

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 |
| 216) | 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 Vorquart |
| 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 |

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| | Name | Label | German description |
|---|---|--|---|
| | sf 2008q1 1 | | |
| 3.1) | sf_2008q2_1 | | |
| 3.2) | | 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 Kurzarbeiterge |
| 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 |
| | sf_2009q3_2 | | |
| 3.9) | | 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 Wirtschaftswa |
| 3.15) | sf_2010q1_1 | plans w.r.t short-time work in 2010 | Planungen hinsichtlich Kurzarbeit für 2010 |
| | sf_2010q1_2 | currently no short-time work: | • |
| 3.16) | sf 2010q1_2 | | Derzeit wird keine Kurzarbeit genutzt |
| 3.17) | - '- | 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 Monate |
| 3.22) | sf_2010q4_1 | voluntary extrapayments have been made | Freiwillige Sonderzahlungen sind erfolgt |
| | sf_2010q4_2 | | |
| 3.23) | | 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: nibrietate Americe Maßnahmen zur längeren Bindung an Betrieb: altersgerechte Arbeitsplätze |
| | sf_2011q1_4 sf_2011q1_5 | | |
| 3.29) | | 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 |
| | sf_2011q2_4 | | |
| 3.35) | | 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 |
| | sf_2011q3_1 | | |
| 3.40) | | 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 Berufsqualifika |
| | | | |
| 3.46) | sf_2011q4_2 | relevance of regulations on approval of foreign vocational education (direction) | Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikati |
| 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 201 |
| 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 |
| | sf 2012q2_2 | | |
| 3.52) | | 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_2 sf_2012q4_3 | reaction to economic slowdown, w.r.t temporary contracts | 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. Stammbelegschaft |
| 3.64) | sf_2012q4_5 | reaction to economic slowdown, w.r.t extra hours | Reaktion auf schwache Konjunktur bzgl. Küberstunfen |
| 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 Monater |
| | | | |
| 3.69) | sf_2013q1_4 | demand of applicants from Portugal during last 12 months | Veränderung der Nachfrage von portugiesischen Bewerbern in den letzten 12 Mona |
| | sf_2013q1_5 | demand of applicants from Spain during last 12 months | Veränderung der Nachfrage von spanischen Bewerbern in den letzten 12 Monaten |
| 3.70) | sf_2013q1_6 | actively searching for applicants form a.m. EU-states | Aktive Suche nach Bewerbern aus genannten EU-Staaten |
| 3.70) 3.71) | 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 |
| | 31_201342_1 | | Entwicklung der Anzahl an Teilzeitstellen in den letzten 2-3 Jahren |
| 3.71) | '- | development of number of part-time jobs during last 2-3 years | |
| 3.71) 3.72) 3.73) | sf_2013q2_2 | | |
| 3.71) 3.72) 3.73) 3.74) | sf_2013q2_2 sf_2013q3_1 | home-office employment is part of company organisation | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation |
| 3.71) 3.72) 3.73) 3.74) 3.75) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren |
| 3.71) 3.72) 3.73) 3.74) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 | home-office employment is part of company organisation | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation |
| 3.71) 3.72) 3.73) 3.74) 3.75) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 sf_2013q4_1 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning next 6 months (y/n) | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 sf_2013q4_1 sf_2013q4_2 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning next 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction) | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung) |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) 3.79) 3.80) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 sf_2013q4_1 sf_2013q4_2 sf_2014q1_1 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning nex 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction) minimum wage: impact on personnel 2014 | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung) Mindestlohn: Einfluss auf Personalbestand in 2014 |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 sf_2013q4_1 sf_2013q4_2 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning next 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction) | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung) |
| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) 3.79) 3.80) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q3_4 sf_2013q4_1 sf_2013q4_2 sf_2014q1_1 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning nex 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction) minimum wage: impact on personnel 2014 | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung) Mindestlohn: Einfluss auf Personalbestand in 2014 |
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| 3.71) 3.72) 3.73) 3.74) 3.75) 3.76) 3.77) 3.78) 3.79) 3.80) 3.81) 3.82) 3.83) 3.84) 3.85) 3.86) 3.87) 3.88) 3.89) 3.90) | sf_2013q2_2 sf_2013q3_1 sf_2013q3_2 sf_2013q3_3 sf_2013q4_1 sf_2013q4_2 sf_2014q1_1 sf_2014q1_2 sf_2014q2_2 sf_2014q3_1 sf_2014q3_2 sf_2014q3_3 sf_2014q3_4 sf_2014q3_4 sf_2014q4_1 sf_2014q4_1 sf_2014q4_1 sf_2014q4_2 sf_2014q4_2 sf_2014q4_2 sf_2014q4_2 sf_2014q4_2 sf_2014q4_3 sf_2014q4_4 | home-office employment is part of company organisation development of number of home-office employments during last 4-5 years plans w.r.t. number of home-office employments by the end of 2014 intend to introduce home-office employment in the future euro crisis: impact on personnel planning next 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction) minimum wage: impact on personnel 2014 minimum wage: impact on personnel 2015 early retirement: more early retirement expected early retirement: expected shortage of personnel obstacles to reach female quota in company female quota obstacles: no qualified female applicants female quota obstacles: no qualified female applicants female quota obstacles: on qualified female applicants female quota to stacles: on qualified female applicants female quota obstacles: on qualified female applicants female quota obstacles: on qualified female applicants female quota to stacles: on qualified female applicants female quota obstacles: on qualified female applicants female applicants female applicants female quota obstacles: on qualified female applicants female app | Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren Pläne bzgl. des Home-Office-Angebots bis Ende 2014 Einführung von Home-Office geplant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung) Mindestlohn: Einfluss auf Personalbestand in 2014 Mindestlohn: Einfluss auf Personalbestand ab 2015 vorzeitiger Renteneintritt: häufigerer vorzeitiger Renteneintritt erwartet vorzeitiger Renteneintritt: häufigerer vorzeitiger Renteneintritt erwartet vorzeitiger Renteneintritt: Personalengpässe erwartet Hindemisse Frauenquote zu erreichen Hindemisse Frauenquote zu erreichen Hindemisse Frauenquote: keine geeigneten Bewerberinnen Hindemisse Frauenquote: istenscheidung nur aufgrund von Qualifikation Hindemisse Frauenquote: andere Gründe Schwierigkeiten Auszubildende zu finden Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme |
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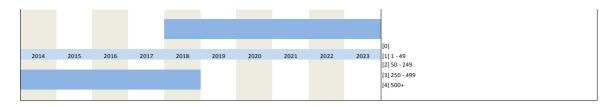
| .97) .98) | sf_2015q1_1 | offering contracts for work | Vergabe von Werkverträgen |
|---|---|---|--|
| .98) | sf_2015q1_2 | number of contracts for work last 3 years | Anzahl Werkverträge letzte 3 Jahre |
| .99) | sf_2015q1_3 | share of employees with university degree | Anteil Mitarbeiter mit Hochschulabschluss |
| .100) | sf_2015q1_4 | in last 5 years employed trainees with: lower secondary education | Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss |
| .101) | sf_2015q1_5 | in last 5 years employed trainees with: secondary school leaving certificate | Letzte 5 Jahre Auszubildende mit: Mittlere Reife |
| .102) | sf_2015q1_6 | in last 5 years employed trainees with: high-school diploma | Letzte 5 Jahre Auszubildende mit: Abitur |
| .103) | sf_2015q1_7 | in last 5 years employed trainees with: no trainees | Letzte 5 Jahre Auszubildende mit: keine Auszubildenden |
| .104) | sf_2015q1_8 | majority of trainees | Mehrheit unter Auszubildenden |
| .105) | sf 2015q2 1 | importance for preselection of personnel: school grades | Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten |
| | | | |
| 106) | sf_2015q2_2 | importance for preselection of personnel: apprenticeship grades | Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung |
| 107) | sf_2015q2_3 | importance for preselection of personnel: university grades | Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule |
| .108) | sf_2015q2_4 | importance for preselection of personnel: internships | Bedeutung für die Vorauswahl von Personal: Praktika |
| .109) | sf_2015q2_5 | importance for preselection of personnel: relevant professional experience | Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung |
| 110) | sf_2015q2_6 | importance for preselection of personnel: foreign experience | Bedeutung für die Vorauswahl von Personal: Auslandserfahrung |
| 111) | sf_2015q2_7 | importance for preselection of personnel: language skills | Bedeutung für die Vorauswahl von Personal: Schprachkenntnisse |
| 112) | sf_2015q2_8 | importance for preselection of personnel: IT-skills | Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse |
| 113) | sf_2015q2_9 | importance for preselection of personnel: cover letter | Bedeutung für die Vorauswahl von Personal: Anschreiben |
| 114) | sf 2015q2 10 | importance for preselection of personnel: photo | Bedeutung für die Vorauswahl von Personal: Foto |
| 115) | sf_2015q2_11 | importance for final selection of personnel: school grades | Bedeutung für die finale Auswahl von Personal: Schulabschlussnote |
| 116) | sf_2015q2_12 | importance for final selection of personnel: apprenticeship grades | Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung |
| | | | |
| 117) | sf_2015q2_13 | importance for final selection of personnel: university grades | Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule |
| 118) | sf_2015q2_14 | importance for final selection of personnel: internships | Bedeutung für die finale Auswahl von Personal: Praktika |
| 119) | sf_2015q2_15 | importance for final selection of personnel: relevant professional experience | Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung |
| 120) | sf_2015q2_16 | importance for final selection of personnel: foreign experience | Bedeutung für die finale Auswahl von Personal: Auslandserfahrung |
| 21) | sf_2015q2_17 | importance for final selection of personnel: language skills | Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse |
| 122) | sf_2015q2_18 | importance for final selection of personnel: IT-skills | Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse |
| .23) | sf_2015q2_19 | importance for final selection of personnel: cover letter | Bedeutung für die finale Auswahl von Personal: Anschreiben |
| 124) | sf_2015q2_20 | importance for final selection of personnel: photo | Bedeutung für die finale Auswahl von Personal: Foto |
| 125) | sf_2015q2_21 | importance for final selection of personnel: personal conversation | Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch |
| .26) | sf_2015q2_22 | importance for final selection of personnel: assessment center | Bedeutung für die finale Auswahl von Personal: Assessment center |
| 27) | sf 2015q2_22 | importance for final selection of personnel: assessment center importance for final selection of personnel: personality | Bedeutung für die finale Auswahl von Personal: Assessment center Bedeutung für die finale Auswahl von Personal: Persönlichkeit |
| | '- | | |
| 28) | sf_2015q2_24 | importance for final selection of personnel: sympathy | Bedeutung für die finale Auswahl von Personal: Sympathie |
| 29) | sf_2015q2_25 | searching info online | Suche nach Informationen online |
| 30) | sf_2015q2_26 | searching info online: professional networks | Suche nach Informationen online: berufliche Netzwerke |
| 31) | sf_2015q2_27 | searching info online: social networks | Suche nach Informationen online: soziale Netzwerke |
| 32) | sf_2015q2_28 | searching info online: other info | Suche nach Informationen online: sonstige Informationen |
| 33) | sf_2015q3_1 | change of challenges in everyday professional life | Änderungen der Anforderungen im Berufsalltag |
| 34) | sf_2015q3_2 | challenges w.r.t. additional qualifications | Anforderungen im Hinblick auf Zusatzqualifikationen |
| 35) | sf_2015q3_3 | challenges w.r.t. technical understanding | Anforderungen im Hinblick auf technisches Verständnis |
| 36) | sf_2015q3_4 | challenges w.r.t. IT-understanding | Anforderungen im Hinblick auf IT-Verständnis |
| 37) | sf_2015q3_5 | challenges w.r.t. temporal flexibility | Anforderungen im Hinblick auf zeitliche Flexibilität |
| | | | |
| .38) | sf_2015q3_6 | challenges w.r.t. weekend work | Anforderungen im Hinblick auf Arbeit am Wochenende |
| .39) | sf_2015q3_7 | challenges w.r.t. willingness to travel | Anforderungen im Hinblick auf Reisebereitschaft |
| .40) | sf_2015q3_8 | challenges w.r.t. language skills | Anforderungen im Hinblick auf Sprachkenntnisse |
| 141) | sf_2015q3_9 | challenges w.r.t. lifelong learning | Anforderungen im Hinblick auf lebenslanges lernen |
| 142) | sf_2015q3_10 | challenges w.r.t. teamwork abilities | Anforderungen im Hinblick auf Teamfähigkeit |
| 143) | sf_2015q3_11 | challenges w.r.t. other challenges | Anforderungen im Hinblick auf sonstige Anforderungen |
| 144) | sf_2015q3_13 | difficulties finding trainees | Schwierigkeiten bei Auszubildendensuche |
| 145) | sf_2015q3_14 | measure filling trainee positions: promotion at schools | Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen |
| 146) | sf_2015q3_15 | measure filling trainee positions: fairs | Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche |
| 147) | sf_2015q3_16 | measure filling trainee positions: new channels | Maßnahmen um Ausbildungsplätze zu besetzen: wessebesteile |
| | | | |
| 148) | sf_2015q3_17 | measure filling trainee positions: foreign search | Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland |
| 149) | sf_2015q3_18 | measure filling trainee positions: other | Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges |
| 150) | sf_2015q3_20 | measure filling trainee positions: no special measure | Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen |
| 151) | sf_2015q4_1 | employment of asylum seekers last 24 month | Beschäftigung von Asylbewerbern letzte 24 Monate |
| .52) | sf_2015q4_2 | employment of asylum seekers currently | derzeitige Beschäftigung von Asylbewerbern |
| .53) | sf_2015q4_3 | employment of asylum seekers planned next 12 months | Beschäftigung von Asylbewerbern geplant nächste 12 Monate |
| 154) | sf_2015q4_4 | employment of asylum seekers planned from 2017 on | Beschäftigung von Asylbewerbern geplant ab 2017 |
| .55) | sf_2015q4_5 | investment in qualification measures for asylum seekers planned 12 months | geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern |
| .56) | sf_2015q4_6 | obstacles to employing asylum seekers: language | Hürden bei Anstellung von Asylbewerbern: Sprache |
| 57) | sf_2015q4_7 | obstacles to employing asylum seekers: qualification | Hürden bei Anstellung von Asylbewerbern: Qualifikation |
| 58) | sf_2015q4_8 | obstacles to employing asylum seekers: minimum wage | Hürden bei Anstellung von Asylbewerbern: Mindestlohn |
| 59) | sf_2015q4_9 | obstacles to employing asylum seekers: legal frameworks | Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen |
| 60) | sf_2016q1_1 | offering internships in general; | Bieten grundsätzlich Praktika an |
| | | | • |
| 61) 62) | sf_2016q1_2 | offering internships since 2015 for voluntary interns | bieten seit 2015 Praktika für freiwillige Praktikanten an |
| 62) | sf_2016q1_3 | offering internships since 2015 for obligated interns | bieten seit 2015 Praktika für Pflichtpraktinkanten an |
| 63) | sf_2016q1_4 | offering internships before 2015 for voluntary interns | boten vor 2015 Praktika für frewillige Praktikanten an |
| | sf_2016q1_5 | offering internships before 2015 for obligated interns | hashes and 2045 Decivities (the DELishes reliables as a second |
| | -f 201C-1 C | | bothen vor 2015 Praktika für Pflichtpraktikanten an |
| 65) | sf_2016q1_6 | average internship duration for voluntary interns | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten |
| 65) 66) | sf_2016q1_6 sf_2016q1_7 | average internship duration for voluntary interns average internship duration for obligated interns | |
| 64) 65) 66) 67) | | | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten |
| 65) 66) 67) | sf_2016q1_7 | average internship duration for obligated interns | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten |
| 55) 66) 57) 58) | sf_2016q1_7 sf_2016q1_8 | average internship duration for obligated intems internship duration for voluntary interns in 2015 versus previous years | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre |
| 55) 56) 57) 58) | sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 | average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument |
| 55) 56) 57) 58) 59) | sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 | average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot |
| 55) 56) 57) 58) 59) 70) | sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 | average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation |
| 55) 66) 67) 68) 69) 70) 71) | sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 | average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings: no company presence | Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestidna auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz |
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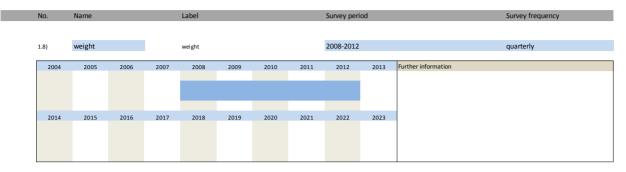
| 3.198) 3.199) 3.200) 3.201) | sf_2016q2_28 | reasons for no home office offering: lower productivity Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität |
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| 3.200) | | dialide for kell floring for the more productivity |
| | sf_2016q2_29 | reasons for no home office offering: insufficient IT Gründe für kein Home-Office Angebot: unzureichende IT-Ausstattung |
| | sf_2016q2_30 | reasons for no home office offering: IT security Gründe für kein Home-Office Angebot: IT-Sicherheit |
| 5.201) | | |
| | 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 letzte 10 Jahre |
| 3.205) | sf 2016q3_1 sf 2016q3_2 | employment of bachelor/master graduates within last to years employment of bachelor graduates last 10 years employment of bachelor graduates last 10 years Einstellung von Bachelor Absolventen letzte 10 Jahre |
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| 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 dimploma graduates last 10 years Einstellung von Dimplom 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 eployment adjusted for bachelor/master Neubeschäftigung an Bachelor/Master Absolventen angepasst |
| 3.211) | sf_2016q3_8 | new eployment adjusted for bachelor/master: new job profiles Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile |
| 3.212) | sf_2016q3_9 | new eployment adjusted for bachelor/master: new jobs created Neubeschäftigung an Bachelor/Master angepasst: neue Stellen |
| 3.213) | sf_2016q3_10 | new eployment adjusted for bachelor/master: specific entry programs Neubeschäftigung an Bachelor/Master angepasst:Einstiegsprogramme |
| | | |
| 3.214) | sf_2016q3_11 | new eployment adjusted for bachelor/master: entry wages Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter |
| 3.215) | sf_2016q3_12 | new eployment 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 Anderung 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: Facharbeitwer |
| 3.221) | sf_2016q4_4 | problems filling vacancies: employees Schwierigkelten 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 |
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| 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 |
| | | Appentable machten unn "Donte als 52" Cohrauch unicidarhec atrungi änderung des |
| 3.231) | sf_2016q4_14 | employees used 'retirement with 63': reemployment: change of job profile Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Anderung des Tätigkeltsprofils |
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| 3.232) | sf_2016q4_15 | employment of people receiving pension Beschäftigung von Rentenbeziehern |
| 3.233) | sf_2016q4_16 | employment of people receiving pension: mini job Beschäftigung von Rentenbeziehern: Minijob |
| 3.234) | sf_2016q4_17 | employment of people receiving pension: part time employees Beschäftigung von Rentenbeziehern: Teilzeitkraft |
| 3.235) | | employment of people receiving persion, part time employees beschäftigung von Rentenbeziehem; freie Mitarbeiter employment of people receiving persion; freelancers Beschäftigung von Rentenbeziehem; freie Mitarbeiter |
| | sf_2016q4_18 | * |
| 3.236) | sf_2016q4_19 | employment of people receiving pension: others Beschäftigung von Rentenbeziehem: sonstiges |
| 3.237) | sf_2016q4_20 | employment of people receiving pension: others description Beschäftigung von Rentenbeziehem: Beschreibung sonstiges |
| 3.238) | sf_2016q4_21 | usage of flexi pension expected Nutzung der Flexi-Rente erwartet |
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| 3.239) | sf_2016q4_22 | |
| 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 Arbeitsmode |
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| | C 204C 4 2F | Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte |
| 3.242) | sf_2016q4_25 | measures to keep older employees in company: age appropriate workstations Arbeitsplätze |
| | C 2045 4 25 | |
| 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 |
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| 3.245) | sf_2016q4_28 | measures to keep older employees in company: specific further training Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildung |
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| 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 sonstige |
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| 3.248) | sf_2017q1_1 | number of new employees (hired in the past 24 month) Anzahl Neueinstellungen (in letzten 24 Monaten) |
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| 3.249) | sf_2017q1_2 | employment of refugees (in the past 24 month) Beschäftigung von Geflüchteten (in letzten 24 Monaten) |
| | sf_2017q1_2 sf_2017q1_3 | |
| 3.249) 3.250) | sf_2017q1_3 | employment of refugees: if yes: How many? Beschäftigung von Gefüchteten : ja: Anzahl |
| 3.249) 3.250) 3.251) | sf_2017q1_3 sf_2017q1_4 | employment of refugees: if yes: How many? Beschäftigung von Geflüchteten : ja: Anzahl employment of refugees if yes: refugees are employed as: apprentices Beschäftigung von Geflüchteten: ja: Auszubildende |
| 3.249) 3.250) 3.251) 3.252) | sf_2017q1_3 sf_2017q1_4 sf_2017q1_5 | employment of refugees: if yes: How many? Beschäftigung von Geflüchteten: ja: Anzahl employment of refugees: if yes: refugees are employed as: apprentices Beschäftigung von Geflüchteten: ja: Auszubildende employment of refugees: if yes: refugees are employed as: trainees Beschäftigung von Geflüchteten: ja: Praktikanten |
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| 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) 3.298) | sf_2017q3_13 sf_2017q4_1 | other election campaign issue: problematic different remunerations among similar positions/activities | Themen im Wahlkampf: problematisch |
| 1.299) | sf_2017q4_1 sf_2017q4_2 | reasons for different remunerations; educational attainment | Entgeltunterschiede zwischen Mitarbeitern Gründe für Entgeltunterschiede: Bildungsabschluss |
| .300) | sf_2017q4_3 | reasons for different remunerations: work experience | Gründe für Entgeltunterschiede: Bridungsabschluss Gründe für Entgeltunterschiede: Berfuserfahrung |
| 301) | sf_2017q4_4 | reasons for different remunerations: gender | Gründe für Entgeltunterschiede: Geschlecht |
| 302) | sf_2017q4_5 | reasons for different remunerations: family status | Gründe für Entgeltunterschiede: Familienstand |
| 303) | sf_2017q4_6 | reasons for different remunerations: migrant background | Gründe für Entgeltunterschiede: Migrationshintergrund |
| 304) | sf_2017q4_7 | reasons for different remunerations: number of kids | Gründe für Entgeltunterschiede: Anzahl der Kinder |
| 305) | sf_2017q4_8 | reasons for different remunerations: work performance | Gründe für Entgeltunterschiede: Arbeitsleistung |
| 306) | sf_2017q4_9 | reasons for different remunerations: others | Gründe für Entgeltunterschiede: andere |
| 307) 308) | sf_2017q4_10 sf_2017q4_11 | reasons for different remunerations: others description labor law explanations of different renumerations: fixed term employment | Gründe für Entgeltunterschiede: andere Beschreibung |
| 309) | sf_2017q4_11 sf_2017q4_12 | labor law explanations of different renumerations: full/part-time employment | Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung |
| 310) | sf 2017q4_12 | labor law explanations of different renumerations: temporary employment | Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit |
| 311) | sf_2017q4_14 | labor law explanations of different renumerations: differences in tariff agreements | Entgeltunterschieden Arbeitsrechtliche Charakteristika:Tarifbindung |
| 312) | sf_2017q4_15 | labor law explanations of different renumerations: period of employment | Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit |
| 313) | sf_2017q4_16 | labor law explanations of different renumerations: individual negotiating skills | Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick |
| 314) | sf_2017q4_17 | labor law explanations of different renumerations: others | Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere |
| 315) | sf_2017q4_18 | labor law explanations of different renumerations: others description | Entgeltunterschieden Arbeitsrechtliche Charakteristika:: andere Beschreibung |
| 316) | sf_2017q4_19 | measures for reduction of different renumerations: transparent renumeration system | 88888 |
| 317) 318) | sf_2017q4_20 sf_2017q4_21 | measures for reduction of different renumerations: tariff agreement measures for reduction of different renumerations: ombudsperson | Entgeltunterschiede Maßnahmen: Tarifbindung |
| 319) | sf_2017q4_21 sf_2017q4_22 | measures for reduction of different renumerations: onne | Entgeltunterschiede Maßnahmen: Ombudsperson |
| 320) | sf_2017q4_23 | measures for reduction of different renumerations: others | Entgeltunterschiede Maßnahmen: keine Entgeltunterschiede Maßnahmen: andere |
| 321) | sf_2017q4_24 | measures for reduction of different renumerations: others description | Entgeltunterschiede Maßnahmen: andere Entgeltunterschiede Maßnahmen: andere Beschreibung |
| 322) | sf_2017q4_25 | affected by transparency law concerning remuneration | Entgelttransparenzgesetz Betroffenheit |
| 323) | sf_2017q4_26 | expected changes due to transparency law concerning remuneration | Entgelttransparenzgesetz Auswirkungen |
| 324) | sf_2017q4_27 | transparency law concerning remuneration reduces gender pay gap | Entgelttransparenzgesetz wirkungsvoll (Gender Pay Gap) |
| 25) | sf_2017q4_28 | faciliating strategies for a wage increase: further training | Strategien zur Lohnerhöhung: Weiterbildung |
| (26) | sf_2017q4_29 | faciliating strategies for a wage increase: willingness to work more | Strategien zur Lohnerhöhung: Mehrarbeit |
| (27) (28) | sf_2017q4_30 | faciliating strategies for a wage increase: take voluntarily additional responsibility | Strategien zur Lohnerhöhung: Verantwortugn |
| 28) 29) | sf_2017q4_31 sf_2017q4_32 | faciliating strategies for a wage increase: always do a good job faciliating strategies for a wage increase: proactive wage negotiation | Strategien zur Lohnerhöhung: gute Arbeit leisten |
| 30) | sf_2017q4_32 sf_2017q4_33 | faciliating strategies for a wage increase: proactive wage negotiation | Strategien zur Lohnerhöhung: Lohnverhandlungen Strategien zur Lohnerhöhung: andere |
| 31) | sf_2017q4_34 | faciliating strategies for a wage increase: others | Strategien zur Lohnerhöhung: andere Strategien zur Lohnerhöhung: andere Beschreibung |
| 332) | sf_2017q4_35 | additional to faciliating strategies for a wage increase: gender (employee) | zu Strategien zur Lohnerhöhung: Geschlecht Arbeitnehmer |
| 333) | sf_2018q1_1 | awareness of the meaning of protection of data privacy | Bewusstsein bzgl. Sinn/Erforderlichkeit von Datenschutz |
| 34) | sf_2018q1_2 | information regarding the targeted level of data privacy protection | Informierung bzgl. des angestrebten Datenschutzniveaus |
| 335) | sf_2018q1_3 | mainly use personal data of: applicants | Vorwiegende Nutzung personenbezogener Daten von Bewerbern |
| 336) | sf_2018q1_4 | mainly use personal data of: employees | Vorwiegende Nutzung personenbezogener Daten von Mitarbeitem |
| 337) | sf_2018q1_5 | mainly use personal data of: contact persons of suppliers | Vorwiegende Nutzung personenbezogener Daten von Ansprechpartnern von Lieferante |
| 338) 339) | sf_2018q1_6 sf_2018q1_7 | mainly use personal data of: clients mainly use personal data of: stakeholder | Vorwiegende Nutzung personenbezogener Daten von Kunden Vorwiegende Nutzung personenbezogener Daten von Stakeholder |
| 340) | sf_2018q1_8 | mainly use personal data of: statemore: | Vorwiegende Nutzung personenbezogener Daten: andere |
| 341) | sf_2018q1_9 | mainly use personal data of: other description | Vorwiegende Nutzung personenbezogener Daten: andere Beschreibung |
| 342) | sf_2018q1_10 | work-process regarding personal data | Prozesse bzgl. Personenbezogener Daten |
| 343) | sf_2018q1_11 | implementation of general data protection regulation caused the major effort in: tech | |
| 344) | sf_2018q1_12 | implementation of general data protection regulation caused the major effort in: orga | nisal Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Organisation |
| 345) | sf_2018q1_13 | implementation of general data protection regulation caused the major effort in: proc | |
| 346) | sf_2018q1_14 | implementation of general data protection regulation caused the major effort in: cont | |
| .347) | sf_2018q1_15 | | umen Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen |
| .348) | sf_2018q1_16 | implementation of general data protection regulation caused the major effort in: other | |
| 349) 350) | sf_2018q1_17 sf_2018q1_18 | implementation of general data protection regulation caused the major effort in: othe impact of new general data protection regulation on your Social-Media-Activity | er des Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung Auswirkung der Datenschutzgrundverordung auf Social Media Aktivitäten |
| 351) | sf_2018q1_19 | implementation of the new general data protection regulation | Umsetzung der Datenschutzgrundverordnung |
| 352) | sf_2018q1_20 | new hires due to new general data protection regulation | Zusätzliches Personal wegen Datenschutzgrundverordnung |
| 353) | sf_2018q1_21 | Do you use the general data protection regulation to make other changes | Nutzung der Datenschutzgrundverordnung für andere Veränderungen |
| 354) | sf_2018q1_22 | Do you use the general data protection regulation to make other changes: if yes descr | iptio: Nutzung der Datenschutzgrundverordnung für andere Veränderungen - Beschreibung |
| 355) | sf_2018q1_23 | general data protection regulation: resulting costs (Euro) | Datenschutzgrundverodrung: Kosten |
| 356) | sf_2018q1_24 | general data protection regulation: positive content | Datenschutzgrundverodnung: inhaltlich positiv |
| 357) | sf_2018q1_25 | general data protection regulation: negative content | Datenschutzgrundverodnung: inhaltlich negativ |
| 358) | sf_2018q1_26 | general data protection regulation: outweigh negative/positive aspects | Datenschutzgrundverordnung: überwiegend positiv/negativ |
| 359) | sf_2018q2_1 | Further Training: Supply | Weiterbildung: Angebot |
| 360) | sf_2018q2_2 | Further Training: purpose - deepen skills | Weiterbildung: Ziel - Vertiefung von Fähigkeiten |
| 861) | sf_2018q2_3 | Further Training: purpose - new skills | Weiterbildung: Ziel - Erlemung neuer Fähigkeiten |
| 362) 363) | sf_2018q2_4 sf_2018q2_5 | Further Training: purpose - prepare digital shift | Weiterbildung: Ziel - Vorbereitung digitaler Wandel |
| 364) | sf_2018q2_6 | Further Training: purpose - increase productivity Further Training: purpose - internal mobility | Weiterbildung: Ziel - Steigerung Produktivität Weiterbildung: Ziel - Förderung interner Mobilität |
| 365) | sf_2018q2_7 | Further Training: purpose - internal mobility Further Training: purpose - employee motivation/retention | Weiterbildung: Ziel - Forderung Interner Mobilität Weiterbildung: Ziel - Mitarbeitermotivation und -Bindung |
| 366) | sf_2018q2_8 | Further Training: purpose - competitiveness | Weiterbildung: Ziel - Nicarbertermotvaron und -bindung Weiterbildung: Ziel - Sicherung der Wettbewerbsfähigkeit |
| 367) | sf_2018q2_9 | Further Training: purpose - attractivity as employer | Weiterbildung: Ziel - Erhöhung der Attraktivität als Arbeitgeber |
| 368) | sf_2018q2_10 | Further Training: access - online | Weiterbildung: Zugang - online |
| 369) | sf_2018q2_11 | Further Training: access - offline | Weiterbildung: Zugang - klassisch |
| 370) | sf_2018q2_12 | Further Training: Supply - mainly online/offline | Weiterbildung: Angebot - überwiegend online/offline |
| 371) | sf_2018q2_13 | Further Training: Supply - shift towards online | Weiterbildung: Angebot - Verschiebung zu online |
| | sf_2018q2_14 | Further Training: Demand - young professionals | Weiterbildung: Bedarf - Young Professionals |
| 372) | | Further Training: Demand - long-term employees | Weiterbildung: Bedarf -langjährige Mitarbeiter |
| 372) 373) | sf_2018q2_15 | | |
| 372) 373) 374) | sf_2018q2_15 sf_2018q2_16 | Further Training: Demand - re-enter | Weiterbildung: Bedarf - Wiedereinsteiger Weiterbildung: Bedarf - niedrig Qualifizierte |
| 372) 373) 374) 375) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 | Further Training: Demand - re-enter Further Training: Demand - low-skilled | Weiterbildung: Bedarf - niedrig Qualifizierte |
| 372) 373) 374) 375) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte |
| 372) 373) 374) 375) 376) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 | Further Training: Demand - re-enter Further Training: Demand - low-skilled | Weiterbildung: Bedarf - niedrig Qualifizierte |
| (72) (73) (74) (75) (76) (77) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Führungsebene |
| (72) (73) (74) (75) (76) (77) (78) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Führungsebene Weiterbildung: Bedarf - Frauen |
| (72) (73) (74) (75) (76) (77) (78) (79) (80) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_22 sf_2018q2_23 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - women | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Führungsebene Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Männer |
| (72) (73) (74) (75) (76) (77) (78) (79) (880) (881) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_21 sf_2018q2_22 sf_2018q2_23 sf_2018q2_23 sf_2018q2_24 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - wonen Further Training: Demand - men | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Führungsebene Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Männer Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund |
| 72) 73) 74) 75) 76) 77) 78) 79) 80) 81) 82) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_22 sf_2018q2_22 sf_2018q2_23 sf_2018q2_23 sf_2018q2_24 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - men Further Training: Demand - migrant background Further Training: Impact (recruitment/wage negotiations) Further Training: time slot - regular during working hours Further Training: time slot - occasionally during working hours | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Männer Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund Weiterbildung: Bedarf - mitarbeiter mit Migrationshintergrund Weiterbildung: Beitenster - feste Lenzeiten während Arbeitszeit Weiterbildung: Zeitfenster - gelegentlich während Arbeitszeit |
| (772) (774) (774) (775) (776) (777) (778) (779) (880) (881) (882) (883) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_22 sf_2018q2_23 sf_2018q2_23 sf_2018q2_24 sf_2018q2_24 sf_2018q2_25 sf_2018q2_25 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - wenen Further Training: Demand - men Further Training: Demand - migrant background Further Training: Impact (recruitment/wage negotiations) Further Training: time slot - regular during working hours Further Training: time slot - castionally during working hours Further Training: time slot - castionally during working hours | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - höher Qualifizierte Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Männer Weiterbildung: Bedarf - Mätherer mit Migrationshintergrund Weiterbildung: Bedeutung (Einstellung/Lohnverhandlung) Weiterbildung: Zeitfenster - feste Lemzeiten während Arbeitszeit Weiterbildung: Zeitfenster - gelegentlich während Arbeitszeit Weiterbildung: Zeitfenster - Mittagspause |
| 72) 73) 74) 75) 76) 77) 78) 79) 80) 81) 82) 83) 84) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_21 sf_2018q2_23 sf_2018q2_23 sf_2018q2_24 sf_2018q2_25 sf_2018q2_25 sf_2018q2_25 sf_2018q2_25 sf_2018q2_26 sf_2018q2_27 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - men Further Training: Demand - men Further Training: Demand - migrant background Further Training: Impact (recruitment/wage negotiations) Further Training: Impact (recruitment/yage negotiations) Further Training: time slot - occasionally during working hours Further Training: time slot - locasionally during working hours Further Training: time slot - locasionally during working hours Further Training: time slot - leis ure | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - Führungsebene Weiterbildung: Bedarf - Führungsebene Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Männer Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund Weiterbildung: Bedauff - Mitarbeiter mit Migrationshintergrund Weiterbildung: Bedeutung (Einstellung/Lohnverhandlung) Weiterbildung: Zeitfenster - feste Lemzeiten während Arbeitszeit Weiterbildung: Zeitfenster - gelegentlich während Arbeitszeit Weiterbildung: Zeitfenster - Mittagspause Weiterbildung: Zeitfenster - Feizeit |
| (772) (773) (774) (775) (776) (777) (778) (779) (880) (881) (882) (883) (884) (885) | sf_2018q2_15 sf_2018q2_16 sf_2018q2_17 sf_2018q2_18 sf_2018q2_19 sf_2018q2_20 sf_2018q2_21 sf_2018q2_22 sf_2018q2_22 sf_2018q2_23 sf_2018q2_24 sf_2018q2_25 sf_2018q2_25 sf_2018q2_26 sf_2018q2_27 sf_2018q2_27 sf_2018q2_27 | Further Training: Demand - re-enter Further Training: Demand - low-skilled Further Training: Demand - high-skilled Further Training: Demand - management Further Training: Demand - women Further Training: Demand - men Further Training: Demand - migrant background Further Training: Impact (recruitment/wage negotiations) Further Training: time slot - regular during working hours Further Training: time slot - lunch break Further Training: time slot - lunch break Further Training: time slot - lunch break Further Training: time slot - leisure Further Training: time slot - sabbatical | Weiterbildung: Bedarf - niedrig Qualifizierte Weiterbildung: Bedarf - Fröher Qualifizierte Weiterbildung: Bedarf - Fröhrungsebene Weiterbildung: Bedarf - Frauen Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund Weiterbildung: Beduarng (Einstellung/Lohnverhandlung) Weiterbildung: Bedusting (Einstellung/Lohnverhandlung) Weiterbildung: Zeitfenster - feste Lernzeiten während Arbeitszeit Weiterbildung: Zeitfenster - Mittagspause Weiterbildung: Zeitfenster - Mittagspause Weiterbildung: Zeitfenster - Freizeit Weiterbildung: Zeitfenster - Freizeit |
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| 1979 17.003802 20 Futther Training obtaids o - costs Weltenbildung Hemmiss c. gringer (Notes | | f 2040 2 20 | | |
|---|--------|--------------|--|--|
| 1939 5 201892_40 Enthe-Training chalarde - ious callilly Waterbridge - Hemmanisse - Georgianger Waters | 3.396) | sf_2018q2_38 | Further Training: reward - other description | Weiterbildung: Belohnung - andere Beschreibung |
| 1990 5 201892 | | | Further Training: obstacle - costs | Weiterbildung: Hemmnisse - Kosten |
| Section Sect | | | Further Training: obstacle - low utility | Weiterbildung: Hemmnisse - geringer Nutzen |
| St. 201882_4.3 Further Training obtiscle - demand Weiterhildung: Hemminise - Nachfrage Further Training obtiscle - supity (Management) Weiterhildung: Hemminise - Napboti (see - | | - '- | Further Training: obstacle - controllability of utility | Weiterbildung: Hemmnisse - Überprüfbarkeit des Nutzens |
| 5.00 | | | Further Training: obstacle - supply (programs) | Weiterbildung: Hemmnisse - Angebot (wg. Fehlender Programme) |
| Source S | 3.401) | sf_2018q2_43 | Further Training: obstacle - demand | Weiterbildung: Hemmnisse - Nachfrage |
| Section Sect | | | Further Training: obstacle - suplly (Management) | Weiterbildung: Hemmnisse - Angebot (wg. Führungsebene) |
| 1,008-03 2 transparency law concerning remuneration: use Engelttransparen.gesett: Verwendet 2, darauffolgende Anpassungen 3407 5f 2018q3 4 transparency law concerning remuneration: use -yes, following adjustments Engelttransparen.gesett: Verwendet -je, darauffolgende Anpassungen 3407 5f 2018q3 5 transparency law concerning remuneration: wage adjustment -yes, current employees Engelttransparen.gesett: Verlanderung der Gehalter -je, bestehender Mitarbeiter -je, Duslag -je | | | Further Training: obstacle - low state support | Weiterbildung: Hemmnisse - zu geringe staatliche Unterstützung |
| 5.008q.3 St. 2018q.3 Transparency law concerning remuneration: use - yes, following adjustments St. 2018q.3 St. 2018q.4 | 3.404) | sf_2018q3_1 | different renumeration | Entgeltunterschiede |
| 1,001863 4 transparency law concerning remuneration: wage adjustment - yes, crew hire Entgelttransparenzgesett: Verlandering der Gehälter - ja, bestehender Mitarbeiter | 3.405) | sf_2018q3_2 | transparency law concerning remuneration: use | Entgel ttransparenzges etz: Verwendet |
| 5,2018, 3 | 3.406) | sf_2018q3_3 | transparency law concerning remuneration: use - yes, following adjustments | Entgelttransparenzgesetz: Verwendet - ja, darauffolgende Anpassungen |
| 5,2018,03 5 2018,03 5 2018,03 7 transparency law concerning remuneration; wage adjustment - none Engeltransparenzgesetz: Veränderung der Gehälter - keine | 3.407) | sf_2018q3_4 | transparency law concerning remuneration: wage adjustment - yes, current employees | Entgelttransparenzgesetz: Veränderung der Gehälter - ja, bestehender Mitarbeiter |
| Section | 3.408) | sf_2018q3_5 | transparency law concerning remuneration: wage adjustment - yes, new hire | Entgelttransparenzgesetz: Veränderung der Gehälter -ja, Neueinstellungen |
| South Sign South Sign South Sign | 3.409) | sf_2018q3_6 | transparency law concerning remuneration: wage adjustment - none | Entgelttransparenzgesetz: Veränderung der Gehälter - keine |
| sf_2018q3_9 transparency law concerning remuneration: transparency wage in company Entgelttransparenges etz: mehr Transparenc brgl. Löhne im Unternehmen 14.1 | 3.410) | sf_2018q3_7 | transparency law concerning remuneration: changed salary structure | Entgelttransparenzgesetz: Veränderte Gehaltsstruktur |
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| 5 2018q3_11 transparency law concerning remuneration: trouble Entgelttransparenzgesett: Unruhe unter Mitarbeitern 3.415) \$ 2018q3_12 transparency law concerning remuneration: satisfied Entgelttransparenzgesett: Eufriedenheit der Mitarbeiter 3.417) \$ 2018q4_1 Training in the company Ausbildung in Betrieb 3.418) \$ 2018q4_2 dual vocational training: commercial 3.419 \$ 2018q4_3 daul vocational training: commercial 3.420 \$ 2018q4_4 dual vocational training: scientific / technical 3.430 \$ 2018q4_5 dual vocational training: scientific / technical 3.431 \$ 2018q4_5 dual vocational training: scientific / technical 3.432 \$ 2018q4_5 dual vocational training: pote in Ausbildung in Betrieb 3.433 \$ 2018q4_5 dual vocational training: scientific / technical 3.433 \$ 2018q4_5 dual vocational training: pote in Ausbildung in Betrieb 3.4342 \$ 2018q4_6 dual vocational training: pote in Ausbildung in Betries & Gastgewerbe 3.433 \$ 2018q4_7 dual vocational training: potes for Ausbildung in Betrieb & Gastgewerbe 3.432 \$ 2018q4_8 dual vocational training: compressional 3.434 \$ 2018q4_8 Desired number of apprentices voc. Current number 3.435 \$ 2018q4_9 Number of applicants: Change in past 5 years 3.436 \$ 2018q4_9 Number of applicants: Change in past 5 years 3.436 \$ 2018q4_10 Quality of applicants: Change in past 5 years 3.438 \$ 2018q4_11 Quality of the apprentices in the company 3.439 \$ 2018q4_11 Quality of the apprentices in the company 3.439 \$ 2018q4_12 Educational background of the trainees: College dropouts 3.430 \$ 2018q4_14 Educational background of the trainees: College dropouts 3.431 \$ 2018q4_15 Educational background of the trainees: Without School-leaving qualification 3.431 \$ 2018q4_15 Educational background of the trainees: Without School-leaving qualification 3.431 \$ 2018q4_15 Educational background of the trainees: Without School-leaving qualification 3.431 \$ 2018q4_12 Educational background of the trainees: Without School-leaving qualification 3.431 \$ 2018q4_15 Educational background of the trainees: Without School-leaving qu | 3.412) | sf_2018q3_9 | transparency law concerning remuneration: transparency wage in company | Entgelttrans parenzges etz: mehr Transparenz bzgl. Löhne im Unternehmen |
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| 3.441) sf_2018q4_25 new Hires: enternal vs. Self-educated (through dual studies) university graduates Neueinstellung: externe vs. Via dualen Studium selbst ausgebildete Hochschulabsolv | 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: erxternal vs. Self-educated (through dual studies) university graduates | Neueinstellung: externe vs. Via dualen Studium selbst ausgebildete Hochschulabsolventer |

1. Identification variables Name Survey frequency 1.1) year since 2008 quarterly 2009 2010 2011 2012 2013 Further information 2004 2005 2006 2007 2008 2014 2015 2023 No. Name Survey period Survey frequency since 2008 1.2) quarter quarter quarterly 2011 Further information 2012 2013 2004 2006 2010 2005 2008 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 Survey frequency since 2008 quarterly 1.3) wz sector number (wz-classification) 2009 2012 2013 Further information 2004 2005 2006 2007 2008 2010 2021 2023 2014 2015 2016 2017 2018 2019 2020 2022 Survey frequency Survey period since 2008 quarterly 1.4) wgroup weightgroup 2004 Further information [15] food products, bev. and tobacco [51] wholesale and retail trade [17] textiles and textile products [55] hotels and restaurants [60] transp., storage and communication [20] wood and paper products 2017 2014 2015 2016 2018 2019 2020 2021 2022 2023 [24] chemicals and chemical products [64] real est. act. and renting [27] metal products etc. Verm. bewegl. 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. Survey period Survey frequency id since 2008 quarterly 1.5) idnum Further information 2004 2010 2011 2012 2013 2017 2019 2021 2023 2015 2016 2014 2018 2020 2022 Survey frequency Survey period szrg since 2008 quarterly 1.6) size range 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 Further information



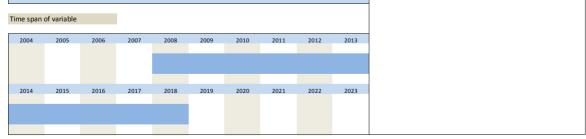


| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|------|----------|------|------|---------------|------|------|------|-------------|------|---|
| | | | | | | | | | | |
| 1.8) | parttype | | | participation | type | | | since 10/20 | 018 | quarter |
| | | | | | | | | | | |
| 2004 | 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 |
|------------|------------|----------------------------------|---------------|------------------|
| | | | | |
| 2.1) | extrah_tq | current relevance of extra hours | since 2008 | quarterly |
| Wording of | f question | | | |

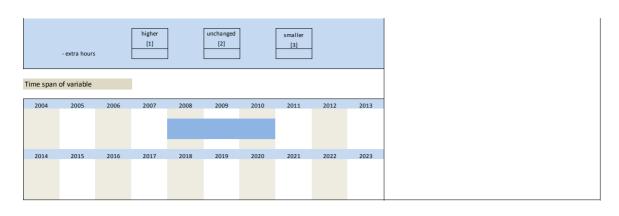
since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: The current importance in the company is... high [1] - extra hours Time span of variable



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

Wording of question

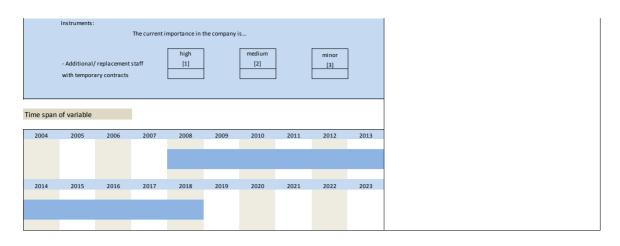
| | Further information |
|---|--|
| A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: | Inquired until the first quarter of 2010 |
| compared to previous quarter the importance is | |



| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|--------------|----------------|------|-----------------|-----------------|------------------|--------------|---------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 2.3) | extrah_nq | | | expected rel | evance of extra | hours next o | uarter | from 2008- | 2014 | | quarterly |
| Wording o | f question | | | | | | | | | | |
| since 01/200 | 08 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| | ortance do the | | struments of fl | exibilisation l | nave for your co | ompany? | | | | | |
| (, , | | ,, | | | | | | | | | |
| | Instruments: | | next quarter | tha impartan | ro will bo | | | | | | |
| | | | next quarter | ine importani | Le WIII be | | | | | | |
| | | | higher | | unchanged | | smaller |] | | | |
| | - extra hours | | [1] | | [2] | | [3] | - | | | |
| | - extra nours | | | | | | | J | | | |
| | | | | | | | | | | | |
| 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 | | |
| | | | | | | | | | | | |
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| No. | Name Label Survey period | | | | | | od Survey frequency | | | |
|--------------|----------------------------------|------|---------------|------------------|----------------|---------|---------------------|------------|------|--|
| | | | | | | | | | | |
| 2.4) | extrah_no | | | no extra hou | s | | | since 2013 | | Quartalsweise |
| Wording of | f auestion | | | | | | | | | |
| | | | | | | | | | | |
| since 01/201 | 13 | | | | | | | | | Further information |
| | ortance do the r companies in | | truments of f | lexibilisation h | ave for your o | ompany? | | | | 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 |
| | Instruments: | | | | | | | | | 2016Q2 Q4 |
| | - extra hours | | | no applicatio | n [1] | | | | | |
| | | | | _ | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2003 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
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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 |
|---|--------------|---|--|---------------|---------------------|------------------|
| | | | | | | |
| | 2.5) | temp_tq | current relevance of temporary contracts | since 2008 | | quarterly |
| | Wording of | fauestion | | | | |
| , | Wording of | question | | | | |
| | since 01/200 | 08 | | | Further information | |
| | A) What imp | ortance do the following instruments of | flexibilisation have for your company? | | | |
| | | r companies in Germany) | | | | |



| | Name | | Label | | | Survey period | | | Survey frequency |
|-------------|-------------------------|-------------|--------------------------|-----------------------|-------|-----------------|------|--|------------------|
| 2.6) | temp_lq | | relevance of to | ary contracts compare | ud to | 2008 to 01/2010 | | | quarterly |
| 2.0) | temp_iq | | last quarter | ary contracts compare | eu to | 2008 to 01/2010 | | | quarterry |
| Wording | of question | | iast quarter | | | | | | |
| since 01/20 | 008 | | | | | | | Further information | |
| | portance do the followi | | flexibilisation have for | your company? | | | | Inquired until the first quarter of 2010 | |
| | Instruments: | | | | | | | | |
| | | compared to | previous quarter the | importance is | | | | | |
| | - Additional/ replace | ement staff | higher [1] | unchanged [2] | | smaller [3] | | | |
| | with temporary cont | racts | | | | | ı | | |
| Time spa | with temporary cont | racts | | | | | | | |
| Time spa | | | 2008 20 | | 2011 | 2012 | 2013 | | |
| | n of variable | | 2008 20 | | 2011 | | 2013 | - | |
| | n of variable | 06 2007 | 2008 20 | 2010 | 2011 | | 2013 | | |

| 7) | temp_nq | | | | vance of temp | oorary contracts | s | from 2008-2 | 2014 | quarterly |
|------------|-------------------------------|---------------|----------------|------------------|----------------|------------------|------|-------------|------|---------------------|
| ording of | f question | | | next quarter | | | | | | |
| nce 01/200 | 08 | | | | | | | | | Further information |
| | ortance do the | | struments of f | lexibilisation h | ave for your o | company? | | | | |
| | Instruments: | | | | | | | | | |
| | instruments: | | next quarter | the importanc | e will be | | | | | |
| | | | | higher | | unchanged | | smaller | | |
| | | | | | | | | | | |
| | - Additional/ with tempora | | staff | [1] | | [2] | | [3] | | |
| | | | staff | [1] | | [2] | | [3] | | |
| me span | | | staff | [1] | | [2] | | [3] | | |
| me span | of variable | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | with tempora | ary contracts | 2007 | | 2009 | | 2011 | | 2013 | |
| | of variable | ary contracts | | | 2009 | | 2011 | | 2013 | |
| | of variable | ary contracts | | | 2009 | | 2011 | | 2013 | |
| 2004 | of variable | 2006 | 2007 | 2008 | | 2010 | | 2012 | | |

No. Name Label Survey period Survey frequency

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

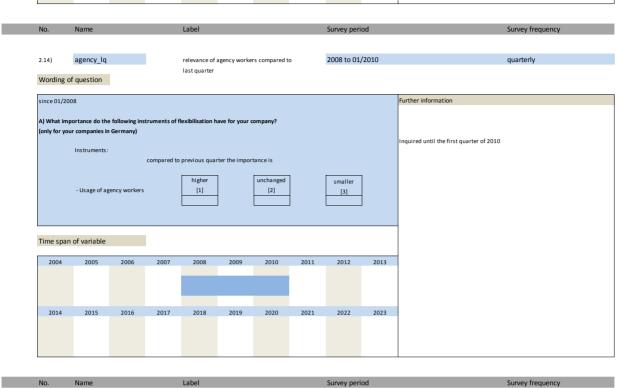
Wording of question

| since 01/20 | 13 | | | | | | | | | Further information |
|-------------|----------------------------------|------------------------------|---------------|-----------------|--|------|------|------|------|---------------------|
| | ortance do the r companies in | | truments of f | exibilisation h | in 2018 Q2 and Q4 this Question is generated using the corresponding question to generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4 | | | | | |
| | - Additional/ with tempora | replacement rry contracts | staff | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2023 | | | | | |
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| No. | Name | | | Label Survey period | | | | | | Survey frequency | | |
|----------------|--|-------------|----------------|---------------------|----------------|---------------|------|--------------|------|-----------------------|-----------|--|
| | | | | | | | | | | | | |
| 2.9) | mini_tq | | | current releva | ince of mini-j | jobs | | since 2008 | | | quarterly | |
| Wording o | f question | | | | | | | | | | | |
| since 01/20 | ng . | | | | | | | | | Further information | | |
| | | | | | | | | | | Tartier illiorniation | | |
| | oortance do the f or companies in G | | truments of fl | exibilisation h | ive for your o | company? | | | | | | |
| (o.i.y ioi you | | ocrinany, | | | | | | | | | | |
| | Instruments: | | The current in | nportance in t | he company i | is | | | | | | |
| | | | | | | | l | | | | | |
| | - Additional/ r | replacement | staff | high [1] | | medium [2] | | minor [3] | | | | |
| | with minijobs/ | /midijobs | | | | | | | | | | |
| | | | | | | | | | | | | |
| Time snan | of variable | | | | | | | | | | | |
| Time span | or 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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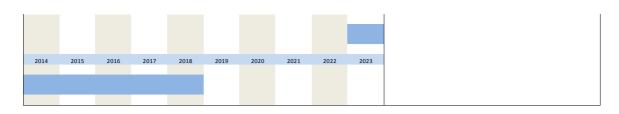
| No. | Name | | | Label | | | | Survey peri | oa | Survey frequency |
|-------------|------------------------------------|------|----------------|-----------------|---------------|------------------|--------|-------------|------|--|
| | | | | | | | | | | |
| 2.10) | mini_lq | | | relevance of | mini-jobs cor | mpared to last q | uarter | 2008 to 01/ | 2010 | quarterly |
| Wording o | f question | | | | | | | | | |
| since 01/20 | ne . | | | | | | | | | Further information |
| | | | | | | | | | | Totale mornation |
| | oortance do the or companies in | | truments of fl | exibilisation h | ave for your | company? | | | | |
| | Instruments: | | | | | | | | | Inquired until the first quarter of 2010 |
| | msa ameno. | | compared to | previous quar | ter the impor | tance is | | | | |
| | - Additional/ | | | higher [1] | | unchanged | | smaller | | |
| | with minijobs | | Stall | [1] | | [2] | | [3] | | |
| | | | | | | | | | | |
| Time coan | of variable | | | | | | | | | |
| Time span | TOT VALIABLE | | | | | | | | | |
| 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 | Name Label Survey period | | | | | | | iod | Survey frequency |
|-------------------|------------------------------------|---------------------------|----------------|------------------|---------------|------------------|------|----------------|-------|--|
| | | | | | | | | | | |
| 2.11) | mini_nq | | | expected rele | evance of mir | ni-jobs next qua | rter | from 2008- | -2014 | quarterly |
| | of question | | | | | | | | | |
| since 01/20 | | | | | | | | | | Further information |
| | portance do the ur companies in | | struments of f | lexibilisation h | nave for your | company? | | | | |
| | Instruments: | | | | | | | | | |
| | | | next quarter | the important | .e wiii be | | l | | 1 | |
| | | replacement | staff | [1] | | unchanged [2] | | smaller [3] | | |
| | with minijob | s/midijobs | | | 1 | | | | 1 | |
| Time spar | n 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 peri | iod | Survey frequency |
| 2.12) | mini_no | | | no mini-jobs | | | | since 2013 | | Quartalsweise |
| | of question | | | , | | | | | | *** |
| since 01/20 | | | | | | | | | | Further information |
| A) What im | portance do the | e following ins | struments of f | lexibilisation h | nave for your | company? | | | | |
| | ur companies in | | | | | | | | | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tg generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4 |
| | Instruments: | | | | _ | | | | | |
| | - Additional, with minijob | replacement s/midijobs | staff | | no applicati | ion [1] | | | | |
| | | | | | | | | | | |
| | 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 peri | ind | Survey frequency |
| IVO. | Name | | | Label | | | | Survey pen | iou | Survey frequency |
| 2.13) | agency_tq | | | current relev | ance of agen | cy workers | | since 2008 | | quarterly |
| Wording o | of question | | | | | | | | | |
| since 01/20 | 108 | | | | | | | | | Further information |
| | portance do the | | struments of 1 | lexibilisation h | nave for your | company? | | | | |
| | Instruments: | | | | | | | | | |
| | | | The current i | mportance in | the company | | | | | |
| | - Us age of ag | gency workers | | high [1] | | medium [2] | | minor [3] | | |
| | | | | | | | | | J | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | n of variable | | | | | | | | | |
| Time spar 2004 | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |



| | | | | | | | | Control Profes | | ourse, mequanc, |
|--------------|----------------|---------------|---------------|-----------------|----------------|----------------|--------------------------|----------------|------|---------------------|
| 2.15) | agency_nq | | | expected rele | vance of ager | ncy workers ne | from 2008-2014 quarterly | | | |
| Wording of | | | | | | | | | | |
| since 01/200 | 08 | | | | | | | | | Further information |
| | ortance do the | | truments of f | exibilisation h | ave for your o | company? | | | | |
| | Instruments: | | next quarter | the importanc | e will be | | | | | |
| | - Usage of ag | gency workers | | 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 | |
| 2014 | 2313 | 2310 | 2317 | 2010 | 2013 | 2320 | 2321 | 2322 | 2323 | |
| | | | | | | | | | | |

| No. | Name | Label | | | | Survey per | iod | Survey frequency |
|------------|--|----------------------------|-------------------|----------|------|------------|------|--|
| | | | | | | | | |
| 2.16) | agency_no | no agen | y workers | | | since 2013 | 1 | Quartalsweise |
| Wording | of question | | | | | | | |
| since 01/2 | 013 | | | | | | | Further information |
| | nportance do the following in our companies in Germany) | nstruments of flexibilisat | ion have for your | company? | | | | 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 |
| | - Usage of agency worker | rs | no applicati | on [1] | | | | |
| Time spa | n of variable | | | | | | | |
| 2004 | 2005 2006 | 2007 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |



| No. | Name | | | Label | | | | Survey perio | Survey frequency | | |
|------------|--------------------------------------|------|----------------|----------------|----------------|---------------|------|--------------|------------------|---------------------|-----------|
| 2.17) | free_tq | | | current releva | ance of freela | ncers | | since 2008 | | | quarterly |
| Wording | of question | | | | | | | | | | |
| since 01/2 | 008 | | | | | | | | | Further information | |
| 7 | nportance do the our companies in | | ruments of fle | xibilisation h | ave for your o | company? | | | | | |
| | Instruments: | | The current in | nortance in t | he company | ie | | | | | |
| | - Usage of fre | | | high [1] | | medium [2] | | minor [3] | | | |
| | | | t | | | (-) | | [3] | | | |
| | | | | | | | | | | | |
| Time spa | in of variable | | | | | | | | | | |
| Time spa | on of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |

| .18) | free_lq | | | relevance of t | reelancers co | ompared to last o | uarter | 2008 to 01/2 | 1010 | quarterly |
|--------------|-----------------|-----------------|----------------|------------------|----------------|-------------------|--------|--------------|------|--|
| Vording o | of question | | | | | | | | | |
| ince 01/20 | 08 | | | | | | | | | Further information |
|) What imp | oortance do the | e following in: | struments of f | lexibilisation h | ave for your o | company? | | | | |
| only for you | ur companies in | Germany) | | | | | | | | Inquired until the first quarter of 2010 |
| | Instruments: | | | | | | | | | inquired until the first quarter of 2010 |
| | | | compared to | previous quar | ter the impor | tance is | | | | |
| | | | | higher | | unchanged | | smaller | | |
| | - Usage of fre | eelancers | | [1] | | [2] | | [3] | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| ime span | of variable | | | | | | | | | |
| ime span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | | | | | | | | | |

