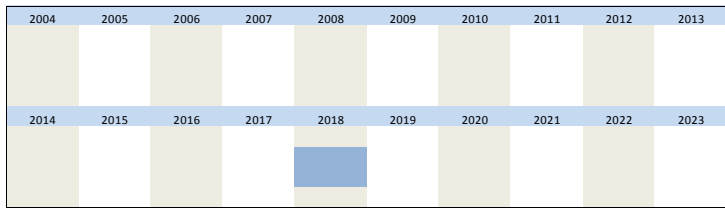
2nd quarter 2018

Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
long-term employees	

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.374) **sf_2018q2_16** Further Training: Demand - re-enter 2nd quarter 2018 once

Wording of question

2nd quarter 2018

Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
--	---------

Further information

people reentering the labour market		[1] Yes							
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.375)	sf_2018q2_17	Further Training: Demand - low-skilled	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information								
<p>Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)</p> <table border="1"> <tr> <td>low skilled jobs</td> <td>[1] Yes</td> </tr> </table>	low skilled jobs	[1] Yes							
low skilled jobs	[1] Yes								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.376)	sf_2018q2_18	Further Training: Demand - high-skilled	2nd quarter 2018	once

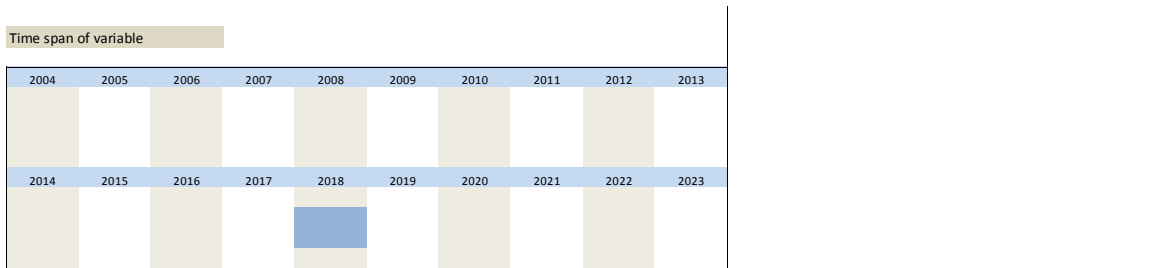
Wording of question

2nd quarter 2018	Further information								
<p>Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)</p> <table border="1"> <tr> <td>highly qualified activities</td> <td>[1] Yes</td> </tr> </table>	highly qualified activities	[1] Yes							
highly qualified activities	[1] Yes								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.377)	sf_2018q2_19	Further Training: Demand - management	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information		
<p>Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)</p> <table border="1"> <tr> <td>Management level</td> <td>[1] Yes</td> </tr> </table>	Management level	[1] Yes	
Management level	[1] Yes		



No.	Name	Label	Survey period	Survey frequency
3.378)	sf_2018q2_20	Further Training: Demand - women	2nd quarter 2018	once

Wording of question

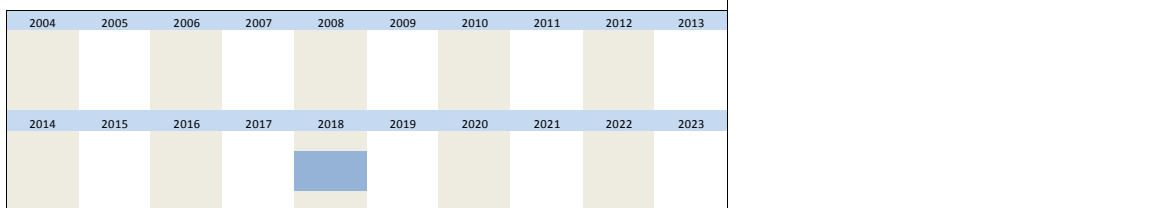
2nd quarter 2018

Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
Women	

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.379)	sf_2018q2_21	Further Training: Demand - men	2nd quarter 2018	once

Wording of question

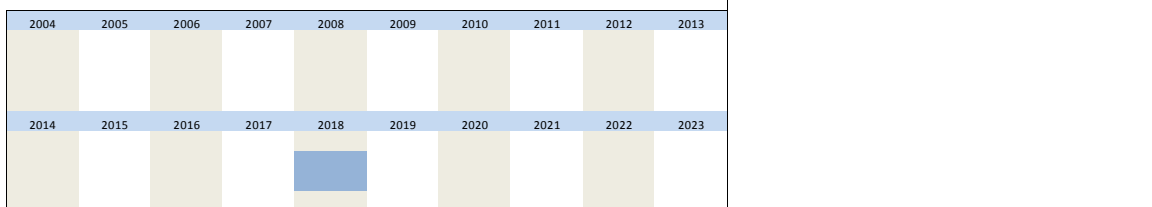
2nd quarter 2018

Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
Men	

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.380)	sf_2018q2_22	Further Training: Demand - migrant background	2nd quarter 2018	once

Wording of question

2nd quarter 2018

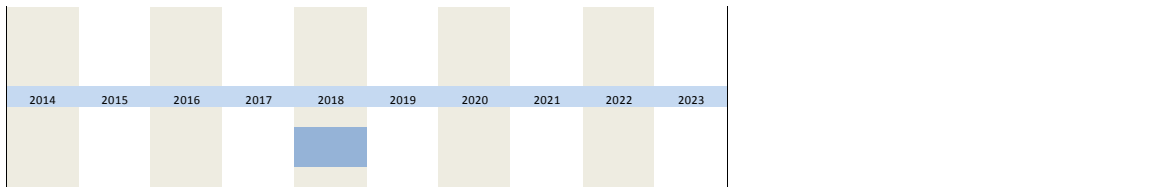
Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)

	[1] Yes
Employees with migrant background	

Further information

Time span of variable





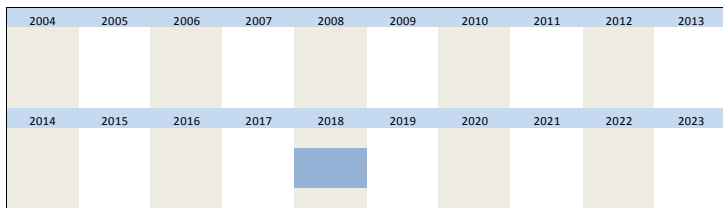
No.	Name	Label	Survey period	Survey frequency
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3.381) **sf_2018q2_23** Further Training: impact (recruitment/wage negotiations) 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Do additional qualifications, such as those gained through digital learning-platforms, get more important in recruiting and wage negotiations?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> </table>	[1] Yes	[2] No	Further information
[1] Yes	[2] No		

Time span of variable



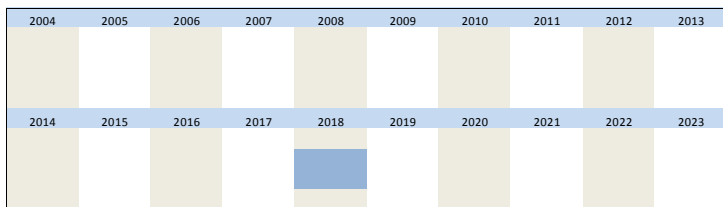
No.	Name	Label	Survey period	Survey frequency
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3.382) **sf_2018q2_24** Further Training: time slot - regular during working hours 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1"> <tr> <td>fixed learning time during working hours</td> <td>[1] Yes</td> </tr> </table>	fixed learning time during working hours	[1] Yes	Further information
fixed learning time during working hours	[1] Yes		

Time span of variable



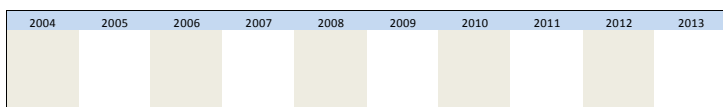
No.	Name	Label	Survey period	Survey frequency
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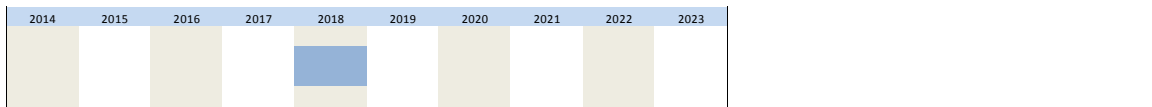
3.383) **sf_2018q2_25** Further Training: time slot - occasionally during working hours 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1"> <tr> <td>occasionally during working hours</td> <td>[1] Yes</td> </tr> </table>	occasionally during working hours	[1] Yes	Further information
occasionally during working hours	[1] Yes		

Time span of variable





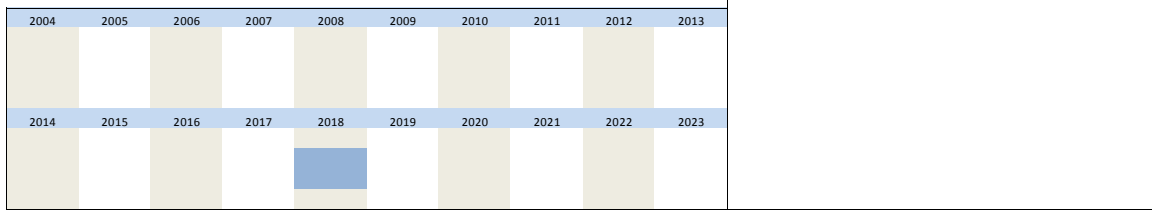
No.	Name	Label	Survey period	Survey frequency
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3.384) **sf_2018q2_26** Further Training: time slot - lunch break 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Lunch break</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Lunch break	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Lunch break	<input type="checkbox"/>				