Survey frequency

| No. | Name | Label | Common mariad | | Survey frequency |
|-----------|---|--|----------------|---------------------|------------------|
| NO. | Name | Labei | Survey period | | Survey frequency |
| | | | | | |
| 2.19) | free_nq | expected relevance of freelancers next quarter | from 2008-2014 | | quarterly |
| | | | | | |
| Wording | g of question | | | | |
| | | | | | |
| | | | | | |
| since 01/ | /2008 | | | Further information | |
| since 01/ | /2008 | | | Further information | |
| | | nstruments of flexibilisation have for your company? | | Further information | |
| A) What i | | nstruments of flexibilisation have for your company? | | Further information | |
| A) What i | importance do the following in | nstruments of flexibilisation have for your company? | | Further information | |
| A) What i | importance do the following in | nstruments of flexibilisation have for your company? | | Further information | |
| A) What i | importance do the following in your companies in Germany) | next quarter the importance will be | | Further information | |
| A) What i | importance do the following in your companies in Germany) | | | Further information | |

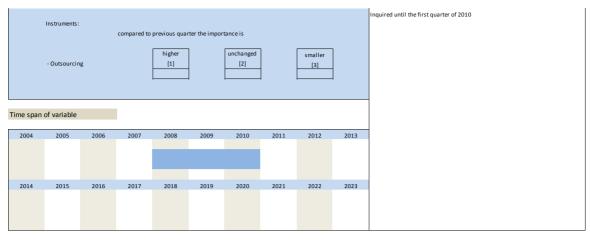
| | - Usage of fr | eelancers | | [1] | | [2] | | [3] | |
|---------|----------------|-----------|------|------|------|------|------|------|------|
| Time sp | an of variable | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| | | | | | | | | | |
| | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | | | | | | | | | |
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| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|---|----------|---------------|---------------|----------------|------|------|-------------|------|--|
| | | | | | | | | | | |
| 2.20) | free_no | | | no freelancer | s | | | since 2013 | | Quartalsweise |
| Wording o | f auestion | | | | | | | | | |
| Wording 0 | question | | | | | | | | | |
| since 01/20 | 13 | | | | | | | | | Further information |
| | ortance do the ir companies in Instruments: - Usage of fre | Germany) | truments of f | | ave for your c | | | | | 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 | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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Survey frequency

| | | | | | | | | Carrier, par | | | |
|----------|------------------------------------|------|----------------|------------------|----------------|---------------|------|--------------|------|---------------------|-----------|
| | | | | | | | | | | | |
| .) | outsour_tq | | | current releva | ance of outso | urcing | | since 2008 | | | quarterly |
| ording o | f question | | | | | | | | | | |
| ce 01/20 | 08 | | | | | | | | | Further information | |
| | oortance do the ur companies in | | struments of f | lexibilisation h | ave for your o | company? | | | | | |
| | Instruments: | | The current i | mportance in 1 | the company | is | | | | | |
| | - Outsourcin | g | | high [1] | | medium [2] | | minor [3] | | | |
| ne 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 | | |
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| 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 01/2 | 008 | | | Further information | |
| A) What im | portance do the following ins | truments of flexibilisation have for your company? | | | |
| | | | | | |



| outsour no | | | | | | | Survey peri | | | Survey frequency |
|---------------|----------------------------|--|--|--|---|--|---|---|---|--|
| | ı | l | expected rele | vance of outs | ourcing next q | uarter | from 2008- | 2014 | | quarterly |
| of question | | | | | | | | | | |
| 008 | | | | | | | | | Further information | |
| | | truments of fl | exibilisation h | ave for your | company? | | | | | |
| Instruments: | | | | | | | | | | |
| | | next quarter | the importanc | e will be | | | | | | |
| - Outsourcin | g | | higher [1] | | unchanged [2] | | smaller [3] | | | |
| n of variable | | | | | | | | | | |
| 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | |
| 2015 | 2016 | 2017 | 2010 | 2010 | 2020 | 2024 | 2022 | 2022 | | |
| 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 1 | Instruments: - Outsourcin | nportance do the following insour companies in Germany) Instruments: - Outsourcing n of variable | Instruments in Germany) Instruments: next quarter - Outsourcing n of variable | Inportance do the following instruments of flexibilisation hour companies in Germany) Instruments: next quarter the importance - Outsourcing In of variable 2005 2006 2007 2008 | nportance do the following instruments of flexibilisation have for your operation companies in Germany) Instruments: next quarter the importance will be - Outsourcing higher | Instruments: Instruments: Inext quarter the importance will be Outsourcing In of variable 2005 2006 2007 2008 2009 2010 | Instruments: next quarter the importance will be | Instruments: next quarter the importance will be | Instruments: next quarter the importance will be - Outsourcing Discrete Part Part | Inportance do the following instruments of flexibilisation have for your company? Dur companies in Germany) Instruments: next quarter the importance will be - Outsourcing higher [1] unchanged [2] [3] In of variable 2005 2006 2007 2008 2009 2010 2011 2012 2013 |

| 2.24) | outsour_no | | | no outsourci | ng | | Quartalsweise | | | |
|--------------|--|----------|----------------|-----------------|----------------|------|---------------|------|------|--|
| Wording of | f question | | | | | | | | | |
| since 01/201 | 13 | | | | | | | | | Further information |
| | ortance do the r companies in Instruments: - Outsourcin | Germany) | truments of fi | exibilisation h | ave for your o | | | | | 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 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2507 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2022 | 2023 | | |

Survey frequency

Survey frequency

quarterly

Wording of question

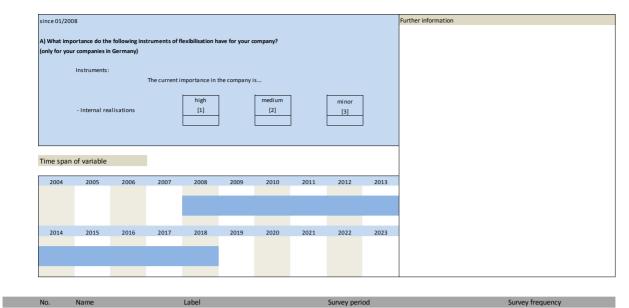
internal_tq

2.25)

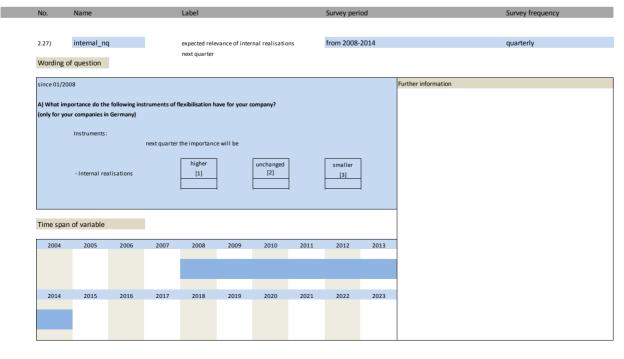
Survey period

since 2008

current relevance of internal realisations



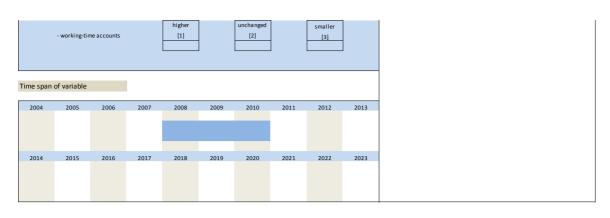
| Variable Internal Iq relevance of internal realisations compared to 2008 to 01/2010 Quarterly | lo. | Name | | | Label Survey period | | | | | | | Survey frequency |
|---|--------------|----------------|--------------|----------------|---------------------|---------------|----------------|--------|-------------|------|--|------------------|
| 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] | | | | | | | | | | | | |
| 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 higher [1] Smaller [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | .26) | internal_lq | | | | nternal reali | isations compa | red to | 2008 to 01/ | 2010 | | quarterly |
| 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 higher [1] unchanged [2] Smaller [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | Vording o | f question | | | last quarter | | | | | | | |
| (only for your companies in Germany) Instruments: compared to previous quarter the importance is higher [1] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | ince 01/200 | 08 | | | | | | | | | Further information | |
| (only for your companies in Germany) Instruments: compared to previous quarter the importance is higher [1] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | \ \A/bat imm | artanca da tha | following in | struments of f | lavibilisation b | wa far waur | company? | | | | | |
| Instruments: | | | | struments or r | lexibilisation na | ave for your | company? | | | | | |
| Compared to previous quarter the importance is | | Instruments | | | | | | | | | Inquired until the first quarter of 2010 | |
| - Internal realisations [1] [2] [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | su uments. | | compared to | previous quar | ter the impo | rtance is | | | | | |
| - Internal realisations [1] [2] [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | higher | | unchanged | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | - Internal rea | lisations | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | ime cnan | of variable | | | | | | | | | | |
| | iiie spaii | TOT VALIABLE | | | | | | | | | | |
| 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 | | | | | | | | | | | | |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |



| No. | Name | | | Label Survey period | | | | | | Survey frequency |
|-------------|-------------------------------------|-----------|---------------|---------------------|----------------|---------|------|------------|------|--|
| | | | | | | | | | | |
| 2.28) | internal_no | ı | | no internal r | ealisations | | | since 2013 | l | Quartalsweise |
| Wording of | of question | | | | | | | | | |
| since 01/20 | 24.2 | | | | | | | | | Further information |
| SINCE U1/20 | J13 | | | | | | | | | rutulei illioittiation |
| | portance do the our companies in | Germany) | truments of f | lexibilisation h | ave for your c | ompany? | | | | 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 |
| | Instruments: | | | | | | | | | |
| | - Internal rea | lisations | | | no applicatio | on [1] | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n 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 per | iod | Survey frequency |

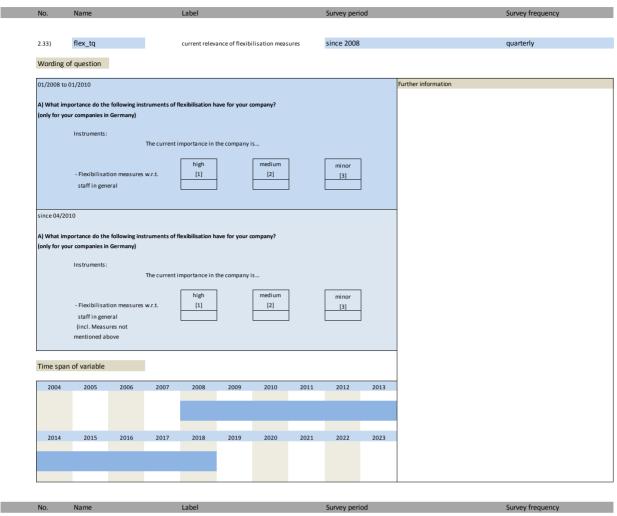
| 2.29) | accounts t | a | | current relev | ance of worki | ng-time accour | nts | since 2008 | | quarterly |
|--------------|----------------------------------|---------------|----------------|-----------------|----------------|----------------|------|--------------|------|---------------------|
| | | | | | | • | | | | ***** |
| Wording of | question | | | | | | | | | |
| 01/2008 to 0 | 1/2010 | | | | | | | | | Further information |
| | ortance do the | | truments of fl | exibilisation h | ave for your c | ompany? | | | | |
| | Instruments: | | | | | | | | | |
| | | | The current in | nportance in 1 | the company i | S | | | | |
| | - working-tin | ne accounts | | high [1] | | medium [2] | | minor [3] | | |
| since 04/201 | 0 | | | | | | | | | |
| SINCE 04/201 | .0 | | | | | | | | | |
| | ortance do the r companies in | | truments of fl | exibilisation h | ave for your c | ompany? | | | | |
| | | | | | | | | | | |
| | Instruments: | | The current in | mportance in t | he company i | s | | | | |
| | | | | high | | medium | | | 1 | |
| | - working-tin | ne accounts / | | [1] | | [2] | | minor [3] | | |
| | gliding time | 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 | |
| | | | | | | | | | | |
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| No. | Name | Label | Survey period | Survey frequency |
|--------------|--------------------------|--|-----------------|--|
| | | | | |
| 2.30) | accounts_lq | relevance of working-time accounts compared to | 2008 to 01/2010 | quarterly |
| | | last quarter | | |
| Wording | of question | | | |
| since 01/20 | 008 | | | Further information |
| | | uments of flexibilisation have for your company? | | |
| (only for yo | ur companies in Germany) | | | Inquired until the first quarter of 2010 |
| | Instruments: | | | inquired until the macquarter of 2010 |
| | cc | ompared to previous quarter the importance is | | |
| | | | | |



| No. | Name | | | Label | | | | Survey perio | bc | | | Survey frequency |
|-----------------------------|---|-------------------------------------|---------------|-----------------|--------------|------------------|------|--------------|------|--------------------|----|------------------|
| | | | | | | | | | | | | |
| 2.31) | accounts_r | nq | | expected rele | vance of wor | king-time accou | ints | from 2008-2 | 2014 | | | quarterly |
| | | | | next quarter | | - | | | | | | |
| Wording | of question | | | | | | | | | | | |
| 01/2008 to | 01/2010 | | | | | | | | | Further informatio | ın | |
| -,2000 (0 | , | | | | | | | | | | | |
| A) What im | portance do the | e following ins | truments of f | exibilisation h | ave for your | company? | | | | | | |
| (only for yo | our companies ir | Germany) | | | | | | | | | | |
| | Instruments: | | | | | | | | | | | |
| | | | next quarter | the importanc | e will be | | | | | | | |
| | | | | | 1 | | | | | | | |
| | - working-tir | ne accounts | | higher [1] | | unchanged [2] | | smaller | | | | |
| | - working-tir | ne accounts | | [1] | | [-] | | [3] | | | | |
| | | | | | 1 | | | | | | | |
| | | | | | | | | | | | | |
| | 010 portance do the | | truments of f | exibilisation h | ave for your | company? | | | | | | |
| A) What im | portance do the | n Germany) | | exibilisation h | | company? | | | | | | |
| A) What im | portance do the | n Germany) | | | | unchanged | | smaller | | | | |
| A) What im | portance do thi our companies in Instruments: - working-tir | n Germany) ne accounts / | | the importanc | | | | smaller | | | | |
| A) What im | portance do the our companies in Instruments: | n Germany) ne accounts / | | the importanc | | unchanged | | | | | | |
| A) What im | portance do thi our companies in Instruments: - working-tir | n Germany) ne accounts / | | the importanc | | unchanged | | | | | | |
| A) What im | Instruments: - working-time gliding time | n Germany) ne accounts / | | the importanc | | unchanged | | | | | | |
| A) What in (only for yo | portance do thi our companies in Instruments: - working-tir | n Germany) ne accounts / | | the importanc | | unchanged | | | | | | |
| A) What im (only for you | Instruments: - working-time gliding time | n Germany) ne accounts / | next quarter | the importanc | e will be | unchanged | 2011 | | 2013 | | | |
| A) What in (only for yo | Instruments: - working-tingliding time | n Germany) me accounts / e accounts | | higher [1] | | unchanged [2] | 2011 | [3] | 2013 | | | |
| A) What im (only for you | Instruments: - working-tingliding time | n Germany) me accounts / e accounts | next quarter | higher [1] | e will be | unchanged [2] | 2011 | [3] | 2013 | | | |
| A) What im (only for you | Instruments: - working-tingliding time | n Germany) me accounts / e accounts | next quarter | higher [1] | e will be | unchanged [2] | 2011 | [3] | 2013 | | | |
| A) What im (only for you | poportance do the pur companies in Instruments: - working-tirg gliding time n of variable | ne accounts / e accounts 2006 | next quarter | higher [1] | e will be | unchanged [2] | | 2012 | | | | |
| A) What im (only for you | Instruments: - working-tingliding time | n Germany) me accounts / e accounts | next quarter | higher [1] | e will be | unchanged [2] | 2011 | [3] | 2013 | | | |
| A) What im (only for you | poportance do the pur companies in Instruments: - working-tirg gliding time n of variable | ne accounts / e accounts 2006 | next quarter | higher [1] | e will be | unchanged [2] | | 2012 | | | | |

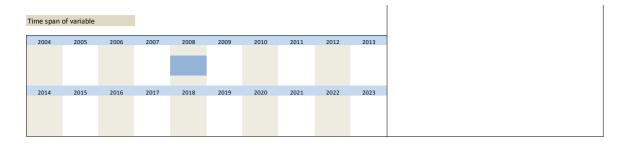
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|-------------|---|----------|----------------|---------------|----------------|------|------|-------------|------|--|
| | | | | | | | | | | |
| 2.32) | accounts n | 10 | | no working-ti | | | | since 2013 | | Quartalsweise |
| 2.32) | accounts_n | 10 | | no working-ti | me accounts | | | Since 2013 | | Quartaisweise |
| Wording o | of question | | | | | | | | | |
| | | | | | | | | | | |
| since 01/20 | 13 | | | | | | | | | Further information |
| | portance do the ur companies in Instruments: - working-tin | Germany) | truments of fl | | ave for your o | | | | | 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 spar | gliding time | accounts | | | | | | | | |
| 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 peri | od | Survey frequency |
|-------------|--|-----------------------|--------|-----------------|----------------|----------------|-----------|-------------|-------|--|
| | flex_lq f question | | | relevance of f | lexibilisation | n measures cor | mpared to | 2008 to 01/ | /2010 | quarterly |
| ince 01/200 | 08 | | | | | | | | | Further information |
| | oortance do the or companies in Instruments: | Germany) | | exibilisation h | | | | | | Inquired until the first quarter of 2010 |
| Time span | - Flexibilisat staff in gen of variable | tion measures eral | w.r.t. | higher [1] | | unchanged [2] | | smaller [3] | | |
| 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 |
|------------|---------------------------------|--|----------------|---------------------|
| | | | | |
| 2.35) | flex_nq | expected relevance of flexibilisation measures | from 2008-2014 | quarterly |
| | | next quarter | | |
| Wording | of question | | | |
| 01/2008 to | o 01/2010 | | | Further information |
| | | | | |
| A) What in | nportance do the following inst | truments of flexibilisation have for your company? | | |

| (only for you | Instruments: | | | 46-1 | | | | | | |
|--|--|---|---------------|------------------|---------------|---------------|------|---------------------|------------|---|
| | - Flexibilisati staff in gene | | | higher [1] | ce will be | unchanged [2] | | smaller [3] | | |
| (only for you | ortance do the ir companies in Instruments: - Flexibilisati staff in gene | Germany) on measures | next quarter | the important | | unchanged [2] | | smaller | | |
| | (incl. Measur mentioned ab | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2013 | 2010 | 2017 | 2016 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| 2.36) | flav. ma | | | no flexibilis | ation measure | 2S | | Since 2015 | | quarterly |
| | nex_no | | | | | | | | | |
| Wording of Since 1/2015 | | | truments of f | lexibilisation l | have for your | company? | | | | Further information in 2018 Q2 and Q4 this Question is generated using the corresponding question to generiert. Therefore "[0]"—no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you | f question 5 Fortance do the ir companies in Instruments: - Flexibilisati staff in gene (incl. Measu mentioned ab | Germany) on measures eral res not | | lexibilisation I | have for your | | | | | in 2018 Q2 and Q4 this Question is generated using the corresponding |
| Wording of Since 1/2015 A) What imp (only for you | f question 5 portance do the rr companies in Instruments: - Flexibilisati staff in gene (incl. Measumentioned ab | Germany) on measures ral res not ove | w.r.t. | | no applicati | on [1] | 2011 | 2012 | 2013 | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you | f question 5 Fortance do the ir companies in Instruments: - Flexibilisati staff in gene (incl. Measu mentioned ab | Germany) on measures eral res not | | lexibilisation I | _ | | 2011 | 2012 | 2013 | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you | f question 5 portance do the rr companies in Instruments: - Flexibilisati staff in gene (incl. Measumentioned ab | Germany) on measures ral res not ove | w.r.t. | | no applicati | on [1] | 2011 | 2012 | 2013 | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you | f question f question f question f question f question f companies in Instruments: - Flexibilisati staff in gene (incl. Measu mentioned ab of variable 2005 | on measures rral res not ove 2006 | w.r.t. | 2008 | no applicati | on [1] | | | | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you | f question f question f question f question f question f companies in Instruments: - Flexibilisati staff in gene (incl. Measu mentioned ab of variable 2005 | on measures rral res not ove 2006 | w.r.t. | 2008 | no applicati | on [1] | | | 2023 | in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response |
| Wording of Since 1/2015 A) What imp (only for you 2014 Time span 2004 | f question f question formation of the properties of the propert | on measures ral res not ove 2006 2016 | w.r.t. | 2008 | no applicati | on [1] | | 2022 | 2023 od | in 2018 Q2 and Q4 this Question is generated using the corresponding question to generiert. Therefore "[0]"=no answer is no possible response 2018Q2 Q4 |
| Wording of Since 1/2015 A) What imp (only for you 2014 Time span 2004 | f question f question formation of the properties of the propert | on measures ral res not ove 2006 2016 | w.r.t. | 2008 | no applicati | on [1] | | 2022 Survey peri | 2023 od | in 2018 Q2 and Q4 this Question is generated using the corresponding question. tg generiert. Therefore "[0]"=no answer is no possible response 2018 Q2 Q4 Survey frequency Once |
| Wording of Since 1/2015 A) What imp (only for you 2004 2014 No. 3.1) Wording of | f question f question formation of the properties of the propert | on measures ral res not ove 2006 2016 | w.r.t. | 2008 | no applicati | on [1] | | 2022 Survey peri | 2023 od | in 2018 Q2 and Q4 this Question is generated using the corresponding question. to generiert. Therefore "[0]"=no answer is no possible response 2018 Q2 Q4 Survey frequency |
| Wording of Since 1/2015 A) What imp (only for you 2004 2014 No. 3.1) Wording of | f question f question formal formal for the formal forma | on measures ral res not ove 2006 2016 | w.r.t. | 2008 | no applicati | on [1] | | 2022 Survey peri | 2023 od | in 2018 Q2 and Q4 this Question is generated using the corresponding question. to generiert. Therefore "[0]"=no answer is no possible response 2018 Q2 Q4 Survey frequency |



| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-----------------|-----------------|---------|------|----------------|---|-----------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.2) | sf_2008q2_ | _1 | | financial cris | is: impact on | staff size (y/n | 1) | 2nd quarte | r 2008 | | once |
| Wording of | faucstion | | | | | | | | | | |
| wording or | question | | | | | | | | | | |
| 2nd quarter 2 | 2008 | | | | | | | | | Further information | |
| D) I- 4b - i-4- | rnational finan | | | | d & = = b = = = = = = = = = = = = = = = = | | | | | | |
| | of employees i | | | | a to changes | egarding | | | | | |
| | | | | | | | | | | | |
| | | yes [1] | | | no [2] | | | | | | |
| | | ,, |] | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2044 | 2045 | 2045 | 2047 | 2040 | 2040 | 2020 | 2024 | 2022 | 2022 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
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| No. | Name | Label | Survey period | Survey frequency |
|-----------|-------------|--|------------------|------------------|
| | | | | |
| 3.3) | sf_2008q2_2 | financial crisis: impact on staff size (direction) | 2nd quarter 2008 | once |
| Wording o | of question | | | |

| 2nd quarter | 2008 | | | | | | | | | Further information |
|---------------|---------------------------------|-----------------|----------------|--------------|--------------|----------------|-----------|------|------|---------------------|
| | rnational finan of employees | | | | d to changes | regarding | | | | |
| | | yes /////// |] | | no |] | | | | |
| If yes: | How is the nu | imber of empl | oyees going to | change due t | the internat | ional financia | l crisis? | | | |
| B2) Due to th | e financial cri | sis | | | | | | | | |
| the change o | f our number o | of employees i | s going to be | a during the | next 6 month | S | | | | |
| | strong increa | se [1] | | | | | | | | |
| | slight increas | se [2] | | | | | | | | |
| | almost no ch | ange [3] | | | | | | | | |
| | slight reducti | on [4] | | | | | | | | |
| | strong reduct | ion [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 | |
| | | | | | | | | | | |
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| No. | Name | Label | Survey period | Survey frequency |
|------|-------------|---|------------------|------------------|
| | | | | |
| 3.4) | sf_2008q3_1 | reduction in shortage of skilled labour | 3rd quarter 2008 | once |

| Wording of | 2008 | | | | | | | | | | |
|--|---|--------------|--|---|---|--------------------|------|---------------------|-------------|---------------------|--------------------------|
| 3rd quarter 2 | 2008 | | | | | | | | | Further information | |
| | s from ten new 01/01/2009 (| | | | | | | | | | |
| | ce the shortag | | | | ions). is this r | neasure going | | | | | |
| | | | | | | | | | | | |
| | | | yes [1] | | | | | | | | |
| | | | 7 (2) | | | | | | | | |
| | | | no [2] | | | | | | | | |
| | | | no shortage | of skilled labo | ur [3] | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2 | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | - | |
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| | | | | | | | | | | | |
| 3.5) | sf_2008q4_ | _1 | | | | lucation in 200 |)9 | 4th quarter | r 2008 | | once |
| Wording of | f question | | | compared to | current state | | | | | | |
| | | | | | | | | | | | |
| 4th quarter 2 | 2008 | | | | | | | | | Further information | |
| | | the expendit | increase [1] unchanged [2 | 2] | 2005 . | | | | | | |
| | | the expendit | increase [1] | 2] | | | | | | | |
| Time span | of variable | the expendit | increase [1] unchanged [2 | 2] | | | | | | | |
| Time span | | 2006 | increase [1] unchanged [2 | 2] | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | increase [1] unchanged [2] reduction [3] | 2] | | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | increase [1] unchanged [2] reduction [3] | 2] | | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | increase [1] unchanged [2] reduction [3] | 2] | | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | of variable | 2006 | increase [1] unchanged [2] reduction [3] | 2008 | 2009 | | | | | | |
| 2004 | of variable | 2006 | increase [1] unchanged [2] reduction [3] | 2008 | 2009 | | | | | | |
| 2004 | of variable | 2006 | increase [1] unchanged [2] reduction [3] | 2008 | 2009 | | | | | | |
| 2004 | of variable | 2006 | increase [1] unchanged [2] reduction [3] | 2008 | 2009 | | | | 2023 | | Survey frequency |
| 2004 2014 No. | of variable 2005 2015 | 2006 | increase [1] unchanged [2] reduction [3] | 2008 2018 | 2009 | 2020 | | 2022 Survey peri | 2023 iod | | |
| 2004 2014 No. | of variable 2005 2015 | 2006 | increase [1] unchanged [2] reduction [3] | 2008 | 2009 | 2020 | | 2022 | 2023 iod | | Survey frequency once |
| 2004 2014 No. | of variable 2005 2015 | 2006 | increase [1] unchanged [2] reduction [3] | 2008 2018 | 2009 | 2020 | | 2022 Survey peri | 2023 iod | | |
| 2004 2014 No. 3.6) | of variable 2005 2015 Name sf_2009q1_f question | 2006 | increase [1] unchanged [2] reduction [3] | 2008 2018 | 2009 | 2020 | | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.6) Wording of 2nd quarter: | of variable 2005 2015 Name sf_2009q1_f question 2009 | 2006 | increase [1] unchanged [2] reduction [3] 2007 | 2008 2018 Label reduction of | 2009 2019 operational c | 2020 lismissals | | 2022 Survey peri | 2023 iod | Further information | |
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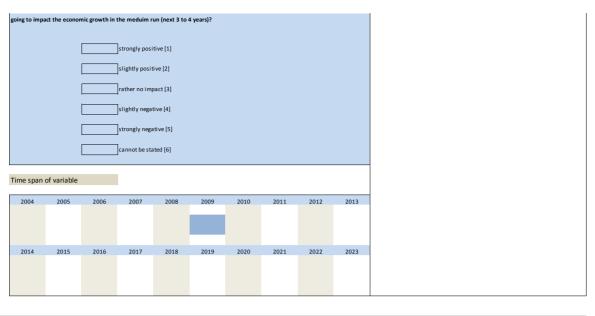
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| 3.7) | sf_2009q2_ | _1 | | | of measures fo curity contribu | | ourden | 2nd quarte | r 2009 | | once |
| Wording o | of question | | | | | | | | | | |
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| companies a insurance co How do you | omic-growth pa and employees untributions are assess these m | with the soci | al insurance co 0,6 percentage | entributions b e points). | | | | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| 3.8) | sf_2009q3_ | 1 | | developmen | t of staff size ir | n 2nd half of 2 | 2009 | 3rd quarter | r 2009 | | once |
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| 3rd quarter | | | | | | | | | | Further information | |
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| How is the r | | oloyees likely t | to be changed nployees in ou | compared to | the current st | | | | | | |
| How is the r | number of emp | oloyees likely t | nployees in ou r 2009 increase [1] no change [2 reduction [3] | compared to | the current st | | 2011 | 2012 | 2013 | | |
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| Supplied to the number of employees likely to be changed (a) Note: Supplied Suppli | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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| ## Spring control (Fig. 1) Processing of country (Fig. 1) | NO. | Name | | | Label | | | | Survey peri | lou | | Survey frequency |
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| Same | Wording o | of question | | | compared to | o current state | | | | | | |
| In the _ the number of employees the pix to changed generate to the content pix to | 3rd quarter | 2009 | | | | | | | | | Further information | |
| In the the number of employees in our company is going to Vor 12012 | | | | | | | | | | | | |
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| No. Name Label Survey period Survey frequency 3.14) sf_2009q4_1 impact of economic measures on economic growth in the medium run Wording of question 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r | of question 2009 conomic indicate number of emp | number of er | ing orders) adv to be changed inployees in our increase [1] no change [2] reduction [3] | developmen compared to evert to an eccompared to evert to an eccompared to evert to ever to ever to eve | onomic stabilisi | ation. ate? | 2011 | 3rd quarter | r 2009 | Further information | |
| 3.14) sf_2009q4_1 impact of economic measures on economic growth in the medium run 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r | 2009 conomic indicate number of employment the interest of variable 2005 | number of er year 2013 | ing orders) add to be changed in our increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to r company is | onomic stabilisis the current st | ation. ate? | | 3rd quarter | 2013 | Further information | |
| 3.14) sf_2009q4_1 impact of economic measures on economic growth in the medium run 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r | 2009 conomic indicate number of employment the interest of variable 2005 | number of er year 2013 | ing orders) add to be changed in our increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to r company is | onomic stabilisis the current st | ation. ate? | | 3rd quarter | 2013 | Further information | |
| 3.14) sf_2009q4_1 impact of economic measures on economic growth in the medium run 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r | 2009 conomic indicate number of employment the interest of variable 2005 | number of er year 2013 | ing orders) add to be changed in our increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to r company is | onomic stabilisis the current st | ation. ate? | | 3rd quarter | 2013 | Further information | |
| Wording of question 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r | 2009 conomic indicate number of employment the interest of variable 2005 | number of er year 2013 | ing orders) add to be changed in our increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to r company is | onomic stabilisis the current st | ation. ate? | | 3rd quarter | 2013 | Further information | |
| Wording of question 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r 2004 | of question 2009 conomic indicate number of emp In the the 2005 | number of er year 2013 | ing orders) adu to be changed increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to recompared to recompared to recompany is | onomic stabilisis the current st | ation. ate? | | 2012 2022 | 2013 | Further information | once |
| 4th quarter 2009 Further information | Wording c 3rd quarter B) Some ecc How is the r Time spar 2004 | of question 2009 conomic indicate number of emp In the the 2005 2015 | pors (e.g. incomployees likely number of er year 2013 | ing orders) add to be changed in our increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an eccompared to recompared | onomic stabilisa the current st going to | 2010 2020 | 2021 | 2012 2022 Survey peri | 2013 2023 | Further information | once Survey frequency |
| | Wording c 3rd quarter B) Some ecc How is the r Time spar 2004 2014 No. | of question 2009 conomic indicate number of emp In the the 2005 2015 Name | pors (e.g. incomployees likely number of er year 2013 | ing orders) adu to be changed increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to recompared to recompare | conomic stabilist the current st going to | 2010 2020 | 2021 | 2012 2022 Survey peri | 2013 2023 | Further information | once Survey frequency |
| B) The new Federal Government discusses future economic measures. How do you think are these measures | Wording c 3rd quarter B) Some ecc How is the r 2004 2014 No. 3.14) Wording c | of question 2009 conomic indicate number of emp In the the 2005 Name sf_2009q4, of question | pors (e.g. incomployees likely number of er year 2013 | ing orders) adu to be changed increase [1] no change [2] reduction [3] cannot be sta | developmen compared to vert to an ecocompared to recompared to recompare | conomic stabilist the current st going to | 2010 2020 | 2021 | 2012 2022 Survey peri | 2013 2023 | | once Survey frequency |

2014 2015 2016 2017 2018 2019 2020 2021 2022 2023



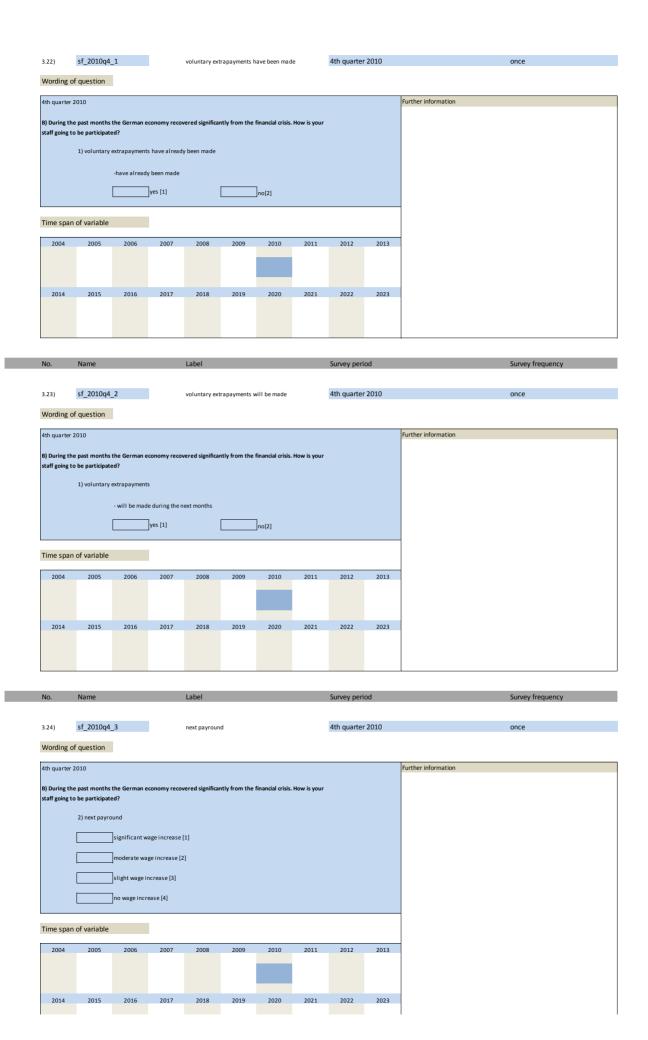
| | No. | Name | | | Label | | | | Survey per | iod | | Survey frequency | |
|---|---------------|------------------------|--------------|---------------|-------------------------|---------------|----------|------------|------------|--------|---------------------|------------------|--|
| | | | | | | | | | | | | | |
| | 3.15) | sf_2010q1_ | 1 | | plans w.r.t sh | ort-time worl | cin 2010 | | 1st quarte | r 2010 | | once | |
| ì | Wording of | f question | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | Lst quarter 2 | 2010 | | | | | | | | | Further information | | |
| | 3) What are | the plans for th | ne year 2010 | of your compa | any regarding s | hort-time wo | ork? | | | | | | |
| | | | | | | | | | | | | | |
| | | currently no | | | currently | | | cannot be | | | | | |
| | | short-time work [1] | | | employing short-time | | | stated [3] | | | | | |
| | | WOIK[I] | | | work [2] | | | | | | | | |
| | | | | | | | | | | | | | |
| í | Timo snan | of variable | | | | | | | | | | | |
| | illie spair | OI VAIIADIE | | | | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
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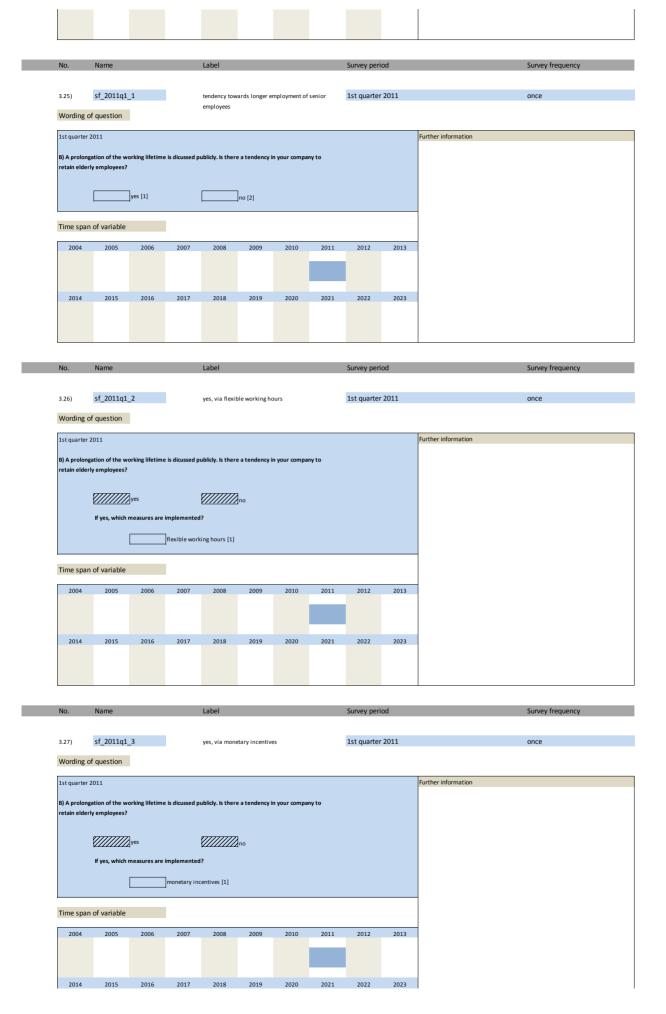
| | Name | | | Label | | | | Survey peri | iod | | Survey freque | ency |
|--------------|----------------------------|---------------|----------------|------------------------|--------------|------|--|-------------|--------|---------------------|---------------|------|
| | | | | | | | | | | | | |
| 3.16) | sf_2010q1 | _2 | | currently no | hort-time wo | rk: | | 1st quarter | r 2010 | | once | |
| Wording | of question | | | | | | | | | | | |
| | | | | | | | | | | | | |
| 1st quarter | r 2010 | | | | | | | | | Further information | | |
| B) What are | e the plans for t | he year 2010 | of your compa | ny regarding s | hort-time wo | rk? | | | | | | |
| | <i>\$11111111</i> | 1 | | <i>7777777</i> | | | <i>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</i> | 7 | | | | |
| | 1//////// | 1 | | V/////// | | | | 4 | | | | |
| | currently no short-time | | | currently employing | | | cannot be stated [3] | | | | | |
| | work [1] | | | short-time work [2] | | | | | | | | |
| | | | | WOIK [2] | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| If "currenti | ly no short-time | work" | | | | | | | | | | |
| If "current | | 1 | on intended [: | 1] | | | | | | | | |
| If "current | | no introducti | on intended [: | 1] | | | | | | | | |
| If "currenti | | 1 | | 1] | | | | | | | | |
| If "currenti | | no introducti | | 1] | | | | | | | | |
| | | no introducti | | 1] | | | | | | | | |
| Time spa | n of variable | no introducti | intended [2] | | 2000 | 2010 | 2011 | 2012 | 2012 | | | |
| | | no introducti | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| Time spa | n of variable | no introducti | intended [2] | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| Time spa | n of variable | no introducti | intended [2] | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| Time spa | n of variable | no introducti | intended [2] | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |

| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|--|--|--|---|--|-----------------|-----------------|-------------------------|-----------------------|--------------|---------------------|--------------------------|
| 3.17) | sf_2010q1_ | _3 | | currently em | ploying short | t-time work: | | 1st quarte | r 2010 | | once |
| Wording | of question | | | | | | | | | | |
| 1st quarter | 2010 | | | | | | | | | Further information | |
| B) What are | e the plans for th | he year 2010 | of your comp | any regarding | short-time w | ork? | | | | | |
| | |] | | | 2 | | | 3 | | | |
| | currently no short-time work [1] | | | currently employing short-time work [2] | | | cannot be stated [3] | | | | |
| If "current! | ly employing sho | rt-time work | en. | | | | | | | | |
| ii currenti | y cpioyg sno | T time Hom | | | extension of | f short-time wo | rk [1] | | | | |
| | | | | | - | rent extent [2] | (-) | | | | |
| | | | | | 7 | f short-time wo | rk: [3] | | | | |
| | | | | | • [| by dismissal | | | | | |
| | | | | | | without disn | | | | | |
| | | | | | | _ | | | | | |
| Time spai | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No | Namo | _ | _ | Labol | _ | _ | _ | Suprov por | ind | _ | Suprov froguency |
| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
| No. | Name sf_2010q2_ | _1 | | Label handling of f | ootball world | d-cup | | Survey per 2nd quarte | | | Survey frequency once |
| 3.18) | | 1 | | | ootball world | d-cup | | | | | |
| 3.18) | sf_2010q2_ of question | 1 | | | rootball world | d-cup | | | | Further information | |
| 3.18) Wording (2nd quarter B) Many of | sf_2010q2_ of question | the football v | | handling of f | | | g the | | | Further information | |
| 3.18) Wording (2nd quarter B) Many of | sf_2010q2_ of question or 2010 the matches of the sking hours. How | the football v does your con | mpany deal w | handling of f | | | ig the | | | Further information | |
| 3.18) Wording (2nd quarter B) Many of | sf_2010q2_ of question or 2010 the matches of the sking hours. How | the football v | mpany deal w | handling of f | | | ig the | | | Further information | |
| 3.18) Wording (2nd quarter B) Many of | sf_2010q2_ of question or 2010 the matches of king hours. How | the football v does your cor breaks are a | mpany deal w | handling of f | are going to t | | ig the | | | Further information | |
| 3.18) Wording (2nd quarter B) Many of | sf_2010q2_ of question or 2010 the matches of thing hours. How | the football v does your cor breaks are a | mpany deal w Ilowed [1] annot be taker | handling of f | are going to t | | ig the | | | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work | sf_2010q2_ of question or 2010 the matches of thing hours. How | the football v does your con breaks are a world-cup ca | mpany deal w Ilowed [1] annot be taker | handling of f | are going to t | | ig the | | | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work | sf_2010q2_of question or 2010 the matches of thing hours. How | the football v does your con breaks are a world-cup ca | mpany deal w Ilowed [1] annot be taker | handling of f | are going to t | | ig the 2011 | | | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work | sf_2010q2_ of question er 2010 the matches of this phours. How | breaks are a | mpany deal w Howed [1] annot be taker ated [3] | handling of f | are going to ta | ake place durin | | 2nd quarte | er 2010 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work Time span | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 | the football vidoes your con breaks are a world-cup ca cannot be sta | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | are going to to | ake place durir | 2011 | 2nd quarte | 2013 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work | sf_2010q2_ of question er 2010 the matches of this phours. How | breaks are a | mpany deal w Howed [1] annot be taker ated [3] | handling of f | are going to ta | ake place durin | | 2nd quarte | er 2010 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work Time span | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 | the football vidoes your con breaks are a world-cup ca cannot be sta | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | are going to to | ake place durir | 2011 | 2nd quarte | 2013 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work Time span | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 | the football vidoes your con breaks are a world-cup ca cannot be sta | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | are going to to | ake place durir | 2011 | 2nd quarte | 2013 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work Time span | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 | the football vidoes your con breaks are a world-cup ca cannot be sta | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | are going to to | ake place durir | 2011 | 2nd quarte | 2013 2023 | Further information | |
| 3.18) Wording (2nd quarte B) Many of classic work Time span 2004 | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 2015 Name | the football vidoes your conduction to the state of the s | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | 2009 | ake place durir | 2011 | 2012 2022 Survey per | 2013 2023 | Further information | once Survey frequency |
| 3.18) Wording (2nd quarte B) Many of classic work Time span 2004 2014 No. | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 2015 Name sf_2010q2_ | the football vidoes your conductive breaks are a world-cup cannot be still 2006 | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | 2009 | ake place durir | 2011 | 2012 2022 | 2013 2023 | Further information | once |
| 3.18) Wording (2nd quarte B) Many of classic work Time span 2004 2014 No. | sf_2010q2_ of question or 2010 the matches of thing hours. How n of variable 2005 2015 Name sf_2010q2_ of question | the football vidoes your conductive breaks are a world-cup cannot be still 2006 | mpany deal w Illowed [1] annot be taker ated [3] | handling of f | 2009 | ake place durir | 2011 | 2012 2022 Survey per | 2013 2023 | Further information | once Survey frequency |

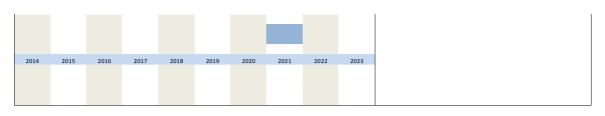
| | <i>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</i> | breaks are al | llowed | | | | | | | |
|--------------|--|--|--------------------------|---------------|----------------|-----------------------------|--------|-------------|--------|---------------------|
| | the breaks ar | | | | | | | | | |
| | | | working time | :[1] | | | | | | |
| | | | leisure [2] | | | | | | | |
| | | | lieisure [2] | | | | | | | |
| Time spar | n of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | L |
| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
| | | | | | | | | | | |
| 3.20) | sf_2010q2_ | _3 | | allowance to | interrupt ap | plies for | | 2nd quarte | r 2010 | once |
| Wording o | of question | | | | | | | | | |
| 2nd quarter | 2010 | | | | | | | | | Further information |
| | the matches of | | | | are going to t | ake place durin | g the | | | |
| crassic work | ing hours. How | uoes your cor | mpany deal wi | ui tnat? | | | | | | |
| | | breaks are a | llowed | | | | | | | |
| | allowance to | interrupt app | olies for | | | | | | | |
| | | | all employee | ıs [1] | | | | | | |
| | | | certain empl | oyees/departi | ments only [2 |] | | | | |
| | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2044 | 2045 | 2045 | 2047 | 2040 | 2010 | 2020 | 2024 | 2022 | 2022 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | - |
| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
| | | | | | | | | | | |
| 3.21) | sf_2010q3_ | 1 | | recruitments | | erm contracts a 2 months | imong | 3rd quarter | r 2010 | once |
| Wording o | of question | | | | | | | | | |
| 3rd quarter | 2010 | | | | | | | | | Further information |
| B) During th | ne next 12 mont uitments? | ths is your cor | mpany going t | o the tende | ncy towards | short-term con | tracts | | | |
| | | increase [1] | | | | | | | | |
| | | | | | | | | | | |
| | | remain unch | anged [2] | | | | | | | i |
| | | , | | | | | | | | |
| | | decrease [3] | | | | | | | | |
| | | decrease [3] | on yet [4] | | | | | | | |
| | | decrease [3] | on yet [4] | | | | | | | |
| Time spar | | decrease [3] | on yet [4] | | | | | | | |
| Time spar | | decrease [3] | on yet [4] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | decrease [3] not decided of | on yet [4] ents [5] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | decrease [3] not decided of | on yet [4] ents [5] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | decrease [3] not decided of | on yet [4] ents [5] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | n of variable | decrease [3] not decided of no recruitme | on yet [4] ents [5] 2007 | | | | | | | |

No. Name Label Survey period Survey frequency





| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|---|--|---|-----------------------------|--|----------------------|---------------|--------|--------------------|------|---------------------|-----------------------|
| 3.28) | sf_2011q1_ | _4 | | yes, via age-a | appropriate v | workstations | | 1st quarter | 2011 | | once |
| Wording of | f question | | | | | | | | | | |
| 1st quarter 2 | 2011 | | | | | | | | | Further information | |
| | ation of the wo | orking lifetime | e is dicussed p | ublicly. Is ther | e a tendency | in your compa | iny to | | | | |
| | | | | | _ | | | | | | |
| | | | | <i>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</i> | no | | | | | | |
| | If yes, which r | measures are | _ | ir iate workstati | ons [1] | | | | | | |
| | | | аве-арргорп | iate workstati | ons [1] | | | | | | |
| 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 per | iod | | Survey frequency |
| 3.29) | sf_2011q1_ | 5 | | yes, via adju | stment of ass | ignments | | 1st quarter | 2011 | | once |
| Wording of | | | | , | | 0 | | | | | |
| 1st quarter 2 | 2011 | | | | | | | | | | |
| 1 | | | | | | | | | | Further information | |
| | ation of the wo | orking lifetime | e is dicussed p | ublicly. Is ther | e a tendency | in your compa | iny to | | | Further information | |
| retain elderl | ation of the wo | | | | | in your compa | iny to | | | Further information | |
| retain elderl | ation of the wo | yes | | <i>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</i> | | in your compa | iny to | | | Further information | |
| retain elderl | ation of the wo | yes | implemented | <i>X///////</i> | no | in your compa | iny to | | | Further information | |
| retain elderl | ation of the wo | yes | implemented | <i>\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</i> | no | in your compa | iny to | | | Further information | |
| retain elder | ation of the wo | yes | implemented | <i>X///////</i> | no | in your compa | iny to | | | Further information | |
| retain elder | ation of the wo | yes | implemented | <i>X///////</i> | no | in your compa | 2011 | 2012 | 2013 | Further information | |
| retain elderh | If yes, which r | yes measures are | implemented adjustment c | 17 of assignments | no s [1] | | | 2012 | 2013 | Further information | |
| retain elderh | If yes, which r | yes measures are | implemented adjustment c | 17 of assignments | no s [1] | | | 2012 | 2013 | Further information | |
| Time span | ation of the w ly employees? | yes measures are | adjustment c | of assignments | 2009 | 2010 | 2011 | | | Further information | |
| Time span | ation of the w ly employees? | yes measures are | adjustment c | of assignments | 2009 | 2010 | 2011 | | | Further information | |
| Time span 2004 | ation of the w ly employees? | yes measures are | adjustment c | of assignments | 2009 | 2010 | 2011 | | 2023 | Further information | Survey frequency |
| Time span 2004 2014 | ation of the w. ly employees? Variable 2005 2015 | yes measures are 2006 | adjustment c | of assignments 2008 Label | 2009 2019 | 2010 | 2011 | 2022 Survey per | 2023 | Further information | |
| Time span 2004 2014 No. | ation of the we we have a second of the we we have a second of variable 2005 2015 Name sf_2011q1_ | yes measures are 2006 | adjustment c | of assignments 2008 | 2009 2019 | 2010 | 2011 | 2022 | 2023 | Further information | Survey frequency once |
| Time span 2004 2014 No. 3.30) Wording of | ation of the work of the work of variable 2005 2015 Name sf_2011q1_ of question | yes measures are 2006 | adjustment c | of assignments 2008 Label | 2009 2019 | 2010 | 2011 | 2022 Survey per | 2023 | | |
| Time span 2004 2014 No. 3.30) Wording of | ation of the we well yemployees? **Summer of variable** 2005 Name sf_2011q1_ ff question 2011 | 2006 2016 6 | adjustment c | 2008 2018 Label yes, via other | 2009 2019 | 2010 | 2011 | 2022 Survey per | 2023 | Further information | |
| Time span 2004 2014 No. 3.30) Wording ol 1st quarter 2 B) A prolong: | ation of the work of the work of variable 2005 2015 Name sf_2011q1_ of question | 2006 2016 6 | adjustment c | 2008 2018 Label yes, via other | 2009 2019 | 2010 | 2011 | 2022 Survey per | 2023 | | |
| Time span 2004 2014 No. 3.30) Wording of 1st quarter 2 B) A prolongs retain elderh | which residues the weak of the | yes measures are 2006 2016 | adjustment c 2007 2017 | 2008 2018 Label yes, via other | 2009 2019 r measures | 2010 | 2011 | 2022 Survey per | 2023 | | |
| Time span 2004 2014 No. 3.30) Wording of 1st quarter 2 B) A prolongs retain elderh | ation of the w. ly employees? If yes, which r of variable 2005 2015 Name sf_2011q1_ ation of the w. ly employees? | yes measures are 2006 2016 6 orking lifetime | adjustment c | 2008 2018 Label yes, via other | 2009 2019 r measures | 2010 | 2011 | 2022 Survey per | 2023 | | |
| Time span 2004 2014 No. 3.30) Wording of 1st quarter 2 B) A prolongs retain elderh | ation of the work yemployees? If yes, which respectively to the work of variable 2005 2015 Name sf_2011q1_ff question 2011 attion of the work yemployees? | yes measures are 2006 2016 6 orking lifetime | adjustment c | 2008 2018 Label yes, via other | 2009 2019 r measures | 2010 | 2011 | 2022 Survey per | 2023 | | |
| Time span 2004 2014 No. 3.30) Wording of 1st quarter 2 B) A prolong; retain elderh | ation of the work yemployees? If yes, which respectively to the work of variable 2005 2015 Name sf_2011q1_ff question 2011 attion of the work yemployees? | yes measures are 2006 2016 6 orking lifetime | adjustment of 2007 | 2008 2018 Label yes, via other | 2009 2019 r measures | 2010 | 2011 | 2022 Survey per | 2023 | | |