Time span of variable



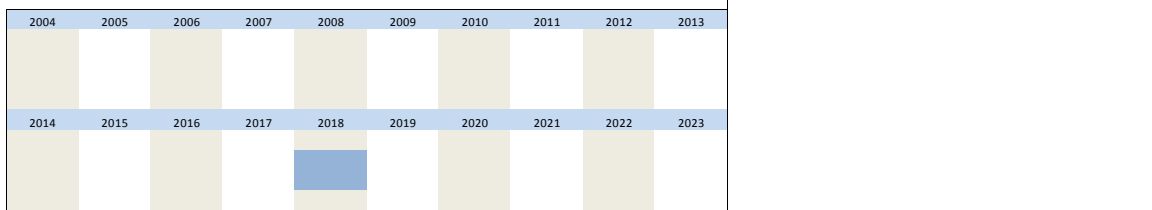
No.	Name	Label	Survey period	Survey frequency
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3.385) **sf_2018q2_27** Further Training: time slot - leisure 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Leisure</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Leisure	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Leisure	<input type="checkbox"/>				

Time span of variable



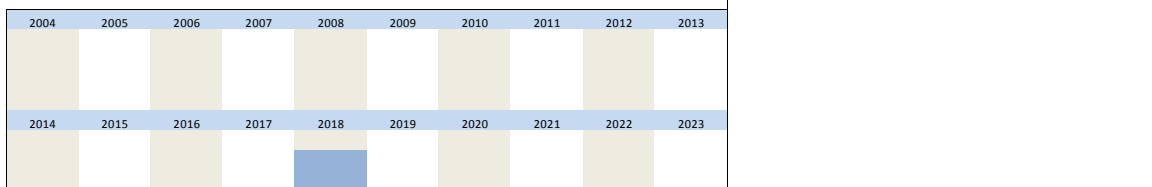
No.	Name	Label	Survey period	Survey frequency
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3.386) **sf_2018q2_28** Further Training: time slot - sabbatical 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Sabbatical</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Sabbatical	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Sabbatical	<input type="checkbox"/>				

Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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3.387)	sf_2018q2_29	Further Training: time slot - educational leave	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1"> <tr> <td>Educational leave</td> <td>[1] Yes</td> </tr> </table>	Educational leave	[1] Yes	Further information
Educational leave	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.388)	sf_2018q2_30	Further Training: time slot - other	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1"> <tr> <td>Others: _____</td> <td>[1] Yes</td> </tr> </table>	Others: _____	[1] Yes	Further information
Others: _____	[1] Yes		

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.389)	sf_2018q2_31	Further Training: time slot - other description	2nd quarter 2018	once
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Wording of question

<p>2nd quarter 2018</p> <p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <p>Others, description: _____</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

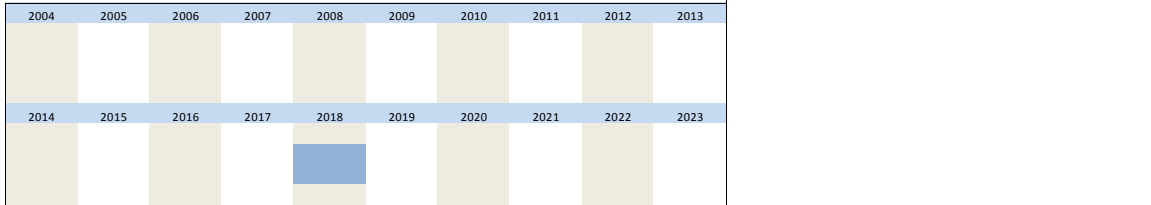
No.	Name	Label	Survey period	Survey frequency
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3.390) sf_2018q2_32 Further Training: reward - wage increase 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <table border="1" style="width: 100%;"> <tr> <td style="width: 80%;">Wage increase</td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> </table> </div>	Wage increase	[1] Yes	<p>Further information</p>
Wage increase	[1] Yes		

Time span of variable



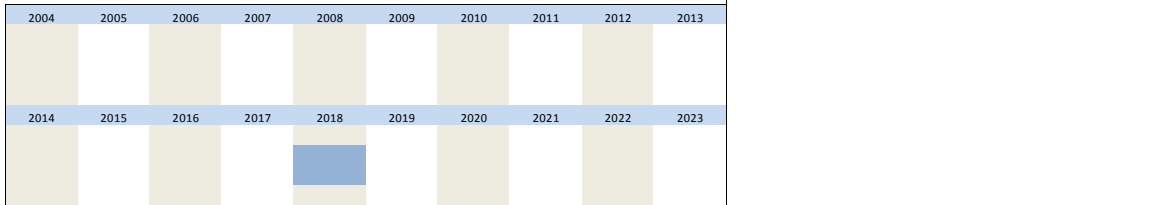
No.	Name	Label	Survey period	Survey frequency
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3.391) sf_2018q2_33 Further Training: reward - promotion prospects 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <table border="1" style="width: 100%;"> <tr> <td style="width: 80%;">Promotion prospects</td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> </table> </div>	Promotion prospects	[1] Yes	<p>Further information</p>
Promotion prospects	[1] Yes		