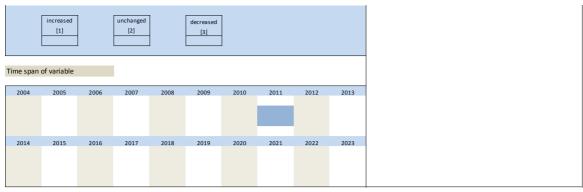
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|--------------|------------------|----------------|----------------|-----------------|----------------|--------------|-------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.31) | sf_2011q1_ | 7 | | no measures | | | | 1st quarter | 2011 | | once |
| Wording o | of question | | | | | | | | | | |
| | | | | | | | | | | | |
| 1st quarter | 2011 | | | | | | | | | Further information | |
| | gation of the wo | rking lifetime | is dicussed pu | blicly. Is ther | e a tendency i | n your compa | ny to | | | | |
| retain eldei | rly employees? | | | | | | | | | | |
| | | | , | | 2 | | | | | | |
| | | yes | 1 | | no | | | | | | |
| | If yes, which n | neasures are | implemented: | ? | | | | | | | |
| | ſ | | no measure [| ., | | | | | | | |
| | l | | no measure (| LJ | | | | | | | |
| _ | | | | | | | | | | | |
| Time spar | n 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 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| 0. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|----------|---|---------------|------|---------------|---------------|----------------|----------|-------------|--------|---------------------|------------------|
| 32) | sf_2011q2_ | _1 | l | recruitment v | ia job advert | isement in pri | nt media | 2nd quarte | r 2011 | | once |
| ording o | of question | | | | | | | | | Further information | |
| plemente | mpany is lookir ed? (multiple ar nof variable | nswers possib | le) | n measures of | | are predomin | antly | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|------------------|--------------|----------------|---------------|----------------|--------------|-------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.33) | sf_2011q2_ | _2 | | recruitment v | ia job adverti | sement onlin | e - | 2nd quarte | 2011 | | once |
| Wording | of question | | | own homepa | ge | | | | | | |
| wording c | n question | | | | | | | | | | |
| 2nd quarter | 2011 | | | | | | | | | Further information | |
| B) If your co | mpany is lookin | g for new em | plovees, which | h measures of | recruitment a | are predomin | antly | | | | |
| | ed? (multiple ar | | | | | · | · | | | | |
| | | | job advertise | ment online - | own homepas | re [1] | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| Time span | i oi valiable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. Name Label Survey particle Survey particle Survey particl | | | | | | | | | | | | | |
|--|---------|----------|----------------|------|------|-------------|----------------|---------------|-----------|-------------|--------|---------------------|------------------|
| Marie Survey Properties Part of process | No. | | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| No. Name Label Survey period Survey period Survey frequency | | | | _3 | | | via job advert | isement onlin | ie - | 2nd quarte | r 2011 | | once |
| Time span of variable | B) If y | your com | pany is lookin | | e) | | | | nantly | | | Further information | |
| No. Name | | | | | , | | , | | | | | | |
| No. Name | | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| No. Name Label Survey period Survey frequency 3.33) ST_2011Q2_4 recontinent via accord media/ social networks on 2nd quarter 2011 once Wording of question 2nd quarter 2011 Survey period Survey frequency Further information 81 for company is loading for new employers, which measures of recolument we predominantly implemented? (multiple social media/ social networks on the internet (1)) Time Span of variable No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey frequency No. Name Label Survey period Survey period Survey period Survey frequency No. Name Label Survey frequency No. Name Label Survey period Survey frequency | | 2004 | 2003 | 2000 | 2007 | 2000 | 2003 | 2010 | 2011 | 2012 | 2013 | | |
| 3.35 \$\frac{7}{201402} \frac{2}{4} | 2 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 3.35) \$\ \frac{1}{2}\ \text{2011q2} \ 4. \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ | | | | | | | | | | | | | |
| No. Name Label Survey period Survey frequency | No. | | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| Bit your company is looking for new employees, which measures of recruitment are predominantly employeemented? (multiple answer possible) | | | | _4 | | | via social med | dia/social ne | tworks on | 2nd quarte | r 2011 | | once |
| No. Name Label Survey period Survey frequency | imple | emented | ? (multiple an | | le) | | | | | | | | |
| No. Name | | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| No. Name Label Survey period Survey frequency 3.36) sf_2011q2_5 recruitment via personal contacts 2nd quarter 2011 once Wording of question 2nd quarter 2011 8) if your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible) personal contacts [1] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | | |
| 3.36) sf_2011q2_5 recruitment via personal contacts 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) personal contacts [1] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | 2 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 3.36) sf_2011q2_5 recruitment via personal contacts 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) personal contacts [1] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | | | | | | | | | | | |
| 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) 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 peri | iod | | Survey frequency |
| 2nd quarter 2011 B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers 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 | 3.36) |) | sf_2011q2_ | 5 | | recruitment | via personal o | contacts | | 2nd quarte | r 2011 | | once |
| B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible) personal contacts [1] 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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| | 2 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| No. Name Label Survey period Survey frequency | 2 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| No. Name Label Survey period Survey frequency | | | | | | | | | | | | | |
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| Wording | • | | | | | | | | | | | |
|--|---|--|--|--|----------------|-----------------|--------------------------|-----------------------|--------------|--|------------------------|---|
| 2nd quarte | er 2011 | | | | | | | | | Further information | | |
| | ompany is lookir ted? (multiple a | | | h measures of | recruitment | are predomin | antly | | | | | |
| in piemen | tea. (matepie a | isiners possi | universities | (1) | | | | | | | | |
| | | | | | | | | | | - | | |
| Time spa | in 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 peri | iod | _ | Survey frequency | - |
| | | | | | | | | | | | | |
| 3.38) | sf_2011q2 | _7 | | recruitment v | via federal em | nployment age | ncy | 2nd quarte | r 2011 | | once | |
| Wording | of question | | | | | | | | | | | |
| 2nd quarte | er 2011 | | | | | | | | | Further information | | |
| | ompany is lookir ted? (multiple a | | | h measures of | recruitment | are predomin | antly | | | | | |
| implemen | teur (multiple a | iswers possi | _ | oyment agenc | , [1] | | | | | | | |
| | | | rederar empr | oyment agenc | y [±] | | | | | | | |
| Time spa | in 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 | | | |
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| | | | | | | | | | | | | |
| No. | Name | | _ | Label | | | | Survey peri | fod | | Survey frequency | |
| No. | Name | _ | _ | Label | | _ | | Survey peri | od | | Survey frequency | _ |
| No. | Name sf_2011q2 | _8 | _ | | via recruitmer | nt events/ fair | s | Survey peri | | | Survey frequency | |
| 3.39) | | _8 | _ | | via recruitmer | nt events/ fair | s | | | | | |
| 3.39) | sf_2011q2 of question | _8 | | | via recruitmer | nt events/ fair | 5 | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c | sf_2011q2 of question er 2011 company is looking | ng for new er | | recruitment v | | | | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c | sf_2011q2 of question er 2011 | ng for new er | ble) | recruitment v | recruitment | | | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c | sf_2011q2 of question er 2011 company is looking | ng for new er | ble) | recruitment v | recruitment | | | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | sf_2011q2 of question er 2011 company is looking | ng for new er | ble) | recruitment v | recruitment | | | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | of question or 2011 company is lookir ted? (multiple an | ng for new er | ble) | recruitment v | recruitment | | | | | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | sf_2011q2 of question er 2011 company is lookin ted? (multiple and | ng for new er | recruitment o | recruitment v | recruitment | are predomin | antly | 2nd quarte | r 2011 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | sf_2011q2 of question er 2011 company is lookin ted? (multiple and | ng for new er | recruitment o | recruitment v | recruitment | are predomin | antly | 2nd quarte | r 2011 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | sf_2011q2 of question er 2011 company is lookin ted? (multiple and | ng for new er | recruitment o | recruitment v | recruitment | are predomin | antly | 2nd quarte | r 2011 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement | of question er 2011 company is lookir ted? (multiple ai | ng for new er nswers possil | recruitment of | h measures of events/fairs [1 | recruitment | are predomin | 2011 | 2nd quarte | 2013 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement Time spa | of question er 2011 company is lookir ted? (multiple ai | ng for new er nswers possil | recruitment of | h measures of events/fairs [1 | recruitment | are predomin | 2011 | 2nd quarte | 2013 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement Time spa 2004 | sf_2011q2 of question er 2011 company is lookin ted? (multiple al | ng for new er nswers possil | recruitment of | h measures of events/fairs [1 | recruitment | are predomin | 2011 | 2012 2022 | 2013 2023 | Further information | once | |
| 3.39) Wording 2nd quarte B) If your c implement Time spa | of question er 2011 company is lookir ted? (multiple ai | ng for new er nswers possil | recruitment of | h measures of events/fairs [1 | recruitment | are predomin | 2011 | 2nd quarte | 2013 2023 | Further information | | |
| 3.39) Wording 2nd quarte B) If your c implement Time spa 2004 | sf_2011q2 of question er 2011 company is lookin ted? (multiple al | ag for new er nswers possil 2006 | recruitment of | recruitment v h measures of events/fairs [1 2008 2018 Label demand of a | recruitment | are predomin | 2011 2021 | 2012 2022 | 2013 2023 | Further information | once | |
| 3.39) Wording 2nd quarte B) If your c implemen Time spa 2004 2014 No. | of question er 2011 company is looking ted? (multiple and purple) 2005 2015 Name | ag for new er nswers possil 2006 | recruitment of | h measures of events/fairs [1 | recruitment | are predomin | 2011 2021 | 2012 2022 Survey peri | 2013 2023 | Further information | once Survey frequency | |
| 3.39) Wording 2nd quarte B) If your c implemen Time spa 2004 2014 No. | sf_2011q2 of question er 2011 company is looking ted? (multiple and | ag for new er nswers possil 2006 | recruitment of | recruitment v h measures of events/fairs [1 2008 2018 Label demand of a | recruitment | are predomin | 2011 2021 | 2012 2022 Survey peri | 2013 2023 | Further information Further information | once Survey frequency | |
| 3.39) Wording 2nd quarte B) if your c implemen Time spa 2004 2014 No. 3.40) Wording 3rd quarte | sf_2011q2 of question er 2011 company is looking ted? (multiple and | 2006 | recruitment of 2007 | recruitment v | 2009 2019 | 2010 2020 | 2011 2021 20mpared | 2012 2022 Survey peri | 2013 2023 | | once Survey frequency | |
| 3.39) Wording 2nd quarte B) if your c implement Time spa 2004 2014 No. 3.40) Wording 3rd quarte B) Do you s | sf_2011q2 of question er 2011 company is lookin ted? (multiple all ted? (multiple all 2005 2015 Name sf_2011q3 of question er 2011 | 2006 2016 | continuent of the continuent o | h measures of events/fairs [1 2008 2018 2018 2018 2018 2018 2018 201 | 2009 2019 | 2010 2020 | 2011 2021 20mpared | 2012 2022 Survey peri | 2013 2023 | | once Survey frequency | |



| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-----------------------|--------------|------------------|--------------|------------------|-----------------|---------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.41) | sf_2011q3_ | 2 | | demand of a | pplicants fron | reland as c | ompared | 3rd quarter | 2011 | | once |
| | | | | to the past | | | | | | | |
| Wording (| of question | | | | | | | | | | |
| 3rd quarter | 2011 | | | | | | | | | Further information | |
| P) Do you o | ense a <u>changed</u> | domand of a | nulicants from | ho following | Ellequatrics | in the light on | | | | | |
| | nic problems in s | | | | EO COUITCI les - | in the light o | • | | | | |
| | | | | | | | | | | | |
| | the demand o | f applicants | from Ireland | as compared | d to the past | | | | | | |
| | | | | | | 1 | | | | | |
| | increased [1] | | unchanged [2] | | decreased [3] | | | | | | |
| | (-) | | (-) | | [5] | | | | | | |
| | | | | | | | | | | | |
| Time spai | n 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 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.42) | sf_2011q3_ | _3 | | demand of a | pplicants fron | ı Italy as com | pared | 3rd quarter | 2011 | | once |
| Mordina | of question | | | to the past | | | | | | | |
| vvoruing (| or question | | | | | | | | | | |
| 3rd quarter | 2011 | | | | | | | | | Further information | |
| B) Do you s | ense a <u>changed</u> | demand of a | pplicants from | he following | EU countries - | in the light o | f | | | | |
| | nic problems in s | | | | | | | | | | |
| | | | | | | | | | | | |
| | the demand o | fapplicants | from Italy as | compared to | the past | | | | | | |
| | | | | | | | | | | | |

| ш | the economic | se a <u>changed</u> c problems in s | ome EU count | tries - as of lat | e? | | in the light of | | | |
|---|--------------|--|----------------|-------------------|-------------|---------------|-----------------|------|------|------|
| | | increased [1] | f applicants f | unchanged | compared to | 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 |
|------------|-------------|--|------------------|---------------------|------------------|
| | | | | | |
| 3.43) | sf_2011q3_4 | demand of applicants from Portugal as compared | 3rd quarter 2011 | | once |
| | | to the past | | | |
| Wording | of question | | | | |
| 3rd quarte | er 2011 | | | Further information | |
| | | | | | |

| | the demand of increased [1] | some EU coun | tries - as of lat | as compare | | | f | | |
|-----------|-----------------------------|--------------|-------------------|------------|------|------|------|------|------|
| 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 peri | iod | | Survey frequency |
|-------------|-----------------------------|-------------------|-------------|----------------|-----------------|--------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | |
| 3.44) | sf_2011q3_5 | | demand of a | pplicants from | Spain as con | npared | 3rd quarter | r 2011 | | once |
| Wording o | f question | | to the past | | | | | | | |
| 3rd quarter | 2011 | | | | | | | | Further information | |
| n) n | nse a <u>changed</u> demand | -f!:t-f | Ab - f-11i | FII | : Ab 1:-ba -4 | | | | | |
| | ic problems in some EU | | | EU countries - | in the light of | | | | | |
| | | | | | | | | | | |
| | the demand of applica | ants from Snanier | as compare | d to the nast | | | | | | |
| | | | _ | u to the past | | | | | | |
| | increased | unchanged | | decreased | | | | | | |
| | [1] | [2] | + | [3] | | | | | | |
| | | | _ | | | | | | | |
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| 2004 | 2005 200 | 6 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| 2014 | 2013 201 | 2017 | 2016 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|---------------------------|----------------|-----------------|-------------------------------|----------------|---------------|---------------|-------------|--------|-------------------------------------|------------------|
| 3.45) | sf_2011q4_ of question | _1 | | relevance of vocational ed | | n approval of | foreign | 4th quarter | r 2011 | | once |
| 4th quarter | | | | | | | | | | Further information | |
| B) Does you | ur company feel | affected by th | he current reg | ulations* on a | pproval of for | eign vocation | al education? | | | *Regulations as of mid October 2011 | |
| | | regulations a | are relevant [1 | 1 | | | | | | | |
| | | regulations a | are not relevan | t [2] | | | | | | _ | |
| Time spar | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| 2014 | 2013 | | | | | | | | | | |

No. Name Label Survey period Survey frequency

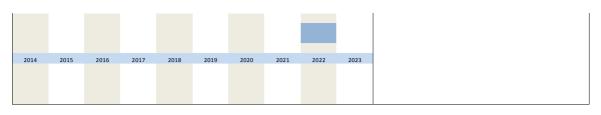
3.46) sf_2011q4_2 relevance of regulations on approval of foreign vocational education (direction)

Wording of question

| *Regulations as of mid October 2011 | | th quarter 2011 Further information | 4th quarter 2011 Further information | B) Does your | | | | | | | | | | |
|--|--|--|---|--|--|---|--------------------------------|-----------------------------|-------------------|-----------------|---------------|-------------|-------|-------------------------------------|
| *Regulations as of mid October 2011 | | | | | | | | | | | | | | Further information |
| 08 2009 2010 2011 2012 2013 | | | | | company feel | affected by th | ne current reg | gulations* on a | approval of for | reign vocation | al education? | | | *Regulations as of mid October 2011 |
| 2009 2010 2011 2012 2013 | Regulations as of mid October 2011 | *Regulations as of mid October 2011 | B) Does your company feel affected by the current regulations* on approval of foreign vocational education? *Regulations as of mid October 2011 | | | | | | | | | | | |
| 2009 2010 2011 2012 2013 | *Regulations as of mito October 2011 | *Regulations as of mid October 2011 | | | | regulations a | are relevant | | | | | | | |
| 008 2009 2010 2011 2012 2013 | regulations are relevant | | *Regulations as of mid October 2011 | | We feel | | | | | | | | | |
| 008 2009 2010 2011 2012 2013 | regulations are relevant | regulations are relevant | *Regulations as of mid October 2011 regulations are relevant | | | | Jeografy afflict | tod [1] | | | | | | |
| 2009 2010 2011 2012 2013 | We feel | We feel | *Regulations as of mid October 2011 We feel | | | | - | | | | | | | |
| | regulations are relevant | We feel | *Regulations as of mid October 2011 We feel | | | | slightly affli | cted [2] | | | | | | |
| | We feel | We feel sorely afflicted [1] | *Regulations as of mid October 2011 We feel sorely afflicted [1] | | | | not affected | [3] | | | | | | |
| | We feel sorely afflicted [1] | We feel sorely afflicted [1] slightly afflicted [2] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] | | | | | | | | | | | |
| | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel | Time span | of variable | | 1 | | | | | | | |
| 18 2019 2020 2021 2022 2023 | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 118 2019 2020 2021 2022 2023 | we feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] not affected [3] Time span of variable | | | | | | | | | | | |
| 118 2019 2020 2021 2022 2023 | we feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] not affected [3] Time span of variable | | | | | | | | | | | |
| | we feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | We feel | We feel | *Regulations as of mid October 2011 We feel sorely afflicted [1] | | | | | | | | | | | |
| | We feel | We feel | *Regulations as of mid October 2011 We feel sorely afflicted [1] | | | | | | | | | | | |
| | We feel | Time span of variable | *Regulations as of mid October 2011 We feel sorely afflicted [1] | - | - | | - | | | | | | | |
| | We feel | Time span of variable | *Regulations as of mid October 2011 We feel sorely afflicted [1] | No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| Survey period Survey frequency | | | *Regulations as of mid October 2011 We feel | | | | | | | | | | | |
| Survey period Survey frequency | | | *Regulations as of mid October 2011 We feel | 3.47) | sf_2012q1 | _1 | l e | | | n 1st half of 2 | 012 as | 1st quarter | 2012 | once |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once | Programmer Pro | We feel | *Regulations as of mid October 2011 regulations are relevant | Wording of | f question | | | compared to | end of 2011 | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once | Pegulations are relevant We feel | Pegulations are relevant We feel | **Regulations as of mid October 2011 **Regulations as of mid October | 1st quarter 2 | 2012 | | | | | | | | | Further information |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 | Time span of variable | We feel | Regulations are relevant We feel Sorely afflicted [1] Silightly afflicted [2] Inot affected [3] | | | | | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Time span of variable | | **Regulations as of mid October 2011 **Regulations as of mid October 2011 **We feel **Increase a soft mid October 2011 **Regulations as of mid October 2011 **Regulations as of mid October 2011 **Regulations as of mid October 2011 **Increase a soft mid October 2011 **Regulations as of mid October 2011 **Increase a soft mid October 2011 **I | | | | | | anged? | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | We feel | Sorely afflicted [1] | **Regulations are relevant We feel | | | | mpany is goin | g to be | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | We feel | Frequiations are relevant We feel | Regulations are relevant We feel | | | | .1 | | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Sorely afflicted [1] | Survey period Survey frequency Survey frequen | Regulations are relevant We feel | | | - | | | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Vivi feel | Survey period Survey frequency | Regulations are relevant We feel | | | higher [1] | | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Sorely afflicted [1] | Survey period Survey frequency | Regulations are relevant We feel | | | unchanged [2 | 2] | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Vivi feel | We feel | No. Name Label Survey period Survey frequency | | | lower [3] | | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | We feel | Sorety afflicted [1] | **Regulations are relevant We fed | | | cannot be sta | ated [4] | | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Sorely afficted 1 | Vertex V | **Regulations are retevant **We feel | | | | | | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Sorely afficted [1] | Vertex V | **Regulations are retevant **We feel | Time span | of variable | | | | | | | | | |
| opment of staff size in 1st half of 2012 as 1st quarter 2012 once ared to end of 2011 Further information | Sorely afficted 1 | We feel | Regulations are relevant We feel | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once Further information | Time span of variable | Pegulations are relevant We feel | **Regulations are relevant **We feet **Present | | | | | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once Further information | Time span of variable | Pegulations are relevant We feel | **Regulations are relevant **We feet **Present | | | | | | | | | | | |
| oppment of staff size in 1st half of 2012 as 1st quarter 2012 once Further information | Time span of variable | Pegulations are relevant We feel | **Regulations are relevant **We feet **Present | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| paperent of staff size in 1st half of 2012 as sared to end of 2011 Further information Purchased? | Vivo feel | No. Name Label Survey period Survey proquency | Time span of variable | 2014 | 2313 | 2010 | 2317 | 2010 | 2313 | 2020 | 2321 | 2322 | 2023 | |
| paperent of staff size in 1st half of 2012 as sared to end of 2011 Further information Purchased? | Vivo feel | No. Name Label Survey period Survey frequency | Time span of variable | | | | | | | | | | | |
| paperent of staff size in 1st half of 2012 as sared to end of 2011 Further information Purchased? | Vivo feel | No. Name Label Survey period Survey frequency | Time span of variable | | | | | | | | | | | |
| 1st quarter 2012 once | Vivo feel | No. Name Label Survey period Survey frequency | Time span of variable | | | | | | | | | | | |
| Speechanged? Subsection Staff size in 1st half of 2012 as 1st quarter 2012 | We find Spen of variable Survey period Survey frequency | We feel | Page | | Name | | | Label | | | | Survey peri | od | Survey frequency |
| Speechanged? Subsection Staff size in 1st half of 2012 as 1st quarter 2012 | We find Spen of variable Survey period Survey frequency | We feel | Page | No. | | | | 4 | | - 3-41 16 11 | 2012 - | 1ct growt | 2012 | |
| Survey period Survey frequency Survey frequen | We feet | We first | Time span of vortable | | cf 2012*1 | 2 | | uevei opment | ı ot staff size i | n 2nd half of 2 | 2012 as | ısı quarτer | /111/ | once |
| Survey period Survey frequency Survey frequen | Time span of variable | | Time span of variable | 3.48) | | _2 | | compared to | 1st half | | | | 2012 | 5.100 |
| Survey period Survey frequency Survey frequen | We feet | | Time span of variable | 3.48) | | _2 | | compared to | 1st half | | | | 2012 | J.CC |
| Survey period Survey frequency Survey frequen | Work first | We feet | Time span of variables | 3.48) Wording of | f question | _2 | | compared to | 1st half | | | | | |
| 1st quarter 2012 1st quarter 2012 2012 2013 2019 2020 2021 2022 2023 2024 2024 2024 2025 2025 2025 2026 | Working of question Supering History Supering | Vivoletar Interest Interest | Properties are relocated Properties Pr | 3.48) Wording of | f question | | our company | | | | | | | |
| 1st quarter 2012 1st quarter 2012 2012 2013 2019 2020 2021 2022 2023 2024 2024 2024 2025 2025 2025 2026 | New Label Survey period Survey frequency Survey Surve | Survey period Survey frequency Survey period Survey frequency Survey frequency | Page-181000 a size reflocate Worker Label | 3.48) Wording of 1st quarter 20 B) How is the | f question 2012 e number of er | mployees in yo | | likely to be ch | | | | | | |
| 1st quarter 2012 1st quarter 2012 2012 2013 2019 2020 2021 2022 2023 2024 2024 2024 2025 2025 2025 2026 | No. Name Label Survey frequency Three span of safiable. Survey frequency Survey f | Vivi feet | Page-inforce is a of minor Custor 2011 | 3.48) Wording of 1st quarter 2i B) How is the In the num | f question 2012 e number of er nber of employ 2nd half year | mployees in yo yees in our cor 2012 | mpany is goin | likely to be ch: g to be | | | | | | |
| 1st quarter 2012 1st quarter 2012 2012 2013 2019 2020 2021 2022 2023 2024 2024 2024 2025 2025 2025 2026 | Western | Vivi feet | Page-inforce is a of minor Custor 2011 | 3.48) Wording of 1st quarter 2i B) How is the In the num | f question 2012 e number of er nber of employ 2nd half year | mployees in yo yees in our cor 2012 | mpany is goin | likely to be ch: g to be | | | | | | |
| 1st quarter 2012 1st quarter 2012 2012 2013 2019 2020 2021 2022 2023 2024 2024 2024 2025 2025 2025 2026 | No. Name Label Survey frequency Three span of safiable. Survey frequency Survey f | Var bid | Trigger Section Sect | 3.48) Wording of 1st quarter 2i B) How is the In the num | f question 2012 e number of er nber of employ 2nd half year as compared | mployees in yo yees in our cor 2012 I to end of 1st l | mpany is goin | likely to be ch: g to be | | | | | | |
| Survey period Survey period Survey frequency Survey frequency | Working | True span of somble | Page | 3.48) Wording of 1st quarter 2i B) How is the In the num | f question 2012 e number of er nber of employ 2nd half year as compared | mployees in yo yees in our cor 2012 I to end of 1st l | mpany is goin half year 201 | likely to be ch: g to be | | | | | | |
| Survey period Survey period Survey frequency Survey frequency | | Worker | Manage | 3.48) Wording of 1st quarter 2i B) How is the In the num | f question 2012 e number of er nber of employ 2nd half year as compared | mployees in ye yees in our cor 2012 to end of 1st i higher [1] unchanged [2] | mpany is goin half year 201 | likely to be ch: g to be | | | | | | |
| | | Time span of variable | *Regulations as of mid October 2011 We feel sorely afflicted [2] not affected [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | 3.47) Wording of 1st quarter 2i B) How is the In the num | sf_2012q1_ f question 2012 e number of employ 1st half year 3 | mployees in yo yees in our cor 2012 | mpany is goin | devel opment compared to | end of 2011 | n 1st half of 2 | 012 as | | | once |
| | regulations are relevant We feel Sorely afflicted [1] | regulations are relevant We feel Sorely afflicted [1] | *Regulations as of mid October 2011 We feel sorely afflicted [1] | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 118 2019 2020 2021 2022 2023 | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | | | | | | | | | | | |
| 118 2019 2020 2021 2022 2023 | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] Time span of variable | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] not affected [3] Time span of variable | | | | | | | | | | | |
| 18 2019 2020 2021 2022 2023 | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] not affected [3] | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] | We feel sorely afflicted [1] slightly afflicted [2] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] | Time span | of variable | | | | | | | | | |
| | regulations are relevant We feel sorely afflicted [1] slightly afflicted [2] | We feel sorely afflicted [1] slightly afflicted [2] | *Regulations as of mid October 2011 We feel sorely afflicted [1] slightly afflicted [2] | | | | or anected | ·~1 | | | | | | |
| | We feel sorely afflicted [1] | We feel sorely afflicted [1] | *Regulations as of mid October 2011 We feel sorely afflicted [1] | | | | - | | | | | | | |
| | We feel | We feel | *Regulations as of mid October 2011 We feel | | | | slightly affli | cted [2] | | | | | | |
| 008 2009 2010 2011 2012 2013 | regulations are relevant | regulations are relevant | *Regulations as of mid October 2011 regulations are relevant | | | | sorely afflict | ted [1] | | | | | | |
| 2009 2010 2011 2012 2013 | regulations are relevant | regulations are relevant | *Regulations as of mid October 2011 regulations are relevant | | We feel | | | | | | | | | |
| 2009 2010 2011 2012 2013 | | | *Regulations as of mid October 2011 | | | regulations a | n e reievant | | | | | | | |
| 2009 2010 2011 2012 2013 | regulations as of fillio October 2011 | *Regulations as of mid October 2011 | | | 87777777 | | | | | | | | | |
| 2009 2010 2011 2012 2013 | *Devide Fore and mid Outstan 2011 | | B) Does your company feel affected by the current regulations* on approval of foreign vocational education? | | | | | | | | | | | *Regulations as of mid October 2011 |

2004 2005 2006 2007 2008 2009 2010 2011 2012 2013

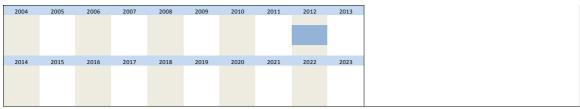
Time span of variable



| | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|------------|-------------------------------------|--------------|----------|---------------|--------|---------------|--------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.49) | sf_2012q1_3 | 3 | | | | n 2013 as con | npared | 1st quarter | 2012 | | once |
| Wording | of question | | | to the end of | 2012 | | | | | | |
| 1st quarte | r 2012 | | | | | | | | | Further information | |
| D) 11 i- 4 | he number of em | | | | 42 | | | | | | |
| 1 | ne number of em umber of employe | | | | ingear | | | | | | |
| | forecast for th | 2012 | | | | | | | | | |
| | as compared t | | 2 | | | | | | | | |
| | | | | | | | | | | | |
| | | nigher [1] | | | | | | | | | |
| | | unchanged [2 | !] | | | | | | | | |
| | | (2) | | | | | | | | | |
| | L' | ower [3] | | | | | | | | | |
| | | annot be sta | ited [4] | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | | | | 2000 | 2005 | 2010 | 2011 | LUIL | 2023 | | |
| 2004 | 2003 | 2000 | | | | | | | | | |
| 2004 | 2003 | 2000 | | | | | | | | | |
| 2004 | 2003 | 2000 | | | | | | | | | |
| 2004 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|-------------------|-----------------|----------------|---------------|---------------|--------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.50) | sf_2012q2 | _1 | | flexible work | ing hours via | gliding time | | 2nd quarte | r 2012 | | once |
| Wording of | f guestion | | | | | | | | | | |
| | • | | | | | | | | | I | |
| 2nd quarter | 2012 | | | | | | | | | Further information | |
| B) The compa | atibility of fam | ily and work is | an important | subject for m | any employee | es. | | | | | |
| | sures of flexible | | of working tir | ne does your | company offer | r? | | | | | |
| (multiple ans | swers possible |) | | | | | | | | | |
| | | gliding time [| 1] | | | | | | | | |
| | | | | | | | | | | - | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2005 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
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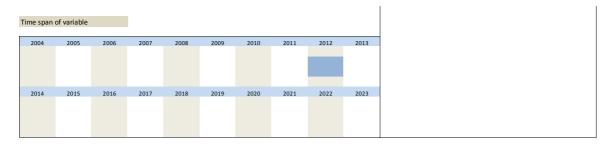
| No. | Name | Label | Survey period | | Survey frequency |
|-------------|---|---------------------------------------|------------------|---------------------|------------------|
| | | | | | |
| | | | | | |
| 3.51) | sf_2012q2_2 | flexible working hours via homeoffice | 2nd quarter 2012 | | once |
| | | | | | |
| Wording | of question | | | | |
| | | | | | |
| 2nd quart | er 2012 | | | Further information | |
| | | | | | |
| B) The con | npatibility of family and work is an in | nportant subject for many employees. | | | |
| Which me | easures of flexible organisation of wo | orking time does your company offer? | | | |
| (multiple a | answers possible) | | | | |
| | | | | | |
| | homeoffice [1] | | | | |
| | | | | | |
| | | | | | |
| Time spa | an of variable | | | | |
| | | | | | |



| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|--|---|---|-----------------------------|-------------------------------|--|---------------------------|------|----------------------------------|----------------------|---------------------|------------------|
| 3.52) | sf_2012q2_ | 3 | | flexible work | ting hours via | jobsharing | | 2nd quarte | r 2012 | | once |
| Nording o | of question | | | | | | | | | | |
| nd quarter | r 2012 | | | | | | | | | Further information | |
| | patibility of famil | | | | | | | | | | |
| | nswers possible) | | or working ti | ime does your | company one | rr | | | | | |
| | j | jobsharing [| L] | | | | | | | | |
| Γime spar | n 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 per | iod | | Survey frequency |
| | | | | | | | | , , | | | , |
| 3.53) | sf_2012q2_ | 4 | | flexible work | king hours via | partial retire | ment | 2nd quarte | r 2012 | | once |
| | | | | | | | | | | | |
| Wording o | of question | | | | | | | | | | |
| and quarter The comp | | organisation | | | | | | | | Further information | |
| nd quarter The comp Which mea | r 2012 patibility of famil asures of flexible nswers possible) | organisation | of working ti | | | | | | | Further information | |
| end quarter The comp Which mea multiple ar | patibility of famil asures of flexible nswers possible) | organisation partial retire | of working ti | ime does your | company offe | r? | | | | Further information | |
| and quarter The comp Which mea multiple ar | r 2012 patibility of famil asures of flexible inswers possible) | organisation | of working ti | | | | 2011 | 2012 | 2013 | Further information | |
| end quarter The comp Which mea multiple ar | patibility of famil asures of flexible nswers possible) | organisation partial retire | of working ti | ime does your | company offe | r? | 2011 | 2012 | 2013 | Further information | |
| end quarter The comp Which mea multiple ar | patibility of famil asures of flexible nswers possible) | organisation partial retire | of working ti | ime does your | company offe | r? | 2011 | 2012 | 2013 | Further information | |
| 2nd quarter 3) The comp Which mea multiple ar Fime spar | patibility of familisures of flexible inswers possible) in of variable 2005 | partial retire | of working ti | 2008 | 2009 | 2010 | | | | Eurther information | |
| 2nd quarter 3) The comp Which mea multiple ar Fime spar 2004 | patibility of familisures of flexible inswers possible) in of variable 2005 | partial retire | of working ti | 2008 | 2009 | 2010 | | | | Eurther information | |
| 2nd quarter 3) The comp Which mea multiple ar Fime spar 2004 | patibility of familisures of flexible inswers possible) in of variable 2005 | partial retire | of working ti | 2008 | 2009 | 2010 | | | 2023 | Further information | Survey frequency |
| 2004 2014 No. | patibility of famil asures of flexible nswers possible) n of variable 2005 | organisation partial retire 2006 | of working ti | 2008 2018 | 2009 | 2010 | | 2022 | 2023 iod | Further information | Survey frequency |
| Pind quarter The comp Which mea multiple ar 2004 2014 | patibility of familiasures of flexible inswers possible) n of variable 2005 2015 | organisation partial retire 2006 | of working ti | 2008 2018 | 2009 2019 | 2010 | | 2022 Survey per | 2023 iod | Eurther information | |
| Pind quarter The comp Which mea multiple ar 2004 2014 | patibility of familiasures of flexible inswers possible) n of variable 2005 2015 Name sf_2012q2_ of question | organisation partial retire 2006 | of working ti | 2008 2018 | 2009 2019 | 2010 | | 2022 Survey per | 2023 iod | Further information | |
| Pind quarter Time spar 2004 2014 No. 8.54) Wording (| patibility of familiasures of flexible asswers possible) n of variable 2005 2015 Name sf_2012q2_ of question r 2012 patibility of famili | organisation partial retire 2006 2016 | ment [1] 2007 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 freelancing | | 2022 Survey per | 2023 iod | - | |
| 2004 2014 No. 8.54) Wording Conductors of the company of the c | patibility of familiasures of flexible nswers possible) n of variable 2005 2015 Name sf_2012q2_ of question | organisation partial retire 2006 2016 | ment [1] 2007 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 freelancing | | 2022 Survey per | 2023 iod | - | |
| 2004 2014 No. 8.54) Wording Conductors of the company of the c | patibility of familiasures of flexible 2005 2015 Name sf_2012q2_ of question r 2012 patibility of familiasures of flexible nswers possible) | organisation partial retire 2006 2016 | ement [1] 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 freelancing | | 2022 Survey per | 2023 iod | - | |
| Pind quarter Time spar 2004 2014 No. 3.54) Wording conductors and quarter 3) The comp Which mea multiple ar | patibility of familiasures of flexible 2005 2015 Name sf_2012q2_ of question r 2012 patibility of familiasures of flexible nswers possible) | 2006 2016 | ement [1] 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 freelancing | | 2022 Survey per | 2023 iod | - | |
| Pind quarter Time spar 2004 2014 No. 3.54) Wording conductors and quarter 3) The comp Which mea multiple ar | patibility of familiasures of flexible nswers possible) 2005 Name sf_2012q2_ of question r 2012 patibility of familiasures of flexible nswers possible) | 2006 2016 | ement [1] 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 freelancing | | 2022 Survey per | 2023 iod | - | |
| Pind quarter Time spar 2004 2014 No. 3.54) Wording of Pind quarter The comp Which mea multiple ar | patibility of familiasures of flexible inswers possible) n of variable 2005 2015 Name sf_2012q2_ of question r 2012 patibility of familiasures of flexible inswers possible) | organisation partial retire 2006 2016 5 ly and work is organisation freelancing [| of working ti | 2008 2018 Label flexible work | 2009 2019 2019 anany employe company offer | 2010 2020 freelancing es. | 2021 | 2022 Survey per 2nd quarte | 2023 od r 2012 | - | |
| Pind quarter Time spar 2004 2014 No. 3.54) Wording of Pind quarter The comp Which mea multiple ar | patibility of familiasures of flexible inswers possible) n of variable 2005 2015 Name sf_2012q2_ of question r 2012 patibility of familiasures of flexible inswers possible) | organisation partial retire 2006 2016 5 ly and work is organisation freelancing [| of working ti | 2008 2018 Label flexible work | 2009 2019 2019 anany employe company offer | 2010 2020 freelancing es. | 2021 | 2022 Survey per 2nd quarte | 2023 od r 2012 | - | |

| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
|--|--|--|---|---|---|-------------------------------|------------|----------------------------------|-----------------------|--------------------------|
| | | | | | | | | | | |
| 3.55) | sf_2012q2 | _6 | | flexible work | ing hours via | working-time | accounts | 2nd quarte | r 2012 | once |
| Wording of | question | | | | | | | | | |
| 2nd quarter 2 | 2012 | | | | | | | | | Further information |
| B) The compa Which measu (multiple ansi | ures of flexible | organisation | of working ti | me does your | | | | | | |
| 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 per | iod | Survey frequency |
| 2.55) | sf_2012q2 | 7 | | 0 | | | | 2nd quarte | - 2012 | once |
| | | _/ | | flexible work | ang nours via | sabbaticai | | zna quarte | 1 2012 | once |
| Wording of | question | | | | | | | | | |
| 2nd quarter 2 | 2012 | | | | | | | | | Further information |
| B) The compa | atibility of fam | ily and work is | s an important | t subject for m | nany employe | es. | | | | |
| Which measu (multiple ans | ures of flexible | | of working tir | | | | | | | |
| (multiple ans | wers possible | ١ | | me aoes your | company offe | r? | | | | |
| | | 1 | | me does your | company offe | r? | | | | |
| | | sabbatical (1 | | me does your | company offe | r? | | | | |
| Time snan | | 1 | | me does your | company offe | r? | | | | |
| Time span | of variable | sabbatical [1 | 1] | | | | | | | |
| Time span | | 1 | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | of variable | sabbatical [1 | 1] | | | | 2011 | 2012 | 2013 | |
| 2004 | of variable | sabbatical [1 | 2007 | 2008 | 2009 | 2010 | | | | |
| | of variable | sabbatical [1 | 1] | | | | 2011 | 2012 | 2013 | |
| 2004 | of variable | sabbatical [1 | 2007 | 2008 | 2009 | 2010 | | | | |
| 2004 | of variable | sabbatical [1 | 2007 | 2008 | 2009 | 2010 | | | | |
| 2004 | of variable | sabbatical [1 | 2007 | 2008 | 2009 | 2010 | | | | |
| 2004 | of variable | sabbatical [1 | 2007 | 2008 | 2009 | 2010 | | | 2023 | Survey frequency |
| 2004 2014 No. | of variable 2005 2015 | 2006 2016 | 2007 | 2008 2018 Label | 2009 | 2010 | 2021 | 2022 Survey per | 2023 iod | |
| 2004 2014 No. | of variable 2005 2015 | 2006 2016 | 2007 | 2008 2018 Label | 2009 | 2010 | 2021 | 2022 | 2023 iod | Survey frequency once |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q2 | 2006 2016 | 2007 | 2008 2018 Label | 2009 | 2010 | 2021 | 2022 Survey per | 2023 iod | |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q2 | 2006 2016 | 2007 | 2008 2018 Label | 2009 | 2010 | 2021 | 2022 Survey per | 2023 iod | |
| 2004 2014 No. 3.57) Wording of 2nd quarter 2 | of variable 2005 2015 Name sf_2012q2 f question 2012 | 2006 2016 | 2007 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which meass | of variable 2005 2015 Name sf_2012q2 f question 2012 attibility of fam ures of flexible | 2006 2016 8 8 ily and work is erganisation | 2007 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| 2004 2014 No. 3.57) Wording of 2nd quarter 2 B) The compa | of variable 2005 2015 Name sf_2012q2 f question 2012 stibility of famures of flexible wers possible | 2006 2016 8 8 ily and work is organisation | 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which meass | of variable 2005 2015 Name sf_2012q2 f question 2012 stibility of famures of flexible wers possible | 2006 2016 8 8 ily and work is erganisation | 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which measu (multiple ans) | of variable 2005 2015 Name sf_2012q2 question 2012 attibility of fam ures of flexible wers possible | 2006 2016 8 8 ily and work is organisation | 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which meass | of variable 2005 2015 Name sf_2012q2 question 2012 attibility of fam ures of flexible wers possible | 2006 2016 8 8 ily and work is organisation | 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which measu (multiple ans) | of variable 2005 2015 Name sf_2012q2 question 2012 attibility of fam ures of flexible wers possible | 2006 2016 8 8 ily and work is organisation | 2007 2017 2017 | 2008 2018 Label flexible work | 2009 2019 | 2010 2020 other measur | 2021 | 2022 Survey per | 2023 iod | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which measu (multiple ansu | of variable 2005 2015 Name sf_2012q2 f question 2012 attibility of fam ures of flexible wers possible | 2006 2016 2016 8 8 iiy and work is corganisation | 2007 2017 2017 s an important of working the cres [1] | 2008 2018 Label flexible work t subject for mee does your | 2009 2019 and the state of the | 2010 2020 other measur es. | 2021 es | 2022 Survey per 2nd quarte | 2023 od r 2012 | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which measu (multiple ansu | of variable 2005 2015 Name sf_2012q2 f question 2012 attibility of fam ures of flexible wers possible | 2006 2016 2016 8 8 iiy and work is corganisation | 2007 2017 2017 s an important of working the cres [1] | 2008 2018 Label flexible work t subject for mee does your | 2009 2019 2019 anany employe company offer | 2010 2020 other measur es. | 2021 es | 2022 Survey per 2nd quarte | 2023 od r 2012 | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which measu (multiple ansu | of variable 2005 2015 Name sf_2012q2 f question 2012 attibility of fam ures of flexible wers possible | 2006 2016 2016 8 8 iiy and work is corganisation | 2007 2017 2017 s an important of working the cres [1] | 2008 2018 Label flexible work t subject for mee does your | 2009 2019 2019 anany employe company offer | 2010 2020 other measur es. | 2021 es | 2022 Survey per 2nd quarte | 2023 od r 2012 | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which meass (multiple ans) | of variable 2005 2015 Name sf_2012q2 f question 2012 stibility of fam ures of flexible wers possible 2005 | 2006 2016 2016 88 8 iily and work is expansiation Other measure 2006 | 2007 2017 2017 s an important of working til | 2008 2018 Label flexible work t subject for me does your | 2009 2019 anany employe company offe | 2010 2020 other measur es. r? | 2021 es | 2022 Survey per 2nd quarte | 2023 ood r 2012 | once |
| No. 3.57) Wording of 2nd quarter 2 B) The compa Which meass (multiple ans) | of variable 2005 2015 Name sf_2012q2 f question 2012 stibility of fam ures of flexible wers possible 2005 | 2006 2016 2016 88 8 iily and work is expansiation Other measure 2006 | 2007 2017 2017 s an important of working til | 2008 2018 Label flexible work t subject for me does your | 2009 2019 anany employe company offe | 2010 2020 other measur es. r? | 2021 es | 2022 Survey per 2nd quarte | 2023 ood r 2012 | once |

| Wording of | f guestion | | | | | sonnel plannir | | 3rd quarter | | once |
|--|---|---|-----------------------------------|----------------------------------|-------------------------------------|----------------------|-----------|---------------------|-------------|-----------------------|
| | 4 | | | 6 months (y/ | /n) | | | | | |
| 3rd quarter 2 | 2012 | | | | | | | | | Further information |
| B) Does the [| Euro-crisis affe | ct the person | nel planning | of your compai | nv during the | next 6 months | ;? | | | |
| , | | | | . , | , , | | | | | |
| | | , | | | _ | | | | | |
| | | yes [1] | | | no[2] | | | | | |
| Time cnan | 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 peri | iod | Survey frequency |
| | | | | | | | | canto, pon | | sano, noquani, |
| 3.59) | sf_2012q3_ | _2 | | | | sonnel plannir | ng next 6 | 3rd quarter | r 2012 | once |
| Wording of | f question | | | months (dire | ection) | | | | | |
| 3rd quarter 2 | 2012 | | | | | | | | | Further information |
| | | | | | | | | | | |
| B) Does the E | Euro-crisis affe | ct the person | nel planning o | of your compar | ny during the | next 6 months | ? | | | |
| | | | | | | | | | | |
| | | 7 | | | 7 | | | | | |
| | (//////// | yes | | (/////// | no | | | | | |
| | If yes: | a Furo-crisis | the number o | of employees in | n our company | ris likalytour | ndergo a | | | |
| | because of th | ie Euro-Crisis | tile number c | ii emproyees m | irour company | ris likely to ul | iuei go a | | | |
| | | strong reduc | tion [1] | | | | | | | |
| | | slight reduct | tion [2] | | | | | | | |
| | | 8 | | | | | | | | |
| | | | 2000 [3] | | | | | | | |
| | | almost no ch | nange [3] | | | | | | | |
| | | | | | | | | | | |
| | | almost no ch | se [4] | | | | | | | |
| | | almost no ch | se [4] ase [5] | | | | | | | |
| | | almost no ch slight increa | se [4] ase [5] | | | | | | | |
| Time snan | | almost no ch slight increa | se [4] ase [5] | | | | | | | |
| | of variable | almost no ch | se [4] ase [5] ated [6] | | | | | | | |
| Time span | | almost no ch slight increa | se [4] ase [5] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | of variable | almost no ch | se [4] ase [5] ated [6] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | of variable | almost no ch | se [4] ase [5] ated [6] | | | | | | | |
| | of variable | almost no ch | se [4] ase [5] ated [6] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | of variable | almost no ch | se [4] ase [5] ated [6] | | | | | | | |
| 2004 | of variable | almost no ch | se [4] ase [5] ated [6] | | | | | | | |
| 2004 | of variable 2005 2015 | almost no ch | se [4] ase [5] ated [6] | 2018 | | | | 2022 | 2023 | Survey frequency. |
| 2004 | of variable | almost no ch | se [4] ase [5] ated [6] | | | | | | 2023 | Survey frequency |
| 2004 2014 No. | of variable 2005 2015 | almost no ch | se [4] ase [5] ated [6] | 2018 Label reaction to e | 2019 | 2020 | | 2022 | 2023 Tod | Survey frequency once |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q4 | almost no ch | se [4] ase [5] ated [6] | 2018 Label | 2019 | 2020 | | 2022 Survey peri | 2023 Tod | |
| 2004 2014 No. 3.60) | of variable 2005 2015 Name sf_2012q4 f question | almost no ch | se [4] ase [5] ated [6] | 2018 Label reaction to e | 2019 | 2020 | | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q4 f question | almost no ch | se [4] ase [5] ated [6] | 2018 Label reaction to e | 2019 | 2020 | | 2022 Survey peri | 2023 Tod | |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta | se [4] ase [5] ated [6] 2007 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 | of variable 2005 2015 Name sf_2012q4 f question | almost no ch slight increa strong increa cannot be sta | se [4] ase [5] ated [6] 2007 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 B) How is you (multiple ans | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta 2006 2016 | se [4] ase [5] ated [6] 2007 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 B) How is you (multiple ans | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta 2006 2016 | se [4] ase [5] ated [6] 2007 2017 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 B) How is you (multiple ans | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta 2006 2016 | se [4] ase [5] ated [6] 2007 2017 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 B) How is you (multiple ans | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta 2006 2016 | se [4] ase [5] ated [6] 2007 2017 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |
| 2004 2014 No. 3.60) Wording of 4th quarter 2 B) How is you (multiple ans | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company go | almost no ch slight increa strong increa cannot be sta 2006 2016 1 | se [4] ase [5] ated [6] 2007 2017 | Label reaction to e working-time | 2019 economic slow e accounts | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 Tod | once |



| No. | | Name | | | Label | | | | Survey peri | od | | Survey frequency | ı |
|------|-------------|------------|------|------|----------------|---------------|----------------|-------|-------------|------|---------------------|------------------|---|
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| 3.61 | 1) | sf_2012q4_ | _2 | | reaction to e | onomic slow | down, w.r.t | | 4th quarter | 2012 | | once | |
| Wo | ording of | f question | | | temporary co | ntracts | | | | | | | |
| 4th | quarter 2 | 2012 | | | | | | | | | Further information | | 1 |
| (mu | ultiple ans | | | | my is (further |) weakening i | n the next hal | fyear | | | | | |
| | | | | | | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | l |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | l |
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| No. | Name | | | Label | | | | Survey peri | od | Survey frequency | |
|---------------|---------------------------------|---------------|---------------|-----------------|---------------|----------------|--------|-------------|------|---------------------|--|
| | | | | | | | | | | | |
| 3.62) | sf_2012q4 | _3 | | reaction to e | conomic slow | down, w.r.t | | 4th quarter | 2012 | once | |
| | | | | agency work | ers | | | | | | |
| Wording of | f question | | | | | | | | | | |
| 4th quarter 2 | 2012 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| | ur company go swers possible | | ase the econo | omy is (further |) weakening i | n the next hal | f year | | | | |
| multiple ans | swers possible | , | | | | | | | | | |
| | agency worke | ner. | | | | | | | | | |
| | agency work | 21 5 | | | | | | | | | |
| | | reduction [1] | | | | | | | | | |
| | | 1 | , | | | | | | | | |
| | <u> </u> | no change [2 | J | | | | | | | | |
| | | increase [3] | | | | | | | | | |
| | | not applicab | I= (4) | | | | | | | | |
| | | посаррисав | ie [4] | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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Wording of question

3.63)

sf_2012q4_4

reaction to economic slowdown, w.r.t

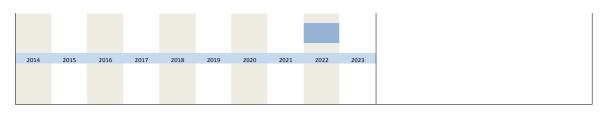
core workforce

4th quarter 2012

Survey period Survey frequency

once

| 4th quarter 2 | 2012 | | | | | | | | | Further information |
|---|---|---|----------------|---|----------------------|----------------------|---------|---------------------|-------------|--------------------------|
| | | | | | | | | | | ruither illiornation |
| | ur company goi | | case the econo | omy is (further | r) weakening | in the next ha | lf year | | | |
| (multiple ans | swers possible) | 1 | | | | | | | | |
| | | | | | | | | | | |
| | core workford | e | | | | | | | | |
| | | reduction [1] | ı | | | | | | | |
| | | no change [2 | 1 | | | | | | | |
| | | no change (2 | 1 | | | | | | | |
| | | increase [3] | | | | | | | | |
| | | not applicab | le [4] | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| Time Span | or 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 peri | iod | Survey frequency |
| | | | | | | | | | | |
| 3.64) | sf_2012q4_ | _5 | | reaction to e | conomic slow | vdown, w.r.t | | 4th quarter | r 2012 | once |
| Wording of | fauction | | | extra hours | | | | | | |
| Wording of | ii question | | | | | | | | | |
| 4th quarter 2 | 2012 | | | | | | | | | Further information |
| P) How is you | ur company goi | ing to root in | rara tha acan | amu is /furthau | r) wookoning | in the next ha | lf waar | | | |
| | swers possible) | | iuse the econ | omy is truitine. | , weathering | in the next no | , | | | |
| | | | | | | | | | | |
| | extra hours | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | reduction [1] | ı | | | | | | | |
| | | reduction [1] | | | | | | | | |
| | | no change [2 | | | | | | | | |
| | | | | | | | | | | |
| | | no change [2 |] | | | | | | | |
| | | no change [2 increase [3] |] | | | | | | | |
| Time span | | no change [2 increase [3] |] | | | | | | | |
| | of variable | no change [2 increase [3] not applicab |] le [4] | | | | | | | |
| Time span | | no change [2 increase [3] |] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | of variable | no change [2 increase [3] not applicab |] le [4] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | of variable | no change [2 increase [3] not applicab |] le [4] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | of variable | no change [2] increase [3] not applicab |] | | | | | | | |
| | of variable | no change [2 increase [3] not applicab |] le [4] | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | of variable | no change [2] increase [3] not applicab |] | | | | | | | |
| 2004 | of variable | no change [2] increase [3] not applicab |] | | | | | | | |
| 2004 | of variable | no change [2] increase [3] not applicab |] | | | | | | | |
| 2004 | of variable 2005 | no change [2] increase [3] not applicab |] | 2018 | | | | 2022 | 2023 | Suppliferumper |
| 2004 | of variable | no change [2] increase [3] not applicab |] | | | | | | 2023 | Survey frequency |
| 2004 2014 No. | of variable 2005 2015 | no change [2 increase [3] not applicab 2006 |] | 2018 | 2019 | 2020 | | 2022 Survey peri | 2023 iod | |
| 2004 2014 No. | of variable 2005 | no change [2 increase [3] not applicab 2006 |] | 2018 Label reaction to e | 2019 | 2020 | | 2022 | 2023 iod | Survey frequency once |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q4_ | no change [2 increase [3] not applicab 2006 |] | 2018 | 2019 | 2020 | | 2022 Survey peri | 2023 iod | |
| 2004 2014 No. 3.65) | of variable 2005 2015 Name sf_2012q4_f question | no change [2 increase [3] not applicab 2006 |] | 2018 Label reaction to e | 2019 | 2020 | | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. | of variable 2005 2015 Name sf_2012q4_f question | no change [2 increase [3] not applicab 2006 |] | 2018 Label reaction to e | 2019 | 2020 | | 2022 Survey peri | 2023 iod | |
| 2004 2014 No. 3.65) Wording of | of variable 2005 2015 Name sf_2012q4 f question | no change [2] increase [3] not applicab 2006 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4_f question | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 ff question 2012 ur company goi | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 ff question 2012 ur company goi | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 ff question 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 ff question 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4_f question 2012 ur company goi | no change [2] increase [3] not applicab 2006 2016 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicable 2006 2016 define to ract in the reduction [1] no change [2] | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 f question 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicable 2006 2016 6 | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 fquestion 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicable 2006 2016 define to ract in the reduction [1] no change [2] | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording O | of variable 2005 2015 Name sf_2012q4 fquestion 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicab 2006 2016 6 ing to ract in the control of the change [2] increase [3] | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording of the description | of variable 2005 2015 Name sf_2012q4_ ff question 2012 ur company goi | no change [2] increase [3] not applicab 2006 2016 6 ing to ract in the control of the change [2] increase [3] | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |
| 2004 2014 No. 3.65) Wording of the description | of variable 2005 2015 Name sf_2012q4 fquestion 2012 ur company goiswers possible) short-time wo | no change [2] increase [3] not applicab 2006 2016 6 ing to ract in the control of the change [2] increase [3] | 2007 2017 | 2018 Label reaction to e short-time w | 2019 conomic slow | 2020 vdown, w.r.t | 2021 | 2022 Survey peri | 2023 iod | once |



| | Name | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-------------------------|---------------------|-----------------|------------------|---------------|--------------|-------------|------|---------------------|------------------|
| | | | | | | | | | | |
| 3.66) | sf_2013q1_1 | | demand of ap | plicants fron | Greece durin | glast | 1st quarter | 2013 | | once |
| Wording | of question | | 12 months | | | | | | | |
| vvolung | or question | | | | | | | | | |
| 1st quarter | 2013 | | | | | | | | Further information | |
| B) How did | the demand of applican | ts from the followi | ng EU countrie: | s - in the light | of the econon | nic problems | | | | |
| | ing the last 12 months? | | • | | | | | | | |
| | demand of applicant | from Greece | | | | | | | | |
| | | | | | | | | | | |
| | reducti | on [1] | | | | | | | | |
| | no cha | ige [2] | | | | | | | | |
| | | | | | | | | | | |
| | increas | e [3] | | | | | | | | |
| | not app | licable [4] | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | |
| | n of variable | | 2000 | 2000 | 2040 | 2011 | 2042 | 2042 | | |
| Time spa | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | 6 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 6 2007 | | | | | | | | |
| 2004 | n of variable | 6 2007 | | | | | | | | |

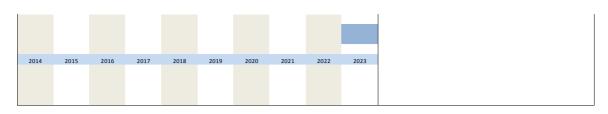
| 67) | sf_2013q1 | _2 | | | oplicants from | Ireland during la | ist : | 1st quarter 2 | 2013 | | once | |
|--------------|----------------------------------|----------------|----------------|-----------------|------------------|-------------------|------------|---------------|------|---------------------|------|--|
| Vording of | f question | | | 12 months | | | | | | | | |
| st quarter 2 | 2013 | | | | | | | | | Further information | | |
| | | | | | | | | | | | | |
| | ne demand or ng the last 12 n | | m the followin | ng EU countrie: | s - in the light | of the economic p | oropiems - | | | | | |
| | | | | | | | | | | | | |
| | demand of a | ppiicants fron | nireland | | | | | | | | | |
| | | reduction [1] | | | | | | | | | | |
| | | 1 | | | | | | | | | | |
| | | no change [2 |] | | | | | | | | | |
| | | • | | | | | | | | | | |
| | | increase [3] | | | | | | | | | | |
| | | _ | | | | | | | | | | |
| | | increase [3] | le [4] | | | | | | | | | |
| | | _ | ile [4] | | | | | | | | | |
| ime span | | _ | le [4] | | | | | | | | | |
| | of variable | not applicab | | 2008 | 2000 | 2010 | 2011 | 2012 | 2012 | | | |
| ime span | | _ | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | not applicab | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | not applicab | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | not applicab | | 2008 | 2009 | | 2011 | 2012 | 2013 | | | |
| 2004 | of variable | not applicab | 2007 | | | | | | | | | |
| 2004 | of variable | not applicab | 2007 | | | | | | | | | |