Time span of variable



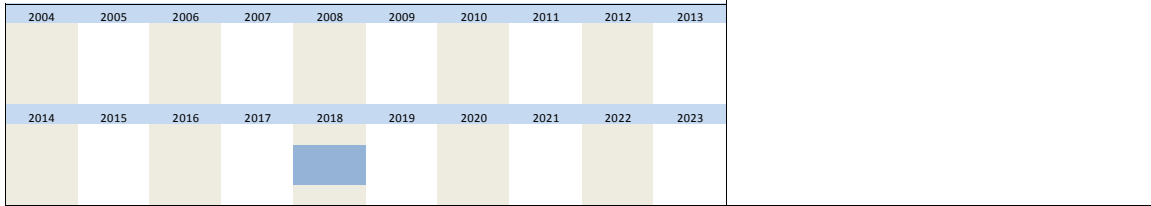
No.	Name	Label	Survey period	Survey frequency
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3.392) sf_2018q2_34 Further Training: reward - personal responsibility 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <table border="1" style="width: 100%;"> <tr> <td style="width: 80%;">more (personal) responsibility</td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> </table> </div>	more (personal) responsibility	[1] Yes	<p>Further information</p>
more (personal) responsibility	[1] Yes		

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.393) sf_2018q2_35 Further Training: reward - gifts 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>voucher / gifts</td> <td>[1] Yes</td> </tr> </table>	voucher / gifts	[1] Yes	Further information																		
voucher / gifts	[1] Yes																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.394)	sf_2018q2_36	Further Training: reward - leave day	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>additional holidays (in the exam period)</td> <td>[1] Yes</td> </tr> </table>	additional holidays (in the exam period)	[1] Yes	Further information																		
additional holidays (in the exam period)	[1] Yes																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.395)	sf_2018q2_37	Further Training: reward - other	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>Other: _____</td> <td>[1] Yes</td> </tr> </table>	Other: _____	[1] Yes	Further information																		
Other: _____	[1] Yes																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.396)	sf_2018q2_38	Further Training: reward - other description	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>How does your company reward the learning success of employees? (Multiple answers possible)</p>	Further information
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Other, description: _____									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.397)	sf_2018q2_39	Further Training: obstacle - costs	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information								
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>too high costs</td> <td></td> </tr> </table>		[1] Yes	too high costs						
	[1] Yes								
too high costs									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.398)	sf_2018q2_40	Further Training: obstacle - low utility	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information								
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>too little benefits</td> <td></td> </tr> </table>		[1] Yes	too little benefits						
	[1] Yes								
too little benefits									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.399)	sf_2018q2_41	Further Training: obstacle - controllability of utility	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>lack of verifiability of the benefits</td> <td></td> </tr> </table>		[1] Yes	lack of verifiability of the benefits		
	[1] Yes				
lack of verifiability of the benefits					
Time span of variable					

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.400)	sf_2018q2_42	Further Training: obstacle - supply (programs)	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Lack of supply of training programs</td> <td></td> </tr> </table>		[1] Yes	Lack of supply of training programs		
	[1] Yes				
Lack of supply of training programs					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.401)	sf_2018q2_43	Further Training: obstacle - demand	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>unwillingness of employees to participate</td> <td></td> </tr> </table>		[1] Yes	unwillingness of employees to participate		
	[1] Yes				
unwillingness of employees to participate					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

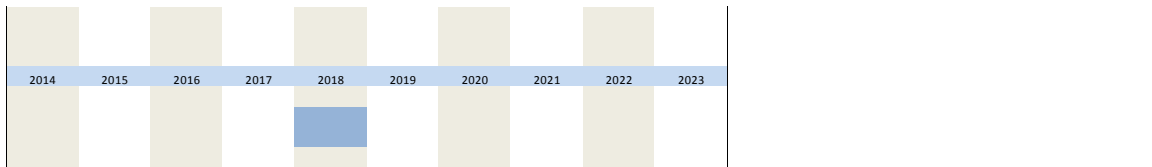
No.	Name	Label	Survey period	Survey frequency
3.402)	sf_2018q2_44	Further Training: obstacle - supply (Management)	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>lack of willingness of the management to offer programmes</td> <td></td> </tr> </table>		[1] Yes	lack of willingness of the management to offer programmes		
	[1] Yes				
lack of willingness of the management to offer programmes					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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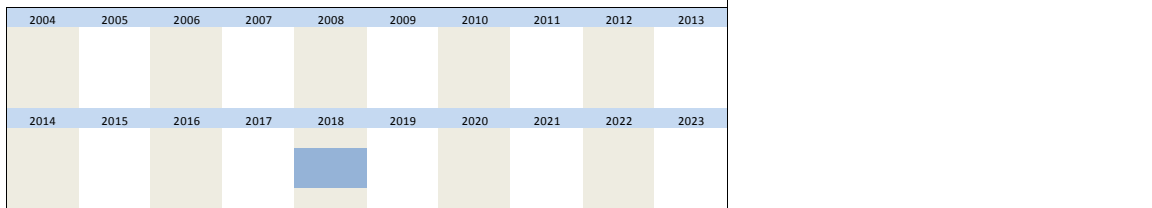
No.	Name	Label	Survey period	Survey frequency
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3.403) **sf_2018q2_45** Further Training: obstacle - low state support **2nd quarter 2018** **once**

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">too little government support</td> </tr> </table>	[1] Yes	too little government support	<p>Further information</p>
[1] Yes			
too little government support			