Survey frequency

| No. | Name | Label | Survey period | | Survey frequency |
|-------------|--|---|------------------|---------------------|------------------|
| | | | | | |
| 3.68) | sf_2013q1_3 | demand of applicants from Italy during last | 1st quarter 2013 | | once |
| Wording o | of question | 12 months | | | |
| 1st quarter | 2013 | | | Further information | |
| | the demand of applicants from ng the last 12 months? | the following EU countries - in the light of the economic problem | s - | | |

| | | pplicants from | n Italy | | | | | | | | |
|--|--|--|----------------|--------------------------------------|--|------------------------|----------------|---------------------|-------------|---------------------|--------------------------|
| | demand of a | - | | | | | | | | | |
| | | reduction [1] | | | | | | | | | |
| | | no change [2 |] | | | | | | | | |
| | | increase [3] | | | | | | | | | |
| | | not applicab | le [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 peri | iod | | Survey frequency |
| 140. | Nume | | | Luber | | | | Survey pen | iou | | Survey frequency |
| 3.69) | sf_2013q1 | _4 | | | pplicants from | m Portugal dur | ing last | 1st quarter | r 2013 | | once |
| Wording of | question | | | 12 months | | | | | | | |
| 1st quarter 2 | 013 | | | | | | | | | Further information | |
| B) How did th | ne demand of | applicants fro | m the followir | ng EU countrie | s - in the light | of the econor | nic problems | | | | |
| | g the last 12 n | | | | | | | | | | |
| | demand of a | pplicants from | n Portugal | | | | | | | | |
| | | reduction [1] | | | | | | | | | |
| | | no change [2 | 1 | | | | | | | | |
| | | increase [3] | | | | | | | | | |
| | | not applicab | [۸] ما | | | | | | | | |
| | | Inot applicab | ic [4] | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| Z004 | of variable 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | 2018 | | | | 2022 | 2023 | | Survey frequency |
| 2004 | 2005 | | | | | | | | 2023 | | Survey frequency |
| 2004 2014 No. | 2005 | 2016 | | 2018 Label demand of a | 2019 | | 2021 | 2022 | 2023 iod | | Survey frequency once |
| 2004 2014 No. | 2005 2015 Name sf_2013q1_ | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 iod | | |
| 2004 2014 No. 3.70) | 2005 2015 Name sf_2013q1_ f question | 2016 | | 2018 Label demand of a | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 | 2005 2015 Name sf_2013q1 question | 2016 | 2017 | Label demand of all 12 months | 2019 | 2020 | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 2015 Name sf_2013q1 question | 2016 5 applicants from | 2017 | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 2015 Name sf_2013q1 question 013 ne demand of g the last 12 n | 2016 5 applicants from | 2017 | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 f question 013 the demand of ag demand of ag | 2016 _5 applicants froi | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 2015 Name sf_2013q1 question 013 ne demand of g the last 12 n demand of a g | 2016 _5 applicants from onths? | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 f question 013 the demand of ag demand of ag | 2016 5 applicants from nonths? poplicants from reduction [1] | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 f question 013 the demand of ag demand of ag | 2016 | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 f question 013 the demand of ag demand of ag | 2016 5 applicants from this? poplicants from [1] preduction [1] no change [2] | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 question 013 the demand of ag demand of ag | 2016 | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2004 2014 No. 3.70) Wording of 1st quarter 20 B) How did th | 2005 Name sf_2013q1 question 013 the demand of ag demand of ag | 2016 | m the followin | Label demand of all 12 months | 2019 | 2020 m Spain during | 2021 t last | 2022 Survey peri | 2023 iod | Further information | |
| 2014 No. 3.70) Wording of 1st quarter 2i B) How did th change during | 2005 Name sf_2013q1, question 013 demand of ag demand of ag of variable | applicants from conths? poplicants from preduction [1] no change [2] increase [3] | m the followin | 2018 Label demand of all 12 months | 2019 pplicants from s - in the light | 2020 m Spain during | 2021 | Survey peri | 2023 iod | Further information | |
| 2004 2014 No. Wording of 1st quarter 2i B) How did th change during | 2005 Name sf_2013q1, question 013 demand of ag demand of ag of variable | applicants from conths? poplicants from preduction [1] no change [2] increase [3] | m the followin | 2018 Label demand of all 12 months | 2019 pplicants from s - in the light | 2020 m Spain during | 2021 | Survey peri | 2023 iod | Further information | |
| 2014 No. 3.70) Wording of 1st quarter 2i B) How did th change during | 2005 Name sf_2013q1, question 013 demand of ag demand of ag of variable | applicants from conths? poplicants from preduction [1] no change [2] increase [3] | m the followin | 2018 Label demand of all 12 months | 2019 pplicants from s - in the light | 2020 m Spain during | 2021 | Survey peri | 2023 iod | Further information | |

| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|--------------|-----------------------------------|-----------------|----------------|------------------------------|------------------|---------------|---------------|-------------|--------|--|------------------|
| 3.71) | sf_2013q1_ | 6 | l | actively sear | ching for ann | icants form | | 1st quarte | r 2013 | | once |
| | of question | | | a.m. EU-state | | | | | | | |
| | | | | | | | | | | Further information | |
| 1st quarter | | | | | | | | | | ruttler illiornation | |
| | the demand of ng the last 12 m | | n the followi | ng EU countrie | s - in the light | of the econor | mic problems | • | | | |
| | | | | | | | | | | *Greece, Ireland, Italy, Portugal, Spain | |
| | | ely searching f | for applicants | from the abo | ve mentioned | EU-states* | | | | | |
| | | yes [1] | | | no[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 | No | | | Label | | | | Control | ind . | | Company from |
| No. | Name | | | Label | | | | Survey per | lod | | Survey frequency |
| 3.72) | sf_2013q2_ | _1 | | plans w.r.t. n | umber of part | time jobs by | the end of 20 | 2nd quarte | r 2013 | | once |
| Wording o | of question | | | | | | | | | | |
| 2nd quarter | 2013 | | | | | | | | | Further information | |
| B) Are you p | lanning to chan | ige the numbe | er of part-tim | e jobs until th | e end of 2014 | ? | | | | | |
| | | | | | | | | | | | |
| | We are plann | ing to the s | upply of part- | time jobs nex | t year | | | | | | |
| | | increase [1] | | | | | | | | | |
| | | no change [2] | l | | | | | | | | |
| | | reduction[3] | | | | | | | | | |
| | | no part-time j | jobs [4] | | | | | | | | |
| _ | | | | | | | | | | | |
| | 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 per | iod | | Survey frequency |
| 3.73) | sf_2013q2_ | า | | dl | -6b | | - 4 | 2nd quarte | r 2012 | | once |
| | | | | development last 2-3 year | | part-time job | s during | Ziiu quarte | 1 2015 | | once |
| - | of question | | | | | | | | | | |
| 2nd quarter | | | | | | | | | | Further information | |
| B) Are you p | lanning to chan | ge the numbe | er of part-tim | e jobs until th | e end of 2014 | ? | | | | | |
| | During the la | st 2 to 3 years | we have th | e number of p | art-time jobs | | | | | | |
| | | increase [1] | | | | | | | | | |
| | | no change [2] | ı | | | | | | | | |
| | | reduction[3] | | | | | | | | | |
| | | | iohs [4] | | | | | | | | |
| | | no part-time j | Jous [4] | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |



| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|--------------------|---------------------------|-----------------|-------------|-------------------------------|--------|----------------|--------|-------------|--------|---------------------|------------------|
| 3.74) Wording o | sf_2013q3_ of question | _1 | | home-office e organisation | | s part of comp | oany x | 3rd quarter | r 2013 | | once |
| 3rd quarter | 2013 | | | | | | | | | Further information | |
| B) Are home | eoffice worksta | tions part of y | our company | organisation? | | | | | | | |
| , | | | | | | | | | | | |
| | _ | - | | | l | | | | | | |
| | | yes [1] | | | no [2] | | | | | | |
| | | yes [1] | | | no [2] | | | | | | |
| Time spar | n of variable | yes [1] | | | no [2] | | | | | | |
| Time span | | yes [1] | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | • | 2007 | • | ` | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | • | 2007 | • | ` | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | • | 2007 | • | ` | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | 2008 | 2009 | | | | | | |
| 2004 | n of variable | 2006 | | 2008 | 2009 | | | | | | |

| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|--|------------------|-------------|----------------|---------------|----------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.75) | sf_2013q3 | _2 | | development | | | | 3rd quarter | r 2013 | | once |
| Wording o | faucstion | | | employments | during last 4 | -5 years | | | | | |
| wording o | ii question | | | | | | | | | | |
| 3rd quarter | 2013 | | | | | | | | | Further information | |
| B) Are home | office worksta | itions part of y | our company | organisation? | | | | | | | |
| | | | | | | | | | | | |
| | <i>\(\(\) \(</i> | lves | | <i>\\\\\\</i> | no | | | | | | |
| | ,,,,,,,,, | 4. | | ********** | | | | | | | |
| | If yes: | | | | | | | | | | |
| | During the la | st 4 to 5 years | we have th | e supply of ho | meoffice | | | | | | |
| | | increased [1] | | | | | | | | | |
| | | | | | | | | | | | |
| | | unchanged [2 | :] | | | | | | | | |
| | | reduced [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 |
|---------------|---|---|------------------|---------------------|------------------|
| | | | | | |
| 3.76) | sf_2013q3_3 | plans w.r.t. number of home-office employments | 3rd quarter 2013 | | once |
| Wording of | f question | by the end of 2014 | | | |
| 3rd quarter 2 | 2013 | | | Further information | |
| B) Are home | office workstations part of your compan | y organisation? | | | |
| | ////////////////////////////////////// | ////////////////////////////////////// | | | |
| | If yes: | | | | |
| | As compared to the current state we are | e planning to the supply of homeoffice until the end of | 2014 | | |

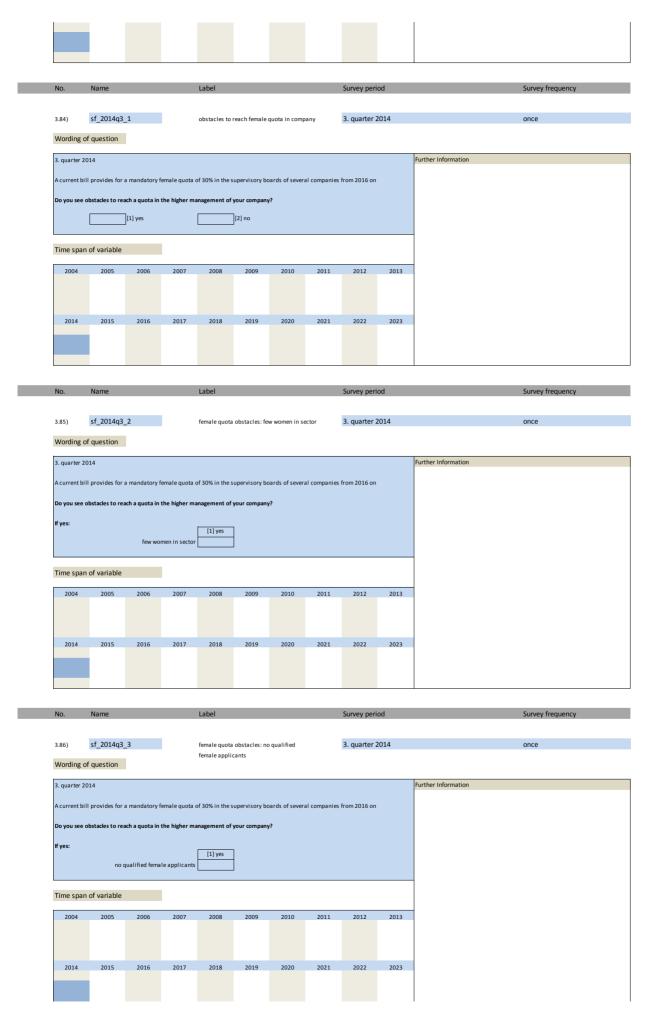
| | | increased [1] | | | | | | | |
|-----------|-------------|---------------|------|------|------|------|------|------|------|
| | | unchanged [2 |] | | | | | | |
| | | reduced [3] | | | | | | | |
| T' | of contable | | | | | | | | |
| rime span | of variable | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| | | | | | | | | | |
| | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | | | | | | | | | 2020 |
| | | | | | | | | | |
| | | | | | | | | | |

| | Name | | | Label | | | | Survey per | riod | | Survey frequency |
|------------|------------------|-----------------|---------------|------------------|-------------|----------------|------|------------|--------|---------------------|------------------|
| 3.77) | sf_2013q3 | _4 | ı | intend to intr | oduce home- | office employr | ment | 3rd quarte | r 2013 | | once |
| Wording | of question | | | | | | | | | | |
| 3rd quarte | er 2013 | | | | | | | | | Further information | |
| B) Are hor | neoffice worksta | tions part of y | our company | organisation? | | | | | | | |
| | 57777777 | n. | | 5 <i>7777777</i> | | | | | | | |
| | | yes | | | no | | | | | | |
| | If no: | | | | | | | | | | |
| | | | | | | | | | | | |
| | | We are plan | ning to newly | offer homeoffi | ce | | | | | | |
| Time en | | We are plan | ning to newly | offer homeoffi | ce | | | | | _ | |
| | an of variable | | | | | | | | | - | |
| Time spa | | We are plant | ning to newly | offer homeoffi | ce 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | an of variable | | | | | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | an of variable | 2006 | 2007 | 2008 | 2009 | | | | | | |
| | an of variable | | | | | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | an of variable | 2006 | 2007 | 2008 | 2009 | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|----------------------|---------------|-------------------|-----------------|----------------|---------------|------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.78) | sf_2013q4_ | _1 | | euro crisis: ir | | onnel plannii | ng | 4th quarter | 2013 | | once |
| Wording | of question | | | next 6 months | s (y/n) | | | | | | |
| 4th quarter | 2013 | | | | | | | | | Further information | |
| R) Does the | Euro-crisis affe | rt the nerson | nel planning of | vour compan | v during the n | ext 6 months | ? | | | | |
| b) Does the | E EUI O-CI ISIS AITE | ct the person | iei piaiiiiiig oi | your compan | y during the n | iext o months | i. | | | | |
| | | | | | | | | | | | |
| | | ves [1] | | | no [2] | | | | | | |
| | | yes [1] | | | no [2] | | | | | | |
| Time spa | | yes [1] | | | no [2] | | | | | | |
| Time spa | n of variable | | l | | | | | | | | |
| Time spa | | yes [1] | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | 2008 | 2009 | | | | | | |

| | Name | | | | | | | Survey per | | | |
|---|---|--|--|--|-----------------|-----------------|--------------|------------------------|----------------------|---------------------|------------------------|
| | | | | | | | | | | | |
| 3.79) | sf_2013q4 | _2 | | euro crisis: i next 6 month | | sonnel plannin | g | 4th quarte | er 2013 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2013 | | | | | | | | | Further information | |
| B) Does the | Euro-crisis affe | ct the person | nel planning o | of your compan | ny during the r | next 6 months | ? | | | | |
| | | | | | | | | | | | |
| | | Ja | | <i>\\\\\\\</i> | no | | | | | | |
| | If yes: | | | | | | | | | | |
| | Because of th | ie Euro-crisis | the number o | f employees in | our company | is likely to un | dergo a | | | | |
| | | | strong reduc | tion [1] | | | | | | | |
| | | | _ | | | | | | | | |
| | | | slight reduct | | | | | | | | |
| | | | no change [3 | 3] | | | | | | | |
| | | | slight increa | ise [4] | | | | | | | |
| | | | strong incre | ase [5] | | | | | | | |
| | | | cannot be st | ated [6] | | | | | | | |
| | | | | | | | | | | | |
| Time spai | n 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 per | riod | | Survey frequency |
| | | | | | | | | | | | |
| 3.80) | sf_2014q1 | _1 | | | ge: impact on | personnel 20: | 14 | Survey per 1. quarter | | | Survey frequency once |
| 3.80) | | _1 | | | ge: impact on | personnel 20: | 14 | | | | |
| 3.80) | sf_2014q1_ of question | 1 | | | ige: impact on | personnel 20: | 14 | | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitie | sf_2014q1_of question | clares the im | | minimum wa | | | | 1. quarter | | Further Information | |
| 3.80) Wording of the coalitic line which was | sf_2014q1_ of question | eclares the im | unt of your co | minimum wa | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement deay will this affer | eclares the im ct the head co cle developm | ount of your co | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affering economic cy | eclares the im ct the head co cle developm | ount of your co | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affer ng economic cy | eclares the im ct the head co cle developme personnel w | ount of your co ent) ill presumably | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affer ng economic cy | ctares the im tt the head co cle developm personnel w | ount of your co | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affer ng economic cy | eclares the imention the head cocle development personnel w | ent of your co ent) ill presumably e | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affer ng economic cy | ct the head cocle development personnel we p | ent) ill presumably | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1_of question 2014 on agreement de ay will this affer ng economic cy | eclares the imention the head cocle development personnel w | ent) ill presumably | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1 of question 2014 2014 2014 2014 2014 2014 | ct the head cocle development personnel we p | ent) ill presumably | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic in which w. (disregardi Due to min | sf_2014q1_ of question 2014 on agreement de ay will this affer ng economic cy ilimum wage our 2014 | cclares the im to the head co cle developm personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your co ent) ill presumably e | minimum wa of the all-enco | ompassing mi | nimum wage s | tarting from | 1. quarter | 2014 | Further Information | |
| 3.80) Wording (1. quarter 2 The coalitic In which w. (disregardi | sf_2014q1 of question 2014 2014 2014 2014 2014 2014 | ct the head cocle development personnel we p | ent) ill presumably | minimum wa of the all-enco ompany? | | | | 1. quarter | | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic in which w. (disregardi Due to min | sf_2014q1_ of question 2014 on agreement de ay will this affer ng economic cy ilimum wage our 2014 | cclares the im to the head co cle developm personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your co ent) ill presumably e | minimum wa of the all-enco | ompassing mi | nimum wage s | tarting from | 1. quarter | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min | sf_2014q1 of question 2014 on agreement de ay will this affer ng economic cy imum wage our 2014 | cclares the immediate the head coccle developmed with personnel wi | unt of your coent) ill presumably e | of the all-encompany? | ompassing mi | nimum wage s | tarting from | 1. quarter 1/1/2015. | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic in which w. (disregardi Due to min | sf_2014q1_ of question 2014 on agreement de ay will this affer ng economic cy ilimum wage our 2014 | cclares the im to the head co cle developm personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your co ent) ill presumably e | minimum wa of the all-enco | ompassing mi | nimum wage s | tarting from | 1. quarter | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min | sf_2014q1 of question 2014 on agreement de ay will this affer ng economic cy imum wage our 2014 | cclares the immediate the head coccle developmed with personnel wi | unt of your coent) ill presumably e | of the all-encompany? | ompassing mi | nimum wage s | tarting from | 1. quarter 1/1/2015. | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min | sf_2014q1 of question 2014 on agreement de ay will this affer ng economic cy imum wage our 2014 | cclares the immediate the head coccle developmed with personnel wi | unt of your coent) ill presumably e | of the all-encompany? | ompassing mi | nimum wage s | tarting from | 1. quarter 1/1/2015. | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min Time spai | sf_2014q1 of question 2014 on agreement de ay will this affen ng economic cy ilmum wage our 2014 | cclares the immediate the head coccle developmed with personnel wi | unt of your coent) ill presumably e | of the all-encompany? | ompassing mi | nimum wage s | tarting from | 1. quarter 1/1/2015. | 2014 | Further Information | once |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min | sf_2014q1 of question 2014 on agreement de ay will this affer ng economic cy imum wage our 2014 | cclares the immediate the head coccle developmed with personnel wi | unt of your coent) ill presumably e | of the all-encompany? | ompassing mi | nimum wage s | tarting from | 1. quarter 1/1/2015. | 2014 | Further Information | |
| 3.80) Wording of 1. quarter 2 The coalitic In which was (disregardi Due to min Time spai | sf_2014q1 of question 2014 on agreement de ay will this affen ng economic cy ilmum wage our 2014 | cclares the im to the head co cle developme personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your coent) ill presumably e | of the all-encompany? | 2009 | nimum wage s | 2011 | 1. quarter 1/1/2015. | 2014 2013 2023 | Further Information | once |
| 3.80) Wording (1. quarter 2 The coalitic lin which was (disregard) Due to min Time spate 2004 2014 No. | sf_2014q1 of question 2014 on agreement day will this affer ng economic cy 2014 2014 2014 2015 Name | cclares the im to the head co cle developme personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your coent) ill presumably e | of the all-encompany? | 2009 | 2010 2020 | 2011 | 1. quarter 1/1/2015. | 2014 2013 2023 | Further Information | once Survey frequency |
| 3.80) Wording (1. quarter 2 The coalitic lin which was (disregard) Due to min Time spate 2004 2014 No. | sf_2014q1_ of question 2014 on agreement de ay will this affer ng economic cy imum wage our 2014 | cclares the im to the head co cle developme personnel w [1] increase [2] no chang [3] decrease [4] no staten | unt of your coent) ill presumably e | of the all-encompany? | 2009 | 2010 2020 | 2011 | 1. quarter 1/1/2015. | 2014 2013 2023 | Further Information | once Survey frequency |

| | ig economic cy | cle developm | ent) | | | | | | | | |
|--|--|--|---|--|------------------------------------|-----------------------|-------------------------|----------------------------|-------------|---------------------|------------------|
| Due to minin | | | | | | | | | | | |
| | mum wage our | personnel w | ill presumably | | | | | | | | |
| | ab 2015 | | | | | | | | | | |
| | | [1] increase | | | | | | | | | |
| | | - - | | | | | | | | | |
| | | [2] no chang | e | | | | | | | | |
| | | [3] decrease | | | | | | | | | |
| | | [4] no staten | nent | | | | | | | | |
| | | | | | | | | | | | |
| 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 peri | iod | | Survey frequency |
| | | | | | | | | | | | ., ., ., |
| 3.82) | sf_2014q2 | _1 | | early retirem | nent: more ear | ly retirement | expected | 2. quarter | 2014 | | once |
| Wording of | f auestion | | | | | | | | | | |
| _ | • | | | | | | | | | | |
| 2. quarter 20 | 014 | | | | | | | | | Further Information | |
| | government cu uction presum | | | | etirement wit | n 63 to allow f | for early ente | ring retirement | | | |
| | , | ,, · | | | | | | | | | |
| | ect early retire ext two years | | | equently in yo | our company | | | | | | |
| | | [1] yes | | | | | | | | | |
| | | _ | | | | | | | | | |
| | | [2] no | | | | | | | | | |
| | | [3] no staten | nent | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| Time span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | 2023 | | Survey frequency |
| 2004 | 2005 | | | 2018 | | | | 2022 | 2023 | | Survey frequency |
| 2004 2014 No. | 2005 | 2016 | | 2018 | 2019 | | 2021 | 2022 | 2023 | | Survey frequency |
| 2004 2014 No. | 2005 2015 Name | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | | |
| 2004 2014 No. 3.83) | 2005 2015 Name sf_2014q2, f question | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Eighter Information | |
| 2004 2014 No. | 2005 2015 Name sf_2014q2, f question | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further Information | |
| No. 3.83) Wording of the federal g | 2005 2015 Name sf_2014q2, ff question 014 government cu | 2016 2 | 2017 | 2018 Label early retirem | 2019 | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 3.83) Wording of 2. quarter 20 The federal g with no dedu | 2005 2015 Name sf_2014q2, ff question 014 government cu cuction presum. | 2016 2 rrently discussably already f | 2017 sses regulation from summer 2 | Label early retirem | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you exper | 2005 2015 Name sf_2014q2, ff question 014 government cu uction presum: | 2016 _2 _2 | 2017 sses regulation from summer 2 | Label early retirem | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 2 2 2 2 ment to be ut compared to | 2017 sses regulation from summer 2 illised more from before? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 2015 Name sf_2014q2, ff question 014 government cu uction presum: | 2016 2 rrently discussibly already function be ut compared to age of person | 2017 sses regulation from summer 2 illised more from before? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 2 2 2 2 ment to be ut compared to | 2017 sses regulation from summer 2 illised more from before? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 rrently discussibly already function be ut compared to age of person | 2017 sses regulation from summer 2 illised more from before? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 rrently discussibly already forment to be ut compared to age of person [1] yes [2] no | 2017 sses regulation from summer 2 sillsed more frobefore? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 rrently discus ably already function age of person [1] yes | 2017 sses regulation from summer 2 sillsed more frobefore? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no. If yes: do you | 2005 Name sf_2014q2 of question 1014 government cu uction presum. sct early retire ext two years | 2016 2 rrently discussibly already forment to be ut compared to age of person [1] yes [2] no | 2017 sses regulation from summer 2 sillsed more frobefore? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you experduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presument cut early retires ext two years u expect short | 2 2 2 2 2 ment to be ut compared to age of person [1] yes [2] no [3] no staten | 2017 sses regulation from summer 2 fillsed more fro before? nel? | Label early retirem as regarding recorded on. equently in you | 2019 nent: expected etirement with | shortage of p | ersonnel for early ente | Survey period 2. quarter : | 2023 ood | Further Information | |
| No. 2014 No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you expeduring the no. If yes: do you | 2005 Name sf_2014q2, f question 014 government cu uction presum: xct early retire; ext two years u expect short | 2016 2 rrently discussibly already forment to be ut compared to age of person [1] yes [2] no | 2017 sses regulation from summer 2 sillsed more frobefore? | Label early retirem as regarding re 2014 on. | 2019 nent: expected | 2020 shortage of p | 2021 ersonnel | 2022 Survey peri | 2023 dod | Further Information | |
| No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you experduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presument cut early retires ext two years u expect short | 2 2 2 2 2 ment to be ut compared to age of person [1] yes [2] no [3] no staten | 2017 sses regulation from summer 2 fillsed more fro before? nel? | Label early retirem as regarding recorded on. equently in you | 2019 nent: expected etirement with | shortage of p | ersonnel for early ente | Survey period 2. quarter : | 2023 ood | Further Information | |
| No. 3.83) Wording of 2. quarter 20 The federal g with no dedu Do you experduring the no | 2005 Name sf_2014q2 of question 1014 government cu uction presument cut early retires ext two years u expect short | 2 2 2 2 2 ment to be ut compared to age of person [1] yes [2] no [3] no staten | 2017 sses regulation from summer 2 fillsed more fro before? nel? | Label early retirem as regarding recorded on. equently in you | 2019 nent: expected etirement with | shortage of p | ersonnel for early ente | Survey period 2. quarter : | 2023 ood | Further Information | |



| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
|---|---|---|--|------------------------------|----------------|----------------|--------------|-----------------------|------|--------------------------|
| 2.07) | of 2014=2 | 4 | | | | | | 2 | 2014 | |
| 3.87) | sf_2014q3_ | _4 | | on qualificat | | ecision based | | 3. quarter | 2014 | once |
| Wording of | f question | | | | | | | | | |
| 3. quarter 20 | 014 | | | | | | | | | Further Information |
| A current bil | II provides for a | a mandatory i | female quota d | of 30% in the | supervisory b | oards of sever | al companies | from 2016 on | | |
| Do you see o | obstacles to rea | ich a quota in | the higher ma | anagement of | vour compan | v? | | | | |
| | astacles to rea | icii u quotu iii | the ingher me | anagement of | your compan | , | | | | |
| If yes: | | | | [1] yes |] | | | | | |
| | decision b | ased on qual | lification only | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | 1 |
| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
| | | | | | | | | | | |
| 3.88) | sf_2014q3_ | _5 | | female quota | obstacles: o | ther reasons | | 3. quarter | 2014 | once |
| Wording o | f question | | | | | | | | | |
| 2 20 | 214 | | | | | | | | | Further Information |
| 3. quarter 20 |)14 | | | | | | | | | ruttler momaton |
| A current bil | II provides for a | a mandatory i | female quota o | of 30% in the | supervisory b | oards of sever | al companies | from 2016 on | | |
| Do you see o | obstacles to rea | ich a quota in | the higher ma | anagement of | your compan | y? | | | | |
| If yes: | | | | | , | | | | | |
| | | | other reasons | [1] yes | - | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2003 | 2000 | 2007 | 2000 | 2003 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | | | | | | | | | | |
| 2014 | | | | | | | | | | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| No. | 2015 Name | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Survey per | | Survey frequency |
| No. | Name | | 2017 | Label | _ | _ | 2021 | Survey per | iod | |
| No. 3.89) | | | 2017 | Label | 2019 | _ | 2021 | | iod | Survey frequency once |
| 3.89) | Name | | 2017 | Label | _ | _ | 2021 | Survey per | iod | |
| 3.89) | Name sf_2014q4_ f question | | 2017 | Label | _ | _ | 2021 | Survey per | iod | |
| 3.89) Wording of | Name sf_2014q4_ f question | 1 | | Label | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question 014 r the new year of | _1 of training ha | is started. | Label | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question | _1 of training ha | is started. | Label | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question 014 r the new year o | _1 of training ha | is started. | Label | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ ff question 014 r the new year of mapany have diff | _1 of training ha | is started. | Label | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question 014 r the new year of napany have diff | of training ha fficulties findi [1] yes [2] no | is started. | Label difficulties fi | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question 014 r the new year of napany have diff | of training ha fficulties findi [1] yes [2] no | is started. | Label difficulties fi | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september | Name sf_2014q4_ f question on on napany have dif | of training ha fficulties findi [1] yes [2] no | is started. | Label difficulties fi | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 20 In september Did your corr | Name sf_2014q4_ ff question 014 r the new year of napany have diff | _1 of training ha fficulties findi [1] yes [2] no [3] no trained | is started. ing trainees? ee positions off | Label difficulties fi | inding trainee | 5 | | Survey per 4. quarter | 2014 | once |
| 3.89) Wording of 4. quarter 2C In september | Name sf_2014q4_ f question on on napany have dif | of training ha fficulties findi [1] yes [2] no | is started. | Label difficulties fi | _ | _ | 2021 | Survey per | iod | once |
| 3.89) Wording of 4. quarter 2C In september Did your corr Time span | Name sf_2014q4_ ff question 014 r the new year of napany have diff | _1 of training ha fficulties findi [1] yes [2] no [3] no trained | is started. ing trainees? ee positions off | Label difficulties fi | inding trainee | 5 | | Survey per 4. quarter | 2014 | once |
| 3.89) Wording of 4. quarter 20 In september Did your corr | Name sf_2014q4_ ff question 014 r the new year of napany have diff | _1 of training ha fficulties findi [1] yes [2] no [3] no trained | is started. ing trainees? ee positions off | Label difficulties fi | inding trainee | 5 | | Survey per 4. quarter | 2014 | once |
| 3.89) Wording of 4. quarter 20 In september Did your com | Name sf_2014q4_ ff question 014 r the new year of napany have diff | _1 of training ha fficulties findi [1] yes [2] no [3] no trained | is started. ing trainees? ee positions off | Label difficulties fi | inding trainee | 5 | | Survey per 4. quarter | 2014 | once |

| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|--------------|-----------------|--------------------|-----------------|-----------------------------|-----------------|-----------|------|--------------|------|---------------------|------------------|
| 3.90) | sf_2014q4_ | 2 | | measures to | fill trainee po | scitions: | | 4. quarter 2 | 2014 | | once |
| | of question | - * | | underwriting | | isitions. | | 4. quarter 2 | 2014 | | once |
| | | | | | | | | | | Further Information | |
| 4. quarter 2 | | | | | | | | | | ruttler information | |
| | e special measu | | n trainee posi | tions? | | | | | | | |
| (multiple no | ominations are | | | [1] yes |] | | | | | | |
| | | underwrit | ing guarantee | | | | | | | | |
| Time spar | 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 peri | iod | | Survey frequency |
| | | | | | | | | | | | |
| 3.91) | sf_2014q4 | _3 | | measures to mentoring pr | | sitions: | | 4. quarter 2 | 2014 | | once |
| Wording o | of question | | | | | | | | | | |
| 4. quarter 2 | 014 | | | | | | | | | Further Information | |
| Did you take | e special measu | res to fill ope | n trainee posi | tions? | | | | | | | |
| (multiple no | ominations are | possible) | | [1] yes | 7 | | | | | | |
| | | mentor | ing programs | |] | | | | | | |
| Time snar | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| 3.92) | sf_2014q4 | _4 | | measures to | fill trainee po | sitions: | | 4. quarter 2 | 2014 | | once |
| Wording o | of question | | | new recruitm | ent channels | | | | | | |
| 4. quarter 2 | 014 | | | | | | | | | Further Information | |
| | e special measu | res to fill ope | n trainee posi | tions? | | | | | | | |
| | ominations are | | · | | | | | | | | |
| , | | tment channel | s (eg Online) | [1] yes | | | | | | | |
| | new recruit | encenanne | . (cg. Ollille) | | 1 | | | | | | |
| Time spar | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

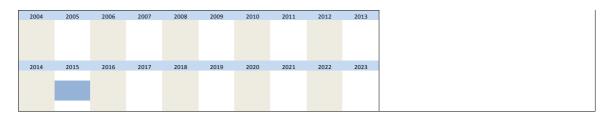
| uestion | | foreign search | | | | 4. quarter | | once |
|--|--|---|---|--|--|--|---|--|
| | | TOTEIGH SEATCH | h | | | | | |
| | | | | | | | | Further Information |
| ecial measures to fill o | man trainaa nasi | tions? | | | | | | |
| | pen trainee pos | cions: | | | | | | |
| nations are possible) | | [1] yes | | | | | | |
| search in | foreign countries | | | | | | | |
| variable | | | | | | | | |
| 2005 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| lame | | Label | | | | Survey per | iod | Survey frequency |
| f 2014a4 6 | | measures to f | ill trainee po | sitions: | | 4. quarter | 2014 | once |
| | | others | | | | 4 | | |
| | | | | | | | | Further Information |
| | | | | | | | | Total Hillington |
| | pen trainee posi | tions? | | | | | | |
| nations are possible) | | [1] yes | | | | | | |
| | others | | | | | | | |
| variable | | | | | | | | |
| 2005 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| .ame | | Label | | | | Survey per | iod | Survey frequency |
| f_2014q4_7 | | measures to fi | ill trainee po | sitions: | | 4. quarter | | |
| | | no measures | | | | 4. quarter | 2014 | once |
| uestion | | no measures | | | | 4. quarter | 2014 | once |
| uestion | | no measures | | | | 4. quarter | | |
| 1 | open trainee posi | | | | | 4. quarter | | once |
| ecial measures to fill o | pen trainee posi | | | | | 4. quarter | | |
| ecial measures to fill o | | itions? | | | | 4. quarter | | |
| ecial measures to fill o | open trainee posi | itions? | | | | 4. quarter | | |
| ecial measures to fill o | | itions? | | | | 4. quarter | | |
| e cial measures to fill (nations are possible) no : | | itions? | 2009 | 2010 | 2011 | 2012 | | |
| ecial measures to fill on attions are possible) no: variable | pecial measures | [1] yes | 2009 | 2010 | 2011 | | | |
| ecial measures to fill on attions are possible) no: variable | pecial measures | [1] yes | 2009 | 2010 | 2011 | | | |
| ecial measures to fill on attions are possible) no: variable | pecial measures | [1] yes | 2009 | 2010 | 2011 | | | |
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| ecial measures to fill dinations are possible) no: variable 2005 2006 | pecial measures | [1] yes 2008 | | | | 2012 | 2013 | |
| ecial measures to fill of nations are possible) no: variable 2005 2006 | pecial measures | [1] yes 2008 | | | | 2012 | 2013 | Further Information |
| ecial measures to fill dinations are possible) no: variable 2005 2006 | pecial measures | [1] yes 2008 | | | | 2012 | 2013 | |
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| ecial measures to fill of nations are possible) no: variable 2005 2006 2015 2016 | pecial measures | [1] yes 2008 2018 | 2019 | 2020 | 2021 | 2012 2022 Survey per | 2013 2023 | Further Information Survey frequency |
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| | | 1 | 1] yes | | | [2] no | | | | |
|--------|-----------|--------|--------|------|------|--------|------|------|------|------|
| Time s | pan of va | riable | | | | | | | | |
| 200 | 4 2 | 005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
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| 201 | 4 2 | 015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|---------------|------------------|---------------|-----------------|----------------|-----------------|-----------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.97) | sf_2015q1_ | _1 | | offering cont | racts for work | | | 1st quarter | r 2015 | | once |
| Wording o | f question | | | | | | | | | | |
| Lst quarter 2 | 2015 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| s your comp | oany offering co | ntracts for w | ork? | | | | | | | | |
| | | [1] yes | | | [2] no | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| No. | Name | | | Label | | | | Survey peri | ind | | Survey frequency |
| v O. | Nume | | | Lubei | | | | Survey peri | iou | | Survey frequency |
| 3.98) | sf_2015q1_ | 2 | | number of co | ntracts for wo | ork last 2 year | re | 1st quarter | 2015 | | once |
| | | - - | | number of co | included for we | ork rast 5 year | 3 | 15t quarter | 2013 | | once |
| Wording o | f question | | | | | | | | | | |
| Lst quarter 2 | 2015 | | | | | | | | | Further information | |
| | ,, | | | | | | | | | | |
| s your comp | oany offering co | ntracts for w | ork? | | | | | | | | |
| f yes: | | | | | | | | | | | |
| Ouring the la | ast 3 years the | number of co | intracts for wo | rk in our com | pany | | | | | | |
| | | | | , | | | | | | | |
| | | | | [1] increased | | | | | | | |
| | | | | [2] did not ch | ange | | | | | | |
| | | | | [3] decreased | 1 | | | | | | |
| | | | | 1,7, ==0.0030 | | | | | | | |
| ime span | of variable | | | | | | | | | | |
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| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| | | | | | | | | | | | |
| 00) | cf 2015a1 | • | | | | | | 1ct quarter | 2015 | | once |

| No. | Name | Label | Survey period | | Survey frequency |
|---------------|----------------------------------|---|------------------|---------------------|------------------|
| | | | | | |
| 3.99) | sf_2015q1_3 | share of employees with university degree | 1st quarter 2015 | | once |
| | | | | | |
| Wording o | f question | | | | |
| 1st quarter 2 | 2015 | | | Further information | |
| Employee sc | thool degree | | | | |
| | estimated percentage of your emp | ployees with university degree? | | | |
| | | [1] less than 5% | | | |
| | | [2] 5% - 25% | | | |

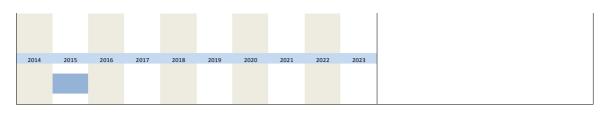
| | | | | [3] 25% - 50% | Š. | | | | | |
|--|---|--|---------------------------------------|--|--|-------------|------|--------------------------|--------------|---|
| | | | | [4] more than | 1 50% | | | | | |
| Time span of | f variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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| | | | | | | | | | | |
| No. Na | Name | | | Label | | | | Survey peri | iod | Survey frequency |
| 3.100) sf | f_2015q1_4 | 4 | | | rs employed tr | | | 1st quarter | 2015 | once |
| Wording of qu | question | | | lower second | dary education | a | | | | |
| 1st quarter 2015 | 15 | | | | | | | | | Further information |
| Have trainees winduring the last 5 | | wing school d | degree been e | employed in yo | our company | | | | | |
| | | ower second | lary | | [1] yes | | | | | |
| | | ducauo | | | | | | | | |
| Time span of | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| | | | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | | | | | | | I . |
| 2014 | 2015 | 2016 | 2017 | | | | | | | |
| | | 2016 | 2011 | | | | | | | |
| | 2015 | 2016 | 2021 | Label | _ | | | Survey peri | od | Survey frequency |
| No. Na 3.101) sf | Name .f_2015q1_5 | | LULI | in last 5 year | rs employed tr chool leaving c | | _ | Survey peri | | Survey frequency once |
| No. Na 3.101) sf | Name of_2015q1_squestion | | | in last 5 year | | | | | | once |
| No. Na 3.101) sf Wording of qu 1st quarter 2015 | Name of _2015q1_5 question | 5 | | in last 5 year. secondary sc | chool leaving o | | | | | |
| No. Na 3.101) sf | Name of_2015q1_5 question 15 with the follow 5 years? | 5 wing school d | degree been d | in last 5 year secondary sc employed in yo | our company | | | | | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees wi | Name of_2015q1_5 question 15 with the follow 5 years? | 5 | degree been e | in last 5 year secondary sc employed in yo | chool leaving o | | | | | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees wi | Name f_2015q1_5 question 15 with the follow 5 years? | 5 wing school d | degree been e | in last 5 year secondary sc employed in yo | our company | | | | | once |
| No. Na 3.101) sf Wording of qu 1st quarter 2015 Have trainees w during the last 5 | Name f_2015q1_5 question 15 with the follow 5 years? | 5 wing school d | degree been e | in last 5 year secondary sc employed in yo | our company | | 2011 | | | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of _2015q1_5 question 15 with the follow 5 years? f variable | wing school d secondary science | degree been d chool ficate | in last 5 year secondary sc | chool leaving o | certificate | 2011 | 1st quarter | 2015 | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of _2015q1_5 question 15 with the follow 5 years? f variable | wing school d secondary science | degree been d chool ficate | in last 5 year secondary sc | chool leaving o | certificate | 2011 | 1st quarter | 2015 | once |
| No. Na 3.101) sf. Wording of qu. 1st quarter 2015 Have trainees widuring the last 5 | Name of 2015q1_5 question 15 with the follow 5 years? f variable 2005 | wing school d secondary sci eaving certiff 2006 | degree been o | in last 5 year secondary sc employed in yo | our company [1] yes | zo10 | | 1st quarter | 2015 | once |
| No. Na 3.101) sf. Wording of qu. 1st quarter 2015 Have trainees widuring the last 5 | Name of 2015q1_5 question 15 with the follow 5 years? f variable 2005 | wing school d secondary sci eaving certiff 2006 | degree been o | in last 5 year secondary sc employed in yo | our company [1] yes | zo10 | | 1st quarter | 2015 | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of 2015q1_5 question 15 with the follow 5 years? f variable 2005 | wing school d secondary sci eaving certiff 2006 | degree been o | in last 5 year secondary sc employed in yo | our company [1] yes | zo10 | | 1st quarter | 2013 | once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of _2015q1_5 question 15 with the follow 5 years? f variable 2005 | wing school d secondary science of the seconda | degree been o | in last 5 year secondary sc | our company [1] yes 2009 | 2010 | | 2012 2022 Survey periods | 2013 2023 | Further information Survey frequency |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 Time span of 2004 2014 No. Na 3.102) sf. | Name of 2015q1_5 question 15 with the follow 5 years? s in f variable 2005 2015 | wing school d secondary science of the seconda | degree been o | in last 5 year secondary sc | chool leaving of course of the | 2010 | | 2012 2022 | 2013 2023 | Further information |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of _2015q1_5 question 15 with the follow 5 years? f variable 2005 2015 Name of _2015q1_6 question | wing school d secondary science of the seconda | degree been o | in last 5 year secondary sc | chool leaving of course of the | 2010 | | 2012 2022 Survey periods | 2013 2023 | Further information Survey frequency |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 Time span of 1 2004 No. Na 3.102) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 | Name of 2015q1_5 question system of variable 2005 2015 Name of 2015q1_6 question system of 2015q1_6 question | secondary scleaving certifications 2006 | degree been e chool ficate | in last 5 year secondary screen secondary secondary secondary screen secondary secondar | our company [1] yes 2009 2019 | 2010 | | 2012 2022 Survey periods | 2013 2023 | Further information Survey frequency once |
| No. Na 3.101) sf. Wording of qu 1st quarter 2015 Have trainees widuring the last 5 Time span of 2004 2014 No. Na 3.102) sf. Wording of qu 1st quarter 2015 | Name If 2015q1_5 question Is with the follow 5 years? If 2015q1_6 question Is with the follow 5 years? | secondary scleaving certifications 2006 | degree been echool ficate 2007 2017 | in last 5 year secondary sc employed in year 2008 2008 Label Label in last 5 year high-school of the secondary sc | our company [1] yes 2009 2019 | 2010 | | 2012 2022 Survey periods | 2013 2023 | Further information Survey frequency once |



| No. | Name | | | Label | | | | Survey period | | | Survey frequency |
|---------------------|---------------------------|----------------|---------------|-------------------------------|-----------------|---------------|------|---------------|------|---|------------------|
| 3.103) Wording o | sf_2015q1_ of question | _7 | | in last 5 year no trainees | s employed tr | rainees with: | | 1st quarter | 2015 | | once |
| 1st quarter | 2015 | | | Further information | | | | | | | |
| Have traine | es with the follo | owing school o | degree been e | mployed in yo | our company | | | | | | |
| during the la | ast 5 years? | | | | | | | | | | |
| | | | | | | | | | | | |
| | no trainees e | mployed | | | [1] yes | | | | | | |
| | no trainees e | mployed | - | | [1] yes | | | | | _ | |
| Time spar | no trainees en | mployed | | | [1] yes | | | | | | |
| Time span | | mployed 2006 | 2007 | 2008 | [1] yes 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | 2007 | | | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | 2008 | 2009 | | | | | | |

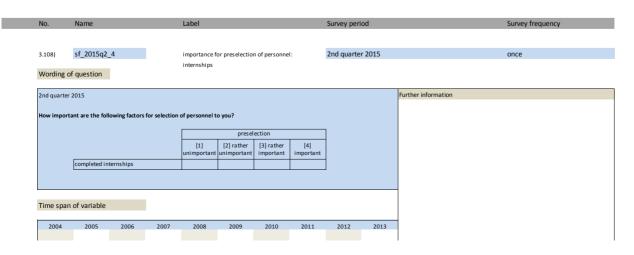
| No. | Name | | | Label | | | | Survey peri | oa | | Survey frequency | |
|-------------|-----------------|---------------|-----------|----------------|--------------|----------------|------|-------------|------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.104) | sf_2015q1_ | _8 | | majority of tr | ainees | | | 1st quarter | 2015 | | once | |
| Mording | f acception | | | | | | | | | | | |
| wording d | f question | | | | | | | | | | | |
| 1st quarter | 2015 | | | | | | | | | Further information | | |
| Which group | o forms the maj | ority of your | trainees? | | | | | | | | | |
| | | | | [1] lower sec | ondary educa | tion | | | | | | |
| | | | | [2] secondary | school leavi | ng certificate | | | | | | |
| | | | | [3] high scho | ol diploma | | | | | | | |
| | | | | [4] no trainee | company | | | | | | | |
| | | | | | | | | | | | | |
| Time snan | of variable | | | | | | | | | | | |
| Time span | or 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 | | | |
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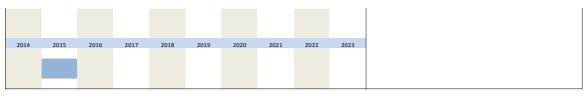
| No. | Name | | Label | | | | Survey per | iod | | Survey frequency |
|-------------|------------------------|-------------------------|--------------------|---------------------------|----------------------|------------------|------------|---------|---------------------|------------------|
| | | | | | | | | | | |
| 3.105) | sf_2015q2_1 | | importance f | or preselectio | n of personne | l: | 2nd quarte | er 2015 | | once |
| | | | school grade | s | | | | | | |
| Wording | of question | | | | | | | | | |
| 2nd quarte | vr 2015 | | | | | | | | Further information | |
| ziiu quarte | 1 2013 | | | | | | | | rartier information | |
| How impor | rtant are the followin | g factors for selection | of personnel t | o you? | | | | | | |
| | | | | • | | | | | | |
| | | | | presel | ection | | | | | |
| | | | [1] unimportant | [2] rather unimportant | [3] rather important | [4] important | | | | |
| | school degree gra | des | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Time sna | n of variable | | | | | | | | | |
| Time spa | ii oi valiabic | | | | | | | | | |
| 2004 | 2005 | 2006 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |



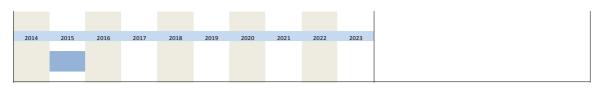
| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|------------|--------------------|----------------|---------------|--------------------|---------------------------|-------------------------|------------------|------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.106) | sf_2015q2 | _2 | | importance fo | or preselectio | n of personnel | l: | 2nd quarte | r 2015 | | once |
| | | | | apprenticesh | ip grades | | | | | | |
| Wording | of question | | | | | | | | | | |
| 2nd quarte | er 2015 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| How Impo | rtant are the foll | lowing factors | tor selection | or personnel t | o you? | | | | | | |
| | | | | | | lection | | | | | |
| | | | | [1] unimportant | [2] rather unimportant | [3] rather important | [4] important | | | | |
| | apprenticesh | ip grades | | | | | | 1 | | | |
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| Time spa | n of variable | | | | | | | | | | |
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| 2014 | 2015 | 2016 | 2017 | | | | | | | | |

| No. | Name | Name Label | | | | | | Survey period Survey frequency | | | |
|-------------|-------------------|---------------|---------------|-----------------|----------------------|---------------|-----------|--------------------------------|--------|---------------------|------|
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| 3.107) | sf_2015q2_ | _3 | | importance fo | or preselection | n of personne | l: | 2nd quarte | r 2015 | | once |
| Mording o | of question | | | university gra | ides | | | | | | |
| wording c | or question | | | | | | | | | | |
| 2nd quarter | 2015 | | | | | | | | | Further information | |
| How import | tant are the foll | owing factors | for selection | of personnel to | o you? | | | | | | |
| | | | | | | | | 1 | | | |
| | | | | [1] | presel [2] rather | (3) rather | [4] | | | | |
| | | | | unimportant | | important | important | | | | |
| | university gra | ades | | | | | | J | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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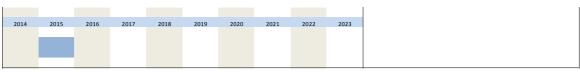
| | Name | | | Label | | | | Survey per | iod | | Survey frequency |
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| 3.109) | sf_2015q2_ | _5 | | | for preselection | n of personnel | l: | 2nd quarte | r 2015 | | once |
| Wording | of question | | | | · | | | | | | |
| 2nd quarte | er 2015 | | | | | | | | | Further information | |
| How impo | rtant are the foll | lowing factors | for selection | of personnel t | to you? | | | | | | |
| | | | | | 1 | lection | |] | | | |
| | | | | [1] unimportant | [2] rather unimportant | [3] rather important | [4] important | | | | |
| | relevant prof | essional expe | erience | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
| 3.110) | sf_2015q2 | _6 | | importance f | for preselection | n of personnel | l: | 2nd quarte | r 2015 | | once |
| | of question | | | foreign expe | | | | | | | |
| 2nd quarte | | | | | | | | | | Further information | |
| | | | | | | | | | | rardier miornacion | |
| now impo | rtant are the foll | iowing ractors | ioi selection | or bersonner | to you! | | | | | | |
| | | | | | nrese | lection | | 1 | | | |
| | | | | [1] | [2] rather | [3] rather | [4] | | | | |
| | foreign exper | rience | | [1] unimportant | [2] rather | [3] rather | [4] important | | | | |
| | foreign exper | rience | | | [2] rather | [3] rather | | | | | |
| Time spa | foreign exper | rience | | | [2] rather | [3] rather | | | | | |
| Time spa | | 2006 | 2007 | | [2] rather | [3] rather | | 2012 | 2013 | | |
| | n of variable | | 2007 | unimportant | [2] rather unimportant | [3] rather important | important | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | unimportant 2008 | [2] rather unimportant | [3] rather important | important 2011 | | | | |
| | n of variable | | 2007 | unimportant | [2] rather unimportant | [3] rather important | important | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | unimportant 2008 | [2] rather unimportant | [3] rather important | important 2011 | | | | |
| 2004 | n of variable | 2006 | | unimportant 2008 | [2] rather unimportant | [3] rather important | important 2011 | | | | |
| 2004 | n of variable | 2006 | | unimportant 2008 | [2] rather unimportant | [3] rather important | important 2011 | | 2023 | | Survey frequency |
| 2004 2014 No. | n of variable 2005 2015 Name | 2006 | | 2008 2018 Label | [2] rather unimportant | [3] rather important | 2011 2021 | 2022 Survey per | 2023 iod | | |
| 2004 2014 No. | 2005 2005 2015 Name | 2006 | | 2008 2018 Label | [2] rather unimportant 2009 2019 | [3] rather important | 2011 2021 | 2022 | 2023 iod | | Survey frequency |
| 2004 2014 No. 3.111) | n of variable 2005 2015 Name sf_2015q2 of question | 2006 | | 2008 2018 Label | [2] rather unimportant 2009 2019 | [3] rather important | 2011 2021 | 2022 Survey per | 2023 iod | Eurther information | |
| 2004 2014 No. 3.111) Wording 2nd quarte | n of variable 2005 2015 Name sf_2015q2 of question er 2015 | 2006 | 2017 | 2008 2018 Label importance language ski | [2] rather unimportant 2009 2019 | [3] rather important | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2004 2014 No. 3.111) Wording 2nd quarte | n of variable 2005 2015 Name sf_2015q2 of question | 2006 | 2017 | 2008 2018 Label importance language ski | [2] rather unimportant 2009 2019 for preselectic lls | [3] rather important 2010 2020 | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2004 2014 No. 3.111) Wording 2nd quarte | n of variable 2005 2015 Name sf_2015q2 of question er 2015 | 2006 | 2017 | 2008 2018 Label Importance language ski | [2] rather unimportant 2009 2019 for preselectic lls to you? | 2010 2020 an of personnel | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2004 2014 No. 3.111) Wording 2nd quarte | n of variable 2005 2015 Name sf_2015q2 of question er 2015 | 2006 2016 Zolf | 2017 | 2008 2018 Label Importance language ski | [2] rather unimportant 2009 2019 for preselectic lls to you? | 2010 2020 an of personnel | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2004 2014 No. 3.111) Wording 2nd quarte | Name sf_2015q2 of question er 2015 | 2006 2016 Zolf | 2017 | 2008 2018 Label Importance language ski | [2] rather unimportant 2009 2019 for preselectic lls to you? | 2010 2020 an of personnel | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2014 No. 3.111) Wording 2nd quarte How impo | Name sf_2015q2 of question er 2015 | 2006 2016 Zolf | 2017 | 2008 2018 Label Importance language ski | [2] rather unimportant 2009 2019 for preselectic lls to you? | 2010 2020 an of personnel | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |
| 2014 No. 3.111) Wording 2nd quarte How impo | Name sf_2015q2 of question er 2015 lianguage skil | 2006 2016 Zolf | 2017 | 2008 2018 Label Importance language ski | [2] rather unimportant 2009 2019 for preselectic lls to you? | 2010 2020 an of personnel | 2011 2021 | 2022 Survey per | 2023 iod | Further information | |



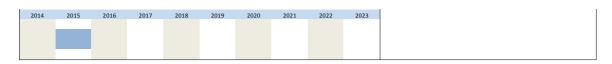
| No. | Name | | | Label | | | | Survey peri | od | | | Survey frequency |
|-----------|--------------------|---------------|------------------|--------------------|---------------------------|----------------------|------------------|-------------|--------|--------------------|---|------------------|
| 3.112) | sf_2015q2 | _8 | | importance fo | or preselection | n of personne | l: | 2nd quarte | r 2015 | | | once |
| Wording | of question | | | | | | | | | | | |
| 2nd quart | er 2015 | | | | | | | | | Further informatio | n | |
| How impo | rtant are the foll | owing factors | for selection of | of personnel t | o you? | | | | | | | |
| | | | | | presel | ection | | 1 | | | | |
| | | | | [1] unimportant | [2] rather unimportant | [3] rather important | [4] important | | | | | |
| | | | | - | | | | | | | | |
| | IT skills | | | | | | |] | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|--------------------|----------------|--------------|--------------------|---------------------------|-------------------------|------------------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.113) | sf_2015q2_9 | | | importance fo | or preselection | n of personne | l: | 2nd quarte | r 2015 | | once |
| Wording o | f question | | | cover letter | | | | | | | |
| 2nd quarter | 2015 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| How import | ant are the follow | ving factors f | or selection | of personnel to | o you? | | | | | | |
| | | | | | presel | ection | | | | | |
| | | | | [1] unimportant | [2] rather unimportant | [3] rather important | [4] important | | | | |
| | cover letter | | | | | | | | | | |
| | | | | | | | | _ | | | |
| | | | | | | | | | | | |
| 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 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|------------|--------------------|-----------------|--------------|-----------------|-----------------|----------------|-----------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.114) | sf_2015q2 | 10 | | importance fo | or preselection | of nersonnel | l: nhoto | 2nd quarte | r 2015 | | once |
| ,.114) | 31_201342 | _10 | | importance it | n preserection | r or personner | i. piloto | Zna quarte | 2013 | | Office |
| Wording | of question | | | | | | | | | | |
| | • | | | | | | | | | | |
| 2nd quarte | er 2015 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| low impor | rtant are the foll | owing factors f | or selection | of personnel to | you? | | | | | | |
| | | | | | presel | oction | | 1 | | | |
| | | | | [1] | [2] rather | [3] rather | [4] | | | | |
| | | | | unimportant | | important | important | | | | |
| | photo | | | | | | | | | | |
| | | | | | | | | | | | |
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| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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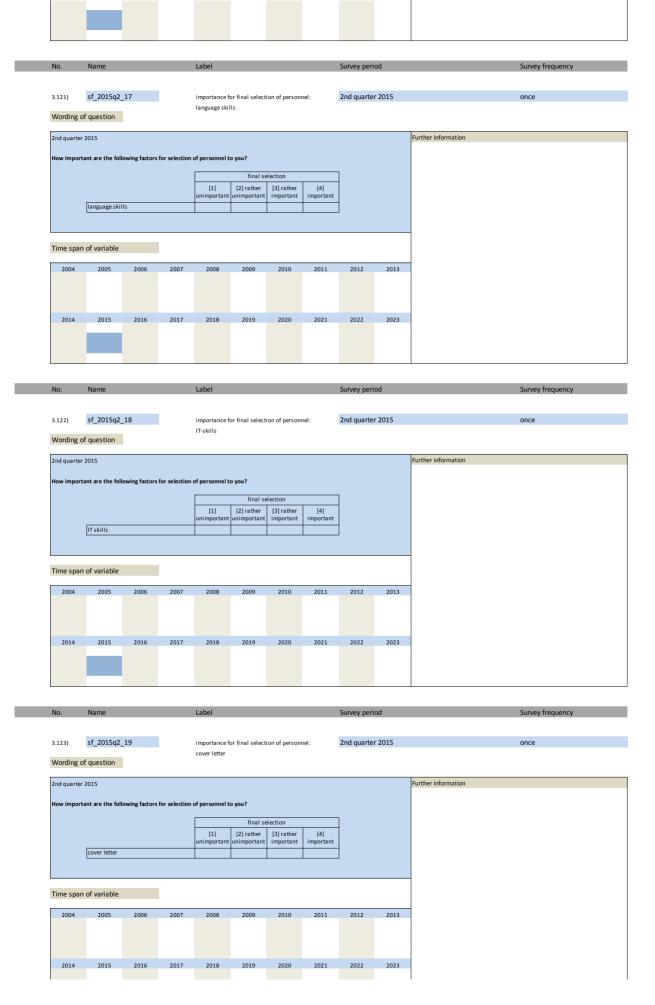
| | | | | | | | | | ad | | Survey frequency |
|--|--|---------------|---------------|--|--|--------------------------------------|------------------|---------------------|------------|---------------------|-----------------------|
| No. | Name | | | Label | | | | Survey peri | ou | | |
| 3.115) Wording | sf_2015q2_ of question | _11 | ı | importance f school grade | | tion of person | nel: | 2nd quarte | r 2015 | | once |
| 2nd quarte | | | | | | | | | | Further information | |
| | school degree | | for selection | [1] | | election [3] rather important | [4] important |] | | | |
| _ | | | | | | | | | | _ | |
| Time spai | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| 3.116) | sf_2015q2_ | _12 | | | | tion of person | nel: | 2nd quarte | r 2015 | | once |
| 2nd quarte | | owing factors | for solection | apprenticesh | | | | | | Further information | |
| 2nd quarte | | | for selection | of personnel t | o you? | election [3] rather important | [4] important |] | | Further information | |
| 2nd quarte | r 2015 | | for selection | of personnel t | o you? final s [2] rather | [3] rather | [4] important | | | Further information | |
| 2nd quarte | r 2015 tant are the folk apprenticeshi | | for selection | of personnel t | o you? final s [2] rather | [3] rather | [4] important | 2012 | 2013 | Further information | |
| 2nd quarter How impor | r 2015 tant are the folk apprenticeshi n of variable | ip grades | | of personnel t | o you? final s [2] rather unimportant | [3] rather important | important | 2012 | 2013 | Further information | |
| 2004 2014 | apprenticeshi n of variable 2005 | ip grades | 2007 | of personnel t [1] unimportant 2008 | o you? final s [2] rather unimportant | [3] rather important | important | 2022 | 2023 | Further information | Survey frequency |
| 2004 Time spai 2004 | apprenticeshi | 2006 2016 | 2007 | of personnel t [1] unimportant 2008 | o you? final s [2] rather unimportant 2009 | [3] rather important | 2011 2021 | | 2023 od | Further information | Survey frequency once |
| Time spail 2004 2014 No. | apprenticeshi of variable 2005 Name | 2006 2016 | 2007 | of personnel t [1] unimportant 2008 | o you? final s [2] rather unimportant 2009 2019 | [3] rather important | 2011 2021 | 2022 Survey peri | 2023 od | Further information | |
| Time spate 2004 2014 No. | apprenticeshi apprenticeshi n of variable 2005 2015 Name sf_2015q2_ of question | 2006 2016 | 2007 | of personnel t [1] unimportant 2008 2018 Label importance f | o you? final s [2] rather unimportant 2009 2019 | [3] rather important | 2011 2021 | 2022 Survey peri | 2023 od | Further information | |
| Time spail 2004 2014 No. 3.117) Wording 6 | apprenticeshi apprenticeshi n of variable 2005 2015 Name sf_2015q2_ of question | 2006 2016 | 2007 | 2008 2018 Label importance f university gr. | o you? final s [2] rather unimportant 2009 2019 or final select ades | 2010 2020 ition of person [3] rather | 2011 2021 | 2022 Survey peri | 2023 od | | |
| Time spate 2004 2014 No. 3.117) Wording (2014 quarter How import | apprenticeshi apprenticeshi n of variable 2005 2015 Name sf_2015q2_ of question r 2015 tant are the folk | 2006 2016 | 2007 | 2008 2018 Label importance f university gr. | o you? final s [2] rather unimportant 2009 2019 or final select ades o you? final s [2] rather | 2010 2020 ition of person [3] rather | 2011 2021 | 2022 Survey peri | 2023 od | | |
| Time spate 2004 2014 No. 3.117) Wording (2014 quarter How import | apprenticeshi apprenticeshi n of variable 2005 2015 Name sf_2015q2 of question r 2015 tant are the folk | 2006 2016 | 2007 | 2008 2018 Label importance f university gr. | o you? final s [2] rather unimportant 2009 2019 or final select ades o you? final s [2] rather | 2010 2020 ition of person [3] rather | 2011 2021 | 2022 Survey peri | 2023 od | | |

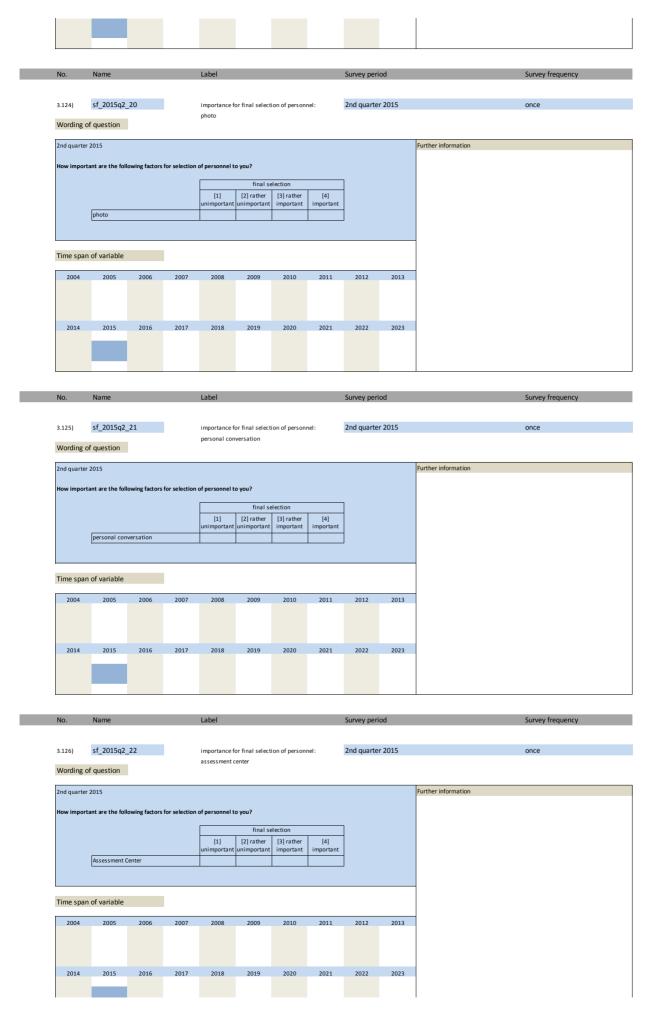


| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------------|--------------------------|----------------|---------------|----------------|------------------|---------------|-----------|-------------|--------|---------------------|------------------|
| 3.118) Wording | sf_2015q2 of question | _14 | | importance fo | or final selecti | on of personi | nel: | 2nd quarte | r 2015 | | once |
| 2nd quarte | er 2015 | | | | | | | | | Further information | |
| How impo | rtant are the fol | lowing factors | for selection | of personnel t | o you? | | | | | | |
| | | | | , | final se | 1 | | 7 | | | |
| | | | | [1] | [2] rather | [3] rather | [4] | | | | |
| | completed in | bi | | | unimportant | | important | | | | |
| | completed in | ternsnips | | | | | | | | | |
| J | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey period | | Survey frequency |
|-------------|-------------------|----------------|---------------|-----------------|---------------|------------|-----------|---------------|--------|----------------------|
| | | | | | | | | | | |
| | | | | | | | | | | |
| 3.119) | sf_2015q2_ | _15 | | importance fo | | | nel: | 2nd quarte | r 2015 | once |
| | | | | relevant profe | essional expe | ience | | | | |
| Wording o | of question | | | | | | | | | |
| 2nd quarter | 2015 | | | | | | | | | Further information |
| 2nd quarter | 2015 | | | | | | | | | ruttlet illottiation |
| How import | tant are the foll | lowing factors | for selection | of personnel to | o vou? | | | | | |
| | | | | | • | | | | | |
| | | | | | final se | lection | | | | |
| | | | | [1] | [2] rather | [3] rather | [4] | | | |
| | | | | unimportant | unimportant | important | important | | | |
| | relevant prof | essional expe | rience | | | | | 1 | | |
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| | | | | | | | | | | |
| 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 | |
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| No. | Name Label | | | | | | | Survey peri | od | | Survey frequency | |
|-------------|-------------------|--------------------|---------------|--------------------|------------------|-------------------------|------------------|-------------|--------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.120) | sf_2015q2_ | _16 | | importance fo | or final selecti | on of personr | nel: | 2nd quarte | r 2015 | | once | |
| | | foreign experience | | | | | | | | | | |
| Wording o | of question | | | | | | | | | | | |
| 2nd quarter | r 2015 | | | | | | | | | Further information | | |
| | | | | | | | | | | | | |
| How import | tant are the foll | lowing factors | for selection | of personnel to | o you? | | | | | | | |
| | | | | | final se | ection | |] | | | | |
| | | | | [1] unimportant | [2] rather | [3] rather important | [4] important | | | | | |
| | foreign exper | ience | | | | , | | | | | | |
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| Time spar | n 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 | | | |
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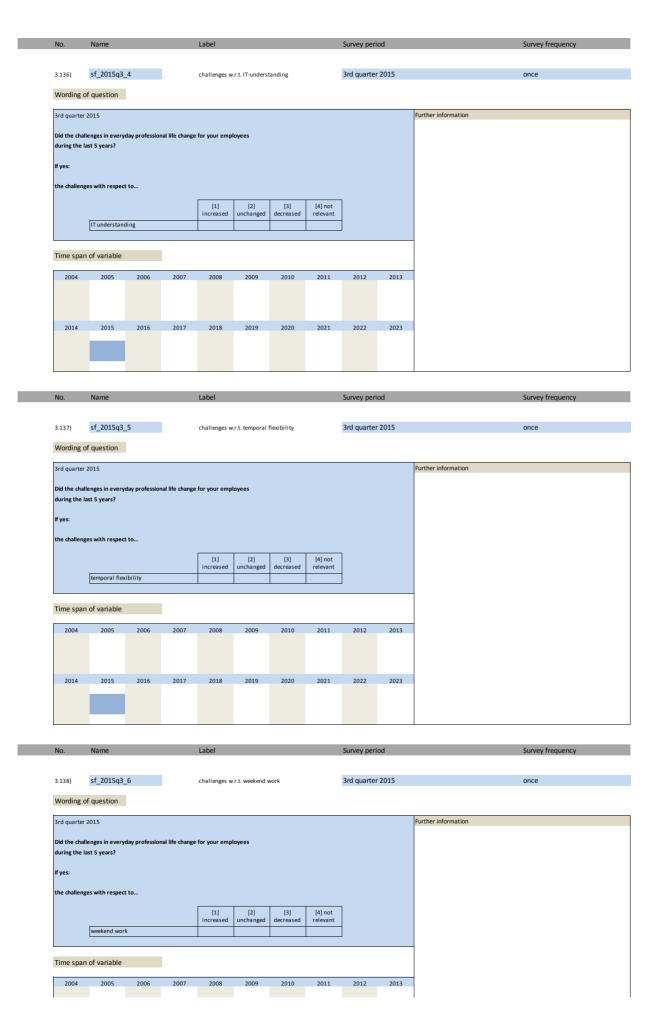


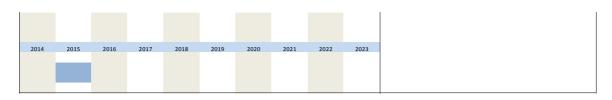


| No. | Name | | | Label | | | | Survey peri | iod | | | Survey frequency |
|---|--|----------------------|---------------------------------|---|---|----------------------|----------------------|------------------------------|---|---------------------|-----|------------------|
| 3.127) | sf_2015q2_ | _23 | | importance f | for final select | ion of person | nel: | 2nd quarte | r 2015 | | | once |
| Wording o | of question | | | personality | | | | | | | | |
| 2nd quarter | r 2015 | | | | | | | | | Further information | 1 | |
| How impor | tant are the foll | lowing factors | s for selection | of personnel t | to you? | | | | | | | |
| | | | | [1] | [2] rather | [3] rather | [4] | | | | | |
| | personality | | | unimportant | unimportant | important | important | } | | | | |
| Time snar | n 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 peri | iod | | | Survey frequency |
| 3.128) | sf_2015q2_ | 24 | | importance f | for final select | ion of person | nel: | 2nd quarte | r 2015 | | | once |
| | | _ | | | | | | | . 2015 | | | |
| Wording o | of question | | | sympathy | | | | | . 2013 | | | |
| | | | | sympathy | | | | | . 2013 | Further information | 1 | |
| 2nd quarter | | | s for selection | | to you? | | | | . 2025 | Further information | n . | |
| 2nd quarter | r 2015 | | s for selection | of personnel t | final s | election [3] rather | [4] | | . 2020 | Further information | | |
| 2nd quarter | r 2015 | | s for selection | of personnel t | final s | | [4] important | | . 2020 | Further information | 1 | |
| 2nd quarter | r 2015 tant are the foll sympathy | | s for selection | of personnel t | final s | [3] rather | [4] important | | | Further information | | |
| 2nd quarter How import | r 2015 tant are the foll sympathy n of variable | lowing factors | | of personnel t | final si [2] rather unimportant | [3] rather important | important | | | Further information | | |
| 2nd quarter | r 2015 tant are the foll sympathy | | s for selection | of personnel t | final s | [3] rather | [4] important | 2012 | 2013 | Further information | | |
| Pind quarter Fime spar | r 2015 tant are the foll sympathy n of variable 2005 | lowing factors | 2007 | of personnel I | final s [2] rather unimportant | [3] rather important | important 2011 | 2012 | 2013 | Further information | | |
| end quarter | r 2015 tant are the foll sympathy n of variable | lowing factors | | of personnel t | final si [2] rather unimportant | [3] rather important | important | | | Further information | | |
| Pind quarter Fime spar | r 2015 tant are the foll sympathy n of variable 2005 | lowing factors | 2007 | of personnel I | final s [2] rather unimportant | [3] rather important | important 2011 | 2012 | 2013 | Further information | | |
| Fime spar | r 2015 tant are the foll sympathy n of variable 2005 | lowing factors | 2007 | of personnel I | final s [2] rather unimportant | [3] rather important | important 2011 | 2012 | 2013 | Further information | | Survey frequency |
| Fime spar | r 2015 tant are the foll sympathy n of variable 2005 | 2006 | 2007 | of personnel t | final si | [3] rather important | important 2011 | 2012 | 2013 2023 | Further information | | Survey frequency |
| Pind quarter Fime span 2004 2014 No. | r 2015 tant are the foll sympathy n of variable 2005 Name | 2006 | 2007 | of personnel to [1] unimportant 2008 | final si | [3] rather important | important 2011 | 2012 2022 Survey peri | 2013 2023 | Further information | | |
| 2004 2014 No. 3.129) Wording of 2nd quarter | sympathy n of variable 2005 Name sf_2015q2_ of question | 2006 2016 | 2007 | 2008 2018 Label | final si | [3] rather important | important 2011 | 2012 2022 Survey peri | 2013 2023 | Further information | | |
| 2004 2014 No. 3.129) Wording of 2nd quarter | sympathy n of variable 2005 2015 Name sf_2015q2 of question r 2015 | 2006 2016 | 2007 | 2008 2018 Label | final s. [2] rather unimportant 2009 | [3] rather important | important 2011 | 2012 2022 Survey peri | 2013 2023 | | | |
| 2004 2014 No. 3.129) Wording of 2nd quarter | sympathy n of variable 2005 2015 Name sf_2015q2 of question r 2015 | 2006 2016 | 2007 | 2008 2018 Label | final si | [3] rather important | important 2011 | 2012 2022 Survey peri | 2013 2023 | | | |
| Pind quarter Fime spar 2004 2014 No. 2014 No. 2nd quarter Are you sea | sympathy n of variable 2005 2015 Name sf_2015q2 of question r 2015 | 2006 2016 2019 2019 | 2007 2017 | of personnel t [1] unimportant 2008 2018 Label searching in | final s. [2] rather unimportant 2009 2019 | 2010 | 2011 2021 | 2012 2022 Survey peri | 2013 2023 and and and and and and and and and and | | | |
| Fime spar 2004 2014 No. 3.129) Wording of Pare you sea | r 2015 tant are the foll sympathy n of variable 2005 2015 Name sf_2015q2_ of question r 2015 | 2006 2016 | 2007 | 2008 2018 Label | final s. [2] rather unimportant 2009 | [3] rather important | important 2011 | 2012 2022 Survey peri | 2013 2023 | | | |
| Pime span 2004 2014 No. 3.129) Wording of Pime span 2004 Fime span 2004 | r 2015 tant are the foll sympathy n of variable 2005 Variable 2015 Variable 2015 of question r 2015 n of variable 2005 | 2006 2016 25 27 2006 | 2007 2017 an about your a | of personnel to [1] unimportant 2008 2008 Label searching in pplicants? | final s. [2] rather unimportant 2009 2019 fo online | 2010 2020 | 2011 2021 2011 | 2012 Survey peri 2nd quarte | 2013 2023 and and and and and and and and and and | | | |
| Time spare 2004 2014 No. 3.129) Wording (2nd quarter Are you sea | sympathy n of variable 2005 2015 Name sf_2015q2 of question r 2015 | 2006 2016 2019 2019 | 2007 2017 | of personnel t [1] unimportant 2008 2018 Label searching in | final s. [2] rather unimportant 2009 2019 | 2010 | 2011 2021 | 2012 2022 Survey peri | 2013 2023 and and and and and and and and and and | | | |

| | | | | | | | nrks | | | | |
|--|---|-------------------------------|-------------------------|--|----------------------------------|-------------------------|-------|---|------------------------------|---------------------|-----------------------|
| 3.130) | sf_2015q2_ | 26 | | searching in | fo online: prof | essional netw | UI K3 | 2nd quarte | r 2015 | | once |
| | of question | | | | | | | | | | |
| 2nd quarter | 2015 | | | | | | | | | Further information | |
| Are you sea | rching online fo | r information | about your ap | pplicants? | | | | | | | |
| If yes: Are you sea | rchina | | | | | | | | | | |
| Are you sea | | | | |] ₍₄₁ | | | | | | |
| | In profession (Xing, Linked) | | | | [1] yes | | | | | | |
| | | | | | | | | | | | |
| Time spar | 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 | | |
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| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| 3.131) | sf_2015q2_ | 27 | | searching in | fo online: soci | al networks | | 2 - 11 - | r 2015 | | once |
| | of question | • | | | | | | 2nd duarte | | | |
| wording c | n question | | | | | ar networks | | 2nd quarte | 1 2013 | | |
| | | | | | | | | 2nd quarte | 1 2013 | | |
| 2nd quarter | 2015 | | | | | | | 2nd quarte | 12013 | Further information | |
| Are you sea | 2015 | r information | about your a | pplicants? | | | | 2nd quarte | 2013 | Further information | |
| Are you sea | rching online fo | r information | about your a | pplicants? | | | | zna quarte | 2013 | Further information | |
| Are you sea | rching online fo | | about your a | | | | | Zna quarte | 2013 | Further information | |
| Are you sea | rching online fo rching | vorks | about your a | | [1] yes | | | zna quarte | 2013 | Further information | |
| Are you sea | rching online fo | vorks | about your a | | | | | zna quarte | 2013 | Further information | |
| Are you sea If yes: Are you sea | rching online fo rching | vorks | about your aj | | | | | 2na quarte | 2013 | Further information | |
| Are you sea If yes: Are you sea | rching online for ching In social netwood, Two of variable | vorks vitter etc.) | | | [1] yes | | 2011 | | | Further information | |
| Are you sea If yes: Are you sea | rching online for ching In social netw (Facebook, Tw | vorks | about your aj | | | 2010 | 2011 | 2012 | 2013 | Further information | |
| Are you sea If yes: Are you sea | rching online for ching In social netwood, Two of variable | vorks vitter etc.) | | | [1] yes | | 2011 | | | Further information | |
| Are you sea If yes: Are you sea | rching online for ching In social netwood, Two of variable | vorks vitter etc.) | | | [1] yes | | 2011 | | | Further information | |
| Are you sea If yes: Are you sea Time spar | rching online for rching In social netw (Facebook, Two of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 | [1] yes 2009 | 2010 | | 2012 | 2013 | Further information | |
| Are you sea If yes: Are you sea Time spar | rching online for rching In social netw (Facebook, Two of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 | [1] yes 2009 | 2010 | | 2012 | 2013 | Further information | |
| Are you sea If yes: Are you sea Time spar | rching online for rching In social netw (Facebook, Two of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 | [1] yes 2009 | 2010 | | 2012 | 2013 | Further information | |
| Are you sea If yes: Are you sea Time spar | rching online for rching In social netw (Facebook, Two of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 | [1] yes 2009 | 2010 | | 2012 | 2013 | Further information | Survey frequency |
| Are you sea If yes: Are you sea Time spar 2004 | rching online for rching In social netw (Facebook, Tw. and of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 2018 | [1] yes 2009 | 2010 | | 2012 | 2013 2023 | Further information | Survey frequency once |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) | rching online for rching In social netw (Facebook, Tw of variable 2005 | vorks vitter etc.) 2006 | 2007 | 2008 2018 | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | Further information | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_of question | vorks vitter etc.) 2006 | 2007 | 2008 2018 | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | Further information | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c | rching online for rching In social netw (Facebook, Tw or of variable 2005 2015 Name sf_2015q2_of question 2015 | 2006 2016 228 | 2007 | 2008 2018 Label | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording C 2nd quarter Are you sea | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_of question | 2006 2016 228 | 2007 | 2008 2018 Label | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_of question 2015 | 2006 2016 228 | 2007 | 2008 2018 Label | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_of question 2015 | 2006 2016 2016 | 2007 | 2008 2018 Label searching ini | [1] yes 2009 2019 | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: | rching online for rching In social netw (Facebook, Tw (Facebook, Tw 2005) 2005 Name sf_2015q2_of question 2015 rching online for rching | 2006 2016 2016 | 2007 | 2008 2018 Label searching ini | 2009 2019 fo online: other | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw Gracebook, Tw | 2006 2016 2016 | 2007 | 2008 2018 Label searching ini | 2009 2019 fo online: other | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_ of question 2015 ching online for rching other information of variable | 2006 2016 208 208 | 2007 2017 about your a | 2008 2018 Label searching int | 2009 2019 fo online: other | 2010 2020 er info | 2021 | 2012 2022 Survey peri 2nd quarte | 2013 2023 od r 2015 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw Gracebook, Tw | 2006 2016 2016 | 2007 | 2008 2018 Label searching ini | 2009 2019 fo online: other | 2010 | | 2012 2022 Survey peri | 2013 2023 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_ of question 2015 ching online for rching other information of variable | 2006 2016 208 208 | 2007 2017 about your a | 2008 2018 Label searching int | 2009 2019 fo online: other | 2010 2020 er info | 2021 | 2012 2022 Survey peri 2nd quarte | 2013 2023 od | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw (Facebook, Tw Carebook, T | 2006 2016 2016 2016 2016 2016 | 2007 2017 about your aj | 2008 2018 Label searching ini pplicants? | 2009 2019 [1] yes 2009 | 2010 2020 er info | 2021 | 2012 2022 Survey peri 2nd quarte | 2013 2023 od r 2015 | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw of variable 2005 2015 Name sf_2015q2_ of question 2015 ching online for rching other information of variable | 2006 2016 208 208 | 2007 2017 about your a | 2008 2018 Label searching int | 2009 2019 fo online: other | 2010 2020 er info | 2021 | 2012 2022 Survey peri 2nd quarte | 2013 2023 od | | |
| Are you sea If yes: Are you sea Time spar 2004 2014 No. 3.132) Wording c 2nd quarter Are you sea If yes: Are you sea If yes: Are you sea | rching online for rching In social netw (Facebook, Tw (Facebook, Tw Carebook, T | 2006 2016 2016 2016 2016 2016 | 2007 2017 about your aj | 2008 2018 Label searching ini pplicants? | 2009 2019 [1] yes 2009 | 2010 2020 er info | 2021 | 2012 2022 Survey peri 2nd quarte | 2013 2023 od r 2015 | | |

| | Name | | | Label | | | | Survey peri | ind | | Survey frequency | |
|--|--|-------------------------------|----------------|--|---|----------------------------------|---------------------|---------------------|--------------|------------------------|------------------|--|
| No. | Hame | | | Luber | | | | Survey peri | | | bure, requere, | |
| 3.133) | sf_2015q3 | _1 | | change of ch | allenges in ev | eryday | | 3rd quarter | r 2015 | | once | |
| Wording (| of question | l | | professional | life | | | | | | | |
| | | | | | | | | | | | | |
| 3rd quarter | 2015 | | | | | | | | | Further information | | |
| | llenges in every last 5 years? | day profession | al life change | for your emp | loyees | | | | | | | |
| uuring the i | | 1 | | | ٦ | | | | | | | |
| | | [1] yes | | | [2] no | | | | | | | |
| Time snar | n 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 | | | |
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| | | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency | |
| | | | | | | | | | | | | |
| 3.134) | sf_2015q3 | _2 | | challenges w | r.t. additiona | l qualification | IS | 3rd quarter | r 2015 | | once | |
| Wording of | of question | | | | | | | | | | | |
| 3rd quarter | 2015 | | | | | | | | | Further information | | |
| Did the cha | llenges in every | day profession | al life change | for your emp | lovees | | | | | | | |
| | last 5 years? | | | . , | ., | | | | | | | |
| If yes: | | | | | | | | | | | | |
| the challen | ges with respec | t to | | | | | | | | | | |
| the chanen | ges with respec | | | | | ı | | 1 | | | | |
| | | | | [1] increased | [2] unchanged | [3] decreased | [4] not relevant | | | | | |
| | additional qu | ualifications | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | | | |
| Z004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| 2004 | 2005 | | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | 2023 | | Survey frequency | |
| 2004 | 2005 | | | 2018 | | | | 2022 | 2023 | | Survey frequency | |
| 2004 2014 No. | 2005 | 2016 | | 2018 | 2019 | | 2021 | 2022 | 2023 | | Survey frequency | |
| 2004 2014 No. | 2005 2015 Name | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | | | |
| 2004 2014 No. | 2005 2015 Name sf_2015q3_ of question | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Evaluation information | | |
| 2004 2014 No. 3.135) Wording (| 2005 2015 Name sf_2015q3, of question 2015 | 2016 | 2017 | 2018 Label challenges w | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter | 2005 2015 Name sf_2015q3, of question 2015 | 2016 | 2017 | 2018 Label challenges w | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chalduring the l | 2005 2015 Name sf_2015q3, of question 2015 | 2016 | 2017 | 2018 Label challenges w | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chald | 2005 2015 Name sf_2015q3, of question 2015 | 2016 | 2017 | 2018 Label challenges w | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chal during the l | 2005 2015 Name sf_2015q3, of question 2015 | 2016 3 day profession | 2017 | 2018 Label challenges w | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chal during the l | 2005 Name sf_2015q3, of question 2015 llenges in every | 2016 3 day profession | 2017 | 2018 Label challenges w | 2019 Ar.t. technical loyees | 2020 understanding | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chal during the l | 2005 Name sf_2015q3, of question 2015 llenges in every | 2016 3 day profession | 2017 | 2018 Label challenges w | zo19 | 2020 understanding | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chal during the l | 2015 Name sf_2015q3, of question 2015 Illenges in every last 5 years? | 2016 3 day profession | 2017 | 2018 Label challenges w | 2019 Ar.t. technical loyees | 2020 understanding | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the challenge the challenge) | 2015 Name sf_2015q3, of question 2015 Illenges in every last 5 years? | 2016 3 day profession | 2017 | 2018 Label challenges w | 2019 Ar.t. technical loyees | 2020 understanding | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording 6 3rd quarter Did the chalduring the l If yes: the challeng | 2015 Name sf_2015q3 of question 2015 llenges in every ast 5 years? technical unc | 2016 day profession t to | al life change | Label challenges w for your emp | Loyees [2] unchanged | understanding | 2021 | Survey peri | 2023 food | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the challen flyes: the challen | 2015 Name sf_2015q3, of question 2015 llenges in every ast 5 years? ges with respect | 2016 3 day profession | 2017 | 2018 Label challenges w | 2019 Ar.t. technical loyees | 2020 understanding | 2021 | 2022 Survey peri | 2023 | Further information | | |
| 2004 2014 No. 3.135) Wording of the chall during the liftyes: the challeng | 2015 Name sf_2015q3 of question 2015 llenges in every ast 5 years? technical unc | 2016 day profession t to | al life change | Label challenges w for your emp | Loyees [2] unchanged | understanding | 2021 | Survey peri | 2023 food | Further information | | |
| 2004 No. 3.135) Wording (3rd quarter Did the chalduring the I If yes: the challeng | 2005 Name sf_2015q3, of question 2015 llenges in every ast 5 years? technical unc | 2016 3 day profession t to | al life change | 2018 Label challenges w for your emp [1] increased | 2019 Ar.t. technical loyees [2] unchanged | 2020 understanding [3] decreased | [4] not relevant | Survey peri | 2023 dod | Further information | | |
| 2004 2014 No. 3.135) Wording of the chall during the liftyes: the challeng | 2015 Name sf_2015q3 of question 2015 llenges in every ast 5 years? technical unc | 2016 day profession t to | al life change | Label challenges w for your emp | Loyees [2] unchanged | understanding | 2021 | Survey peri | 2023 food | Further information | | |
| 2004 2014 No. 3.135) Wording (3rd quarter Did the chalduring the I If yes: the challeng | 2005 Name sf_2015q3, of question 2015 llenges in every ast 5 years? technical unc | 2016 3 day profession t to | al life change | 2018 Label challenges w for your emp [1] increased | 2019 Ar.t. technical loyees [2] unchanged | 2020 understanding [3] decreased | [4] not relevant | Survey peri | 2023 dod | Further information | | |





| No. | Name | | | Label | | | | Survey period | | | Survey frequency |
|-------------|-----------------------------------|---------------|-----------------|---------------|-----------------|--------------|----------|------------------|------|---------------------|------------------|
| 3.139) | sf_2015q3 | _7 | | challenges w | r.t. willingne: | ss to travel | | 3rd quarter 2015 | | | once |
| Wording | of question | | | | | | | | | | |
| 3rd quarter | r 2015 | | | | | | | | | Further information | |
| | llenges in every last 5 years? | day professio | nal life change | for your empl | loyees | | | | | | |
| If yes: | | | | | | | | | | | |
| the challen | ges with respec | t to | | | | | | | | | |
| | | | | [1] | [2] | [3] | [4] not | 1 | | | |
| | willingness t | - 41 | | increased | unchanged | decreased | relevant | | | | |
| | wiiiingness t | o travei | | | | | | | | | |
| Time spa | n of variable | | ı | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| 3.140) | sf_2015q3_ | _8 | | challenges w | r.t. language : | skills | 3rd quarter | 2015 | once | |
|------------------------------|-----------------------------------|----------------|-----------------|------------------|------------------|------------------|---------------------|------|------|---------------------|
| Wording o | of question | | | | | | | | | |
| 3rd quarter | 2015 | | | | | | | | | Further information |
| Did the chal during the I | llenges in every last 5 years? | day profession | nal life change | for your empl | oyees | | | | | |
| | ges with respect | t to | | | | | | - I | | |
| | | | | [1] increased | [2] unchanged | [3] decreased | [4] not relevant | | | |
| | language skil | ls | | | | | | | | |
| Time spar | n of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |

| 3.141) | sf_2015q3_9 | challenges w.r.t. lifelong learning | 3rd quarter 2015 | once |
|-------------|---------------------|-------------------------------------|------------------|---------------------|
| Wording o | of question | | | |
| 3rd quarter | 2015 | | | Further information |
| Did the cha | | al life change for your employees | | |
| If yes: | | | | |
| the challen | ges with respect to | | | |
| | | [1] [2] [3] [4] not | | |

| | | | | increased | unchanged | decreased | relevant | | |
|----------|----------------|------|------|-----------|-----------|------------|----------|------|------|
| | lifelong learn | ing | | mereasea | unenungeu | ucci cuscu | resevant | | |
| | inerong rearn | iiig | | | | | | | |
| | | | | | | | | | |
| T | | | | | | | | | |
| rime spa | n of variable | | | | | | | | |
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| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
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| No. | Name Label | | | | | | | | od | Survey freque | ncy |
|----------------|-----------------|-----------------|-------------------|------------------|------------------|------------------|---------------------|-------------|------|---------------------|-----|
| | | | | | | | | | | | |
| 3.142) | sf_2015q3_ | _10 | | challenges w | r.t. teamwork | abilities | | 3rd quarter | 2015 | once | |
| Wording of | question | | | | | | | | | | |
| 3rd quarter 2 | 2015 | | | | | | | | | Further information | |
| Did the challe | enges in every | day nrofession | nal life change | for your empl | ovees | | | | | | |
| during the la | | uuy pi oicssioi | iai iiic ciiaiigc | ioi your cilipi | 0,000 | | | | | | |
| If yes: | | | | | | | | | | | |
| the challenge | es with respec | tto | | | | | | | | | |
| the thanenge | as with respect | | | | | | | 7 | | | |
| | | | | [1] increased | [2] unchanged | [3] decreased | [4] not relevant | | | | |
| | teamwork ab | ilities | | | | | | | | | |
| | | | | | | | | | | | |
| Time cnan | of variable | | | | | | | | | | |
| Time span | oi valiable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
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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

| 3.143) | sf_2015q3 | 11 | ı | challenges w | .r.t. other chal | 2015 | once | | | |
|-------------|-----------------------------------|----------------|-----------------|------------------|------------------|------------------|---------------------|------|------|---------------------|
| | of question | | | | | | | | | |
| 3rd quarter | 2015 | | | | | | | | | Further information |
| | llenges in every last 5 years? | day profession | nal life change | for your empl | oyees | | | | | |
| If yes: | | | | | | | | | | |
| the challen | ges with respec | t to | | | | | | 7 | | |
| | | | | [1] increased | [2] unchanged | [3] decreased | [4] not relevant | | | |
| | other challer | iges | | | | | | j | | |
| Time spai | n 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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3.144) sf_2015q3_13 difficulties finding trainees 3rd quarter 2015 once

Wording of question

3rd quarter 2015

Further information

Survey period Survey frequency

| | ees? | | | | | | | | | | |
|--|---|------------------------|----------------|---|-----------------|----------------|------|------------------------------------|-----------------|---------------------|------------------------|
| | | | | [1] yes | | | | | | | |
| | | | | [2] no | | | | | | | |
| | | | | [3] no traine | e positions we | ere offered | | | | | |
| | | | | | | | | | | | |
| 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 per | riod | | Survey frequency |
| 3.145) | sf_2015q3_ | 14 | | measure filli | ing trainee pos | sitions: | | 3rd quarte | er 2015 | | once |
| Wording o | | | - | promotion a | | | | | | | |
| 3rd quarter | · | | | | | | | | | Further information | |
| | special measu | res to fill on- | n trainec no | tions? | | | | | | | |
| Jiu you take | | | craniee posi | ons! | [1] yes | | | | | | |
| | promotion at | SCHOOLS | | | 1-1/- | | | | | _ | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | 2017 | | 2019 | 2020 | 2021 | 2022 | | | |
| 2014 | 2015 | | | | | | | | | | |
| | | 2016 | 2017 | 2018 | 2013 | | 2021 | | 2023 | | |
| | | 2016 | 2017 | 2010 | 2013 | | 2021 | | 2023 | | |
| | | 2016 | 2017 | 2016 | 1013 | | 1011 | | 2023 | | |
| No. | Name | 2016 | 2017 | Label | | | 1911 | Survey per | | | Survey frequency |
| | Name | | 2017 | Label | | _ | | Survey per | riod | | Survey frequency once |
| No. 3.146) Wording o | Name sf_2015q3_ | | 2027 | Label | ing trainee pos | _ | | | riod | | |
| 3.146) Wording o | Name sf_2015q3_ f question | | 2017 | Label | | _ | | Survey per | riod | Further information | |
| 3.146) Wording o | Name sf_2015q3_ f question | _15 | | Label measure filli | | _ | | Survey per | riod | Further information | |
| 3.146) Wording o | Name sf_2015q3 ff question 2015 special measu | _15 | | Label measure filli | ing trainee pos | _ | | Survey per | riod | Further information | |
| 3.146) Wording o | Name sf_2015q3_ f question | _15 | | Label measure filli | | _ | | Survey per | riod | Further information | |
| 3.146) Wording of the state of | Name sf_2015q3 ff question 2015 special measu | _15 | | Label measure filli | ing trainee pos | _ | | Survey per | riod | Further information | |
| 3.146) Wording of the state of | Name sf_2015q3_ ff question 2015 especial measu visiting fairs | _15 | | Label measure filli | ing trainee pos | _ | 2011 | Survey per | riod | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3 of question 2015 special measu visiting fairs of variable | _15 res to fill ope | n trainee posi | Label measure filli tions? | ing trainee pos | sitions: fairs | | Survey per | riod er 2015 | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3 of question 2015 special measu visiting fairs of variable | _15 res to fill ope | n trainee posi | Label measure filli tions? | ing trainee pos | sitions: fairs | | Survey per | riod er 2015 | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3_ ff question 2015 especial measu visiting fairs of variable 2005 | 15 res to fill ope | n trainee posi | Label measure filli tions? | [1] yes | sitions: fairs | 2011 | Survey per 3rd quarte | 2013 | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3_ ff question 2015 especial measu visiting fairs of variable 2005 | 15 res to fill ope | n trainee posi | Label measure filli tions? | [1] yes | sitions: fairs | 2011 | Survey per 3rd quarte | 2013 | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3_ ff question 2015 especial measu visiting fairs of variable 2005 | 15 res to fill ope | n trainee posi | Label measure filli tions? | [1] yes | sitions: fairs | 2011 | Survey per 3rd quarte | 2013 | Further information | |
| 3.146) Wording o 3rd quarter Did you take | Name sf_2015q3_ ff question 2015 especial measu visiting fairs of variable 2005 | 15 res to fill ope | n trainee posi | Label measure filli tions? | [1] yes | sitions: fairs | 2011 | Survey per 3rd quarte | 2013 2023 | Further information | |
| 3.146) Wording o 3rd quarter Did you take Time span 2004 | Name sf_2015q3 ff question 2015 especial measu visiting fairs of variable 2005 | 2006 2016 | n trainee posi | Label measure filli tions? | [1] yes | 2010 | 2011 | Survey per 3rd quarte | 2013 2023 | Further information | once |
| 3.146) Wording o 3rd quarter Did you take Time span 2004 | Name sf_2015q3_ ff question 2015 special measu visiting fairs 2005 Name sf_2015q3_ | 2006 2016 | n trainee posi | Label measure filli tions? | [1] yes 2009 | 2010 | 2011 | Survey per 3rd quarte 2012 2022 | 2013 2023 | Further information | once Survey frequency |
| 3.146) Wording o 3rd quarter Did you take Time span 2004 2014 No. 3.147) | Name sf_2015q3 ff question 2015 special measu visiting fairs of variable 2005 Name sf_2015q3 ff question | 2006 2016 | n trainee posi | Label measure filli tions? 2008 | [1] yes 2009 | 2010 | 2011 | Survey per 3rd quarte 2012 2022 | 2013 2023 | Further information | once Survey frequency |
| 3.146) Wording o 3rd quarter Did you take Time span 2004 2014 No. 3.147) Wording o 3rd quarter | Name sf_2015q3 ff question 2015 special measu visiting fairs of variable 2005 Name sf_2015q3 ff question | 2006 2016 | n trainee posi | Label measure filli tions? 2008 2018 Label measure filli | [1] yes 2009 | 2010 | 2011 | Survey per 3rd quarte 2012 2022 | 2013 2023 | | once Survey frequency |
| 3.146) Wording o 3rd quarter Did you take Time span 2004 2014 No. 3.147) Wording o 3rd quarter | Name sf_2015q3_f question 2015 special measure visiting fairs of variable 2005 Name sf_2015q3_f question 2015 | 2006 2016 | n trainee posi | Label measure filli tions? 2008 2018 Label measure filli | [1] yes 2009 | 2010 | 2011 | Survey per 3rd quarte 2012 2022 | 2013 2023 | | once Survey frequency |

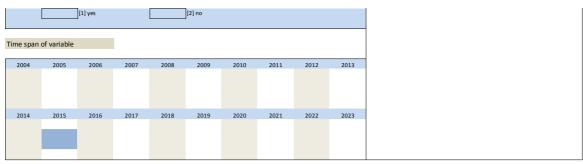
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|--------------|---------------------------|------|-----------------|---------------|----------------|-----------------|----------|-------------|------|---------------------|------------------|
| 3.148) | sf_2015q3_ of question | _17 | | measure filli | ng trainee pos | sitions: foreig | n search | 3rd quarter | 2015 | | once |
| 3rd quarter | | | | | | | | | | Further information | |
| Did you take | foreign searc | | n trainee posit | | [1] yes | | | | | | |
| Time spar | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
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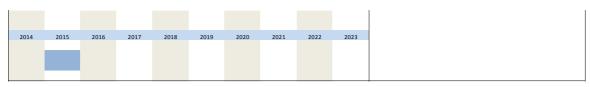
| NO. | ivame | | | Labei | | | | Survey peri | ou | | Survey frequency |
|--------------|---------------|------------------|----------------|---------------|----------------|---------------|------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.149) | sf_2015q3_ | _18 | | measure filli | ng trainee pos | itions: other | | 3rd quarter | 2015 | | once |
| Wording o | of question | | | | | | | | | | |
| 3rd quarter | 2015 | | | | | | | | | Further information | |
| | | | | | | | | | | Tartier militaria | |
| Did you take | special measu | res to fill oper | n trainee posi | tions? | | | | | | | |
| | other | | | | [1] yes | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|------------------|-----------------|-----------------|-----------------|-------------------------------|---------|----------|------|-------------|--------|---------------------|------------------|
| 3.150) Wordin | sf_2015q3 | _20 | | measure filli no special m | | sitions: | | 3rd quarter | r 2015 | | once |
| | ter 2015 | res to fill ope | n trainee posit | ions? | | | | | | Further information | |
| | no special m | | | | [1] yes | | | | | | |
| | oan 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 peri | od | | Survey frequency |
|---------------|----------------|----------------|----------------|----------------------------|---------------------|----------------|------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.151) | sf_2015q4_ | 1 | | employment | of asylum see | kers last 24 m | onth | 4th quarter | 2015 | | once |
| Wording of | f question | | | | | | | | | | |
| 4th quarter 2 | 2015 | | | | | | | | | Further information | |
| Did you emp | loy asylum see | kers during th | ie last 24 mor | nths? | | | | | | | |
| | | [1] yes | | | [2] no | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| 140. | Nume | | | Lubei | | | | Survey peri | ou | | Survey frequency |
| 3.152) | sf_2015q4_ | 2 | | employment | of asylum see | kers currently | | 4th quarter | 2015 | | once |
| Wording of | f question | | | | | | | | | | |
| 4th quarter 2 | | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| Are you curr | ently employin | | ers? | | 1 | | | | | | |
| | | [1] yes | | | [2] no | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.153) | sf_2015q4_ | 3 | | employment next 12 mont | of asylum see hs | kers planned | | 4th quarter | 2015 | | once |
| Wording of | f question | | | | | | | | | | |
| 4th quarter 2 | 2015 | | | | | | | | | Further information | |
| Are you plan | ning to employ | asylum seek | ers? | | | | | | | | |
| In the next 1 | 2 months | | | | | | | | | | |
| | | [1] yes | | | [2] no | | | | | | |
| Time span | of variable | | | | | | | | | | |
| | | 2005 | 2007 | 2000 | 2000 | 2010 | 2044 | 2042 | 2042 | | |
| 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 peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.154) | sf_2015q4_ | 4 | | employment | | kers planned | | 4th quarter | 2015 | | once |
| Wording of | f question | | | from 2017 or | 1 | | | | | | |
| 4th quarter 2 | 2015 | | | | | | | | | Further information | |
| Are you plan | ning to employ | asylum seek | ers? | | | | | | | | |
| from 2017 o | | | | | | | | | | | |



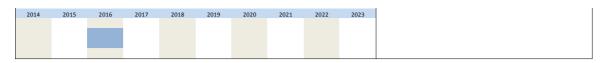
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-------------------|-----------------|--------------|-------------------------------|-----------------------|--------------------|---------------------|-------------|------|---------------------|------------------|
| 3.155) | sf_2015q4_ | _5 | | investment in | n qualification | n measures fo | r | 4th quarter | 2015 | | once |
| Wording | of question | | | asylum seeke | ers planned 12 | 2 months | | | | | |
| 4th quarter | 2015 | | | | | | | | | Further information | |
| | nning to invest i | into qualificat | ion measures | for asylum see | ekers in vour o | ompany | | | | | |
| | next 12 months | | | | • | | | | | | |
| | | [1] yes | | | [2] no | | | | | | |
| Time spa | n 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 | | |
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| | | | | | | | | | | | |
| No. | Name | _ | _ | Label | _ | _ | _ | Survey peri | od | | Survey frequency |
| 140. | Nume | | | Lubei | | | | Survey peri | ou | | Survey requeries |
| 3.156) | sf_2015q4_ | _6 | | obstacles to | employing asy | /lum seekers: | language | 4th quarter | 2015 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2015 | | | | | | | | | Further information | |
| Which obst | acles do you see | with regard | to employing | asylum seeker | rs? | | | | | | |
| | | | | [1] large | [2] small | [3] no | [4] not |] | | | |
| | language | | | obstacle | obstacle | obstacle | relevant | _ | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2044 | 2045 | 2015 | 2047 | 2040 | 2040 | 2020 | 2024 | 2022 | 2022 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.157) | sf_2015q4_ | _7 | | obstacles to qualification | employing asy | /lum seekers: | | 4th quarter | 2015 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2015 | | | | | | | | | Further information | |
| Which obst | acles do you see | with regard | to employing | asylum seeker | rs? | | | | | | |
| | | | | [1] large obstacle | [2] small obstacle | [3] no obstacle | [4] not relevant | | | | |
| | qualification | | | | | 221.00.0 | . E. STUIN | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | | | | Lahel | | | | Survey per | hoi | Survey frequency |
|--|--|---------------|--------------------|----------------------------|----------------------------|--------------------|---------------------|------------------------|------------------------|-----------------------|
| | Name | | | Label | | | | survey per | ou | Survey frequency |
| 3.158) | sf_2015q4 | 8 | | obstacles to | employing asy | vlum seekers | | 4th quarte | r 2015 | once |
| | | _0 | | minimum wa | | yrum seekers. | | 4th quarte | 2013 | onec |
| Wording o | of question | | | | | | | | | |
| 4th quarter | 2015 | | | | | | | | | Further information |
| Which obsta | acles do you see | e with regard | to employing | asylum seeke | rs? | | | | | |
| | | | | [1] large | [2] small | [3] no | [4] not | 1 | | |
| | | | | obstacle | obstacle | obstacle | relevant | | | |
| | minimum wa | ge | | | | | | J | | |
| Time ones | n of variable | | | | | | | | | |
| Time spai | TOT VALIABLE | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
| | | | | | | | | | | |
| 3.159) | sf_2015q4 | _9 | | | employing asy | ylum seekers: | | 4th quarte | r 2015 | once |
| Wording o | of question | | | legal framew | vorks | | | | | |
| 4th quarter | 2015 | | | | | | | | | Further information |
| | | | | | | | | | | |
| Which obsta | acles do you see | e with regard | to employing | asylum seeke | rs? | | | | | |
| | | | | [1] large obstacle | [2] small obstacle | [3] no obstacle | [4] not relevant | | | |
| | legal framew | orks | | | | | | 1 | | |
| | | | | | | | | | | |
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| Time spar | of variable | | | | | | | | | |
| 2004 | of variable 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | |
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| 2004 2014 No. | 2005 2015 Name sf_2016q1 | 2016 | | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 dod | |
| 2004 2014 No. 3.160) | 2005 2015 Name sf_2016q1 | 2016 | | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| 2004 2014 No. | 2005 2015 Name sf_2016q1 | 2016 | | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 dod | |
| 2004 2014 No. 3.160) Wording 6 | 2005 2015 Name sf_2016q1 | 2016 | 2017 | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| 2004 2014 No. 3.160) Wording 6 | 2005 2015 Name sf_2016q1, of question | 2016 | 2017 | 2018 Label offering inter | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| 2004 2014 No. 3.160) Wording 6 | 2005 2015 Name sf_2016q1, of question | 2016 | 2017 | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| 2004 2014 No. 3.160) Wording 6 | 2005 2015 Name sf_2016q1, of question | 2016 | 2017 | 2018 Label offering inter | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| 2014 2014 No. 3.160) Wording of 1st quarter Do you offe | 2005 2015 Name sf_2016q1, of question | 2016 | 2017 | 2018 Label offering inter | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| No. 3.160) Wording of list quarter Do you offee | 2015 Name sf_2016q1, of question 2016 r internships in | 2016 | 2017 | 2018 Label offering inte | 2019 rnships in gen | 2020 eral | 2021 | Survey per 1st quarter | 2023 rod | once |
| 2014 2014 No. 3.160) Wording of 1st quarter Do you offe | 2005 2015 Name sf_2016q1, of question 2016 r internships in | 2016 | 2017 | 2018 Label offering inter | 2019 | 2020 | | 2022 Survey per | 2023 dod | once |
| No. 3.160) Wording of list quarter Do you offee | 2015 Name sf_2016q1, of question 2016 r internships in | 2016 | 2017 | 2018 Label offering inte | 2019 rnships in gen | 2020 eral | 2021 | Survey per 1st quarter | 2023 rod | once |
| No. 3.160) Wording of list quarter Do you offee Time spar | 2005 Name sf_2016q1 of question 2016 r internships in | 2016 1 2006 | 2017 y in general? | Label offering inte | 2019 rnships in gen [2] no | 2020 eral | 2021 | Survey per 1st quarter | 2023 food 2 2016 | once |
| No. 3.160) Wording of list quarter Do you offee | 2015 Name sf_2016q1, of question 2016 r internships in | 2016 | 2017 | 2018 Label offering inte | 2019 rnships in gen | 2020 eral | 2021 | Survey per 1st quarter | 2023 rod | once |



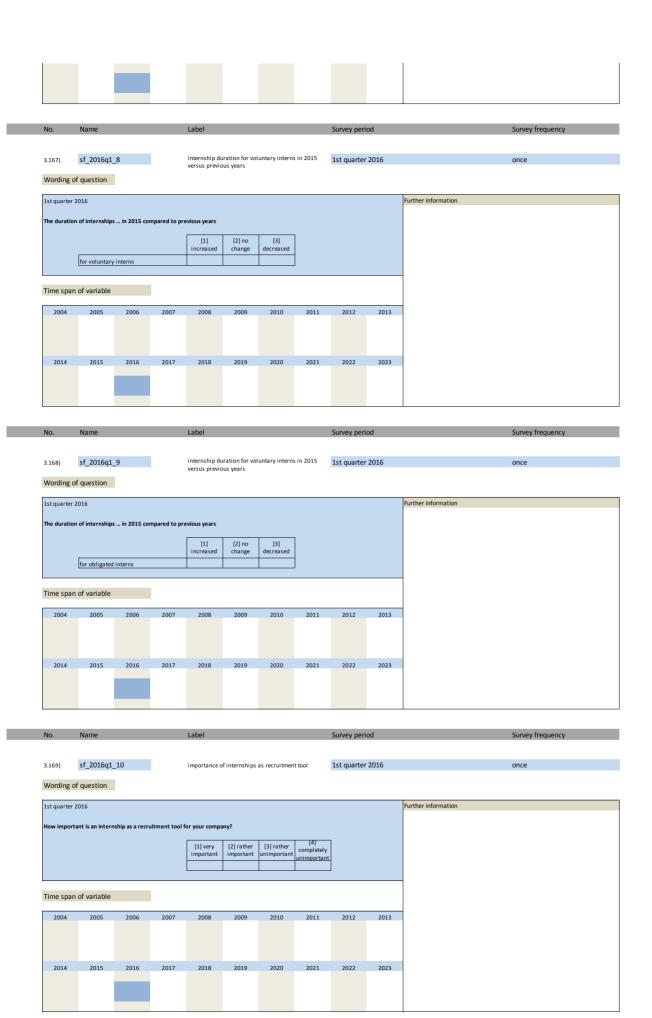
| 3.163) Wording (| sf_2016q1 | _4 | | offering inter interns | nships before | 2015 for volun | tary | 1st quarter | 2016 | once |
|---------------------|------------------|--------------|-------------|---------------------------|---------------|----------------|------|-------------|------|---------------------|
| 1st quarter | 2016 | | | | | | | | | Further information |
| Do you offe | r internships in | your company | in general? | | | | | | | |
| If yes: | | | | | | | | | | |
| prior to 201 | 5 | | | | | | | | | |
| | for voluntary | y interns | | [1] yes | | | | | | |
| Time spar | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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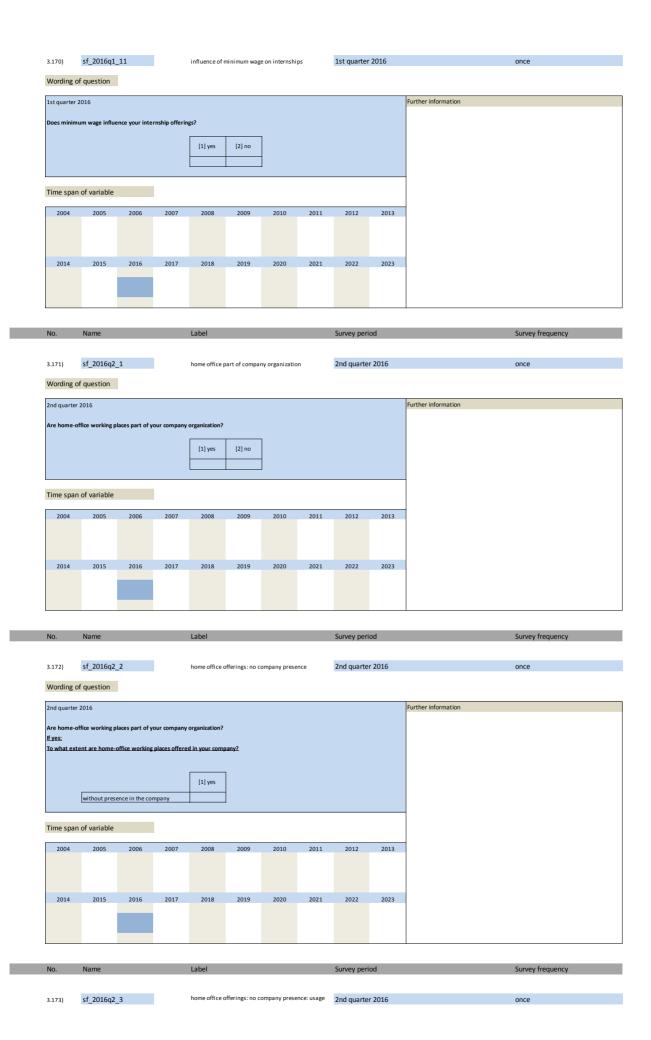
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
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| 3.164) | sf_2016q1 | _5 | | offering inter | nships before | 2015 for obli | gated interns | 1st quarter | 2016 | | once |
| Wording | of question | | | | | | | | | | |
| 1st quarter | r 2016 | | | | | | | | | Further information | |
| Do you offe | er internships in | your company | in general? | | | | | | | | |
| If yes: | | | | | | | | | | | |
| prior to 20 | 15 | | | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | for obligated | interns | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| | | | | | | | | | | | |
| 3.165) | sf_2016q1_ | 6 | | average inter | nship duratio | n for voluntar | y interns | 1st quarter | 2016 | | once |
| | | - | • | | | | | 4 | | | |
| Wording | of question | | | | | | | | | | |
| 1st quarter | r 2016 | | | | | | | | | Further information | |
| i | | | | | | | | | | | |
| The averag | e duration of int | ernships in o | ur company is | | | | | | | | |
| | | | | | [2] between | [3] more | | | | | |
| | | | | [1] up to 3 months | 3 and 6 | than 6 | | | | | |
| | | | | | months | months | | | | | |
| | for voluntary | interns | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| | o. vanabic | | | | | | | | | | |
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| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
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| | | | | | | | | | | | |
| 3.166) | sf_20161_7 | 7 | | average inter | nship duratio | n for obligate | d interns | 1st quarter | 2016 | | once |
| | | | | | | | | | | | |
| Wording | of question | | | | | | | | | | |
| 1st quarter | 2016 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| The average | e duration of int | ernships in ou | ır company is | | | | | | | | |
| | | | | | | | | | | | |
| | | | | [1] up to 3 | [2] between | [3] more | | | | | |
| | | | | months | 3 and 6 months | than 6 months | | | | | |
| | 6 10 11 | | | | | | | | | | |
| | for obligated | interns | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
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| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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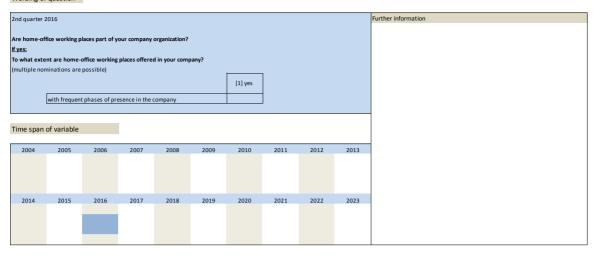