Time span of variable



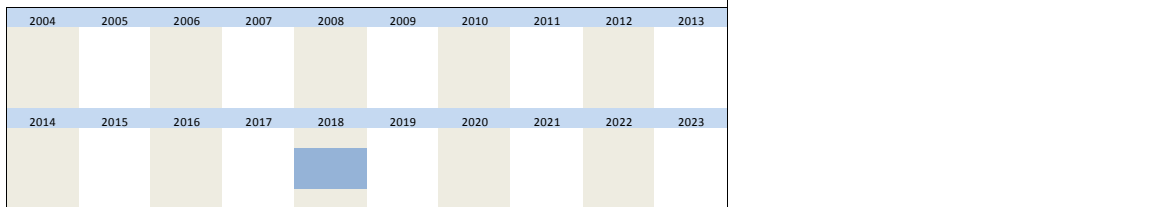
No.	Name	Label	Survey period	Survey frequency
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3.404) **sf_2018q3_1** different remuneration **3rd quarter 2018** **once**

Wording of question

<p>3rd quarter 2018</p> <p>Are there differences in pay between employees with comparable jobs and positions in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> <td style="text-align: center;">[2] No</td> <td style="text-align: center;">[3] Don't know</td> </tr> <tr> <td style="width: 33px; height: 20px;"></td> <td style="width: 33px; height: 20px;"></td> <td style="width: 33px; height: 20px;"></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				<p>Further information</p>
[1] Yes	[2] No	[3] Don't know					

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.405) **sf_2018q3_2** transparency law concerning remuneration: use **3rd quarter 2018** **once**

Wording of question

<p>3rd quarter 2018</p> <p>Did your employees made use of the right to information, which is enshrined in the "Entgelttransparenzgesetz", so far?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes, frequently</td> <td style="text-align: center;">[2] Yes, occasionally</td> <td style="text-align: center;">[3] Yes, rarely</td> <td style="text-align: center;">[4] No</td> </tr> <tr> <td style="width: 33px; height: 20px;"></td> <td style="width: 33px; height: 20px;"></td> <td style="width: 33px; height: 20px;"></td> <td style="width: 33px; height: 20px;"></td> </tr> </table>	[1] Yes, frequently	[2] Yes, occasionally	[3] Yes, rarely	[4] No					<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
[1] Yes, frequently	[2] Yes, occasionally	[3] Yes, rarely	[4] No						

Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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3.406)	sf_2018q3_3	transparency law concerning remuneration: use - yes, following adjustments	3rd quarter 2018	once
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Wording of question

<p>3rd quarter 2018</p> <p>Did your employees made use of the right to information, which is enshrined in the "Entgelttransparenzgesetz", so far?</p> <p>If yes: Did it cause adjustments of individual salaries?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] Yes	[2] No	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																				
[1] Yes	[2] No																																								
<input type="checkbox"/>	<input type="checkbox"/>																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.407)	sf_2018q3_4	transparency law concerning remuneration: wage adjustment - yes, current employees	3rd quarter 2018	once
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Wording of question

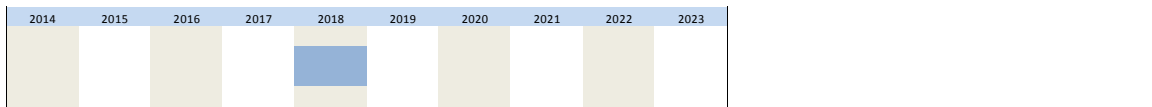
<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> </tr> <tr> <td>Yes, with current employees</td> </tr> </table>	[1] Yes	Yes, with current employees	<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																						
[1] Yes																																									
Yes, with current employees																																									
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.408)	sf_2018q3_5	transparency law concerning remuneration: wage adjustment - yes, new hire	3rd quarter 2018	once
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Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> </tr> <tr> <td>Yes, with new hires</td> </tr> </table>	[1] Yes	Yes, with new hires	<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																		
[1] Yes																					
Yes, with new hires																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



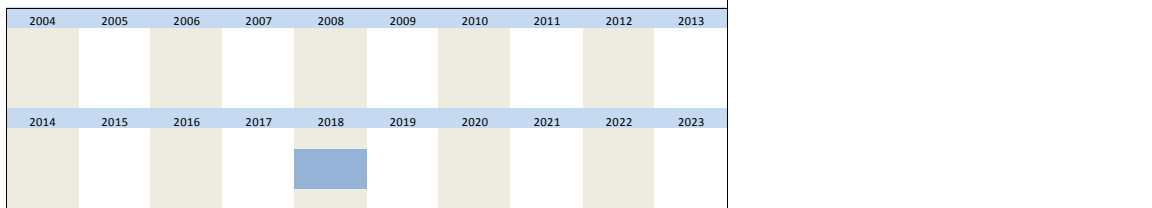
No.	Name	Label	Survey period	Survey frequency
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3.409) **sf_2018q3_6** transparency law concerning remuneration: wage adjustment - none **3rd quarter 2018** **once**

Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 100px; height: 20px; text-align: center;">[1] No</td> </tr> <tr> <td style="width: 100px; height: 20px; text-align: center;">No</td> <td style="width: 100px; height: 20px;"></td> </tr> </table>		[1] No	No		<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
	[1] No				
No					

Time span of variable



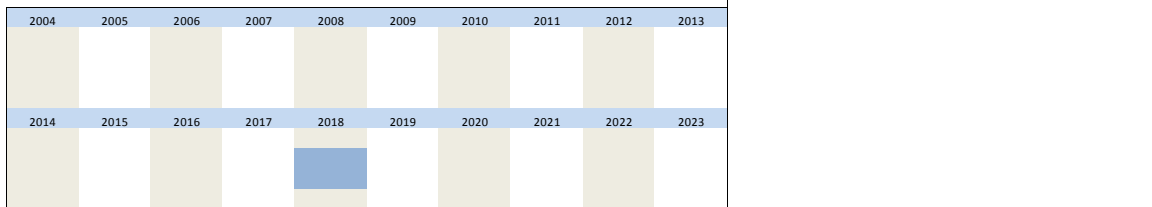
No.	Name	Label	Survey period	Survey frequency
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3.410) **sf_2018q3_7** transparency law concerning remuneration: changed salary structure **3rd quarter 2018** **once**

Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparentgesetz" led to a change in the salary structure in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px; text-align: center;">Yes, in favour of woman</td> <td style="width: 100px; height: 20px; text-align: center;">[1]</td> </tr> <tr> <td style="width: 100px; height: 20px; text-align: center;">Yes, in favour of men</td> <td style="width: 100px; height: 20px; text-align: center;">[2]</td> </tr> <tr> <td style="width: 100px; height: 20px; text-align: center;">No</td> <td style="width: 100px; height: 20px; text-align: center;">[3]</td> </tr> </table>	Yes, in favour of woman	[1]	Yes, in favour of men	[2]	No	[3]	<p>Further information</p> <p>concerning the german "Entgelttransparentgesetz" (= Transparency law concerning remuneration)</p>
Yes, in favour of woman	[1]						
Yes, in favour of men	[2]						
No	[3]						

Time span of variable



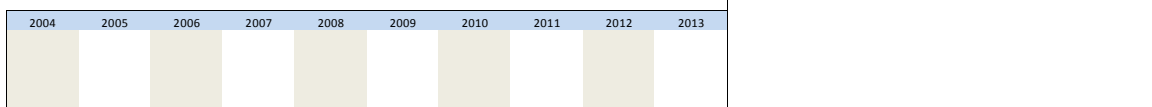
No.	Name	Label	Survey period	Survey frequency
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3.411) **sf_2018q3_8** transparency law concerning remuneration: changed salary structure long-term **3rd quarter 2018** **once**

Wording of question

<p>3rd quarter 2018</p> <p>In your opinion, will the "Entgelttransparentgesetz" in the long run contribute to a change in the salary structure in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> <td style="width: 50px; height: 20px; text-align: center;">[2] No</td> <td style="width: 50px; height: 20px; text-align: center;">[3] Don't know</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				<p>Further information</p> <p>concerning the german "Entgelttransparentgesetz" (= Transparency law concerning remuneration)</p>
[1] Yes	[2] No	[3] Don't know					

Time span of variable



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
				[1] Yes					

No.	Name	Label	Survey period	Survey frequency
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3.412)	sf_2018q3_9	transparency law concerning remuneration: transparency wage in company	3rd quarter 2018	once
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Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more transparency in wages in your <u>company</u>?</p> <table border="1"> <thead> <tr> <th>[1] Yes</th> <th>[2] No</th> <th>[3] Don't know</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
				[1] Yes					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
				[1] Yes					

No.	Name	Label	Survey period	Survey frequency
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3.413)	sf_2018q3_10	transparency law concerning remuneration: transparency wage in industry	3rd quarter 2018	once
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Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more transparency in wages in your <u>industry</u>?</p> <table border="1"> <thead> <tr> <th>[1] Yes</th> <th>[2] No</th> <th>[3] Don't know</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
				[1] Yes					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
				[1] Yes					

No.	Name	Label	Survey period	Survey frequency
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3.414)	sf_2018q3_11	transparency law concerning remuneration: trouble	3rd quarter 2018	once
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Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more unrest among your employees?</p> <table border="1"> <thead> <tr> <th>[1] Yes</th> <th>[2] No</th> <th>[3] Don't know</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
				[1] Yes					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
				[1] Yes					

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No.	Name	Label	Survey period	Survey frequency
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3.415)	sf_2018q3_12	transparency law concerning remuneration: satisfied	3rd quarter 2018	once
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Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenzgesetz" increased the satisfaction of your employees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes, significantly</td> <td>[2] Yes, slightly</td> <td>[3] Rarely</td> <td>[4] No</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, significantly	[2] Yes, slightly	[3] Rarely	[4] No					<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																
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<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.416)	sf_2018q3_13	transparency law concerning remuneration: bureaucratic burden	3rd quarter 2018	once
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Wording of question