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| 3.174) | sf_2016q2 | _4 | | home office o | offerings: occa | sional presen | ice | 2nd quarte | r 2016 | once | |
| Wording o | of question | | | | | | | | | | |
| 2nd quarter | r 2016 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| Are home-o | office working p | laces part of y | our company | organization? | | | | | | | |
| To what ext | tent are home- | | places offered | d in your comp | any? | | | | | | |
| (multiple no | ominations are | possible) | | | | | | | | | |
| | | | | | | [1] yes | | | | | |
| | with occasio | nal presence i | in the compan | у | | | | | | | |
| T' | fdabla | | | | | | | | | | |
| Time spar | n 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 | | |
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| 3.175) | sf_2016q2 | _5 | | home office of | offerings: occa | sional presen | ice: usage | 2nd quarter | 2016 | once |
|--------------|------------------|-----------------|---------------|----------------|-----------------|---------------|------------|---------------------|------|---------------------|
| Wording o | of question | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information |
| Ara hama | office working p | laces part of w | our company | organization? | | | | | | |
| If yes: | onice working p | naces part or y | our company | organizations | | | | | | |
| - | ent are home- | office working | places offere | d in your comp | pany? | | | | | |
| (multiple no | ominations are | possible) | | | | | usage | | | |
| | | | | | | [1] often | [2] | [3] infrequently | | |
| | with occasio | nal presence i | in the compan | у | | | | | | |
| | | | | | | | | | | |
| Time spar | 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 | |
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No. Name Label Survey period Survey frequency

| No. | Name | Label | Survey period | Survey frequency |
|--------|-------------|--|------------------|------------------|
| | | | | |
| 3.176) | sf_2016q2_6 | home office offerings: frequent presence | 2nd quarter 2016 | once |

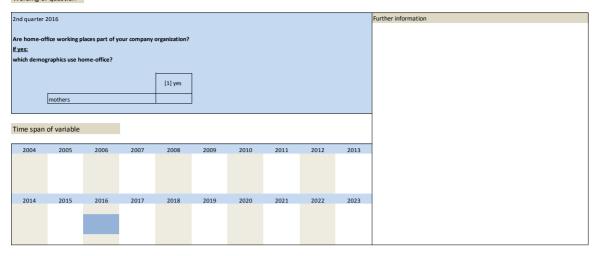


| No. | Name | | | Label | | | | Survey perio | od | | Survey frequency | | | |
|-------------|----------------------------------|-----------------|-----------------|----------------|------------------|---------------|------------------|---------------------|------|---------------------|------------------|--|--|--|
| | | | | | | | | | | | | | | |
| 3.177) | sf_2016q2 | _7 | | home office o | offerings: frequ | uent presence | : usage | 2nd quarter | 2016 | | once | | | |
| Wording of | of question | | | | | | | | | | | | | |
| | quarter 2016 Further information | | | | | | | | | | | | | |
| 2nd quarter | r 2016 | | | | | | | | | Further information | | | | |
| Are home-o | office working p | laces part of y | our company | organization? | | | | | | | | | | |
| If yes: | | | | | | | | | | | | | | |
| | tent are home- ominations are | | places offered | l in your comp | any? | | | | | | | | | |
| (marapie no | ommations are | possible | | | | | usage | | | | | | | |
| | | | | | | [1] often | [2] sometimes | [3] infrequently | | | | | | |
| | with frequen | t phases of pre | esence in the c | ompany | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| Time spar | n 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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| | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | |

| 3.178) | sf_2016q2 | Q | | home office of | offerings: varia | able presence | frequencies | 2nd quarte | r 2016 | once |
|---------------|----------------|---------------------|-------------------------------|----------------|------------------|---------------|-------------|------------|--------|---------------------|
| | | _8 | | | | | ., | zna quarte | 2010 | once |
| Wording of | question | | | | | | | | | |
| 2nd quarter 2 | 2016 | | | | | | | | | Further information |
| Are home-of | fice working n | laces part of y | our company | organization? | | | | | | |
| If yes: | nice working p | naces part or y | our company | organization: | | | | | | |
| | | office working | places offere | d in your comp | any? | | | | | |
| (multiple non | ninations are | | | | | | 1 | | | |
| | Phases of pr | resence are ha i | ndled variabl n our compan | | on necessity, | [1] yes | | | | |
| | | | | | | |] | | | |
| | | | | | | | | | | |
| 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 | |
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No. Name Label Survey period Survey frequency

| No. | Name | Label | Survey period | Survey frequency |
|--------|-------------|-----------------------------------|------------------|------------------|
| | | | | |
| 3.179) | sf_2016q2_9 | home office demographics: mothers | 2nd quarter 2016 | once |



| No. | Name | | | Label | | | | Survey peri | od | | Su | rvey frequency |
|---------------------|--------------------|------------------|-------------|---------------|--------------|----------------|------|-------------|--------|-----------------------|----|----------------|
| | | | | | | | | | | | | |
| 3.180) | sf_2016q2 | _10 | | home office o | lemographics | : mothers: usa | ge | 2nd quarte | r 2016 | | on | nce |
| Wordin | g of question | | | | | | | | | | | |
| 2nd qua | ter 2016 | | | | | | | | | Further information | | |
| Ziia qua | tei 2010 | | | | | | | | | rareler illiorniacion | | |
| | e-office working p | places part of y | our company | organization? | | | | | | | | |
| If yes: which de | mographics use h | ome-office? | | | | | | | | | | |
| | | | | | usage | | | | | | | |
| | | | | [1] often | [2] | [3] | | | | | | |
| | | | | [1] Oiteii | sometimes | infrequently | | | | | | |
| | mothers | | | | | | | | | | | |
| T | oan of variable | | | | | | | | | | | |
| rime s | an or 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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| 3.181) | | | | | | | | | | |
|---------------|---------------|-----------------|-------------|---------------|-------------|-----------|------|------------|--------|---------------------|
| | sf_2016q2_ | _11 | | home office d | emographics | : fathers | | 2nd quarte | r 2016 | once |
| Wording of | question | | | | | | | | | |
| 2nd quarter 2 | :016 | | | | | | | | | Further information |
| f yes: | ice working p | laces part of y | our company | organization? | | | | | | |
| ſ | fathers | | | [1] yes | | | | | | |
| L | iatriers | | | | | | | | | |
| Time span o | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
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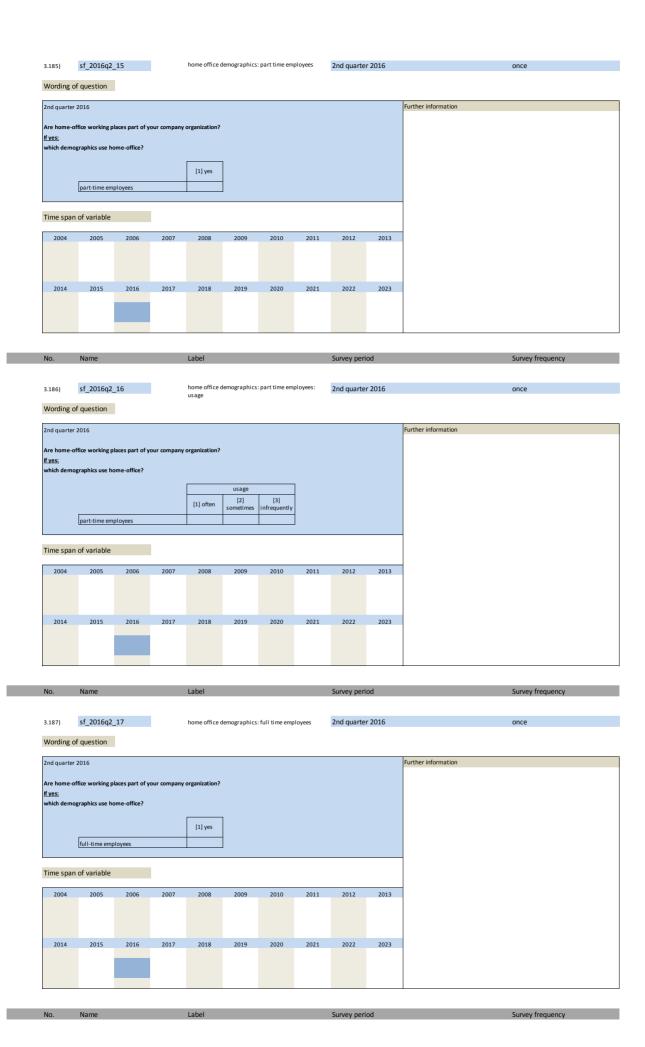
No. Name Label Survey period Survey frequency

| No. | Name | Label | Survey period | Survey frequency |
|--------|--------------|--|------------------|------------------|
| | | | | |
| 3.182) | sf_2016q2_12 | home office demographics: fathers: usage | 2nd quarter 2016 | once |



| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|------------|------------------|-----------------|-------------|---------------|--------------|-------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.183) | sf_2016q2 | _13 | | home office o | lemographics | : commuters | | 2nd quarte | r 2016 | | once |
| Wording | of question | | | | | | | | | | |
| vvolung | or question | | | | | | | | | | |
| 2nd quarte | r 2016 | | | | | | | | | Further information | |
| Are home- | office working p | laces part of v | our company | organization? | | | | | | | |
| If yes: | | | , | | | | | | | | |
| which dem | ographics use h | ome-office? | | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | commuters | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| | | | | | | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | | | | | |

| NO. | Name | | | rapei | | | | Survey peri | oa | | Survey frequency | |
|------------------------|-----------------|-----------------|-------------|----------------|--------------|----------------|------|------------------|------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.184) | sf_2016q2 | _14 | | home office of | demographics | : commuters: u | sage | 2nd quarter 2016 | | | once | |
| Wording of | f question | | | | | | | | | | | |
| rroraing o | · question | | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | | |
| Ara hama at | ffica warking n | laces part of y | aur company | Sucitation? | | | | | | | | |
| Are nome-or If yes: | mice working p | naces part or y | our company | organization? | | | | | | | | |
| | graphics use h | ome-office? | | | | | | | | | | |
| | | | | | usage | | | | | | | |
| | | | | [1] often | [2] | [3] | | | | | | |
| | | | | [1] Oiteii | sometimes | infrequently | | | | | | |
| | commuters | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
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home office demographics: full time employees: 2nd quarter 2016 usage 3.188) sf_2016q2_18 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? usage [3] infrequer [2] [1] often full-time employees Time span of variable 2004 2005 2006 2007 2008 2010 2011 2012 2013 2009 2023 2014 2015 2016 2017 2018 2019 2020 2021 2022 Survey frequency home office demographics: younger employees (<40 2nd quarter 2016 years) 3.189) sf_2016q2_19 Wording of question 2nd quarter 2016 Further information Are home-office working places part of your company organization? which den ographics use home-office? [1] yes younger employees (<40 years) Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2022 2023 sf_2016q2_20 home office demographics: younger employees (<40 years): usage 3.190) Wording of question 2nd quarter 2016 Further information Are home-office working places part of your company organization? If yes: usage [2] [1] often younger employees (<40 years) Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2015 2017 2019 2023 2014 2016 2018 2020

Survey frequency

No. Name

| | sf_2016q2 | _21 | | home office o | demographics | : older employ | ees (40+ | 2nd quarte | r 2016 | | once |
|---|---|--|---|--|--|---------------------|----------|-------------------------------|----------------------|---------------------|-----------------------|
| 3.191) | | | | | | | | | | | |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | |
| Are home-of | fice working p | laces part of y | our company | organization? | | | | | | | |
| If yes: | graphics use ho | ome-office? | | | | | | | | | |
| willer demog | grapines use ne | onie-onice: | | | 1 | | | | | | |
| | | | | [1] yes | | | | | | | |
| | older employ | ees (ab 40 ye | ars) | | | | | | | | |
| _ | | | | | | | | | | | |
| 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 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.192) | sf_2016q2 | _22 | | home office of years): usage | | : older employ | ees (40+ | 2nd quarte | r 2016 | | once |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | |
| | fice working p | | | | | | | | | | |
| which demog | | | | | | | | | | | |
| | graphics use ho | ome-office? | | | | | | | | | |
| | graphics use ho | ome-office? | | | usage | | | | | | |
| | graphics use ho | ome-office? | | [1] often | usage [2] sometimes | [3] infrequently | | | | | |
| | graphics use he | | ars) | [1] often | [2] | | | | | | |
| | older employ | | ars) | [1] often | [2] | | | | | | |
| | | | ars) | [1] often | [2] | | | | | | |
| | older employ | | ars) | [1] often | [2] | | 2011 | 2012 | 2013 | | |
| Time span | older employ of variable | ees (ab 40 ye | | | [2] sometimes | infrequently | 2011 | 2012 | 2013 | | |
| Time span | older employ of variable | ees (ab 40 ye | | | [2] sometimes | infrequently | 2011 | 2012 | 2013 | | |
| Time span | older employ of variable | ees (ab 40 ye | | | [2] sometimes | infrequently | 2011 | 2012 | 2013 | | |
| Time span | older employ of variable 2005 | ees (ab 40 ye | 2007 | 2008 | [2] sometimes | 2010 | | | | | |
| Time span | older employ of variable 2005 | ees (ab 40 ye | 2007 | 2008 | [2] sometimes | 2010 | | | | | |
| Time span | older employ of variable 2005 | ees (ab 40 ye | 2007 | 2008 | [2] sometimes | 2010 | | | | | |
| Time span | older employ of variable 2005 | ees (ab 40 ye | 2007 | 2008 | [2] sometimes | 2010 | | | 2023 | | Survey frequency |
| 2004 2014 No. | of variable 2005 2015 | 2006 2016 | 2007 | 2008 | [2] sometimes | 2010 | | 2022 Survey peri | 2023 od | | Survey frequency |
| 2004 2014 No. | of variable 2005 | 2006 2016 | 2007 | 2008 | [2] sometimes 2009 | 2010 | | 2022 | 2023 od | | Survey frequency once |
| 2004 2014 No. | older employ of variable 2005 2015 Name sf_2016q2 | 2006 2016 | 2007 | 2008 2018 Label | [2] sometimes 2009 | 2010 | | 2022 Survey peri | 2023 od | | |
| 2004 2014 No. | older employ of variable 2005 2015 Name sf_2016q2 f question | 2006 2016 | 2007 | 2008 2018 Label | [2] sometimes 2009 | 2010 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of | older employ of variable 2005 2015 Name sf_2016q2 f question | 2006 2016 | 2007 | 2008 2018 Label home office of | 2009 2019 | 2010 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of Quarter: Are home-of if yes: | of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of | [2] sometimes 2009 2019 | 2010 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of Quarter: Are home-of if yes: | older employ of variable 2005 2015 Name sf_2016q2 f question | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office or organization? ferings in our organization. | 2009 2019 | 2010 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of Quarter: Are home-of if yes: | of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of | [2] sometimes 2009 2019 | 2010 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of Quarter: Are home-of if yes: | of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of organization? ferings in our of [1] | 2009 2019 company [2] not | 2010 2020 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of quarter: Are home-of if yes: Within the la | of variable 2005 2015 Name sf_2016q2, f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of organization? ferings in our of [1] | 2009 2019 company [2] not | 2010 2020 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of quarter: Are home-of if yes: Within the la | of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of organization? ferings in our of [1] | 2009 2019 company [2] not | 2010 2020 | | 2022 Survey peri | 2023 od | Further information | |
| 2004 2014 No. 3.193) Wording of quarter: Are home-of if yes: Within the la | of variable 2005 2015 Name sf_2016q2, f question 2016 ffice working p | 2006 2016 2016 | 2007 2017 | 2008 2018 Label home office of organization? ferings in our of [1] | 2009 2019 company [2] not | 2010 2020 | | 2022 Survey peri | 2023 od | Eurther information | |
| No. 2014 No. 3.193) Wording of 2nd quarter: Are home-of ff ves: Within the la | older employ of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 23 laces part of y | 2007 2017 2017 our company ome-office off | 2008 2018 Label home office of organization? ferings in our of [1] expanded | 2009 2019 company [2] not changed | 2010 2020 5 years | 2021 | Survey peri | 2023 od r 2016 | Further information | |
| No. 2014 No. 3.193) Wording of 2nd quarter: Are home-of ff ves: Within the la | older employ of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 23 laces part of y | 2007 2017 2017 our company ome-office off | 2008 2018 Label home office of organization? ferings in our of [1] expanded | 2009 2019 company [2] not changed | 2010 2020 5 years | 2021 | Survey peri | 2023 od r 2016 | Further information | |
| No. 2014 No. 3.193) Wording of 2nd quarter: Are home-of ff ves: Within the la | older employ of variable 2005 2015 Name sf_2016q2 f question 2016 ffice working p | 2006 2016 23 laces part of y | 2007 2017 2017 our company ome-office off | 2008 2018 Label home office of organization? ferings in our of [1] expanded | 2009 2019 company [2] not changed | 2010 2020 5 years | 2021 | Survey peri | 2023 od r 2016 | Further information | |
| No. 3.193) Wording of 2nd quarter: Are home-of if yes: Within the la | of variable 2005 Name sf_2016q2, f question 2016 ffice working p sst 5 years, we of variable 2005 | 2006 2016 23 laces part of y have the h | 2007 2017 your company ome-office off | 2008 2018 Label home office of the control of th | [2] sometimes 2009 2019 2019 [2] not changed | 2010 2020 5 years | 2021 | 2022 Survey peri 2nd quarte | 2023 od r 2016 | Further information | |

Survey frequency

| 3.194) | sf_2016q2 | _24 | | home office of | offerings plan | end of 2017 v | ersus today | 2nd quarte | r 2016 | | once | |
|--|--|---|---|---|-------------------------------|------------------|--------------|-----------------------------------|------------------------|---------------------|-----------------------|--|
| , | c10q2 | | • | | | | | | | | | |
| Wording o | of question | | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | | |
| Ara hama a | office working p | laces part of u | our company | erganization? | | | | | | | | |
| If yes: | mice working p | naces part or y | your company | organizations | | | | | | | | |
| We plan to . | the home-of | fice offerings | until the end | of 2017 compa | red to today | | | | | | | |
| | | | | [1] expand | [2] not change | [3] reduce | | | | | | |
| | | | | | change | | | | | | | |
| | | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| 2004 | 2003 | 2000 | 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 peri | iod | | Survey frequency | |
| | | | | | | | | | | | | |
| 3.195) | sf_2016q2 | _25 | | reasons for r required | no home offic | e offering: pres | ence | 2nd quarte | r 2016 | | once | |
| Wording o | of question | | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | | |
| ziiu quai tei | 2010 | | | | | | | | | rartier information | | |
| Are home-o If no: | office working p | laces part of y | our company | organization? | | | | | | | | |
| | ny does not offe | er home-office | e for the follo | wing reasons: | | | | | | | | |
| | | | | | 1 | | | | | | | |
| | | | | | | | | | | | | |
| | | | | [1] yes | | | | | | | | |
| | presence req | uired | | [1] yes | | | | | | | | |
| Fime coop | | uired | | [1] yes | | | | | | | | |
| ime span | presence req | uired | | [1] yes | | | | | | | | |
| ime span | | uired 2006 | 2007 | [1] yes | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | | 2007 | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | | 2007 | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | of variable | | 2007 | | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| 2004 | n of variable | 2006 | | 2008 | | | | | | | | |
| 2004 | n of variable | 2006 | | 2008 | | | | | | | | |
| 2004 | n of variable | 2006 | | 2008 | | | | | | | | |
| 2004 | 2005 2005 2015 | 2006 | | 2008 | | | | 2022 | 2023 | | Suppos frequency | |
| 2004 | n of variable | 2006 | | 2008 | | | | | 2023 | | Survey frequency | |
| 2004 2014 No. | 2005 2015 Name | 2006 | | 2008 2018 Label | 2019 | | 2021 | 2022 Survey peri | 2023 lod | | Survey frequency once | |
| 2004 2014 No. | 2005 2005 2015 Name | 2006 | | 2008 2018 | 2019 | 2020 | 2021 | 2022 | 2023 lod | | | |
| 2004 2014 No. | 2005 2015 Name | 2006 | | 2008 2018 Label | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 lod | | | |
| 2004 2014 No. 3.196) Wording c | 2005 2015 Name sf_2016q2 of question | 2006 | | 2008 2018 Label | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording o | 2005 2015 Name sf_2016q2, of question | 2006 | 2017 | 2008 2018 Label reasons for r communication | 2019 no home offici | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording of 2nd quarter Are home-off no: | 2005 2015 Name sf_2016q2 of question 2016 | 2006 2016 26 | 2017 | 2008 2018 Label reasons for recommunication? | 2019 no home offici | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording of 2nd quarter Are home-off no: | 2005 2015 Name sf_2016q2, of question | 2006 2016 26 | 2017 | 2008 2018 Label reasons for recommunication? | 2019 no home offici | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording of 2nd quarter Are home-off no: | 2005 2015 Name sf_2016q2 of question 2016 | 2006 2016 26 | 2017 | 2008 2018 Label reasons for recommunication? | 2019 no home offici | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
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| 2004 2014 No. 3.196) Wording of 2nd quarter Are home-off no: | 2005 2015 Name sf_2016q2 of question 2016 | 2006 2016 26 26 alaces part of y | 2017 your company | 2008 2018 Label reasons for r communicati organization? | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2014 No. 3.196) Wording of the control of the con | 2005 2015 Name sf_2016q2 of question 2016 | 2006 2016 26 26 alaces part of y | 2017 your company | 2008 2018 Label reasons for r communicati organization? | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording of the state | 2005 Name sf_2016q2, of question 2016 hindered cor | 2006 2016 26 aces part of y er home-office | 2017 your company e for the follow | 2008 2018 Label reasons for r communication? organization? wing reasons: | 2019 no home officion [1] yes | 2020 | 2021 ered | 2022 Survey peri 2nd quarte | 2023 dod r 2016 | Further information | | |
| 2014 No. 3.196) Wording c 2nd quarter Are home-o if no: Our compan | 2005 2015 Name sf_2016q2 of question 2016 whindered cor | 2006 2016 26 26 alaces part of y | 2017 your company | 2008 2018 Label reasons for r communicati organization? | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 lod | Further information | | |
| 2004 2014 No. 3.196) Wording of the companion of the c | 2005 Name sf_2016q2, of question 2016 hindered cor | 2006 2016 26 aces part of y er home-office | 2017 your company e for the follow | 2008 2018 Label reasons for r communication? organization? wing reasons: | 2019 no home officion [1] yes | 2020 | 2021 ered | 2022 Survey peri 2nd quarte | 2023 dod r 2016 | Further information | | |
| 2004 2014 No. 3.196) Wording of the companion of the c | 2005 Name sf_2016q2, of question 2016 hindered cor | 2006 2016 26 aces part of y er home-office | 2017 your company e for the follow | 2008 2018 Label reasons for r communication? organization? wing reasons: | 2019 no home officion [1] yes | 2020 | 2021 ered | 2022 Survey peri 2nd quarte | 2023 dod r 2016 | Further information | | |
| 2004 2014 No. 3.196) Wording of the companion of the c | 2005 Name sf_2016q2, of question 2016 hindered cor | 2006 2016 26 aces part of y er home-office | 2017 your company e for the follow | 2008 2018 Label reasons for r communication? organization? wing reasons: | 2019 no home officion [1] yes | 2020 | 2021 ered | 2022 Survey peri 2nd quarte | 2023 dod r 2016 | Further information | | |
| 2004 2014 No. 3.196) Wording of the companion of the c | 2005 Name sf_2016q2 of question 2016 hindered cor | 2006 2016 26 alaces part of y er home-office | your company e for the follow with coworker | 2008 2018 Label reasons for r communicati organization? wing reasons: | 2019 no home officion [1] yes | 2020 | 2021 ered | 2022 Survey peri 2nd quarte | 2023 food r 2016 | Further information | | |

Survey period

Survey frequency

reasons for no home office offering: unclear working time rules 2nd quarter 2016 3.197) sf_2016q2_27 once Wording of question 2nd quarter 2016 Further information Are home-office working places part of your company organization? Our company does not offer home-office for the following reasons [1] yes unclear working time rules 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 sf_2016q2_28 reasons for no home office offering: lower productivity 2nd quarter 2016 once Wording of question Further information 2nd quarter 2016 Are home-office working places part of your company organization? lower productivity Time span of variable 2012 2013 2015 2023 2017 2019 2021 2014 2016 2018 2020 2022 No. Name Label Survey frequency Survey period 3.199) sf_2016q2_29 reasons for no home office offering: insufficient IT 2nd quarter 2016 Wording of question 2nd quarter 2016 Further information Are home-office working places part of your company organization? Our company does not offer home-office for the following reasons [1] ves insufficient IT Time span of variable 2005 2006 2008 2009 2010 2011 2012 2013 2015 2017 2019 2021 2023 2014 2016 2018 2020 2022 No. Name Survey frequency

reasons for no home office offering: IT security

2nd quarter 2016

once

sf_2016q2_30

3.200)



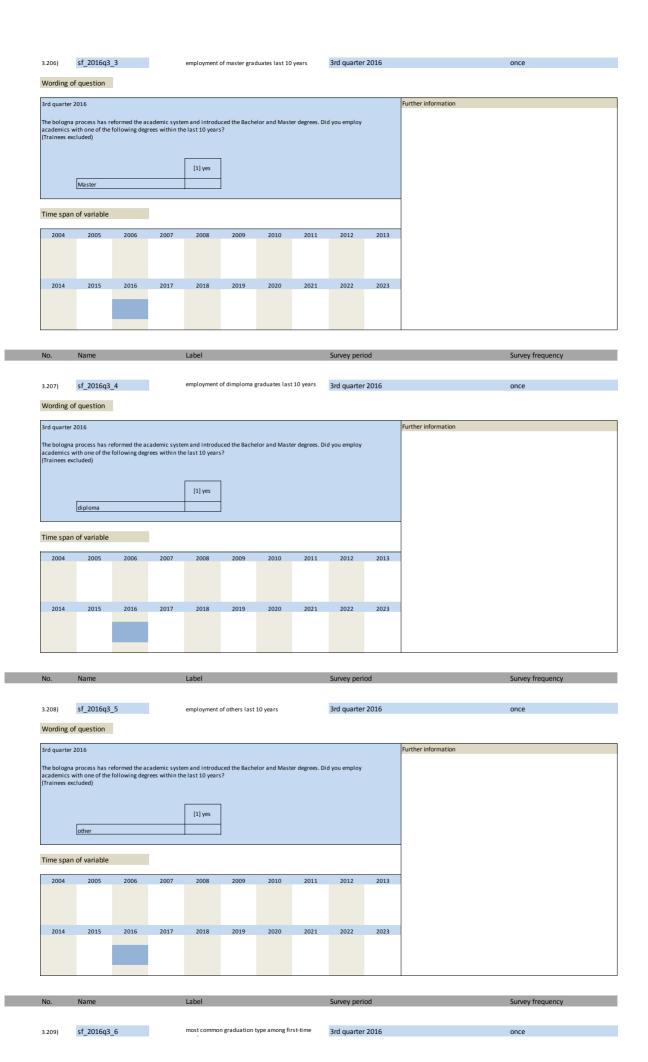
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-----------------|-----------------|----------------|---------------|---------------|----------------|------------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.201) | sf_2016q2_ | _31 | | reasons for n | o home office | offering: data | protection | 2nd quarte | r 2016 | | once |
| Wording o | f question | | | | | | | | | | |
| Troiding 0 | question | | | | | | | | | | |
| 2nd quarter | 2016 | | | | | | | | | Further information | |
| Are home-of | ffice working p | laces part of y | our company | organization? | | | | | | | |
| If no: | | | | | | | | | | | |
| Our compan | y does not offe | er home-office | for the follow | ving reasons: | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | data protecti | on | | | | | | | | | |
| | 22.0 2.0.000 | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|--------------------|----------------------------|----------------|------|---------------|---------------|------------------|------|-------------|--------|---------------------|------------------|
| 3.202) | sf_2016q2 | 32 | | reasons for n | o home office | e offering: othe | ers | 2nd quarte | r 2016 | | once |
| Wording | g of question | | | | | | | | | | |
| 2nd quar | ter 2016 | | | | | | | | | Further information | |
| If no: Our comp | pany does not off other | er home-office | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | 2020 | 2021 | 2022 | 2023 | | |

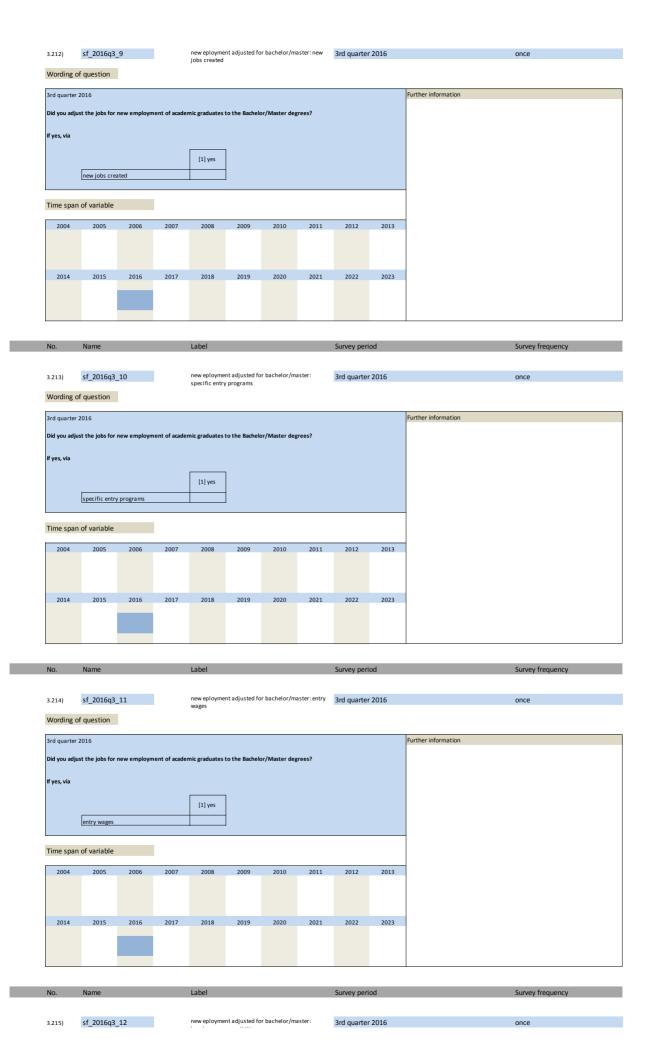
| 2 | nd quarter 2 | :016 | | | | | | | | | Further information |
|---|--------------|---------------|------|------|--------------------------------|------|------|------|------|------|--|
| , | re home-off | ice working p | | | organization? wing reasons: | | | | | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | ime span o | 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 peri | od | | Survey frequency | |
|--|---|-------------------------------|-------------------------------|----------------------------------|--------------------|----------------|----------------|--------------|------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.204) | sf_2016q3_3 | 1 | | employment of | | aster graduat | es within | 3rd quarter | 2016 | | once | |
| Wording | of question | | | , | | | | | | | | |
| | | | | | | | | | | Further information | | |
| 3rd quarter | r 2016 | | | | | | | | | Further information | | |
| The bologn academics (Trainees e | a process has ref with one of the fo xcluded) | ormed the ac ollowing degr | ademic syste ees within th | m and introdu e last 10 years | ced the Bache ? | elor and Maste | er degrees. Di | d you employ | | | | |
| | | | [1] yes | | | | | | | | | |
| | | | [2] no | | | | | | | | | |
| | _ | | [3] we do not | employ acade | emics in gener | al | | | | | | |
| | _ | | | | Ť | | | | | | | |
| | | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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| | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|-----------------|---------------|----------------|-----------------|-----------------|------------------|---------------|--------------|--------|---------------------|------------------|
| | -f 2046-2 | 2 | | employment | of hachelor m | raduates last 10 | O vears | 2-1 | 2016 | | |
| 3.205) | sf_2016q3 | _2 | | emproyment | oi bacileioi gi | rauuates rast 11 | o years | 3rd quarter | r 2016 | | once |
| Wording | of question | | | | | | | | | | |
| | | | | | | | | | | Further information | |
| 3rd quarter | 2016 | | | | | | | | | Further information | |
| | a process has r | | | | | elor and Master | r degrees. Di | d you employ | | | |
| | with one of the | following deg | rees within th | e last 10 years | 5? | | | | | | |
| (Trainees e | xciuaea) | | | | | | | | | | |
| | | | | | _ | | | | | | |
| | | | | [1] yes | | | | | | | |
| | | | | | | | | | | | |
| | Bachelor | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spai | n of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spar | n of variable | 2626 | 2627 | 2628 | 2629 | 2630 | 2631 | 2632 | 2633 | | |
| | | 2626 | 2627 | 2628 | 2629 | 2630 | 2631 | 2632 | 2633 | | |
| | | 2626 | 2627 | 2628 | 2629 | 2630 | 2631 | 2632 | 2633 | | |
| | | 2626 | 2627 | 2628 | 2629 | 2630 | 2631 | 2632 | 2633 | | |
| | | 2626 | 2627 | 2628 | 2629 | 2630 | 2631 | 2632 | 2633 | | |
| 2624 | 2625 | | | | | | | | | | |
| 2624 | 2625 | | | | | | | | | | |
| 2624 | 2625 | | | | | | | | | | |



| Which is the I | 2016 | | | | | | | | | Further information |
|---|--|---------------------------------|----------------|---|-------------------|---------------|------------|----------------------------|--------|-----------------------|
| | most common | degree of fir | st-time emplo | oyees in your o | ompany? | | | | | |
| | | | | | | | | | | |
| | | | | [1] Bachelor | | | | | | |
| | | | | [2] Master | | | | | | |
| | | | | [3] others | | | | | | |
| | | | | [4] no compa | rican naccibl | | | | | |
| | | | | [4] IIO compa | i i soii possibi | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2013 | 2010 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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| N. | Name | | | Labal | | | | C | Co. at | Constitution |
| No. | Name | | | Label | | | | Survey peri | 100 | Survey frequency |
| 3.210) | sf_2016q3_ | 7 | | new eployme | nt adjusted fo | or bachelor/m | aster | 3rd quarter | r 2016 | once |
| | | | | , , | , , , , , , , , , | | | | | |
| Wording of | | 1 | | | | | | | | |
| 3rd quarter 2 | 2016 | | | | | | | | | Further information |
| Did you adjus | st the jobs for | new employm | nent of acader | mic graduates 1 | to the Bachel | or/Master deg | grees? | | | |
| | | | | | | 7 | | | | |
| | | | | [1] yes | [2] no | | | | | |
| | | | | | |] | | | | |
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| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| | | | | | - | _ | | | | Survey frequency |
| | Name sf_2016q3_ | 8 | | new eploymer job profiles | nt adjusted fo | or bachelor/m | aster: new | Survey periods 3rd quarter | | Survey frequency once |
| | sf_2016q3_ | _8 | | new eployme | nt adjusted fo | or bachelor/m | aster: new | | | |
| 3.211) | sf_2016q3_ f question | _8 | | new eployme | nt adjusted fo | or bachelor/m | aster: new | | | |
| 3.211) Wording of 3rd quarter 2 | sf_2016q3_ f question | | | new eployme | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus | sf_2016q3_ f question | | | new eploymer job profiles | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus | sf_2016q3_ f question | | | new eploymer job profiles | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus | sf_2016q3_ f question | | | new eploymer job profiles | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via | sf_2016q3_ f question | new employm | | new eploymer job profiles mic graduates t | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via | sf_2016q3_f question | new employm | | new eploymer job profiles mic graduates t | | | | | | once |
| Wording of 3rd quarter 2 Did you adjus | sf_2016q3_f question | new employm | | new eploymer job profiles mic graduates t | | | | | | once |
| Wording of 3rd quarter 2 Did you adjus | sf_2016q3_f question | new employm | | new eploymer job profiles mic graduates t | | | | | | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via | sf_2016q3 f question 2016 st the jobs for changed job | orofiles | nent of acader | new eploymen job profiles mic graduates 1 [1] yes | to the Bachele | or/Master deg | grees? | 3rd quarter | r 2016 | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via | sf_2016q3 f question 2016 st the jobs for changed job | orofiles | nent of acader | new eploymen job profiles mic graduates 1 [1] yes | to the Bachele | or/Master deg | grees? | 3rd quarter | r 2016 | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via | sf_2016q3 f question 2016 st the jobs for changed job | orofiles | nent of acader | new eploymen job profiles mic graduates 1 [1] yes | to the Bachele | or/Master deg | grees? | 3rd quarter | r 2016 | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via Time span | sf_2016q3_f question 2016 st the jobs for changed job of variable 2005 | new employm profiles 2006 | nent of acades | new eploymen job profiles mic graduates t [1] yes | to the Bachele | or/Master deg | 2011 | 3rd quarter | 2013 | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via Time span | sf_2016q3_f question 2016 st the jobs for changed job of variable 2005 | new employm profiles 2006 | nent of acades | new eploymen job profiles mic graduates t [1] yes | to the Bachele | or/Master deg | 2011 | 3rd quarter | 2013 | once |
| 3.211) Wording of 3rd quarter 2 Did you adjus If yes, via Time span | sf_2016q3_f question 2016 st the jobs for changed job of variable 2005 | new employm profiles 2006 | nent of acades | new eploymen job profiles mic graduates t [1] yes | to the Bachele | or/Master deg | 2011 | 3rd quarter | 2013 | once |

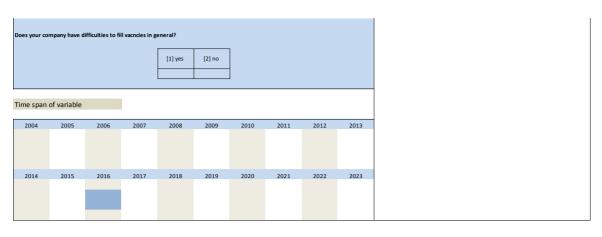


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| | 3rd quarter 2 | | | | | | | | | | | | |
| | Did you adjus | adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees? | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | If yes, via | | | | | | | | | | | | |
| ı | | | | | | 1 | | | | | | | |
| | | | | | [1] yes | | | | | | | | |
| ı | | | 11.1111 | | | | | | | | | | |
| | | less/more re | sponsibility | | | | | | | | | | |
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| | Time span | of variable | | | | | | | | | | | |
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| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
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| 3.216) | sf_2016q3 | _13 | | satisfaction | with education | of graduates | | 3rd quarter | 2016 | once |
|---------------|----------------|-----------------------|-----------------|--------------------|-------------------------|---------------------|------|-------------|------|---------------------|
| Wording of | fauestion | | | | | | | | | |
| wording o | question | | | | | | | | | |
| 3rd quarter 2 | 2016 | | | | | | | | | Further information |
| How catisfie | d ara van with | the educatio | n of graduates | in gonoral? | | | | | | |
| now satisfied | u are you witi | i tile educatio | ii oi graduates | iii generai: | | | | | | |
| | | [1] very satisfied | [2] satisfied | [3] unsatisfied | [4] very unsatisfied | [5] no statement | | | | |
| | | satisfied | | unsatistied | unsausiieu | Statement | | | | |
| | | | 1 | ! | | | | | | |
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| 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 | |
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| 3.217) | sf_2016q3 | _14 | | change in sat last 10 years | | education of | graduates | 3rd quarter | 2016 | • | once |
| | | | | iast 10 years | | | | | | | |
| Wording o | of question | | | | | | | | | | |
| 3rd quarter | 2016 | | | | | | | | | Further information | |
| , , , , , , | | | | | | | | | | | |
| | | | | | | | | | | | |
| Did your sta | isfaction with t | he education | of graduates of | change over th | e last 10 years | ? | | | | | |
| | | [1] | [2] no | [3] | [4] no | | | | | | |
| | | increased | change | decreased | statement | | | | | | |
| | | | | | | | | | | | |
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| Time char | of variable | | | | | | | | | | |
| rine spar | i di vallable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | 2013 | 2310 | | 2310 | | | | 2322 | | | |
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| No. | Name | Label | Survey period | Survey frequency |
|------------|-------------|----------------------------|------------------|------------------|
| | | | | |
| 3.218) | sf_2016q4_1 | problems filling vacancies | 4th quarter 2016 | once |
| Wording | of question | | | |
| | | | | |
| 4th quarte | er 2016 | | Further informa | tion |



| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-----------|----------------------------|----------|------|---------------|---------------|------------|------|-------------|--------|---------------------|------------------|
| 3.219) | sf_2016q4 | 2 | | problems fill | ing vacancies | : managers | | 4th quarter | r 2016 | | once |
| Wording | g of question | | | | | | | | | | |
| 4th quart | er 2016 | | | | | | | | | Further information | |
| Time sp | managers an of variable | | | [1] yes | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |

| IVO. | Name | | | rapei | | | | Survey peri | ou | | Survey frequency | |
|---------------|---------------|-------------------|------------------|----------------|--------------|----------------|------|-------------|------|---------------------|------------------|--|
| 3.220) | sf_2016q4_ | _3 | | problems filli | ng vacancies | : skilled work | ers | 4th quarter | 2016 | | once | |
| Wording of | question | | | | | | | | | | | |
| 4th quarter 2 | :016 | | | | | | | | | Further information | | |
| Does your co | mpany have di | ifficulties to fi | II vacncies in g | eneral? | | | | | | | | |
| | | | | [1] yes | | | | | | | | |
| | skilled worke | ers | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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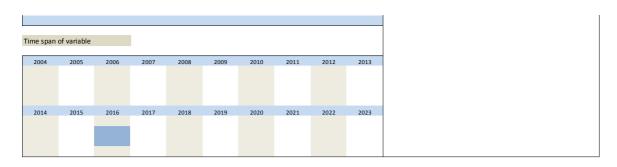
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| No. | Name | Label | Survey period | | Survey frequency |
| | | | | | |
| 3.221) | sf_2016q4_4 | problems filling vacancies: employees | 4th quarter 2016 | | once |
| • | | | • | | |
| Wording | of question | | | | |
| | - 4 | | | | |
| | | | | | |
| 4th quarte | r 2016 | | | Further information | |
| 4th quarte | r 2016 | | | Further information | |
| | r 2016 company have difficulties to fill | I vacncies in general? | | Further information | |
| | company have difficulties to fill | l vacncies in general? | | Further information | |
| Does your | company have difficulties to fill | l vacncies in general? | | Further information | |

| | employees | | | [1] Aco | | | | | |
|-----------|-------------|------|------|---------|------|------|------|------|------|
| 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 |
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| NI- | Mana | | | Label | | | | C | | | Comment from the comment of the comm | |
|--------------|------------------|------------------|--------------------|---------------|---------------|---------------|--------|-------------|--------|---------------------|--|--|
| No. | Name | | | Labei | | | | Survey peri | 100 | | Survey frequency | |
| | | | | | | | | | | | | |
| 3.222) | sf_2016q4 | _5 | | problems fill | ing vacancies | : temporary w | orkers | 4th quarter | r 2016 | | once | |
| Wording | of question | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | | |
| D | company have d | :£6:k: | | 12 | | | | | | | | |
| If yes, for: | company nave u | iniculties to ii | ii vaciicies iii g | enerair | | | | | | | | |
| | | | | | 1 | | | | | | | |
| | | | | [1] yes | | | | | | | | |
| | temporary w | orkers | | | | | | | | | | |
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| Time one | n of variable | | | | | | | | | | | |
| rime spa | n oi vanabie | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency | |
| | | | | | | | | ошно, рол | | | oursey maquemey | |
| | | | | | | | | | 2015 | | | |
| 3.223) | sf_2016q4 | _6 | | 55+ year olds | employed | | | 4th quarter | r 2016 | | once | |
| Wording | of question | | | | | | | | | | | |
| | | | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | | |
| Do vou curi | rently employ co | oworkers that | are more tha | n 55 years or | older? | | | | | | | |
| , | ,, | | | | | _ | | | | | | |
| | | | | [1] yes | [2] no | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | J | | | | | | |
| | | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2000 | 2010 | 2011 | 2012 | 2012 | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |

| No. Name Label | | | | | | | Survey peri | od | | Survey frequency |
|----------------|------------|---|--|--------------|-------------------------|--|-------------|------|---------------------|------------------|
| | | | | | | | | | | |
| 3.224) | sf_2016q4_ | 7 | | employees us | ed 'retirement with 63' | | 4th quarter | 2016 | | once |
| Wording of | question | | | | | | | | | |
| 4th quarter 2 | 016 | | | | | | | | Further information | |

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

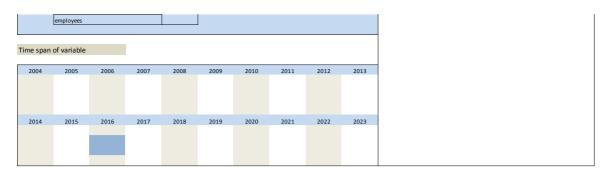


| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|-------------|------------------|---|-----------------|---------------|---------------|-----------------|--------|------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.225) | sf_2016q4 | _8 | | employees us | ed 'retiremer | nt with 63': ma | nagers | 4th quarte | r 2016 | | once |
| Wording | of question | | | | | | | | | | |
| Wording. | or question | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| Did cowork | ers in your com | ıpanv make us | e of the "retir | ement with 63 | "? | | | | | | |
| If yes: | , | , | | | | | | | | | |
| In which po | sitions have the | se been emp | loyed? | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | managers | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | | | | | | | | | | | |
| 2014 | | | | | | | | | | | |
| 2014 | | | | | | | | | | | |

| 3.226) | sf_2016q4 | _9 | | employees us | ed 'retiremen | t with 63': skil | lled workers | 4th quarter | 2016 | once | | |
|-------------|-----------------|------|------|---------------|---------------|------------------|--------------|-------------|------|---------------------|--|--|
| Wording a | of question | | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | | |
| If yes: | ers in your com | | | ement with 63 | '? | | | | | | | |
| | skilled worke | ers | | [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 | | | |
| | | | | | | | | | | | | |

Survey frequency

| No. | Name | Label | Survey period | Survey frequency |
|--------------|------------------------------|--|------------------|---------------------|
| | | | | |
| 3.227) | sf_2016q4_10 | employees used 'retirement with 63': employees | 4th quarter 2016 | once |
| Wording o | f question | | | |
| 4th quarter | 2016 | | | Further information |
| Did coworke | ers in your company make use | of the "retirement with 63"? | | |
| If yes: | | | | |
| In which pos | itions have these been emplo | yed? | | |
| | | | | |
| | | [1] yes | | |



| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|------------------------|-----------------------------------|--------------|------|-------------------------|---------------|-----------------|---------|------------|--------|---------------------|------------------|
| 3.228) | sf_2016q4 of question | _11 | ı | employees us workers | ed 'retiremer | t with 63': ten | nporary | 4th quarte | r 2016 | | once |
| 4th quarte | | | | | | | | | | Further information | |
| If yes: In which po | ers in your compositions have the | ese been emp | | [1] yes | 1.5 | | | | | | |
| 2004 | n of variable 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 1 | |

| No. | Name | me Label Survey period | | | | | | | | | Survey frequency |
|--------------|-----------------|------------------------|-----------------|---------------|---------------|-----------------|-----------|-------------|------|---------------------|------------------|
| | | | | employees us | ad Iratiraman | t with 63's roo | malaymant | | 2015 | | |
| 3.229) | sf_2016q4_ | _12 | | emproyees us | eu reuremen | t with 65 : ree | mproyment | 4th quarter | 2016 | | once |
| | | | | | | | | | | | |
| Wording o | f question | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| | rs in your com | pany make us | e of the "retir | ement with 63 | '? | | | | | | |
| If yes: | | | | | | | | | | | |
| Are these po | ositions suppos | ed to be reen | nployed? | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | l | | | | | | |
| | | | | [1] yes | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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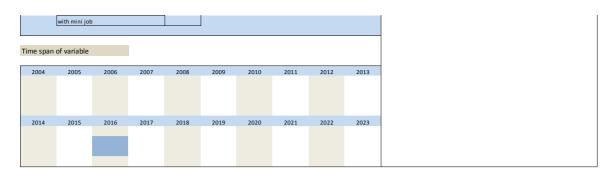
| No. | Name | Label | Survey period | Survey frequency |
|----------|--------------------------------|--|------------------|---------------------|
| | | | | |
| 3.230) | sf_2016q4_13 | employees used 'retirement with 63': reemployment: which | 4th quarter 2016 | once |
| Wordin | g of question | | | |
| 4th quar | er 2016 | | | Further information |
| Did cowo | rkers in your company make use | of the "retirement with 63"? | | |
| | | | | |
| If yes: | | | | |
| | positions supposed to be reemp | oloyed? | | |
| | positions supposed to be reemp | oloyed? | | |

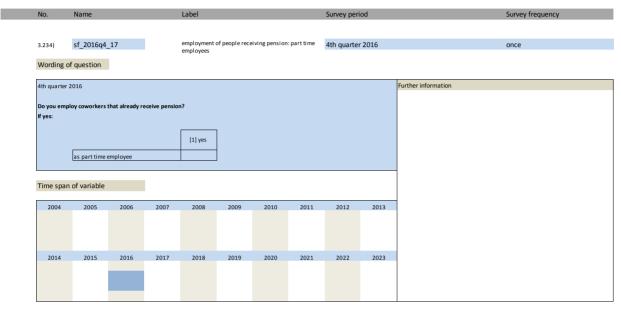
| | | | [1] all | [2] most | [3] few | [4] none | | | | |
|---|----------|-------------|---------|----------|---------|----------|------|------|------|------|
| | | | | | | | | | | |
| | | | | | | | | | | |
| T | ime span | of variable | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | | | | | | | | | | |
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| No. | Name | | Label | | | Survey pe | riod | | Survey frequency |
|----------------------|---------------------|-----------------|----------------------|---|-----------------------|-----------------|---------|---------------------|------------------|
| 3.231) Wording | sf_2016q4_3 | 14 | | yees used 'retireme e of job profile | nt with 63': reemploy | nent: 4th quart | er 2016 | | once |
| 4th quarte | r 2016 | | | | | | | Further information | |
| Did cowor If yes: | kers in your comp | any make use o | of the "retirement v | vith 63"? | | | | | |
| Are these p | ositions suppose | d to be reemplo | oyed? | | | | | | |
| If yes: | | | | | | | | | |
| Is the job p | orofile going to be | changed? | | | | | | | |
| | | | [1] | yes [2] no | | | | | |
| | | | | | - | | | | |
| | | | | | _ | | | | |
| Time spa | ın of variable | | | | | | | | |
| | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 20 | 108 2009 | 2010 20 | 11 2012 | 2013 | | |
| | 2005 | 2006 | 2007 20 | 08 2009 | 2010 20 | 11 2012 | 2013 | | |
| | 2005 | 2006 | | 2009 | | 2012 | 2013 | | |
| 2004 | | | | | | | | | |
| 2004 | | | | | | | | | |

| | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|---------------|---------------|-----------------|----------------|------------|----------------|---------------|------|------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.232) | sf_2016q4 | _15 | | employment | of people rece | iving pension | | 4th quarte | r 2016 | | once |
| Wording o | f question | | | | | | | | | | |
| 4th quarter 2 | 2016 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| Do you emp | loy coworkers | that already re | eceive pension | 1? | | | | | | | |
| | | | | [1] yes | [2] no | 1 | | | | | |
| | | | | [1] yes | [2] 110 | | | | | | |
| | | | | | | J | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| Time span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |

| No. | Name | Label | Survey period | Survey frequency |
|-------------|--------------------------------|---|------------------|------------------|
| | | | | |
| 3.233) | sf_2016q4_16 | employment of people receiving pension: mini jo | 4th quarter 2016 | once |
| Mordina | of avention | | | |
| wording | of question | | | |
| 4th quarter | r 2016 | | Further informa | tion |
| Do you em | ploy coworkers that already re | eceive pension? | | |
| If yes: | | | | |
| | | [1] yes | | |
| | | . , , , | | |





| No. | Name | | | Label | | | | Survey peri | od | Survey fre | equency |
|-------------|---------------|-----------------|----------------|---------------|----------------|---------------|---------------|-------------|------|---------------------|---------|
| 3.235) | sf_2016q4 | _18 | ı | empl oyment o | of people rece | iving pension | : freelancers | 4th quarter | 2016 | once | |
| Wording o | f question | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| | loy coworkers | that already re | eceive pension | n? | | | | | | | |
| If yes: | | | | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | as freelancer | rs | | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| N | 0. | Name | Label | Survey period | | Survey frequency |
|----|-------------|---|--|------------------|---------------------|------------------|
| | | | | | | |
| 3. | 236) | sf_2016q4_19 | employment of people receiving pension: others | 4th quarter 2016 | | once |
| W | ording o | f question | | | | |
| 4t | h quarter : | 2016 | | | Further information | |
| Do | o vou emp | loy coworkers that already receive pension | n? | | | |
| | yes: | oy contribution and an easy receive pension | | | | |
| | | | [1] yes | | | |
| | | other | [1] yes | | | |
| | | other | <u> </u> | | | |
| Ti | ime 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 |
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| | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|----------------|-----------------|----------------|-------------|---------------|----------------|----------|-------------|--------|--|
| | | | | | | | | | | |
| 3.237) | sf_2016q4 | _20 | | | of people rec | eiving pension | : others | 4th quarter | r 2016 | once |
| Mordina | of question | | | description | | | | | | |
| wording | or question | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information |
| Do you emr | oloy coworkers | that already re | eceive pension | 1? | | | | | | These comments are not part of the PL-Dataset. For access they have to |
| If yes: | | | | | | | | | | requested at EBDC, seperately. |
| | | | | | | | | | | |
| | other | | | | | | | | | |
| | | | | | | | | | | |
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| | | | | _ | | | | | | |
| Time spar | | | | | | | | | | |
| | n of variable | | | | | | | | | |
| Time spar | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | | | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | | | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | n of variable | 2006 | 2007 | 2008 | | | | | | |
| | n of variable | | | | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | n of variable | 2006 | 2007 | 2008 | | | | | | |
| 2004 | n of variable | 2006 | 2007 | 2008 | | | | | | |

| 3.238) | sf_2016q4 | _21 | | usage of flex | i pension expe | ected | | 4th quarter | 2016 | once |
|---------------------------|-----------------|---------------|-----------------|---------------|----------------|-------|------|-------------|------|---------------------|
| Wording of | f question | | | | | | | | | |
| 4th quarter 2 Do you expe | ct that your co | oworkers make | e use of the fl | [1] yes | [2] no | | | | | Further information |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |

Survey frequency

No. Name

Label

Survey period

Survey frequency

4th quarter 2016

Wording of question

4th quarter 2016

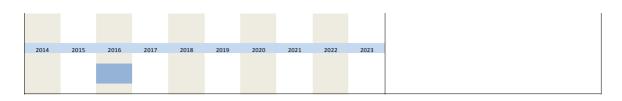
Do you expect that your coworkers make use of the flexi pension?

If yes:

Do you think that these coworkers will stay in the company for longer because of that?

Time span of variable

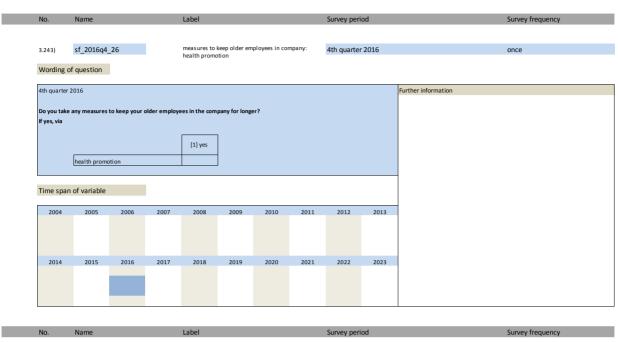
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013



| No. | Name | | | Label | | | | Survey peri | od | Survey frequency | |
|-------------|--------------|----------------|---------------|----------------|------------------|----------------|-------|-------------|------|---------------------|--|
| | | | | | | | | | | | |
| 3.240) | sf_2016q4_ | _23 | | measures to | keep older em | ployees in cor | npany | 4th quarter | 2016 | once | |
| Wording o | f question | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| Do you take | any measures | to keen vour | older employe | es in the com | nany for longe | r2 | | | | | |
| Do you take | any measures | to keep your t | nuer employ | ees in the com | parry for forige | | | | | | |
| | | | | [1] yes | [2] no | | | | | | |
| | | | | | | | | | | | |
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| Time span | of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| No. | o. Name Label | | | | | | | | Survey period Survey frequency | | |
|-------------|---------------|--------------|---------------|-----------------------------|----------------|----------------|-------------|-------------|--------------------------------|---------------------|------|
| | | | | | | | | | | | |
| 3.241) | sf_2016q4 | _24 | | measures to lifexible worki | keep older em | ployees in cor | mpany: more | 4th quarter | 2016 | | once |
| Wording o | of question | | | | | | | | | | |
| | question | | | | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| Do you take | any measures | to keep your | older employe | es in the com | pany for longe | er? | | | | | |
| If yes, via | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | more flexible | working mod | els | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|--------------|----------------|---------------|---------------|----------------|----------------|------------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.242) | sf_2016q4 | 25 | | measures to l | | ployees in con | npany: age | 4th quarter | 2016 | | once |
| , | | | | appropriate v | vorkstations | | | | | | |
| Wording of | f question | | | | | | | | | | |
| 4th quarter 2 | 2016 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| | any measures | to keep your | older employe | es in the com | pany for longe | er? | | | | | |
| If yes, via | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | [1] yes | | | | | | | |
| | age appropri | ate workstatio | ons | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| | NO. | ivame | | | rapei | | | | Survey peri | ou | | Survey frequency | |
|---|----------------------|------------------------|----------------|---------------|-----------------------------|---------------|----------------|-------------|-----------------------|---------------------|--|------------------|--|
| | 3.244) Wording of | sf_2016q4 __ | _27 | | measures to l retirement | keep older em | ployees in cor | mpany: semi | 4th quarter 2016 once | | | once | |
| 4 | Ith quarter 2 | | to keep your c | older employe | ees in the com | pany for long | er? | | | Further information | | | |
| | | semi retirem | ent | | [1] yes | | | | | | | | |
| | Fime span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
| | | | | | | | | | | | | | |

| INO. | INdiffe | | | Label | | | | Survey peri | uu | | Survey II | equency |
|-------------|----------------|----------------|---------------|---------------|---------------------|----------------|--------|------------------|------|---|-----------|---------|
| 3.245) | sf_2016q4 | _28 | | measures to I | | ployees in cor | npany: | 4th quarter 2016 | | | once | |
| Wording o | of question | | | | | | | | | | | |
| 4th quarter | 2016 | | | | Further information | | | | | | | |
| Do you take | e any measures | to keep your o | older employe | es in the com | pany for longe | er? | | | | | | |
| , cs, v.u | | | | | | | | | | | | |
| | specific furth | ner training | | [1] yes | | | | | | | | |
| | specific furt | iei u aiiiiig | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
| | | | | | | | | | | | | |
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| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency | |
|-------------|-----------------|----------------|---------------|------------------------|----------------|-----------------|---------|-------------|--------|---|--|
| | o sf_2016q4_ | _29 | | | keep older en | nployees in co | mpany: | 4th quarter | r 2016 | once | |
| Wording o | of question | | | others | | | | | | | |
| 4th quarter | 2016 | | | | | | | | | Further information | |
| Do you take | any measures | to keep your | older employe | es in the com | pany for long | er? | | | | | |
| ii yes, via | | | | | 1 | | | | | | |
| | others | | | [1] yes | | | | | | | |
| | | | | | _ | | | | | | |
| | n 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 peri | iod | Survey frequency | |
| 3.247) | sf_2016q4_ | 30 | | measures to | keep older en | nployees in co | mpany: | 4th quarter | r 2016 | once | |
| | of question | _50 | | others descr | iption | , ., | , , | 4th quarter | 2010 | one. | |
| 4th quarter | | | | | | | | | | Further information | |
| Do you take | e any measures | to keep your | older employe | es in the com | pany for long | er? | | | | These comments are not part of the PL-Dataset. For access they have to be | |
| If yes, via | | | | | | | | | | requested at EBDC, seperately. | |
| | others | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spar | n 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 peri | iod | Survey frequency | |
| | | | | | | | | | | | |
| 3.248) | sf_2017q1_ | _1 | | number of ne month) | ew employees | (hired in the p | oast 24 | 1st quarter | r 2017 | once | |
| _ | of question | | | | | | | | | Further information | |
| 1st quarter | persons did you | hire in the la | st 24 month? | | | | | | | ru tiei illomacon | |
| many | | c the la | | | | | | | | | |
| | | | | | | | | | | | |
| | n 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 peri | iod | Survey frequency | |
| 3.249) | sf_2017q1_ | 2 | | employment | of refugees (i | n the past 24 r | month) | 1st quarter | r 2017 | once | |
| | of question | | | | - ' | | • | quarter | | - Cite | |

| | | any relugees | in the last 24 | month? | | | | | | |
|--|--|--|-----------------------------|--|--------------------|---------------|---------------|-------------|---------------------|---------------------------------------|
| | | [1] yes | | [2] no | | [3] Our comp | oany has no o | apabilities | | |
| | | | | | | | | | | |
| | *including: r | efugees with r | unning or clo | sed appication | ns for asylum | and tolerated | persons | | | |
| Wording o | of questionTi | me 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 peri | iod | Survey frequency |
| 3.250) | sf_2017q1 | 2 | | employment | of refugees: if | yes: How mar | nv? | 1st quarter | - 2017 | |
| | | _3 | | emproyment | or rerugees. II | yes now man | .,. | 1st quarter | 7 2017 | once |
| | of question | | | | | | | | | Further information |
| 1st quarter 2 | | | | | | | | | | Futurer information |
| | mpany employ | any retugees | r in the last 24 | montn? | | | | | | |
| If yes: | How many? | | | | | | | | | |
| | now many. | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | | 2006 | 2007 | 2008 | 2000 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | 2016 | 2017 | | 2019 | 2020 | 2021 | | | Survey frequency |
| 2014 No. | 2015 Name | 2016 | 2017 | Label | | | | Survey peri | iod | Survey frequency |
| | | | 2017 | Label | of refugees: if | | | | iod | Survey frequency once |
| No. | Name | | 2017 | Label | of refugees: if | | | Survey peri | iod | |
| No. | Name sf_2017q1 | | 2017 | Label | of refugees: if | | | Survey peri | iod | |
| No. 3.251) Wording o | Name sf_2017q1 | _4 | | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o | Name sf_2017q1, of question 2017 mpany employ | _4 | on the last 24 | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o 1st quarter: | Name sf_2017q1, of question 2017 mpany employ | _4 any refugees* | on the last 24 | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o 1st quarter: | Name sf_2017q1, of question 2017 mpany employ | _4 any refugees* | in the last 24 fugees as: | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: | Name sf_2017q1, of question 2017 mpany employ Our company | _4 any refugees* | in the last 24 fugees as: | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: | Name sf_2017q1, of question 2017 mpany employ Our company | _4 any refugees* | in the last 24 fugees as: | Label employment as:apprentic | of refugees: if | | | Survey peri | iod | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: | Name sf_2017q1, of question 2017 mpany employ Our company apprentices | 4 any refugees ⁴ y empoyed re | r in the last 24 fugees as: | Label employment as: apprentic month? | of refugees: if. | yes:refugees | are employe | Survey peri | r 2017 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: | Name sf_2017q1, of question 2017 mpany employ Our company apprentices | 4 any refugees ⁴ y empoyed re | r in the last 24 fugees as: | Label employment as: apprentic month? | of refugees: if. | yes:refugees | are employe | Survey peri | r 2017 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: | Name sf_2017q1, of question 2017 mpany employ Our company apprentices | 4 any refugees ⁴ y empoyed re | r in the last 24 fugees as: | Label employment as: apprentic month? | of refugees: if. | yes:refugees | are employe | Survey peri | r 2017 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: Time span | Name sf_2017q1, of question 2017 Our company apprentices of variable 2005 | any refugees' y empoyed re | fugees as: [1] yes | Label employment as:apprentic month? | of refugees: if es | yes: refugees | are employee | Survey peri | 2013 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: Time span | Name sf_2017q1, of question 2017 Our company apprentices of variable 2005 | any refugees' y empoyed re | fugees as: [1] yes | Label employment as:apprentic month? | of refugees: if es | yes: refugees | are employee | Survey peri | 2013 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: Time span | Name sf_2017q1, of question 2017 Our company apprentices of variable 2005 | any refugees' y empoyed re | fugees as: [1] yes | Label employment as:apprentic month? | of refugees: if es | yes: refugees | are employee | Survey peri | 2017 2013 | once |
| No. 3.251) Wording o 1st quarter: Did your con If yes: Time span 2004 | Name sf_2017q1, of question 2017 Our company apprentices of variable 2005 Name | any refugees* y empoyed re | fugees as: [1] yes | Label employment as:apprentic month? 2008 | of refugees: if es | 2010 2020 | 2011 2021 | Survey peri | 2017 2017 2013 2023 | Further information |
| No. 3.251) Wording o 1st quarter: Did your con If yes: Time span | Name sf_2017q1, sf_question 2017 mpany employ Our company apprentices of variable 2005 | any refugees* y empoyed re | fugees as: [1] yes | Label employment as:apprentic month? 2008 | of refugees: if es | 2010 2020 | 2011 2021 | Survey peri | 2017 2017 2013 2023 | Further information |
| No. 3.251) Wording o 1st quarter 2 Did your con If yes: Time span 2004 No. 3.252) | Name sf_2017q1, of question 2017 Our company apprentices of variable 2005 Name | any refugees* y empoyed re | fugees as: [1] yes | month? 2008 Label employment as: apprentic | of refugees: if es | 2010 2020 | 2011 2021 | Survey peri | 2017 2017 2013 2023 | Further information Survey frequency |

| Did your cor | mpany employ a | any refugees* | in the last 24 | month? | | | | | | | | | |
|--------------|---------------------------------------|---------------|----------------|--------|------|------|------|------|------|--|--|--|--|
| If yes: | yes: Our company empoyed refugees as: | | | | | | | | | | | | |
| | | | [1] yes | | | | | | | | | | |
| | trainees | | | | | | | | | | | | |
| Time spar | of variable | | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | | |
| | | | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | | |
| | | | | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|----------------|---------------|----------------|-----------------------------|----------------------|---------------|--------------|------------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.253) | sf_2017q1_ | _6 | | employment as: assistant | of refugees: if s | yes: refugees | are employed | 1st quarter 2017 | | | once |
| Wording of | f question | | | | | | | | | | |
| 1st quarter 2 | 2017 | | | | | | | | | Further information | |
| Did your com | npany employ a | any refugees* | in the last 24 | month? | | | | | | | |
| If yes: | Our company | emnoved re | fugees as: | | | | | | | | |
| , c s. | our company | , cpoyea re | lugees us. | ٦ | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | assistants | | | | | | | | | | |
| Timo snan | 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 peri | iod | | Survey frequency |
|-------------------|--------------------------|---------------|----------------|----------------------------|----------------------------|---------------|--------------|--------------------|------|---------------------|------------------|
| 3.254) Wording | sf_2017q1 of question | _7 | ı | employment as: seasonal | of refugees: if workers | yes: refugees | are employed | d 1st quarter 2017 | | | once |
| 1st quarter | 2017 | | | | | | | | | Further information | |
| Did your co | ompany employ | any refugees* | in the last 24 | month? | | | | | | | |
| If yes: | Our company | empoyed ref | fugees as: | | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | seasonal wo | rkers | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2013 | 2010 | 2017 | 2010 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |

| No. | Name | Label | Survey period | | Survey frequency |
|---------------|-------------------------------------|---|------------------|---------------------|------------------|
| | | | | | |
| 3.255) | sf_2017q1_8 | employment of refugees: if yes: refugees are employed | 1st quarter 2017 | | once |
| " | | as: specialists | | | |
| Wording o | f question | | | | |
| 1st quarter 2 | 2017 | | | Further information | |
| | | | | | |
| Did your con | npany employ any refugees* in the l | ast 24 month? | | | |

| If yes: | | Our company | empoyed ref | fugees as: | | | | | | |
|---------|------|-------------|-------------|------------|-------|------|------|------|-------------|------|
| | | | | | | | | | | |
| | | | | [1] yes | | | | | | |
| | | specialists | | | | | | | | |
| | | | | | | | | | | |
| Time | span | of variable | | | | | | | | |
| 20 | 004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| | | | | | | | | | | |
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| | | | | | | | | | | |
| 20 | 014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
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| | | | | | | | | | | |
| No. | | Name | | | Label | | | | Survey peri | od |

| No. | | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------|-----------|---------------|-----------------|----------------|-----------------------|-----------------|---------------|--------------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | | |
| 3.25 | 56) | sf_2017q1_ | 9 | | employment as: others | of refugees: if | yes: refugees | are employed | 1st quarter | 2017 | | once |
| Wo | ording of | question | | | u3. ou.c.3 | | | | | | | |
| | | | | | | | | | | | | |
| 1st | quarter 2 | 017 | | | | | | | | | Further information | |
| Did | your com | pany employ a | ny refugees* | in the last 24 | month? | | | | | | | |
| If ye | oc. | Our company | empoyed ref | fugges ac- | | | | | | | | |
| , . | -5. | our company | po yeare | rugees us. | 1 | | | | | | | |
| | | | | [1] yes | | | | | | | | |
| | | others | | | | | | | | | | |
| | | | | | | | | | | | | |
| Tim | ne span | of variable | | | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | 2004 | 2003 | 2000 | 2007 | 2000 | 2003 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| | | | | | | | | | | | | |

| 3.257) Wording of | sf_2017q1_ f question | _10 | ı | employment of as: others des | of refugees: if scription | yes: refugees | are employed | 1st quarter | 2017 | once |
|----------------------|---------------------------|------|------|------------------------------|------------------------------|---------------|--------------|-------------|------|--|
| 1st quarter 2 | 2017 | | | | | | | | | Further information |
| Did your com | npany employ Our company | | | month? | | | | | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | Others descr | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |

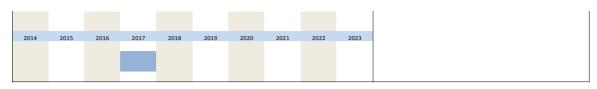
| No. | Name | Label | Survey period | | Survey frequency |
|---------------|--------------------------------------|---|------------------|---------------------|------------------|
| | | | | | |
| 3.258) | sf_2017q1_11 | (planed) temporary employment of refugees | 1st quarter 2017 | | once |
| Wording of | f question | | | | |
| 1st quarter 2 | 2017 | | | Further information | |
| Do you empl | loy/plan to employ refugees by tempo | rary employment? [2] no [3] We plan it. | | | |

| 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 peri | od | | Survey frequency |
|-------------|----------------|---------------|--------------|----------------|---------------|-----------------|------------|-------------|------|---------------------|------------------|
| 3.259) | sf_2017q1_ | _12 | | use of govern | imental measi | ures of encoura | agement by | 1st quarter | 2017 | | once |
| Wording o | of question | | | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | | Further information | |
| Do you use | governmental r | neasures of e | ncouragement | t for the empl | oyment of re | fugees? | | | | | |
| | | [1] yes | | [2] no | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time snar | o of variable | | | | | | | | | | |
| | n of variable | | | | | | | | | | |
| Time spar | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |

| 3.260) | sf_2017q1 | _13 | | use of govern | | ures of encoura | agement by | 1st quarter | 2017 | once |
|---------------|---------------|------|-------------|----------------|---------------|-----------------|------------|-------------|------|--|
| Wording of | f question | | | relugee empi | oymene ni yes | . description | | | | |
| 1st quarter 2 | 1017 | | | | | | | | | Further information |
| | overnmental i | | ncouragemen | t for the empl | oyment of re | fugees? | | | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| Γime span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |

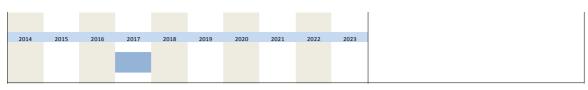
| 3.261) sf_2017q1_14 current obstacles of refugee employment: priority check Wording of question 1st quarter 2017 Do you see current obstades in the employment of refugees in your company- besides language and qualification? [1] major obstacle obstacle obstacle irrelevant obstacle priority check [2] little obstacle irrelevant obstacle priority check 1st quarter 2017 Further information [5] General obstacle = this issue is checked | No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|--|-------------|-------------------|-------------|---------------|---------------|----------------|----------------|----------------|-------------|------|--|
| Check Wording of question 1st quarter 2017 Do you see current obstacles in the employment of refugees in your company- besides language and qualification? [1] major [2] little [3] no obstacle obstacle obstacle obstacle irrelevant obstacle priority check | | | | | | | | | | | |
| Further information Further information Further information Further information | 3.261) | sf_2017q1_1 | .4 | | | cles of refuge | e employment | t: priority | 1st quarter | 2017 | once |
| [3] General obstacle = this issue is checked [5] General obstacle = | Wording o | of question | | | | | | | | | |
| [1] major [2] little [3] no [4] [5] general obstacle priority check obstacle obstac | Lst quarter | 2017 | | | | | | | | | Further information |
| obstacle obstacle irrelevant obstacle priority check Time span of variable | Do you see | current obstacles | in the empl | oyment of ref | ugees in your | company- be | sides language | and qualificat | tion? | | [5] General obstacle = this issue is checked |
| obstacle obstacle irrelevant obstacle priority check obstacle obstacle irrelevant obstacle priority check obstacle obstacle obstacle obstacle priority check obstacle obstacle obstacle obstacle | | | | | | | | | | | |
| priority check Time span of variable | | | | | | | | | | | |
| Time span of variable | | priority check | | obstacle | obstacle | obstacle | irrelevant | obstacle | - | | |
| | | , | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | Time spar | of variable | | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | | |



| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|-------------|-----------------|---------------|-----------------------|-------------------------------|--------------------|-------------------|-------------------------|-------------|------|--|
| | | | | | | | | | | |
| 3.262) | sf_2017q1_ | _15 | | current obsta governmental | | e employment | t: | 1st quarter | 2017 | once |
| !! | | | | governmentai | approvai | | | | | |
| Wording | of question | | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | | Further information |
| Do you see | current obstacl | es in the emp | loyment of re | fugees in your | company- bes | sides language | e and qualifica | tion? | | [5] General obstacle = this issue is checked |
| | | | | | | | | | | |
| | | | [1] major obstacle | [2] little obstacle | [3] no obstacle | [4] irrelevant | [5] general obstacle | | | |
| | governmenta | l approval | | | | | | | | |
| | | | <u> </u> | | | | | | | |
| Time sna | n of variable | | | | | | | | | |
| ·····c spa | ii oi vailabic | | | | | | | | | |
| | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey perio | oa | Survey frequency |
|--------------|-----------------------|---------------|-----------------------|------------------------|--------------------|-------------------|-------------------------|--------------|------|--|
| 3.263) | sf_2017q1_ | _16 | | current obsta | | e employment | : | 1st quarter | 2017 | once |
| Wording o | of question | | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | | Further information |
| Do you see o | current obstacle | es in the emp | loyment of ref | fugees in your | company- be | sides language | and qualificat | tion? | | [5] General obstacle = this issue is checked |
| | | | [1] major obstacle | [2] little obstacle | [3] no obstacle | [4] irrelevant | [5] general obstacle | | | |
| | employment l orin) | ban (safe | | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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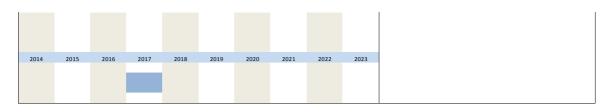
| | | | | | | | - | | |
|-------------|------------------------------|-----------------------|-------------------------|--------------------|-------------------|-------------------------|------------|--------|--|
| No. | Name | | Label | | | | Survey per | iod | Survey frequency |
| | | | | | | | | | |
| 3.264) | sf_2017q1_17 | | current obsta status | cles of refuge | e employment | : resident | 1st quarte | r 2017 | once |
| | | : | status | | | | | | |
| Wording | of question | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | Further information |
| Do you see | current obstacles in the emp | loyment of refu | ugees in your | company- bes | sides language | and qualificat | ion? | | [5] General obstacle = this issue is checked |
| | | | | | | | 1 | | |
| | | [1] major obstacle | [2] little obstacle | [3] no obstacle | [4] irrelevant | [5] general obstacle | | | |
| | resident status | | | | | | | | |
| Time spa | n of variable | | | | | | | | |
| 2004 | 2005 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | |



| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|------------|-----------------|---------------|-----------------------|------------------------|--------------------|-------------------|-------------------------|-------------|------|--|
| 3.265) | sf 2017q1 | 18 | | current obsta | cles of refuge | e employment | : recognition | 1st quarter | 2017 | once |
| , | 51_201741_ | _10 | | of profession | al qualifikati | ons/degrees | | 25t quarter | 2017 | onec . |
| Wording | of question | | | | | | | | | |
| Lst quarte | r 2017 | | | | | | | | | Further information |
| Do you see | current obstacl | es in the emp | oloyment of ref | ugees in your | company- be | sides language | and qualificat | ion? | | [5] General obstacle = this issue is checked |
| | | | | | | | | | | , |
| | | | | | | | | | | |
| | | | [1] major obstacle | [2] little obstacle | [3] no obstacle | [4] irrelevant | [5] general obstacle | | | |
| | recognition o | | Sostacie | ODSTRUCTO | obstacie . | c.evant | SSSACIE | | | |
| | qualifikation | | | | | | | | | |
| | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | |
| | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2012 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
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| | | | | | | | | | | |

| 3.266) | sf_2017q1_ | _19 | | current obsta the governme | cles of refuge ntal procedur | e employment e | : duration of | 1st quarter | 2017 | once |
|-------------|-----------------------------|---------------|-----------------------|-------------------------------|---------------------------------|-------------------|-------------------------|-------------|------|--|
| Wording o | of question | | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | | Further information |
| Do you see | current obstacl | es in the emp | loyment of ref | ugees in your | company- bes | sides language | and qualificat | ion? | | [5] General obstacle = this issue is checked |
| | | | | | | | | | | |
| | | | [1] major obstacle | [2] little obstacle | [3] no obstacle | [4] irrelevant | [5] general obstacle | | | |
| | duration of the governmenta | | | | | | | | | |
| | | | | | | | | | | |
| Time spar | 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 |
|-------------|--|----------------|-----------------------------|--------------|----------------|-----------------|-----------------|----|--|
| 3.267) | sf_2017q1_20 | | current obsta management | | | t: internal | 1st quarter 203 | .7 | once |
| Wording | of question | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | Further information |
| Do you see | current obstacles in the emp | loyment of ref | ugees in your | company- bes | sides language | e and qualifica | tion? | | [5] General obstacle = this issue is checked |
| Do you see | current obstacles in the emp | [1] major | [2] little | [3] no | [4] | [5] general | tion? | | [5] General obstacle = this issue is checked |
| Do you see | internal management of screening processes | | | | | | tion? | | [5] General obstacle = this issue is checked |
| Do you see | internal management of | [1] major | [2] little | [3] no | [4] | [5] general | lion? | | [S] General obstacle = this issue is checked |
| | internal management of | [1] major | [2] little | [3] no | [4] | [5] general | lion? | | [S] General obstacle = this issue is checked |



| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|-----------------|---------------|---------------|----------------|----------------|----------------|----------------|-------------|------|--|
| | | | | | | | | | | |
| 3.268) | sf_2017q1 | _21 | | current obsta | cles of refuge | e employmen | t: internal | 1st quarter | 2017 | once |
| | | | | support | | | | | | |
| Wording | of question | | | | | | | | | |
| 1st quarter | 2017 | | | | | | | | | Further information |
| Do vou see | current obstacl | es in the emp | lovment of re | fugees in your | company- be | sides language | and qualificat | ion? | | (C) Consort about also while incoming absolute |
| ,50 500 | | | , | -g you. | | | | | | [5] General obstacle = this issue is checked |
| | | | | | | | | | | |
| | | | [1] major | [2] little | [3] no | [4] | [5] general | 1 | | |
| | | | obstacle | obstacle | obstacle | irrelevant | obstacle | | | |
| | internal supp | port | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | 1 |
| Time spa | n of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | | | | | | | | | |
| 2014 | 2015 | | | | | | | | | |
| 2014 | 2015 | | | | | | | | | |

| No. | | Name | | | Label | | | | Survey peri | od | Survey frequency |
|--------|-----------|----------------|---------------|-------------------------|---------------|-----------------|----------------|---------------|-------------|------|---------------------|
| | | | | | | | | | | | |
| 3.269 | 9) | sf_2017q1 | _22 | | current obsta | icles of refuge | e employmen | t: others | 1st quarter | 2017 | once |
| Word | ding of | question | | | | | | | | | |
| 1st qu | uarter 2 | 017 | | | | | | | | | Further information |
| Do yo | ou see cu | urrent obstacl | es in the emp | loyment of rei | ugees in your | company- be | sides language | and qualifica | tion? | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | [5] general obstacle | | | | | | | |
| | | others | | | | | | | | | |
| | | | | | | | | | | | |
| Time | span | of variable | | | | | | | | | |
| 20 | 004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 20 | 014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | | |
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| No. | Name | | Label | | | | Survey perio | od | Survey frequency |
|---------------|-------------------------|----------------------|-------------------------------|---------------|----------------|----------------|--------------|------|--|
| | | | | | | | | | |
| 3.270) | sf_2017q1_23 | | current obstac description | les of refuge | e employment | : others | 1st quarter | 2017 | once |
| Wording of | f question | | description | | | | | | |
| 1st quarter 2 | 1017 | | | | | | | | Further information |
| Do you see o | urrent obstacles in the | the employment of re | fugees in your c | company- bes | sides language | and qualificat | ion? | | These comments are not part of the PL-Dataset. For access they have to be |
| Do you see o | | the employment of re | | company- bes | sides language | and qualificat | ion? | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | | | | company- bes | sides language | and qualificat | ion? | | |
| | others description: | | | 2009 | sides language | and qualificat | 2012 | | |
| Time span | others description: | 1: | | | | | | | |
| Time span | others description: | 1: | | | | | | | |

| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|------|------|------|------|------|------|------|------|------|------|
| | | | | | | | | | |
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| | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | iod | | Sur | vey frequency |
|-------------|--------------------|---------------|--------------|--------------|-----------------|-----------------|--------|-------------|--------|---------------------|-----|---------------|
| | | | | | | | | | | | | |
| 3.271) | sf_2017q2 | _1 | | devel opment | of the staffing | g level - mediu | m term | 2nd quarte | r 2017 | | onc | ce |
| Wording | of question | | | | | | | | | | | |
| | | | | | | | | | | | | |
| 2nd quarte | r 2017 | | | | | | | | | Further information | | |
| How will ve | our staffing level | change in the | next 5 years | (medium tern | n)? | | | | | | | |
| • | | | , | | • | | | | | | | |
| | | | [1] strong | [2] slight | [3] slight | [4] strong | | | | | | |
| | | | increase | increase | reduction | reduction | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| 2004 | 2005 | | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | | |

No. Name Label Survey period Survey frequency

| 3.272) | sf_2017q2_ | 2 | | impact of dig | tisation on s | taffing level | | 2nd quarter | 2017 | once |
|---------------|------------------|----------------|------------------|---------------|---------------|---------------|------|-------------|------|---------------------|
| Wording of | f question | | | | | | | | | |
| 2nd quarter 2 | 2017 | | | | | | | | | Further information |
| Does the digi | itisation of you | r industry aff | ect your staffir | ng level? | | | | | | |
| | | | | | | | | | | |
| | | | [1] yes | [2] no | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |

No. Name Label Survey period Survey frequency

| 3.273) | sf_2017q2 | _3 | | digitisation o | auses | | | 2nd quarte | r 2017 | once |
|--------------|--------------------|-----------------|------------------|----------------|-------|------|------|------------|--------|---------------------|
| Wording | of question | | | | | | | | | |
| 2nd quarte | r 2017 | | | | | | | | | Further information |
| Does the d | gitisation of yo | ur industry aff | ect your staffi | ng level? | | | | | | |
| If yes: Over | all digitisation o | causes | | | | | | | | |
| | | [1] an increa | se of the staffi | ing level | | | | | | |
| | | [2] an decrea | ise of the staff | ing level | | | | | | |
| | | 11-7 | | | | | | | | |
| Time spa | n 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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| | | | | | | | | | | |

| | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|--|--|----------------------|---|---|-------------------------|-----------------------------------|------|----------------------------------|------------------------|---------------------|--------------------------|
| 3.274) | sf_2017q2_ | 4 | | employee tui | nover in com | pany | | 2nd quarte | er 2017 | | once |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter 2 | 2017 | | | | | | | | | Further information | |
| How do you | rate the emplo | yee turnove | er in your comp | any? | | | | | | | |
| | | | [1] very high | [2] high | [3] minor | [4] very |] | | | | |
| | | | | | | minor | | | | | |
| _ | | | | | | | | | | | |
| Time span | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2003 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
| | | | | | | | | | | | |
| | sf_2017q2_ | 5 | | importance of | of employee Io | yalty in comp | any | 2nd quarte | er 2017 | | once |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter 2 | 2017 | | | | | | | | | Further information | |
| How importa | ant is the loyalt | y of employ | ees in you com | pany? | | | | | | | |
| | | | [1] very important | [2] important | [3] rather important | [4] not important | | | | | |
| | | | | , | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | 2007 | 2000 | 2000 | 2010 | 2011 | 2012 | 2012 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 | 2015 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 | 2015 | | | | | | | | | | |
| 2014 | 2015 | | | | | | | | | | |
| 2014 No. | 2015 Name | | 2017 | | | | | | 2023 | | Survey frequency |
| No. | Name | 2016 | 2017 | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 iod | | |
| No. | Name sf_2017q2_ | 2016 | 2017 | 2018 | | 2020 | | 2022 | 2023 iod | | Survey frequency once |
| No. 3.276) Wording of | Name sf_2017q2_ f question | 2016 | 2017 | 2018 | 2019 | 2020 | | 2022 Survey per | 2023 iod | | |
| No. 3.276) Wording of | Name sf_2017q2_ f question 2017 | 2016 | 2017 | 2018 Label impact of dig | 2019 | 2020 | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of | Name sf_2017q2_ f question | 2016 | 2017 | 2018 Label impact of dig | 2019 | 2020 | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of | Name sf_2017q2_ f question 2017 | 2016 | 2017 | 2018 Label impact of dig | 2019 | 2020 | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of | Name sf_2017q2_ f question 2017 | 2016 | y is affected by | 2018 Label impact of dig digitisation? | 2019 | 2020 ndustry | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of | Name sf_2017q2_ f question 2017 y do you think y | 2016 | y is affected by | 2018 Label impact of dig digitisation? | 2019 | 2020 ndustry | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of 2nd quarter: How strongly | Name sf_2017q2_ f question 2017 y do you think y | 2016 | y is affected by | 2018 Label impact of dig digitisation? | 2019 | 2020 ndustry | | 2022 Survey per | 2023 iod | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly | Name sf_2017q2_ f question 2017 y do you think y | 2016 6 | 2017 y is affected by [1] very strong | 2018 Label impact of dig digitisation? | 2019 gitisation on i | 2020 ndustry [4] notatall | 2021 | 2022 Survey per 2nd quarte | 2023 iod | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly Time span | Name sf_2017q2 f question 2017 y do you think y of variable 2005 | 2016 6 vour industry | y is affected by [1] very strong | 2018 Label impact of digitisation? [2] strong | 2019 gitisation on i | 2020 ndustry [4] not at all | 2021 | 2022 Survey per 2nd quarte | 2023 iod er 2017 | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly | Name sf_2017q2_ f question 2017 y do you think y | 2016 6 | 2017 y is affected by [1] very strong | 2018 Label impact of dig digitisation? | 2019 gitisation on i | 2020 ndustry [4] notatall | 2021 | 2022 Survey per 2nd quarte | 2023 iod | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly Time span | Name sf_2017q2 f question 2017 y do you think y of variable 2005 | 2016 6 vour industry | y is affected by [1] very strong | 2018 Label impact of digitisation? [2] strong | 2019 gitisation on i | 2020 ndustry [4] not at all | 2021 | 2022 Survey per 2nd quarte | 2023 iod er 2017 | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly Time span | Name sf_2017q2 f question 2017 y do you think y of variable 2005 | 2016 6 vour industry | y is affected by [1] very strong | 2018 Label impact of digitisation? [2] strong | 2019 gitisation on i | 2020 ndustry [4] not at all | 2021 | 2022 Survey per 2nd quarte | 2023 iod er 2017 | Further information | |
| No. 3.276) Wording of 2nd quarter 2 How strongly Time span | Name sf_2017q2 f question 2017 y do you think y of variable 2005 | 2016 6 vour industry | y is affected by [1] very strong | 2018 Label impact of digitisation? [2] strong | 2019 gitisation on i | 2020 ndustry [4] not at all | 2021 | 2022 Survey per 2nd quarte | 2023 iod er 2017 | Further information | |

| 2 | 2nd quarter 2 | 017 | | | | | | | | |
|---|---------------|---------------|----------------|----------------|-------------|---------------|------------|------|------|------|
| | How well pre | pared is your | staffing level | concerning cha | nges due to | ligitisation? | | | | |
| | | | | | <i>f</i> =3 | | [4] rather | | | |
| | | | | [1] very well | [2] well | [3] less well | poor | | | |
| | | | | | | | | | | |
| | Time span o | of variable | | | | | | | | |
| | Time span c | or 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 peri | od | | Survey frequency | |
|--------------|----------------|----------------|---------------|---------------|------------------|---------------|---------------|---------------|-------------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.278) | sf_2017q2_ | 8 | | reaction and | valuation to n | iew requireme | ents: new | 2nd quarte | r 2017 | | once | |
| Wording of | question | | | nires | | | | | | | | |
| wording or | question | | | | | | | | | | | |
| 2nd quarter | 2017 | | | | | | | | | Further information | | |
| In your comp | any, how do yo | ou react to th | e new require | ments for sta | ff due to digiti | sation and ho | w do you rate | the particula | r measures? | | | |
| | | | | | | | | | | | | |
| | | | [1] very | [2] | [3] rather | [4] not | | on without |] | | | |
| | | | important | important | unimportant | important | valu | ation | | | | |
| | 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 | | | |
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| | | | | | | | | | | | | |
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| 3.279) | sf_2017q2 | _9 | | reaction and valuation to new requirements: 2nd quarte advanced training | | | | | | once |
|------------|---------------------------|----------------|--------------------|--|---------------------------|-------------------|---------------|---------------------|------|---------------------|
| Wording of | f question | | | | | | | | | Further information |
| | pany, how do y | ou react to th | e new require | ments for sta | ff due to digiti | sation and ho | w do you rate | the particular | | Torter mornation |
| | | | [1] very important | [2] important | [3] rather unimportant | [4] not important | | on without ation | | |
| | Advanced tra employees | ining for the | | | | | | | | |
| 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 | 2nd quarter 2017 | once |
| Wording o | f question | relocations | | |
| 2nd quarter | 2017 | | Fu | orther information |

| , | ,, 40 , | | | | iff due to digiti | | , , , , , , , , , , , , , , , , , | particula | |
|-----------|----------------|--------|--------------------|------------------|---------------------------|-------------------|-----------------------------------|---------------------|------|
| | | | [1] very important | [2] important | [3] rather unimportant | [4] not important | [5] reaction | on without ation | |
| | Internal reloc | ations | | | | | | | |
| Time span | of variable | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2000 | 2000 | 2010 | 2011 | 2012 | 2012 |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |

| No. | Name | | | Label | | | | Survey perio | od | | Survey frequency |
|---------------------------|-----------------------------------|----------------|--|--------------------|-------------------|----------------|---------------|----------------|-----------|---------------------|------------------|
| 3.281) | sf_2017q2_1 | 11 | | reaction and | valuation to n | iew requireme | nts: | 2nd quarter | 2017 | | once |
| | | | | outsourcing | | | | zna quarter | 2017 | | once |
| Wording | of question | | | | | | | | | | |
| 2nd quarte | r 2017 | | | | | | | | | Further information | |
| In your com | pany, how do yo | u react to the | e new require | ments for sta | ff due to digiti | sation and ho | w do you rate | the particular | measures? | | |
| | | | | | | | | | | | |
| | | | [1] very | [2] | [3] rather | [4] not | | n without | | | |
| | | | important | important | unimportant | important | valua | ition | | | |
| | Outsourcing / | freelancing | | | | | | | | | |
| | | | | | | | | | | | |
| Time cno | of variable | | | | | | | | | | |
| | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | II. | |
| No. | Name | | | Label | | | | Survey perio | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.282) | sf_2017q2_: | 12 | | reaction and | valuation to n | ew requireme | nts: others | 2nd quarter | 2017 | | once |
| | | | | | | | | | | | |
| Wording | of question | | | | | | | | | | |
| | | | | | | | | | | Further information | |
| 2nd quarte | r 2017 | u react to the | new require | ments for sta | ff due to digiti | sation and ho | v do vou rate | the particular | measures? | Further information | |
| 2nd quarte | | u react to the | e new require | ments for sta | ff due to digiti | sation and ho | w do you rate | the particular | measures? | Further information | |
| 2nd quarte | r 2017 | u react to the | | | ff due to digiti | sation and ho | w do you rate | the particular | measures? | Further information | |
| 2nd quarte | r 2017 | u react to the | e new require [5] reactio valua | n without | ff due to digiti | sation and ho | w do you rate | the particular | measures? | Further information | |
| 2nd quarte | r 2017 | u react to the | [5] reactio | n without | iff due to digiti | sation and ho | w do you rate | the particular | measures? | Further information | |
| 2nd quarte | r 2017 apany, how do yo | u react to the | [5] reactio | n without | ff due to digiti | sation and ho | w do you rate | the particular | measures? | Further information | |
| 2nd quarte | r 2017 apany, how do yo | u react to the | [5] reactio | n without | ff due to digiti | sation and how | w do you rate | the particular | measures? | Further information | |
| 2nd quarte In your com | Others | | [5] reactio valua | n without ition | | | | | | Further information | |
| 2nd quarte | r 2017 Inpany, how do yo Others | u react to the | [5] reactio | n without | iff due to digiti | sation and hon | w do you rate | the particular | measures? | Further information | |
| 2nd quarte In your com | Others | | [5] reactio valua | n without ition | | | | | | Further information | |
| 2nd quarter In your com | Others | | [5] reactio valua | n without ition | | | | | | Further information | |

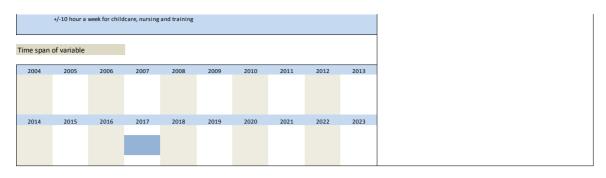
| No. | Name | Label | Survey period | Survey frequency |
|---------|--------------|---|------------------|---------------------|
| | | | | |
| 3.283) | sf_2017q2_13 | reaction and valuation to new requirements: others description | 2nd quarter 2017 | once |
| Wording | of question | aescripion | | |
| 2-4 | | | | Eurthor information |

| Time spar | 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 per | iod | Survey frequency |
| 3.284) | of 2017~2 | 14 | | gain of know | ledge due to r | now hires | | 2nd avada | - 2017 | |
| | sf_2017q2 of question | _14 | | gain or know | reage ade to r | iew iiii es | | 2nd quarte | er 2017 | once |
| 2nd quarter | | | | | | | | | | Further information |
| | rate the gain o | f knowledge | due to recent | hires for your | company? | | | | | |
| | | | [1] very | [2] | [3] rather unimportant | [4] not important |] | | | |
| | | | important | important | unimportant | Important |] | | | |
| Time spar | n 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 per | iod | Survey frequency |
| | Name sf_2017q3_ | 1 | | | g hours at full | employment | _ | Survey per | | Survey frequency once |
| No. 3.285) | | 1 | | | g hours at full | employment | _ | | | |
| No. 3.285) Wording c | sf_2017q3 of question | | | daily workin | | | | | | |
| No. 3.285) Wording c | sf_2017q3 of question | | | daily workin | | | | | | once |
| No. 3.285) Wording c | sf_2017q3 of question | rking time fo | | daily workin | | ? | tan 8 hours | | | once |
| No. 3.285) Wording c | sf_2017q3 of question | rking time fo | or full-time staf | daily workin | your company | ? | ian 8 hours | | | once |
| No. 3.285) Wording c 3rd quarter How is the r | sf_2017q3, of question 2017 regular daily we | [1] less th | rr full-time stafi nan 8 hours | daily workin | your company hours | ? [3] more th | | 3rd quarte | r 2017 | once |
| No. 3.285) Wording of 3rd quarter How is the I | sf_2017q3_ of question 2017 regular daily wo | rking time fo | or full-time staf | daily workin | your company | ? | zan 8 hours | | | once |
| No. 3.285) Wording c 3rd quarter How is the r | sf_2017q3, of question 2017 regular daily we | [1] less th | rr full-time stafi nan 8 hours | daily workin | your company hours | ? [3] more th | | 3rd quarte | r 2017 | once |
| No. 3.285) Wording c 3rd quarter How is the r | sf_2017q3, of question 2017 regular daily we | [1] less th | rr full-time stafi nan 8 hours | daily workin | your company hours | ? [3] more th | | 3rd quarte | r 2017 | once |
| No. 3.285) Wording of Street How is the I | sf_2017q3, of question 2017 regular daily wo | [1] less th | r full-time staf san 8 hours | daily workin f designed in [2] 8 | hours 2009 | [3] more th | 2011 | 3rd quarte | 2013 | once |
| No. 3.285) Wording of Street How is the I | sf_2017q3, of question 2017 regular daily wo | [1] less th | r full-time staf san 8 hours | daily workin f designed in [2] 8 | hours 2009 | [3] more th | 2011 | 3rd quarte | 2013 | once |
| No. 3.285) Wording of Street How is the I | sf_2017q3, of question 2017 regular daily wo | [1] less th | an 8 hours 2007 | daily workin f designed in [2] 8 | hours 2009 | [3] more th | 2011 | 3rd quarte | 2013 2023 | once |
| No. 3.285) Wording c 3rd quarter How is the r 2004 | sf_2017q3, of question 2017 regular daily wo 2005 2015 Name | 2006 2016 | an 8 hours | daily workin f designed in 1 [2] 8 2008 Label | your company hours 2009 | ? [3] more th | 2011 | 3rd quarte 2012 2022 Survey per | 2013 2023 | Further information Survey frequency |
| No. 3.285) Wording of 3rd quarter How is the 1 Time spar 2004 2014 No. | sf_2017q3 of question 2017 regular daily wo 2005 2015 Name sf_2017q3 | 2006 2016 | an 8 hours 2007 | daily workin f designed in 1 [2] 8 2008 Label | your company hours 2009 2019 | ? [3] more th | 2011 | 3rd quarte | 2013 2023 | once Further information |
| No. 3.285) Wording of 3rd quarter How is the 1 Time spar 2004 2014 No. | sf_2017q3, of question 2017 regular daily wo 1 of variable 2005 2015 Name sf_2017q3, of question | 2006 2016 | an 8 hours 2007 | daily workin f designed in 1 [2] 8 2008 2018 Label impact of rel | your company hours 2009 2019 | ? [3] more th | 2011 | 3rd quarte 2012 2022 Survey per | 2013 2023 | Further information Survey frequency |
| No. 3.285) Wording c 3rd quarter How is the s 2004 2014 No. 3.286) Wording c 3rd quarter | sf_2017q3, of question 2017 regular daily wo 1 of variable 2005 2015 Name sf_2017q3, of question | 2006 2016 | an 8 hours | daily workin f designed in 1 [2] 8 2008 2018 Label impact of rel working hou | your company hours 2009 2019 axation of the | 2010 2020 | 2011 2021 ork on daily | 2012 2022 Survey per 3rd quarte | 2013 2013 2023 | Further information Survey frequency once |
| No. 3.285) Wording c 3rd quarter How is the s 2004 2014 No. 3.286) Wording c 3rd quarter | sf_2017q3 of question 2017 regular daily wo 2015 Name sf_2017q3 of question 2017 | 2006 2016 | an 8 hours | daily workin f designed in 1 [2] 8 2008 2018 Label impact of rel working hour | your company hours 2009 2019 axation of the | 2010 2020 e legal framew | 2011 2021 ork on daily | 2012 2022 Survey per 3rd quarte | 2013 2013 2023 | Further information Survey frequency once |

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

| | | | | Label | | | | Survey per | iod | | Survey frequency |
|---|---|--|---|--|------------------|------------------------------------|--------------------------|----------------------|----------------|---------------------|------------------------|
| | | | | | | | | | | | |
| 3.287) | sf_2017q3_ | _3 | | impact on en | nployment - m | nedium term: e lovment | limination of | 3rd quarte | r 2017 | | once |
| Wording | of question | | | | | , | | | | | |
| | | _ | | | | | | | | | |
| 3rd quarte | r 2017 | | | | | | | | | Further information | |
| | u rate the possil result our staffi | | | wing actions co | oncerning the | ir potenial im | pact on emplo | yment in the | medium | | |
| | | | | | | | | | | | |
| | | | [1] strongly increase | [2] rather increase | [3] no impact | [4] rather decrease | [5] strongly decrease | | | | |
| | elimination o | of unfounded | | | | | | | | | |
| | fixed term en | nployment | | | | | |] | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 1 | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2013 | 2010 | 2017 | 2010 | 2013 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 3.288) | sf_2017q3 | _4 | | impact on em law concerni | | | ransparency | 3rd quarte | r 2017 | | once |
| | sf_2017q3_ of question | _4 | | | | | ransparency | 3rd quarte | r 2017 | | once |
| Wording | of question | _4 | | | | | ransparency | 3rd quarte | r 2017 | Further information | once |
| Wording 3rd quarte | of question | | | law concerni | ng remunerat | ion | | | | Further information | once |
| Wording 3rd quarte How do yo | of question | ble introductio | on of the follow | law concerni | ng remunerat | ion | | | | Further information | once |
| Wording 3rd quarte How do yo | of question r 2017 u rate the possil | ble introductio | on of the follow | law concerni | ng remuneral | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo | of question r 2017 u rate the possil | ble introductio | on of the follow | law concerni | ng remunerat | ion | | | | Further information | once |
| Wording 3rd quarte How do yo | of question or 2017 u rate the possil result our staffi | ble introduction glevel would be seen a seen | on of the follow | wing actions co | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo | of question r 2017 u rate the possil result our staffii | ble introduction glevel would be a second of the second of | on of the follow d [1] strongly increase | wing actions or | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo | of question r 2017 u rate the possil result our staffii | ble introduction glevel would be a second of the second of | on of the follow | wing actions or | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re | ble introduction glevel would be a second of the second of | on of the follow d [1] strongly increase | wing actions or | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil result our staffii | ble introduction glevel would be a second of the second of | on of the follow d [1] strongly increase | wing actions or | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re | ble introduction glevel would be a second of the second of | on of the follow d [1] strongly increase | wing actions or | oncerning the | ir potenial im | pact on emplo | | | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffii transparency concerning re to establish a | ble introductions level would be seen as a large seen as a higher level | on of the follow d [1] strongly increase | law concerni wing actions co | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffii transparency concerning re to establish a | ble introductions level would be seen as a large seen as a higher level | on of the follow d [1] strongly increase | law concerni wing actions co | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re to establish a | ble introductions level would be a series of the series of | [1] strongly increase | wing actions or [2] rather increase | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium 2013 | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffii transparency concerning re to establish a | ble introductions level would be seen as a large seen as a higher level | on of the follow d [1] strongly increase | law concerni wing actions co | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re to establish a | ble introductions level would be a series of the series of | [1] strongly increase | wing actions or [2] rather increase | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium 2013 | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re to establish a | ble introductions level would be a series of the series of | [1] strongly increase | wing actions or [2] rather increase | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium 2013 | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re to establish a | ble introductions level would be a series of the series of | [1] strongly increase | wing actions or [2] rather increase | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | medium 2013 | Further information | once |
| Wording 3rd quarte How do yo term? As a | of question r 2017 u rate the possil r result our staffil transparency concerning re to establish a | ble introductions level would be a series of the series of | [1] strongly increase of wage transp 2007 | wing actions or [2] rather increase | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | yment in the | 2013 2023 | Further information | once Survey frequency |
| Wording 3rd quarte How do yo term? As a Time spa 2004 | of question r 2017 u rate the possil result our staffil transparency concerning re to establish a n of variable 2005 | ble introductions level would be a series of the series of | [1] strongly increase of wage transp 2007 | wing actions or [2] rather increase arency 2008 | oncerning the | ir potenial im [4] rather decrease | [5] strongly decrease | 2012 | 2013 2023 | Further information | |
| Wording 3rd quarte How do yo term? As a Time spa 2004 | of question r 2017 u rate the possil result our staffil transparency concerning re to establish a n of variable 2005 | oble introduction glevel would y law emuneration a higher level | on of the following. [1] strongly increase of wage transp 2007 | wing actions of [2] rather increase 2008 | [3] no impact | ir potenial im [4] rather decrease | [5] strongly decrease | 2012 | 2013 2023 | Further information | |
| Wording 3rd quarte How do yo term? As a 2004 2014 No. | of question r 2017 u rate the possili result our staffil transparency concerning re to establish a n of variable 2005 Name | oble introduction glevel would y law emuneration a higher level | on of the following. [1] strongly increase of wage transp 2007 | [2] rather increase 2008 2018 | [3] no impact | ir potenial im [4] rather decrease | [5] strongly decrease | 2012 2022 Survey per | 2013 2023 | Further information | Survey frequency |

| are | suit our stairing level would | J | | | | |
|-----|----------------------------------|-----------------------|---------------------|------------------|------------------------|--------------------------|
| | | | | | | |
| | | [1] strongly increase | [2] rather increase | [3] no impact | [4] rather decrease | [5] strongly decrease |
| | flexible full-time employment | | | | | |
| | | | | | | |
| | | | | | | |



| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|----------------------|--|-----------------|--------------------------|------------------------------|----------------------|------------------------|--------------------------|------------------|--------|---------------------|------------------|
| 3.290) | sf_2017q3 | _6 | ı | impact on em time employn | ployment - m nent | edium term: cl | aim for part- | 3rd quarter 2017 | | | once |
| Wording | g of question | | | | | | | | | | |
| 3rd quart | er 2017 | | | | | | | | | Further information | |
| How do y term? As | ou rate the possi a result our staff claim for pal employment | ing level would | [1] strongly increase | [2] rather increase | [3] no impact | [4] rather decrease | [5] strongly decrease | ment in the | medium | | |
| Time sp | an 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 peri | od | | Survey frequency |
|-------------|--|--------------|-----------------|----------------|----------------|---------------|----------------|--------|---------------------|------------------|
| | | | | | | | | | | |
| 3.291) | sf_2017q3_7 | | impact on em | nlovment - m | edium term: ri | ght of return | 2rd quarter | 2017 | | once |
| 3.231) | 31_201743_7 | | to full-time e | mployment | 2017 | | once | | | |
| Wording o | of question | | | | | | | | | |
| | | | | | | | | | | |
| 3rd quarter | 2017 | | | | | | | | Further information | |
| | rate the possible introduction | | ving actions co | oncerning thei | r potenial imp | oact on emplo | yment in the i | medium | | |
| term? As a | result our staffing level would | d | | | | | | | | |
| | | [1] strongly | [2] rather | [3] no | [4] rather | [5] strongly | | | | |
| | | increase | increase | impact | decrease | decrease | | | | |
| | right of return to full-time employment | | | | | | | | | |
| | | | | | , | | | | | |
| | after phased part-time wor | k | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n 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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| | | | | | | | | | | |

| INO. | Name | Label | Survey periou | Survey frequency |
|-------------|---|---|-----------------------------------|---------------------|
| | | | | |
| 3.292) | sf_2017q3_8 | impact on employment - medium term: 11 hours rest period | elimination of 3rd quarter 2017 | once |
| Wording o | of question | | | |
| 3rd quarter | 2017 | | | Further information |
| | u rate the possible introduction result our staffing level would | on of the following actions concerning their potenial in d | npact on employment in the medium | |
| | | [1] strongly [2] rather [3] no [4] rather increase increase impact decrease | | |
| | | | | |

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

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-------------------|-----------------|-----------------------|---------------------|------------------|------------------------|--------------------------|--------------|----------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.293) | sf_2017q3 | _9 | | impact on em | ployment - m | edium term: r | ight of | 3rd quarter | 2017 | | once |
| Wording o | of question | | | 30000000 | | | | | | | |
| 3rd quarter | 2017 | | | | | | | | | Further information | |
| How do you | rate the possil | ale introductio | on of the follow | ving actions co | oncerning the | ir notenial im | nact on emplo | wment in the | medium | | |
| | result our staffi | | | ville actions co | oncerning the | ii poteillai iiii | pact on emplo | yment in the | neuluill | | |
| | | | | | | | | _ | | | |
| | | | [1] strongly increase | [2] rather increase | [3] no impact | [4] rather decrease | [5] strongly decrease | | | | |
| | right of sabb | atical | | | | | | | | | |
| | | | | | | | | | | | |
| | two times du | ring working l | ife for a maxin | num period of | fone year | | | | | | |
| | | | | | | | | | | | |
| T | | | | | | | | | | | |
| Time spar | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| | | | | Labei | | | | Survey peri | ou | | Survey frequency |
|--------------|---|-------------------|-----------|--------------------------|----------------|----------------|--------------|----------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.294) | sf_2017q3_10 |) | | impact on em accounts | ployment - m | edium term: lo | ng-term | 3rd quarter | 2017 | | once |
| Mardina a | f question | | | accounts | | | | | | | |
| wording o | question | | | | | | | | | | |
| rd quarter : | 2017 | | | | | | | | | Further information | |
| | | | f=11= | | | | | | | | |
| | rate the possible i esult our staffing l | | ne tollow | ing actions co | incerning thei | r poteniai imp | act on emplo | yment in the i | neaium | | |
| | | | | | | | | | | | |
| | | | trongly | [2] rather | [3] no | [4] rather | [5] strongly | | | | |
| | | inci | rease | increase | impact | decrease | decrease | | | | |
| | long-term accoun | nts | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | for overtime, bor | nus, remaining le | eave and | special paym | ients | | | J | | | |
| | for overtime, bor | nus, remaining le | eave and | special paym | ents | | | | | | |
| | | nus, remaining le | eave and | special paym | ents | | | | | | |
| ime span | for overtime, bor | nus, remaining le | eave and | special paym | ents | | | I | | | |
| ime span | | | eave and | special paym | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | | | | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | | | | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | | | | | 2010 | 2011 | 2012 | 2013 | | |
| | of variable | 2006 21 | | | | 2010 | 2011 | 2012 | 2013 | - | |
| 2004 | of variable | 2006 21 | 2007 | 2008 | 2009 | | | | | | |
| 2004 | of variable | 2006 21 | 2007 | 2008 | 2009 | | | | | | |