<p>3rd quarter 2018</p> <p>Did the bureaucratic burden that has arisen in connectiob with the "Entgelttransparenzgesetz" led to impairments?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes, strongly</td> <td>[2] Yes, slightly</td> <td>[3] Rarely</td> <td>[4] No</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, strongly	[2] Yes, slightly	[3] Rarely	[4] No					<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>																																
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<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.417)	sf_2018q4_1	Training in the company	4th quarter 2018	once
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Wording of question

<p>4th quarter 2018</p> <p>1) Are you training in your company? (If yes: Please answer Question 2-9, otherwise go on with 10)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes, dual vocational training</td> <td>[2] Yes, dual study</td> <td>[3] yes, both</td> <td>[4] no</td> <td>[5] don't know</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, dual vocational training	[2] Yes, dual study	[3] yes, both	[4] no	[5] don't know						<p>Further information</p> <p>The Reponse "[3] yes, both" was only available in the paper questionnaire not in the online questionnaire.</p>																														
[1] Yes, dual vocational training	[2] Yes, dual study	[3] yes, both	[4] no	[5] don't know																																					
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency					
3.418)	sf_2018q4_2	dual vocational training: commercial	4th quarter 2018	once					
Wording of question									
4th quarter 2018			Further information						
<p>2) If dual vocational training:</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>commercial</td> <td></td> </tr> </table>				[1] Yes	commercial				
	[1] Yes								
commercial									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency					
3.419)	sf_2018q4_3	dual vocational training: craft	4th quarter 2018	once					
Wording of question									
4th quarter 2018			Further information						
<p>2) If dual vocational training:</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>craft</td> <td></td> </tr> </table>				[1] Yes	craft				
	[1] Yes								
craft									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency					
3.420)	sf_2018q4_4	dual vocational training: scientific / technical	4th quarter 2018	once					
Wording of question									
4th quarter 2018			Further information						
<p>2) If dual vocational training:</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>scientific / technical</td> <td></td> </tr> </table>				[1] Yes	scientific / technical				
	[1] Yes								
scientific / technical									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.421) sf_2018q4_5 dual vocational training: hotelier & hospitality industry 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>2) If dual vocational training:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 2px;">[1] Yes</td> </tr> <tr> <td style="padding: 2px;">hotelier & hospitality industry</td> </tr> </table>	[1] Yes	hotelier & hospitality industry	<p>Further information</p>																																						
[1] Yes																																									
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<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #0070c0;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.422) sf_2018q4_6 dual vocational training: care professional 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>2) If dual vocational training:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 2px;">[1] Yes</td> </tr> <tr> <td style="padding: 2px;">care professional</td> </tr> </table>	[1] Yes	care professional	<p>Further information</p>																																						
[1] Yes																																									
care professional																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #0070c0;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.423) sf_2018q4_7 dual vocational training: others 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>2) If dual vocational training:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 2px;">[1] Yes</td> </tr> <tr> <td style="padding: 2px;">Others</td> </tr> </table>	[1] Yes	Others	<p>Further information</p>																																						
[1] Yes																																									
Others																																									
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #0070c0;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.424) sf_2018q4_8 Desired number of apprentices vs. Current number 4th quarter 2018 once

Wording of question

4th quarter 2018

3) Does the number of apprentices in your company correspond to your desired number?

[1] Yes	[2] no, too little	[3] no, too many

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.425) **sf_2018q4_9** Number of applicants: Change in past 5 years 4th quarter 2018 once

Wording of question

4th quarter 2018

4) Has the number of applicants for a training position changed in the last 5 years?

[1] yes, increased	[2] yes, decreased	[3] no	[4] don't know

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.426) **sf_2018q4_10** Quality of applicants: Change in past 5 years 4th quarter 2018 once

Wording of question

4th quarter 2018

5) HAS the quality of the applicants for a training position changed in the last 5 years?

[1] yes, improved	[2] yes, worsened	[3] no, remained the same	[4] don't know

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.427) **sf_2018q4_11** Quality of the apprentices in the company 4th quarter 2018 once

Wording of question

4th quarter 2018										Further information
6) How do you rate the quality of the apprentices in your company?										
[1] very good		[2] good		[3] less good		[4] insufficient				
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.428)	sf_2018q4_12	Educational background of the trainees: Abitur	4th quarter 2018	once

Wording of question

4th quarter 2018										Further information
7) Which educational background do the trainees in your company predominantly have?										german version of high school graduation - compareable to english A level exams
Abitur				[1] Yes						
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.429)	sf_2018q4_13	Educational background of the trainees: college dropouts	4th quarter 2018	once

Wording of question

4th quarter 2018										Further information
7) Which educational background do the trainees in your company predominantly have?										
college dropouts				[1] Yes						
Time span of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
3.430)	sf_2018q4_14	Educational background of the trainees: vocational baccalaureate diploma	4th quarter 2018	once

Wording of question

4th quarter 2018										Further information
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7) Which educational background do the trainees in your company predominantly have?

	[1] Yes
vocational baccalaureate diploma	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.431) **sf_2018q4_15** Educational background of the trainees: Mittlere Reife 4th quarter 2018 once

Wording of question

4th quarter 2018

7) Which educational background do the trainees in your company predominantly have?

	[1] Yes
Mittlere Reife	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

"Mittlere Reife" is a school leaving certificate in Germany that is roughly comparable with the American high school diploma or the British GCSE

No.	Name	Label	Survey period	Survey frequency
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3.432) **sf_2018q4_16** Educational background of the trainees: Hauptschule 4th quarter 2018 once

Wording of question

4th quarter 2018

7) Which educational background do the trainees in your company predominantly have?

	[1] Yes
Hauptschule	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

"Hauptschule" is a secondary school in Germany, that offers Lower Secondary Education (Level2) according to ISCED-classification

No.	Name	Label	Survey period	Survey frequency
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3.433) **sf_2018q4_17** Educational background of the trainees: without school-leaving qualification 4th quarter 2018 once

Wording of question

4th quarter 2018

7) Which educational background do the trainees in your company predominantly have?

	[1] Yes
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Further information

without school-leaving qualification									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.434) **sf_2018q4_18** Educational background of the trainees: don't know 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information				
<p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1"> <tr> <td>[1] Yes</td> <td></td> </tr> <tr> <td>don't know</td> <td></td> </tr> </table>	[1] Yes		don't know		
[1] Yes					
don't know					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.435) **sf_2018q4_19** Employing refugees as trainees 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information						
<p>8) Do you employ refugees in your company as trainees?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] no</td> <td>[3] don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] no	[3] don't know				
[1] Yes	[2] no	[3] don't know					

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.436) **sf_2018q4_20** Digital competences of apprentices 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information								
<p>9) How do you assess the digital skills of trainees and graduates?</p> <table border="1"> <tr> <td>[1] very good</td> <td>[2] good</td> <td>[3] sufficient</td> <td>[4] insufficient</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very good	[2] good	[3] sufficient	[4] insufficient					
[1] very good	[2] good	[3] sufficient	[4] insufficient						

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.437)	sf_2018q4_21	Digital competences of graduates	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information										
<p>9) How do you assess the digital skills of trainees and graduates?</p> <table border="1"> <thead> <tr> <th></th><th>[1] very good</th><th>[2] good</th><th>[3] sufficient</th><th>[4] insufficient</th></tr> </thead> <tbody> <tr> <td>graduates</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] very good	[2] good	[3] sufficient	[4] insufficient	graduates					
	[1] very good	[2] good	[3] sufficient	[4] insufficient							
graduates											

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.438)	sf_2018q4_22	Most frequent degree of entrants in the company	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information										
<p>10) The Bologna-Process reformed the higher education system and introduced the Bachelor and Master degrees. Which university degree do young professionals currently have most often in your company?</p> <table border="1"> <thead> <tr> <th></th><th>[1] Bachelor</th><th>[2] Master</th><th>[3] other</th><th>[4] no comparison possible</th></tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] Bachelor	[2] Master	[3] other	[4] no comparison possible						
	[1] Bachelor	[2] Master	[3] other	[4] no comparison possible							

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.439)	sf_2018q4_23	new Hires: Bachelor-graduate specialized vs. broad-based degree preferred	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
<p>11) In the course of the Bologna-Process, the bachelor's degree programs have become more specialized, while at the same time there are less broad-based courses of study. Do you prefer for new hires Bachelor graduates with ...</p> <table border="1"> <thead> <tr> <th></th><th>[1] specialized degree</th></tr> </thead> <tbody> <tr> <td></td><td></td></tr> </tbody> </table>		[1] specialized degree			
	[1] specialized degree				

... specialized degree	[1]
... broad-based degree	[2]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.440)	sf_2018q4_24	Satisfaction with the quality of education of graduates	4th quarter 2018	once
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Wording of question

4th quarter 2018	Further information										
<p>12) How satisfied are you currently with the quality of the education of graduates overall?</p> <table border="1"> <tr> <td>[1] very satisfied</td> <td>[2] satisfied</td> <td>[3] dissatisfied</td> <td>[4] very dissatisfied</td> <td>[5] No statement</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very satisfied	[2] satisfied	[3] dissatisfied	[4] very dissatisfied	[5] No statement						
[1] very satisfied	[2] satisfied	[3] dissatisfied	[4] very dissatisfied	[5] No statement							

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.441)	sf_2018q4_25	new Hires: external vs. Self-educated (through dual studies) university graduates	4th quarter 2018	once
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Wording of question

4th quarter 2018	Further information						
<p>13) Do you prefer to recruit external graduates or self-trained professionals as part of a dual study program?</p> <table border="1"> <tr> <td>university graduates</td> <td>[1]</td> </tr> <tr> <td>graduates (FH)</td> <td>[2]</td> </tr> <tr> <td>Dual university graduate</td> <td>[3]</td> </tr> </table>	university graduates	[1]	graduates (FH)	[2]	Dual university graduate	[3]	
university graduates	[1]						
graduates (FH)	[2]						
Dual university graduate	[3]						

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023