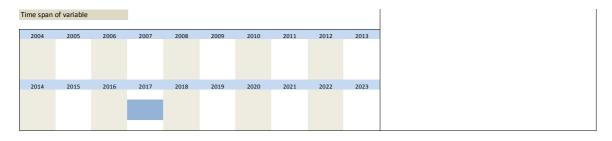
| No. | Name | Label | Survey period | | Survey frequency |
|------------|----------------------------------|---|----------------------|---------------------|------------------|
| | | | | | |
| 3.295) | sf_2017q3_11 | impact on employment - medium term: immigration point system | 3rd quarter 2017 | | once |
| M/ | -6 | point system | | | |
| wording | of question | | | | |
| 3rd quarte | er 2017 | | | Further information | |
| How do yo | u rate the possible introduction | of the following actions concerning their potenial impact on empl | ovment in the medium | | |
| | | | | | |

| | | | [1] strongly increase | [2] rather increase | [3] no impact | [4] rather decrease | [5] strongly decrease | | |
|-----------|----------------|----------------|-----------------------|---------------------|------------------|---------------------|-----------------------|------|------|
| | immigration p | oint system | | | | | | | |
| | A point system | n to measure t | the qualificati | on of immigr | ants as a bas | is to issue a w | ork 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 peri | iod | Survey frequency |
|---------------------|------------------|----------------|-----------------|---------------|---------------|---------------|----------------|-------------|---------|---|
| 3.296) Wording o | sf_2017q3 | _12 | l | other electio | n campaign is | sue: importan | it | 3rd quarter | r 2017 | once |
| mentioned | ny topics in the | [1] Yes, we be | paign, which yo | | | | ant or probler | | ere not | Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|---------------|----------------|-------------------|----------------|-----------------|---------------|------|-------------|--------|---------------------------------|
| 3.297) | sf_2017q3_ | _13 | l | other election | n campaign is | sue: problema | ıtic | 3rd quarter | r 2017 | once |
| Wording o | of question | | | | | | | | | |
| 3rd quarter | 2017 | | | | | | | | | Further information |
| | | | | | | | | | | requested at EBDC, seperately. |
| Time spar | n of variable | [1] Yes, we be | elieve it is part | icularly probl | lematic that: _ | | | | | - Carrier of Control of Control |
| Time spar | | [1] Yes, we be | elieve it is part | icularly probl | lematic that: _ | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | | | | | | | 2013 | |
| | n of variable | | | | | | | | 2013 | |

| No. | Name | | Label | | Survey period | | Survey frequency |
|--------------|----------------------------|-----------------|---------------------------------|---------------------|------------------|---------------------|------------------|
| | | | | | | | |
| 3.298) | sf_2017q4_1 | | different remunerations am | nong similar | 4th quarter 2017 | | once |
| | | | positions/activities | | | | |
| Wording | of question | | | | | | |
| | | | | | | | |
| 4th quarte | | | | | | | |
| 4tii quai te | 1 2017 | | | | | Further information | |
| | | lovees with sir | nilar positions/activities exis | st in your company? | | Further information | |
| | nt renumerations among emp | loyees with sir | nilar positions/activities exis | st in your company? | | Further information | |
| | | | | st in your company? | | Further information | |
| | | loyees with sir | nilar positions/activities exis | st in your company? | | Further information | |
| | | | | st in your company? | | Further information | |



| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|--------------------|--------------------|-----------------|----------------|---------------|---------------------------|----------------|-------------------|----------------|----------|---------------------|------------------|
| 3.299) | sf_2017q4_ | _2 | | reasons for d | ifferent remu | nerations: edu | ıcational | 4th quarter | r 2017 | | once |
| Wording | of question | | | attainment | | | | | | | |
| 4th quarte | r 2017 | | | | | | | | | Further information | |
| Which char | racteristics of em | nlovees expla | in the differe | nt remunerati | ons hetween | employees w | ith similar nos | itions and act | ivities? | | |
| TT III CII CII CII | deteriories or en | .pioyees expia | an the united | remunerati | 0.13 2 01.11 00.11 | cp.oyces u | itir Siiriidi pos | arions and dec | | | |
| | | | | | | | | | | | |
| | (multiple nor | ninations are p | possible) | | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | Educational | attainment | | - | | | | | | | |
| | Edded donar | attarrinent. | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| 3.300) | -6 2047-4 | 2 | | reasons for d | ifferent remu | nerations: wo | rk experience | Ath | 2047 | |
|---------------|------------------|---------------|------------------|-----------------|---------------|---------------|-------------------|------------------|---------|---------------------|
| 3.300) | sf_2017q4 | _3 | | reasons for u | inerent remu | nerations. wo | k experience | 4th quarter | 2017 | once |
| Wording of | f question | | | | | | | | | |
| 4th quarter 2 | 2017 | | | | | | | | | Further information |
| Which chara | ctaristics of am | nlovees eval | ain the differer | nt remunerati | ons hatwaan | amployees w | ith similar nos | itions and acti | vitias? | |
| windi dididi | cceristics of en | ipioyees expi | am the unierer | ic remailer aci | ons between | employees w | icii siiiilai pos | itions alla atti | vicies: | |
| | | | | | | | | | | |
| | (multiple nor | minations are | possible) | | | | | | | |
| | | | [1] yes | | | | | | | |
| | Work experie | ence | | | | | | | | |
| | Work experie | ince | | | | | | | | |
| | | | | | | | | | | |
| 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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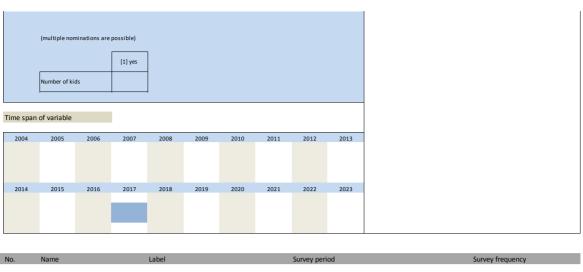
| No. | Name | Label | Survey period | | Survey frequency |
|-----------|------------------------------------|---|-----------------------------|---------------------|------------------|
| | | | | | |
| | | | | | |
| 3.301) | sf_2017q4_4 | reasons for different remunerations: gender | 4th quarter 2017 | | once |
| | | | | | |
| Wording | g of question | | | | |
| | | | | T | |
| 4th quart | er 2017 | | | Further information | |
| Mhich ch | aractoristics of amployage avalain | the different remunerations between employees with simila | r positions and activities? | | |
| willen en | aracteristics of employees explain | the unierent remanerations between employees with sinna | positions and activities: | | |
| | | | | | |
| | | | | | |
| | (multiple nominations are po | ossible) | | | |
| | | | | | |
| | | [1] yes | | | |

| | Gender | | [1] } ↔ | | | | | | |
|-----------|-------------|------|---------|------|------|------|------|------|------|
| 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 peri | od | | Survey frequency |
|-------------|-------------------|---------------|----------------|---------------|---------------|-----------------|---------------|-----------------|---------|---------------------|------------------|
| 3.302) | sf_2017q4_ | _5 | | reasons for d | ifferent remu | nerations: fami | ly status | 4th quarter | 2017 | | once |
| Mording | of question | | | | | | | | | | |
| wording | or question | | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information | |
| Which char | acteristics of em | ployees expla | in the differe | nt remunerati | ons between | employees wit | h similar pos | itions and acti | vities? | | |
| | | | | | | | | | | | |
| | (multiple non | ninations are | possible) | | | | | | | | |
| | | | | 1 | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | Family status | | | | | | | | | | |
| | | | | - | | | | | | | |
| Time spai | n of variable | | | | | | | | | | |
| | | | • | | | | | | | - | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | 1 | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|--------------------------|---------------|-----------------|-----------------------------|----------------|----------------|-----------------|-----------------|---------|---------------------|------------------|
| | sf_2017q4_ f question | _6 | | reasons for d background | ifferent remui | nerations: mig | rant | 4th quarter | 2017 | | once |
| Ith quarter 2 | 2017 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| wnich charac | cteristics of em | ipioyees expi | ain the differe | nt remunerati | ons between | employees w | ith similar pos | itions and acti | vities? | | |
| | | | | | | | | | | | |
| | (multiple non | ninations are | possible) | | | | | | | | |
| | | | | 1 | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | Migrant back | ground | | | | | | | | | |
| | <u> </u> | | | 1 | | | | | | | |
| Time cnan | of variable | | | | | | | | | | |
| illie spail | OI VAIIADIE | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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| 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 |



| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|-------------------|----------------|-----------------|---------------|--------------|----------------|-----------------|-----------------|----------|---------------------|------------------|
| 3.305) | sf_2017q4 | _8 | | reasons for o | | nerations: wor | ·k | 4th quarter | r 2017 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information | |
| Which char | acteristics of en | nployees expla | ain the differe | nt remunerat | ions between | employees w | ith similar pos | itions and acti | ivities? | | |
| | | | | | | | | | | | |
| | (multiple no | minations are | possible) | | | | | | | | |
| | | | (41) |] | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | Work perfor | mance | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | | | | | | | | | | | |
| 2014 | | | | | | | | | | i | |
| 2014 | | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|------------------|---------------|----------------|---------------|---------------|----------------|-----------------|-----------------|---------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.306) | sf_2017q4_ | _9 | | reasons for d | ifferent remu | nerations: oth | ers | 4th quarter | 2017 | | once |
| Wording o | of question | | | | | | | | | | |
| | | | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information | |
| Which chara | cteristics of em | ployees expla | in the differe | nt remunerati | ons between | employees w | ith similar pos | itions and acti | vities? | | |
| | | | | | | | | | | | |
| | (multiple non | minations are | possible) | | | | | | | | |
| | | | | 1 | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | Others | | | | | | | | | | |
| | | | | • | | | | | | | |
| Time span | of variable | | 1 | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
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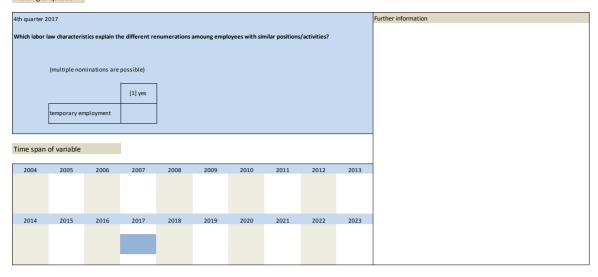
| INO. | Name | Labei | Survey period | Survey frequency |
|--------|--------------|---|------------------|------------------|
| | | | | |
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| | | | | |
| 3.307) | sf_2017q4_10 | reasons for different remunerations: others | 4th quarter 2017 | once |
| , | 31_201744_10 | description | 4th quarter 2017 | Office |
| | | description | | |

| 4 | th quarter 20 | 017 | | | | | | | | | Further information |
|---|---------------|-----------------|------|-----------------|------|-------------|-------------|-----------------|-----------------|------|--|
| v | | teristics of em | | ain the differe | | ons between | employees w | ith similar pos | itions and acti | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | | | | | | | | | | | |
| Т | ime span o | 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 peri | od | | Survey frequency | |
|---|---------------|-----------------|-----------------|-----------------|--------------------------------|-------------|----------------|-----------------|---------------|------|---------------------|------------------|--|
| | | | | | | | | | | | | | |
| | 3.308) | sf_2017q4_ | 11 | | labor law exp fixed term em | | different renu | merations: | 4th quarter | 2017 | | once | |
| | Wording of | f question | | | | | | | | | | | |
| ſ | 4th quarter 2 | 2017 | | | | | | | | | Further information | | |
| | Which labor I | law characteris | tics explain tl | ne different re | numerations | amoung empl | oyees with sin | nilar positions | s/activities? | | | | |
| | | | | | | | | | | | | | |
| | | (multiple non | ninations are | possible) | | | | | | | | | |
| | | | | [1] yes | | | | | | | | | |
| | | | | [1] yes | | | | | | | | | |
| | | fixed term em | ployment | | | | | | | | | | |
| Į | | | | • | , | | | | | | | | |
| | Time span | of variable | | | | | | | | | | | |
| ſ | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
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| | | | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
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| L | | | | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|---------------|------------------------------|-------------------|-----------------|---------------|-------------|----------------|-----------------|----------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.309) | sf_2017q4_ | _12 | | labor law exp | | | merations: | 4th quarter | 2017 | | once |
| Wording o | of question | | | rany part ann | cinproyment | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information | |
| | r law characteris | etice avalain t | he different re | numerations | amoung empl | ovees with sir | nilar nosition | c/activitiac? | | | |
| willian labor | i iaw ciai acteris | stics explain t | ne umerent re | enumer acions | amoung empi | oyees with sii | illiai position | sy activities: | | | |
| | (multiple non | ninations are | nossihle) | | | | | | | | |
| | (marapie non | iiiia ii oiis are | possible | 7 | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | full/part-time employment | | | | | | | | | | |
| | | | | J | | | | | | | |
| Time spar | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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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 |
|--------|--------------|--|------------------|------------------|
| | | | | |
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| 3.310) | sf_2017q4_13 | labor law explanations of different renumerations: | 4th quarter 2017 | once |
| | | temporary employment | | |

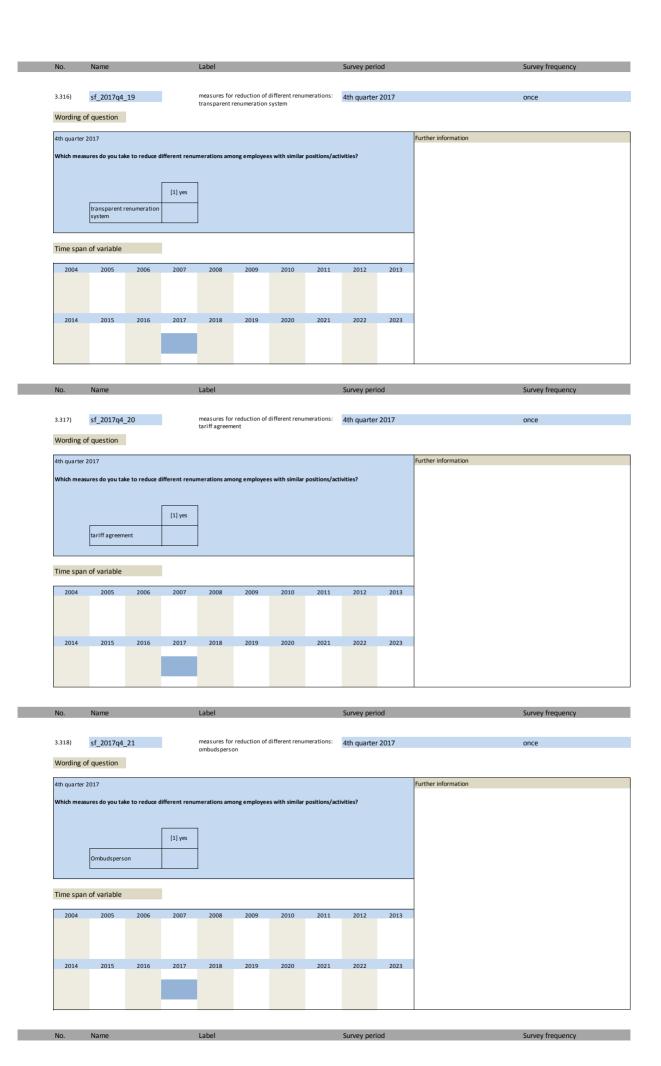


No. Name Label Survey period Survey frequency

| 3.311) Wording o | sf_2017q4 | _14 | | labor law exp differences in | | | merations: | 4th quarter | 2017 | once |
|---------------------|-----------------|-----------------|-----------------|---------------------------------|-------------|----------------|----------------|---------------|------|---------------------|
| 4th quarter | 2017 | | | | | | | | | Further information |
| Which labor | law characteris | stics explain t | he different re | numerations | amoung empl | oyees with sir | milar position | s/activities? | | |
| | | | | | | | | | | |
| | (multiple nor | | :- | | | | | | | |
| | (murupie nor | ninauons are | possible) | | | | | | | |
| | | | [1] yes | | | | | | | |
| | differences in | n tariff | | | | | | | | |
| | agreements | | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2010 | 2010 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|-------------|-------------------|-----------------|-----------------|--------------|------------|-----------------|-----------------|--------------|--------|---------------------|------------------|
| 3.312) | sf_2017q4_ | _15 | ı | labor law ex | | different renun | merations: | 4th quarte | r 2017 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information | |
| Which labo | r law characteris | tics explain th | ne different re | numerations | amoung emp | loyees with sim | nilar positions | /activities? | | | |
| | | | | | | | | | | | |
| | (multiple non | ninations are | possible) | | | | | | | | |
| | (marapie non | illations are | possible) | _ | | | | | | | |
| | | | [1] yes | | | | | | | | |
| | seniority/per | iod of | | | | | | | | | |
| | employment | | |] | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2010 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| No. | Na | lame | | | Label | | | | Survey peri | od | Survey frequency | |
|--|--|--|-------------------|-------------------|--|---|--------------------------------|------------------------|---|----------------------|--|--|
| 3.313) |) sf | f_2017q4_16 | 6 | | labor law exp | olanations of | different renu | merations: | 4th quarter | 2017 | once | |
| Word | ding of qu | | | | individual ne | gotiating skil | Is | | | | | |
| 4th qu | uarter 2017 | .7 | | | | | | | | | Further information | |
| | | characteristic | s explain the | e different re | numerations | amoung emp | loyees with sir | nilar position | s/activities? | | | |
| | | | | | | | | | | | | |
| | (m | nultiple nomin | ations are p | oossible) | 1 | | | | | | | |
| | _ | | | [1] yes | | | | | | | | |
| | | ndividual negot kills | tiating | | | | | | | | | |
| Time | span of | variable | | | | | | | | | | |
| | 004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| 20 | 014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| No. | Na | lame | | | Label | | | | Survey peri | od | Survey frequency | |
| 3.314) |) sf | f_2017q4_17 | 7 | | labor law exp | olanations of | different renu | merations: | 4th quarter | 2017 | once | |
| Word | ding of qu | uestion | | | others | | | | | | | |
| 444 | uarter 2017 | .7 | | | | | | | | | Further information | |
| 4th qu | | | | | | | | | | | | |
| | | characteristic | s explain the | e different re | numerations a | amoung empl | loyees with sir | nilar position | s/activities? | | | |
| | ı labor law | | | | numerations : | amoung empl | loyees with sir | nilar position | s/activities? | | | |
| | ı labor law | v characteristic | | | numerations a | amoung empl | loyees with sir | nilar position | s/activities? | | | |
| | ı labor law | | | | numerations : | amoung emp | loyees with sir | nilar position | s/activities? | | | |
| | n labor law | | | possible) | enumerations . | amoung emp | loyees with sir | nilar position | s/activities? | | | |
| Which | n labor law (m | nultiple nomin thers | | possible) | enumerations | amoung empi | loyees with sin | nilar position | s/activities? | | | |
| Which | (mo | nultiple nomin thers | nations are p | possible) [1] yes | | | | | | 2013 | | |
| Which | n labor law (m | nultiple nomin thers | | possible) | enumerations a | amoung empl | Joyees with sir | 2011 | s/activities? | 2013 | | |
| Which | (mo | nultiple nomin thers | nations are p | possible) [1] yes | | | | | | 2013 | | |
| Time | (m) Ott | nultiple nomin thers | nations are p | possible) [1] yes | | | | | | 2013 | | |
| Time | (m) Ott | thers variable 2005 | anations are p | [1] yes | 2008 | 2009 | 2010 | 2011 | 2012 | | | |
| Time | (m) Ott | thers variable 2005 | anations are p | [1] yes | 2008 | 2009 | 2010 | 2011 | 2012 | | | |
| Time | Ott | thers variable 2005 | anations are p | [1] yes 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2023 | Survey frequency | |
| Time 200 | Otto | thers variable 2005 2015 | 2006 2016 | [1] yes 2007 | 2008 2018 Label | 2009 | 2010 | 2011 | 2012 2022 Survey peri | 2023 od | | |
| Which Time 200 No. 3.315) | Otto Otto Otto Otto Otto Otto Otto Otto | thers variable 2005 2015 dame f_2017q4_18 | 2006 2016 | [1] yes 2007 | 2008 | 2009 2019 | 2010 | 2011 | 2012 | 2023 od | Survey frequency once | |
| Which Time 200 No. 3.315) | Otto Span of No. Otto S | thers variable 2005 2015 4 ane f_2017q4_18 uestion | 2006 2016 | [1] yes 2007 | 2008 2018 Label Labor law exp | 2009 2019 | 2010 | 2011 | 2012 2022 Survey peri | 2023 od | once | |
| Which Time 200 No. 3.315) Word 4th qui | Otto Otto Otto Otto Otto Otto Otto Otto | thers variable 2005 2015 lame f_2017q4_18 uestion | 2006 2016 | 2007 2017 | 2008 2018 Label labor law exp others descrip | 2009 2019 Janations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | | |
| Which Time 200 No. 3.315) Word 4th qui | Otto Otto Otto Otto Otto Otto Otto Otto | thers variable 2005 2015 4 ane f_2017q4_18 uestion | 2006 2016 | 2007 2017 | 2008 2018 Label labor law exp others description | 2009 2019 Janations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | once | |
| Which Time 200 No. 3.315) Word 4th qui | Otto Otto Otto Otto Otto Otto Otto Otto | thers variable 2005 2015 lame f_2017q4_18 uestion | 2006 2016 8 | 2007 2017 | 2008 2018 Label labor law exp others description | 2009 2019 Janations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. No. 3.315) Word 4th qu. which | Ott | thers variable 2005 2015 2017q4_18 uestion 7 v characteristic thers descripti | 2006 2016 8 | 2007 2017 | 2008 2018 Label labor law exp others description | 2009 2019 Janations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. 3.315) Word 4th qui | Otto Span of votal state of votal st | thers variable 2005 2015 2015 tame f_2017q4_18 uestion .7 characteristic thers descripti variable | 2006 2016 88 | 2007 2017 | 2008 2018 Label Labor law exporters descriptions are also and a second and a second are also as a second are a second ar | 2009 2019 clanations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. 3.315) Word 4th qui | Ott | thers variable 2005 2015 2017q4_18 uestion 7 v characteristic thers descripti | 2006 2016 8 | 2007 2017 | 2008 2018 Label labor law exp others description | 2009 2019 Janations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. 3.315) Word 4th qui | Otto Span of votal state of votal st | thers variable 2005 2015 2015 tame f_2017q4_18 uestion .7 characteristic thers descripti variable | 2006 2016 88 | 2007 2017 | 2008 2018 Label Labor law exporters descriptions are also and a second and a second are also as a second are a second ar | 2009 2019 clanations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. No. 3.315) Word 4th qu. Which | Ott Na Span of v Ott Na Ott Na Ott Span of v Ott Span of v Ott Ott Ott Ott Ott Ott Ott O | thers variable 2005 2015 2015 tame f_2017q4_18 uestion .7 characteristic thers descripti variable | 2006 2016 88 | 2007 2017 | 2008 2018 Label Labor law exporters descriptions are also and a second and a second are also as a second are a second ar | 2009 2019 clanations of ption | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter | 2023 od | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |
| No. No. 3.315) Word 4th qu which | Ott Na Span of v Ott Na Ott Na Ott Span of v Ott Span of v Ott Ott Ott Ott Ott Ott Ott O | thers variable 2005 2015 2015 uestion 7 characteristic variable 2005 | 2006 2016 88 2006 | 2007 2017 2017 | 2008 2018 Label Labor law exp others descripted the second of the sec | 2009 2019 colonations of ption amoung employees | 2010 2020 different renu | 2011 2021 merations: | 2012 2022 Survey peri 4th quarter s/activities? | 2023 od - 2017 | Once Further information These comments are not part of the PL-Dataset. For access they have to be | |



| 3.319) | sf_2017q4 | _22 | | measures for | r reduction of | different renu | merations: | 4th quarter | r 2017 | once |
|---------------|----------------|--------------|----------------|------------------------------|--------------------|-----------------|--------------|-------------|--------|---|
| Wording o | of question | | | | | | | | | |
| 4th quarter 2 | 2017 | | | | | | | | | Further information |
| Which meas | ures do you ta | ke to reduce | different renu | merations am | ong employe | es with similar | positions/ac | tivities? | | |
| | | | | | | | | | | |
| | | | [1] yes | | | | | | | |
| | None | | | | | | | | | |
| | | | |] | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2003 | 2000 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
| | | | | , | | | | | | |
| 3.320) | sf_2017q4 | _23 | | others | r reduction of | different renu | merations: | 4th quarter | r 2017 | once |
| Wording o | of question | | | | | | | | | |
| 4th quarter 2 | 2017 | | | | | | | | | Further information |
| Which meas | ures do you ta | ke to reduce | different renu | merations am | ong employe | es with similar | positions/ac | ctivities? | | |
| | | | | 7 | | | | | | |
| | | | [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 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| No. | Name | - | - | Label | - | - | - | Survey peri | iod | Survey frequency |
| | | | | | | | | ,, | | |
| 3.321) | sf_2017q4 | _24 | | measures for others descr | | different renu | merations: | 4th quarter | r 2017 | once |
| Wording o | of question | | | | | | | | | |
| 4th quarter 2 | 2017 | | | | | | | | | Further information |
| Which meas | ures do you ta | ke to reduce | different renu | merations am | ong employe | es with similar | positions/ac | ctivities? | | These comments are not part of the PL-Dataset. For access they have to be |
| | | | | | | | | | | requested at EBDC, seperately. |
| | Others descr | iption: | | | | | | | | |
| _ | | | | | | | | | | |
| | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2010 | 201/ | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | 1 |
| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
| | | | | | | | | | | |
| 3.322) | sf_2017q4 | _25 | | affected by to | ransparency I n | aw concerning | 3 | 4th quarter | r 2017 | once |
| | | | | | | | | | | |

| 4th quarter 2 | 0017 | | | | | | | | | Further information |
|---------------|-------------|---------------|----------------|--------------|------------|------|------|------|------|---|
| | | y the transpa | rency law cond | erning remun | eration? | | | | | concerning the german "Entgelttrans parenzgesetz" (= Trans parency law concerning renumeration) |
| | | | [1] yes | [2] no | [3] unkown | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |

| requested at EBDC, seperately. | No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|--|-------------|-------------------|---------------|----------------|---------------|--------------|---------------|------|-------------|--------|---|
| Wording of question 4th quarter 2017 What do you expect to change because of the transparency law concerning remuneration? These comments are not part of the PL-Dataset. For access they he requested at EBDC, seperately. Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | 3.323) | sf_2017q4_ | 26 | | | | ansparency la | ıw | 4th quarter | r 2017 | once |
| What do you expect to change because of the transparency law concerning remuneration? These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Concerning the german "Entgelttransparenzgesetz" (= Transparencent concerning renumeration) | Wording | of question | | | concerning re | emuneration | | | | | |
| Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 Time span of variable | 4th quarter | 2017 | | | | | | | | | Further information |
| Time span of variable concerning renumeration) 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | What do yo | eu expect to chan | nge because o | f the transpar | ency law conc | erning remun | eration? | | | | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. |
| | Time spa | n of variable | | | | | | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency la |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | | | | | | | | | concerning renumeration) |
| | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | concerning renumeration) |
| | 2004 | 2005 | | | | | | | | | concerning renumeration) |
| | 2004 | 2005 | | | | | | | | | concerning renumeration) |

| 324) | sf_2017q4_ | _27 | | transparency gender pay g | / law concernii ap | ng remuneratio | on reduces | 4th quarter 2 | 017 | once |
|-------------|----------------|---------------|-----------------|------------------------------|-----------------------|----------------|------------|---------------|------|---|
| ording of | question | | | | | | | | | |
| h quarter 2 | :017 | | | | | | | | | Further information |
| the transpa | arency law con | ncerning remu | ineration a gen | neral effective | way to reduce | e the gender p | ay gap? | | | concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration) |
| | | | [1] yes | [2] no | [3] unkown | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| me span | of variable | | | | | | | | | |
| me span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | | | | | | | | | |

| No. | Name | Label | Survey period | | Survey frequency |
|-----------|---------------|---|------------------|---------------------|------------------|
| | | | | | |
| 3.325) | sf_2017q4_28 | faciliating strategies for a wage increase: further training | 4th quarter 2017 | | once |
| Wording | g of question | | | | |
| | | | | * | |
| 4th quart | er 2017 | | | Further information | |

The gender of the employee was randomised

Alternative: Variable 3.332) sf_2017q4_28 says, which question each respondent faced 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 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

| | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|---------------------------------------|-----------------|-----------------------|--------------------------------|----------------|----------------|------------------------|----------------|---------------|---|
| | | | | | | | | | | |
| 3.326) | sf_2017q4 | _29 | | taciliating st to work more | rategies for a | wage increas | e: willingness | 4th quarter | r 2017 | once |
| Wording | of question | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information |
| | e following situa | | | | employee of | your company | and strives fo | r a wage incre | ase. Which | [9] = checked |
| Alternative | : | | | | | | | | | The gender of the employee was randomised |
| | e following situa would help the o | | | | ve employee o | of your compa | iny and strives | for a wage inc | crease. Which | Variable 3.332) sf_2017q4_28 says, which question each respondent fac |
| | | | | | | | | | | |
| (Please arr | ange the meas u | res regarding t | their importan | ce 1= most in | nportant, 5= | =least importa | ant) | | | |
| | | | [1] most important | [2] | [3] | [4] | [5] least important | | | |
| | | | | | | | | | | |
| | willingness t | o work more | | | | | | | | |
| | willingness t | o work more | | | | | | | | |
| Time spar | willingness t | o work more | | | | | | | | |
| Time span | | o work more | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | n of variable | | | | | | 2011 | | | |
| 2004 | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | | 2012 | 2013 | |
| 2004 | n of variable | 2006 | | | | | | | | |

| 3.327) | sf_2017q4_ | _30 | | faciliating str | | wage increase | :: take | 4th quarter | 2017 | once |
|--------------------------------|---------------------------------|---------------------------------|-----------------------|-----------------|-----------------|---------------|------------------------|----------------|--------------|---|
| Wording of | question | | | voiuntarily a | Julii Onal Tesp | ionsibility | | | | |
| | | | | | | | | | | |
| 4th quarter 2 | 017 | | | | | | | | | Further information |
| Imagine the f | | tion: Miss Mu employee to a | | | employee of y | our company | and strives for | r a wage incre | ase. Which | [9] = checked |
| Alternative: | | | | | | | | | | The gender of the employee was randomised |
| Imagine the f strategies wo | | tion: Mister N employee to a | | | e employee o | f your compar | ny and strives | for a wage inc | rease. Which | Variable 3.332) sf_2017q4_28 says, which question each respondent faced |
| (Please arran | ige the measur | res regarding t | their importan | ce 1= most in | portant, 5= | least importa | nt) | | | |
| | | | [1] most important | [2] | [3] | [4] | [5] least important | | | |
| | to voluntarily additional re | | | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |

Survey frequency

No. Name Label

| | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|---------------|------------------------------------|---------------|-----------------------|------------------------------|----------------|----------------|------------------------|----------------|---------------|---|
| | | | | | | | | | | |
| 3.328) | sf_2017q4 | _31 | | faciliating st a good job | rategies for a | wage increase | e: always do | 4th quarter | r 2017 | once |
| Wording of | f question | | | | | | | | | |
| 4th quarter 2 | 2017 | | | | | | | | | Further information |
| | following situa | | | | employee of | your company | and strives fo | r a wage incre | ase. Which | [9] = checked |
| Alternative: | | | | | | | | | | The gender of the employee was randomised |
| | following situa ould help the o | | | | e employee o | of your compar | ny and strives | for a wage inc | crease. Which | Variable 3.332) sf_2017q4_28 says, which question each respondent faced |
| | | | | | | | | | | |
| (Please arrai | nge the measu | res regarding | their importan | ice 1= most in | nportant, 5= | =least importa | nt) | | | |
| | | | [1] most important | [2] | [3] | [4] | [5] least important | | | |
| | | | | | | | | | | |
| | always do a p | good job | | | | | | | | |
| | always do a p | good job | | | | | | | | |
| | of variable | good job | | | | | | | | |
| Time span | of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | good job | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| Time span | of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| Time span | of variable | | | | 2009 | | | | | |
| Time span | of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| Time span | of variable | 2006 | | | | | | | | |
| Time span | of variable | 2006 | | | | | | | | |
| Time span | of variable | 2006 | | | | | | | | |

| 3.329) | sf_2017q4_ | 32 | | faciliating st wage negotia | | wage increase: ¡ | proactive | 4th quarter | 2017 | once |
|--------------|-------------------------------------|--------------|-----------------------|--------------------------------|---------------|------------------|------------------------|----------------|--------------|---|
| Wording o | of question | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information |
| | following situa rould help the e | | | | employee of y | your company ar | nd strives fo | r a wage incre | ase. Which | [9] = checked |
| Alternative: | | | | | | | | | | The gender of the employee was randomised |
| Imagine the | | | | | e employee o | of your company | and strives | for a wage inc | rease. Which | Variable 3.332) sf_2017q4_28 says, which question each respondent faced |
| (Please arra | nge the measur | es regarding | their importar | nce 1= most in | nportant, 5= | eleast important | :) | | | |
| | | | [1] most important | [2] | [3] | [4] | [5] least important | | | |
| | proactive way negotiation | ge | | | | | | | | |
| 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 | faciliating strategies for a wage increase: others | 4th quarter 2017 | once |
| | 1211121 | | 4 | |
| Wordin | g of question | | | |
| 444 | 2017 | | | Further information |
| 4th quar | ter 2017 | | | rurtier illiornation |
| | the following situation: Miss Mu s would help the employee to a | stermann is a representive employee of your company and strive: achieve her aim? | s for a wage increase. Which | [9] = checked |
| | | | | The gender of the employee was randomised |
| Alternati | ve: | | | |
| | the following situation: Mister N s would help the employee to a | Mustermann is a representive employee of your company and stri achieve his aim? | ves for a wage increase. Which | Variable 3.332) sf_2017q4_28 says, which question each respondent faced |
| | | | | |
| | | | | " |

| (Please arrai | nge the measur | es regarding | their importar | nce 1= most in | nportant, 5= | least importa | nt) | | |
|---------------|----------------|--------------|-----------------------|----------------|--------------|---------------|------------------------|------|------|
| | | | [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 |
| | | | | | | | | | |
| | | | | | | | | | |

| INO. | Name | | Labei | | | Survey peri | ou | Survey frequency |
|---------------|---------------------|--|---|-------------------------|----------------|-----------------|------------|--|
| | | | | | | | | |
| 3.331) | sf_2017q4_34 | | faciliating strates description | gies for a wage increas | e: others | 4th quarter | 2017 | once |
| Wording of | question | | , | | | | | |
| | | | | | | | | |
| 4th quarter 2 | 1017 | | | | | | | Further information |
| | | n: Miss Mustermann is a loyee to achieve her ai | | loyee of your company | and strives fo | r a wage incre | ase. Which | [9] = checked |
| Alternative: | following cituation | n Mistor Mustormann | ic a convecentive on | nployee of your compa | ny and strivas | for a wage inc | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | | loyee to achieve his air | | npioyee oi your compa | ny anu strives | ioi a wage iiic | | The gender of the employee was randomised |
| | | | | | | | | the genuer of the employee was randomised |
| | Others description | on: | | | | | | Variable 3.332) sf_2017q4_28 says, which question each respondent faced |
| | | | | | | | | |
| Time span | of variable | | | | | | | |
| 2004 | 2005 | 2006 2007 | 2008 | 2009 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | |
| | | | | | | | | |
| 2014 | 2015 | 2016 2017 | 2018 | 2019 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

| 3.332) | sf_2017q4 | _35 | | | faciliating st | rategies for a v | wage | 4th quarter | 2017 | once |
|-------------|----------------------|---------------|----------------|---------------|----------------|------------------|---------------|-------------|----------------|-------------------------------------|
| Wording o | of question | | | | | | | | | |
| 4th quarter | 2017 | | | | | | | | | Further information |
| The respond | lent faced the f | ollowing ques | tion (sf_2017q | 4_28 - sf_201 | 7q4_34): | | | | | |
| | [1] male employee | | | | | a representive | | | ny and strives | |
| | | | | | | | | | | regards sf_2017q4_28 - sf_2017q4_34 |
| | [2] female | | | | | representive e | | | and strives | |
| | employee | ior a wage in | crease. writen | strategies Wo | uiu neip the e | піріоуее то ас | ineve ner ain | | | |
| | | | | | | | | | | |
| Time spar | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | |

Survey frequency

No. Name Label Survey period Survey frequency

3.333) sf_2018q1_1 awareness of the meaning of protection of data privacy 1st quarter 2018 once

| 1st quarter 2 | 018 | | | | | | | | |
|---------------|---------------|----------------|---------------|-------------------|------------|----------|------|------|------|
| Are your emp | oloyees aware | of the meaning | ng and the ne | ed for data pr | otection? | | | | |
| | [1] yes, very | pronounced | | slightly unced | [3] no, ra | ther 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 |
| 2014 | 2013 | 2010 | 2017 | 2016 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | | | | | | | | | |
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| | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|-------------|-----------------|---------------|--------------|-----------------|----------------|-----------------|---------|-------------|------|---|
| 3.334) | sf_2018q1_ | _2 | | information r | | targeted level | of data | 1st quarter | 2018 | once |
| Wording o | of question | | | | | | | | | |
| 1st quarter | 2018 | | | | | | | | | Further information |
| How do you | ensure, that yo | our employees | are informed | l about the tar | rgeted level o | of data protect | tion? | | | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. |
| | | | | | | | | | | |
| | of variable | | | | | | | | | |
| Time span | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |

| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|-------------|-------------------|---------------|---------------|----------------|--------------|----------------|------|-------------|------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.335) | sf_2018q1_ | _3 | | mainly use p | ersonal data | of: applicants | | 1st quarter | 2018 | | once |
| Mandha | -f | | | | | | | | | | |
| wording | of question | | | | | | | | | | |
| 1st quarter | 2018 | | | | | | | | | Further information | |
| Whose (gro | oup of persons) p | personal data | do you mainly | use in your co | mpany? | | | | | | |
| | | | | | • | | | | | | |
| | | | [1] Yes | | | | | | | | |
| | Applicants | | | | | | | | | | |
| | Applicants | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2005 | 2007 | 2000 | 2000 | 2010 | 2011 | 2012 | 2012 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 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 |
|---------------|-------------------------------|-------------------------|-------------------------------|------------------|---------------------|------------------|
| | | | | | | |
| 3.336) | sf_2018q1_4 | mainly use | e personal data of: employees | 1st quarter 2018 | | once |
| Wording of | f question | | | | | |
| 1st quarter 2 | 018 | | | | Further information | |
| Whose (grou | p of persons) personal data d | o you mainly use in you | company? | | | |
| | | [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 per | iod | | Survey frequency |
|-------------|----------------------------|----------------|---------------|-----------------|--------------|-----------------|----------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.337) | sf_2018q1 | _5 | | | ersonal data | of: contact per | rsons of | 1st quarter | r 2018 | | once |
| " | | | | suppliers | | | | | | | |
| wording | of question | | | | | | | | | | |
| 1st quarte | 2018 | | | | | | | | | Further information | |
| Whose (gr | oup of persons) | personal data | do vou mainly | use in vour co | ompany? | | | | | | |
| TTIIOSC (BI | лар от регоопод | Jer Jonar auta | ao you mam, | ase iii your ei | ompany. | | | | | | |
| | | | [1] Yes | | | | | | | | |
| | | | | | | | | | | | |
| | Contact pers | ons of | | | | | | | | | |
| | suppliers | ons of | | | | | | | | | |
| | | ons of | | | | | | | | _ | |
| Time spa | | ons of | | | ı | | | | | | |
| | suppliers n of variable | | 2007 | 2000 | 2000 | 2010 | 2011 | 2012 | 2012 | | |
| Time spa | suppliers | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | suppliers n of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | suppliers n of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | | | | | | | | |
| | suppliers n of variable | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | | | | | | | | | |

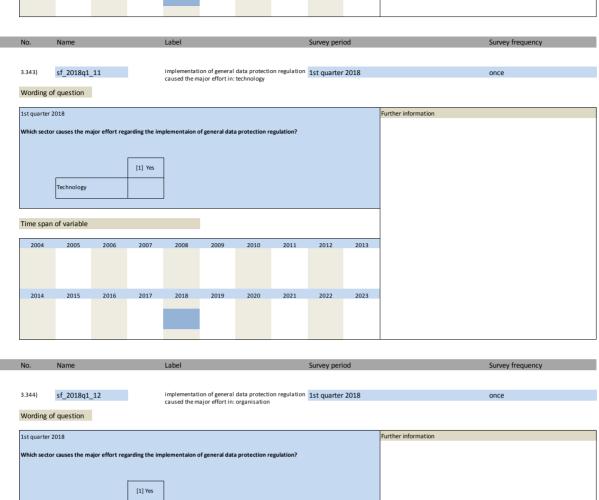
| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|---------------|-----------------|---------------|--------------|-------------------|--------------|-------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.338) | sf_2018q1_ | _6 | | mainly use p | ersonal data | of: clients | | 1st quarter | r 2018 | | once |
| Mardina of | f question | | | | | | | | | | |
| wording of | question | | | | | | | | | | |
| 1st quarter 2 | 1018 | | | | | | | | | Further information | |
| Whose (grou | p of persons) p | arconal data | do vou mainh | , use in vour co | amnany? | | | | | | |
| whose (grou | p or persons, p | er sonar data | uo you maim | , use iii youi cc | ompany: | | | | | | |
| | | | [1] Yes | | | | | | | | |
| | | | | | | | | | | | |
| | Clients | | | | | | | | | | |
| | | | | _ | | | | | | | |
| _ | | | | | | | | | | | |
| 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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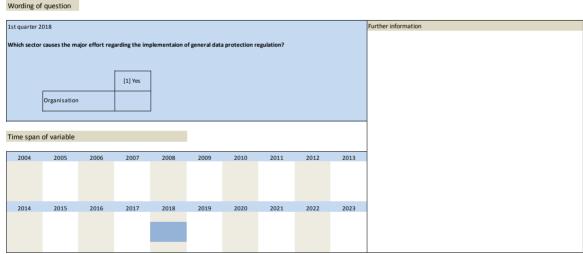
| No. | Name | Label | Survey period | Survey frequency |
|------------|----------------------------------|--|---------------------|------------------|
| | | | | |
| 3.339) | sf_2018q1_7 | mainly use personal data of: stakeholder | 1st quarter 2018 | once |
| Wording | g of question | | | |
| 1st quarte | er 2018 | | Further information | ı |
| Whose (gr | roup of persons) personal data d | o you mainly use in your company? | | |
| | | [1] Yes | | |
| | Stakehol der | | | |
| | | | | |
| | | | | |
| | an of variable | | | |

| | | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|------|------|------|------|------|------|------|------|------|------|
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
|--|---|--------------|---------------------------|---------------------------------|--------------|----------------------|---------|--------------------|-------------|---|
| 3.340) | sf_2018q1_8 | | | mainly use p | ersonal data | of: other | | 1st quarter | r 2018 | once |
| Wording | of question | | | | | | | | | |
| 1st quarter | 2018 | | | | | | | | | Further information |
| · | oup of persons) per | rsonal data | do you mainly | , use in your co | ompany? | | | | | |
| | | | | 1 | | | | | | |
| | | | [1] Yes | | | | | | | |
| | Other | | | | | | | | | |
| Time one | n of variable | | | | | | | | | |
| | n 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 per | iod | Survey frequency |
| 3.341) | sf_2018q1_9 | | | mainly use p | ersonal data | of: other desc | ription | 1st quarter | r 2018 | once |
| | | | | | | | | | | |
| Wording | of auestion | | | | | | | | | |
| | of question | | | | | | | | | Further information |
| 1st quarter | 2018 | | do you mainh | y use in your co | ompany? | | | | | Further information |
| 1st quarter | | | do you mainly | y use in your co | ompany? | | | | | |
| 1st quarter | 2018 | rsonal data | do you mainl _l | y use in your co | ompany? | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter | oup of persons) per Other descriptio | rsonal data | do you mainl _l | y use in your co | ompany? | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gre | 2018 Other description of variable | rsonal data | | | | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter | oup of persons) per Other descriptio | rsonal data | do you mainh | y use in your co | ompany? | 2010 | 2011 | 2012 | 2013 | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gre | 2018 Other description of variable | rsonal data | | | | 2010 | 2011 | 2012 | 2013 | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gre | 2018 Other description of variable | rsonal data | | | | 2010 | 2011 | 2012 | 2013 | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gr | Other description of variable | on: | 2007 | 2008 | 2009 | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gr | Other description of variable | on: | 2007 | 2008 | 2009 | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gr | Other description of variable | on: | 2007 | 2008 | 2009 | | | | | These comments are not part of the PL-Dataset. For access they have to |
| 1st quarter Whose (gr | Other description of variable | on: | 2007 | 2008 | 2009 | | | | 2023 | These comments are not part of the PL-Dataset. For access they have to |
| Time spa | Other description Other description Other description 2005 | 2006 | 2007 | 2008 | 2009 | 2020 | | 2022 | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. |
| Time spa 2004 No. 3.342) | Other description Other description Other description 2005 2015 Name sf_2018q1_1(| 2006 | 2007 | 2008 2018 | 2009 | 2020 | | 2022 Survey per | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. Survey frequency |
| Time spa 2004 2014 No. 3.342) | Other description | 2006 | 2007 | 2008 2018 | 2009 | 2020 | | 2022 Survey per | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. Survey frequency once |
| Time spa 2004 2014 No. 3.342) Wording | Other description Other description Other description Other description Other description Other description Name \$2005 Value of question \$2018 | 2006 2016 | 2007 | 2008 2018 Label work-process | 2009 2019 | 2020 ersonal data | | 2022 Survey per | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. Survey frequency |
| Time spa 2004 2014 No. 3.342) Wording | Other description | 2006 2016 | 2007 2017 | 2008 2018 Label work-process | 2009 2019 | 2020 ersonal data | | 2022 Survey per | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. Survey frequency once |
| Time spa 2004 2014 No. 3.342) Wording | Other description Other description Other description Other description Other description Other description Name \$2005 Value of question \$2018 | 2006 2016 | 2007 | 2008 2018 Label work-process | 2009 2019 | 2020 ersonal data | | 2022 Survey per | 2023 iod | These comments are not part of the PL-Dataset. For access they have to requested at EBDC, seperately. Survey frequency once |

2017 2018

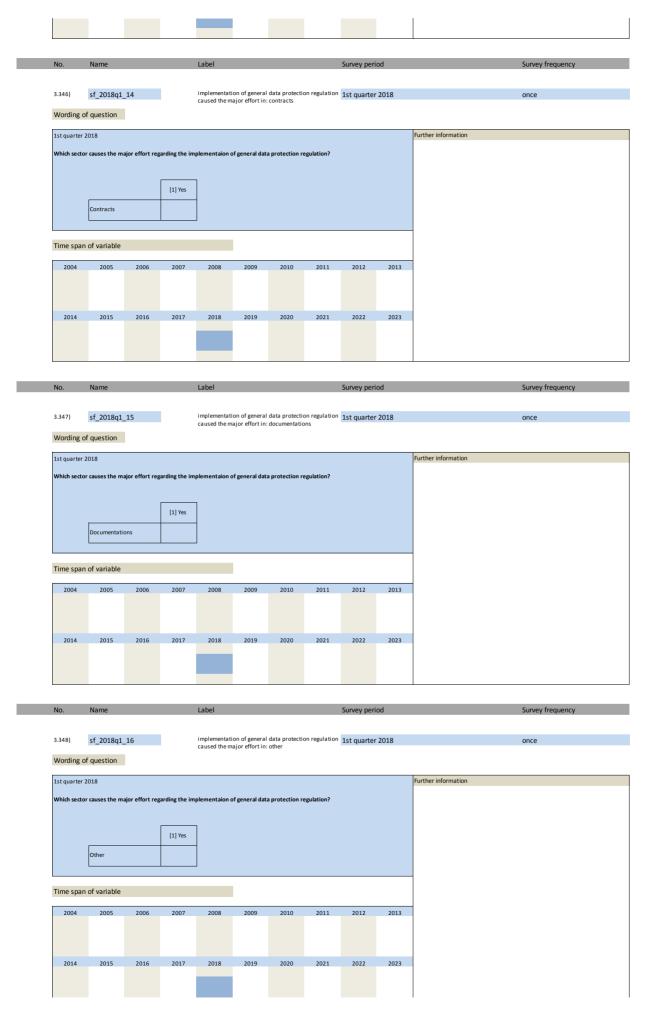




| | | | | | , | | | | | | |
|--------------|-----------------|-----------------|---------------|---------------|----------------------------------|----------------|---------------|-------------|------|---------------------|------|
| .345) | sf_2018q1_ | .13 | | implementati | on of general ajor effort in: | processes | on regulation | 1st quarter | 2018 | | once |
| (andina a | f question | | | | , | , | | | | | |
| roraing d | question | | | | | | | | | | |
| st quarter : | 2018 | | | | | | | | | Further information | |
| | | | | | | | | | | | |
| hich secto | r causes the ma | ijor effort reg | arding the im | plementaion o | f general dat | a protection r | egulation? | | | | |
| | | | | | | | | | | | |
| | | | [1] Yes | 1 | | | | | | | |
| | | | [1] res | | | | | | | | |
| | Processes | | | | | | | | | | |
| | | | | J | | | | | | | |
| | | | | | | | | | | | |
| me span | of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

Survey frequency

No. Name



| | Name | | | Label | | | | Survey peri | od | Survey frequency |
|--|---|-----------------|--------------------|---|--|---------------|--|--|------------------------|--------------------------|
| | | | | | | | 1.0 | | | |
| | sf_2018q1_ | 17 | | caused the m | ion of general najor effort in: | other descrip | on regulation otion | 1st quarter | 2018 | once |
| Wording of o | question | | | | | | | | | |
| 1st quarter 20: |)18 | | | | | | | | | Further information |
| Which sector c | causes the ma | ijor effort reg | arding the im | plementaion o | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. | | | | | |
| C | Other descrip | tion: | | | | | | | | |
| Time span o | 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 peri | od | Survey frequency |
| 3.350) s | sf_2018q1_ | 18 | | impact of new | w general data | protection r | egulation on | 1st quarter | 2018 | once |
| Wording of o | question | | | your social-i | vicula-Activity | | | | | |
| 1st quarter 20: |)18 | | | | | | | | | Further information |
| Does the new | general data | protection re | gulation affe | ct your Social-N | Media-Activitio | es? | | | | |
| | İ | | | | | [3] We u | ise Social med | lia hardly | 1 | |
| | | [1] | Yes | [2] | No | | ever/not at a | | | |
| | l. | | | | | | | | | |
| Time span o | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | | | |
| | | | | | | | | 2022 | 2023 | |
| | | | | | | | | 2022 | 2023 | |
| | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | | Survey frequency |
| | Name sf_2018q1_ | 19 | | implementati | ion of the new | general data | protection | | od | Survey frequency once |
| 3.351) s | sf_2018q1_ | 19 | | | ion of the new | general data | protection | Survey peri | od | |
| | sf_2018q1_ question | 19 | | implementati | ion of the new | general data | protection | Survey peri | od | |
| 3.351) s | sf_2018q1_ question | | protection r | implementati regulation | | | | Survey peri | od 2018 | once |
| 3.351) s Wording of c | sf_2018q1_ question | | a protection r | implementati regulation | | | | Survey peri | od 2018 | once |
| 3.351) s Wording of c | sf_2018q1_ question | | [1] only | implementati regulation | | | | Survey peri | od 2018 | once |
| 3.351) s Wording of c | sf_2018q1_ question | | | implementati regulation | -company or o | | | Survey peri | od 2018 | once |
| 3.351) s Wording of (| sf_2018q1_ question 018 ment the new | | [1] only | implementati regulation | -company or o | | | Survey peri | od 2018 | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem | of variable | general data | [1] only intern | implementati regulation egulation intra [2] only extern | [3] both | do you engage | e with externa | Survey peri | od 2018 ders? | once |
| 3.351) s Wording of to | sf_2018q1_ question 018 ment the new | | [1] only | implementati regulation | -company or o | | | Survey peri | od 2018 | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem | of variable | general data | [1] only intern | implementati regulation egulation intra [2] only extern | [3] both | do you engage | e with externa | Survey peri | od 2018 ders? | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem Time span o | of variable | general data | [1] only intern | implementating regulation intra [2] only extern | [3] both | do you engage | e with externation with | Survey peri 1st quarter 1st quarter 2012 | od 2018 ders? | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem | of variable | general data | [1] only intern | implementati regulation egulation intra [2] only extern | [3] both | do you engage | e with externa | Survey peri | od 2018 ders? | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem Time span o | of variable | general data | [1] only intern | implementating regulation intra [2] only extern | [3] both | do you engage | e with externation with | Survey peri 1st quarter 1st quarter 2012 | od 2018 ders? | once |
| 3.351) s Wording of c 1st quarter 20: Do you implem Time span o 2004 | of variable | general data | [1] only intern | implementating regulation intra [2] only extern | [3] both | do you engage | e with externation with | Survey peri 1st quarter 1st quarter 2012 | od 2018 2018 2013 2023 | once |

1st quarter 2018

new hires due to new general data protection

3.352) sf_2018q1_20

once

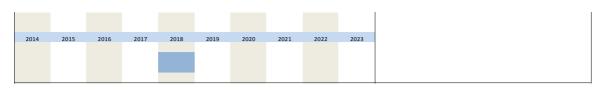
| Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | 1st quarter 20 Did you hire a | | sonnel due to | [1] Yes | eral data prote | ection regulat | ion or do you | plan this? | | |
|---|----------------------------------|------|---------------|---------|-----------------|----------------|---------------|------------|------|------|
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | 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 th make other cl | | a protection r | egulation to | 1st quarter | 2018 | | once |
| Wording o | of question | | | make other er | iunges | | | | | | |
| | 4 | | | | | | | | | | |
| 1st quarter 2 | 2018 | | | | | | | | | Further information | |
| | the general dat | | | nake other cha | inges/innovat | tions in your o | ompany, that | are not in con | nection with | | |
| tne general | data protection | n regulation? | | | | | | | | | |
| | | | [1] Yes | [2] No | | | | | | | |
| | | | [1] Tes | [2] NO | | | | | | | |
| | | | <u> </u> | - | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2010 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| 3.354) | sf_2018q1_ | _22 | | Do you use the | | | egulation to | 1st quarter | 2018 | once |
|---------------|------------------------------------|--------------|----------------|----------------|---------------|----------------|--------------|----------------|------|--|
| Wording o | of question | | | | | | | | | |
| Lst quarter : | 2018 | | | | | | | | | Further information |
| | the general dat data protection | | egulation to r | nake other cha | anges/innovat | ions in your o | ompany, that | are not in con | | These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. |
| | If Yes: | 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 | |

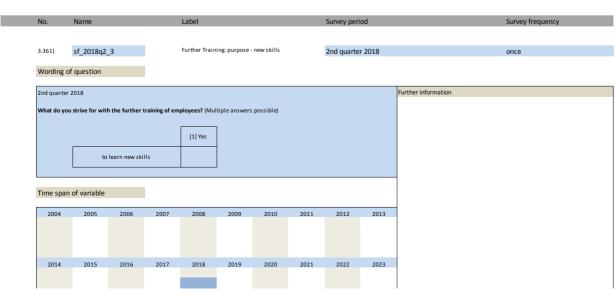
| No. | Name | Label | Survey period | Survey frequency |
|-------------|--------------|---|------------------|------------------|
| | | | | |
| 2.255) | 1 2010 1 20 | general data protection regulation: resulting costs | | |
| 3.355) | sf_2018q1_23 | (Euro) | 1st quarter 2018 | once |
| Wording | of question | | | |
| wording | or question | | | |
| 1st quarter | 2018 | | Furth | er information |

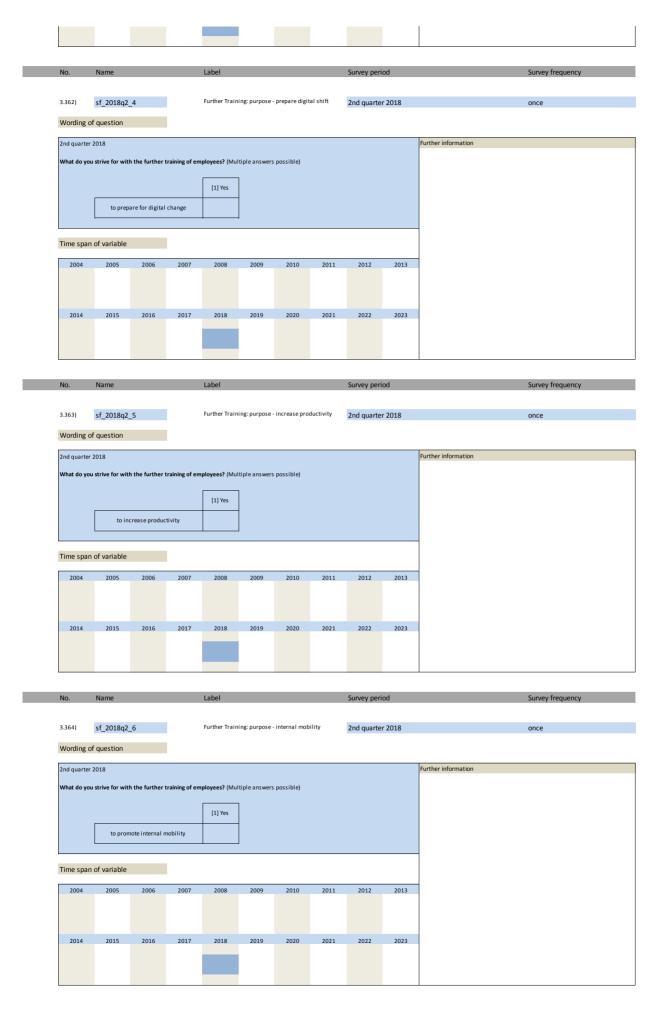
| | e the tosts of y | our company | resulting fro | m the new ger | neral data pro | tection regula | ition? | | | These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. |
|--|--|-----------------|---------------|--|-------------------------|----------------|---------------|----------------------------|--------------|---|
| Time spar | 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 per | iod | Survey frequency |
| | | | | | | | | | | |
| 3.356) | sf_2018q1 | _24 | | general data | protection re | gulation: posi | tive content | 1st quarte | r 2018 | once |
| Wording o | of question | | | | | | | | | |
| 1st quarter | 2018 | | | | | | | | | Further information |
| What do you | u consider as p | ositive conten | it? | | | | | | | These comments are not part of the PL-Dataset. For access they have |
| | | | | | | | | | | requested at EBDC, seperately. |
| Time char | of variable | | | | | | | | | |
| | n 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 per | iod | Survey frequency |
| No. | Name sf_2018q1_ | _25 | | | protection re | gulation: nega | ative content | | | Survey frequency once |
| 3.357) | | _25 | | | protection re | gulation: nega | ative content | | | |
| 3.357) | sf_2018q1 of question | _25 | | | protection re | gulation: nega | tive content | | | |
| 3.357) Wording o | sf_2018q1 of question | | nt? | | protection re | gulation: nega | tive content | | | once Further information |
| 3.357) Wording o | sf_2018q1 of question | | nt? | | protection re | gulation: nega | itive content | | | once |
| 3.357) Wording o | sf_2018q1 of question | | nt? | | protection re | gulation: nega | ative content | | | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording of 1st quarter: What do you | sf_2018q1 of question | | nt? | | protection re | gulation: negz | ative content | | | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording of 1st quarter: What do you | sf_2018q1 of question 2018 u consider as n | | nt? | | protection re | gulation: nega | ative content | | | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you | sf_2018q1 of question 2018 u consider as no | egative conte | | general data | | | | 1st quarte | r 2018 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you Time span | sf_2018q1, of question 2018 u consider as no of variable 2005 | egative content | 2007 | general data | 2009 | 2010 | 2011 | 1st quarte | 2013 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you | sf_2018q1 of question 2018 u consider as no | egative conte | | general data | | | | 1st quarte | r 2018 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you Time span | sf_2018q1, of question 2018 u consider as no of variable 2005 | egative content | 2007 | general data | 2009 | 2010 | 2011 | 1st quarte | 2013 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you Time span | sf_2018q1, of question 2018 u consider as no of variable 2005 | egative content | 2007 | general data | 2009 | 2010 | 2011 | 1st quarte | 2013 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording c 1st quarter: What do you Time span | sf_2018q1, of question 2018 u consider as no of variable 2005 | egative content | 2007 | general data | 2009 | 2010 | 2011 | 1st quarte | 2013 2023 | once Further information These comments are not part of the PL-Dataset. For access they have |
| 3.357) Wording of 1st quarter: What do you 2004 | sf_2018q1 of question 2018 u consider as no 2015 Name | 2006 | 2007 | 2008 2018 | 2009 | 2010 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Survey frequency |
| 3.357) Wording of Ist quarter: What do you Ist | sf_2018q1, of question 2018 u consider as no 2005 2015 Name sf_2018q1 | 2006 | 2007 | 2008 2018 | 2009 2019 protection re | 2010 2020 2020 | 2011 | 2012 2022 | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. |
| 3.357) Wording of Ist quarter: What do you Ist | sf_2018q1 of question 2018 u consider as no 2015 Name | 2006 | 2007 | 2008 2018 Label general data | 2009 2019 protection re | 2010 2020 2020 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Survey frequency |
| 3.357) Wording of Ist quarter: What do you Ist | sf_2018q1 of question 2018 u consider as no 2018 2005 2015 Name sf_2018q1 of question | 2006 | 2007 | 2008 2018 Label general data | 2009 2019 protection re | 2010 2020 2020 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Survey frequency |
| 3.357) Wording of Ist quarter: What do you Time span 2004 2014 No. 3.358) Wording of Ist quarter: | sf_2018q1 of question 2018 u consider as no 2018 2005 2015 Name sf_2018q1 of question | 2006 2016 206 | 2007 | 2008 2018 Label general data | 2009 2019 protection re | 2010 2020 2020 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Survey frequency once |
| 3.357) Wording of Ist quarter: What do you Time span 2004 2014 No. 3.358) Wording of Ist quarter: | sf_2018q1, of question 2018 u consider as in of variable 2005 2015 Name sf_2018q1 of question 2018 | 2006 2016 206 | 2007 | 2008 2018 Label general data negative/pos | 2009 2019 protection re | 2010 2020 2020 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information These comments are not part of the PL-Dataset. For access they have requested at EBDC, seperately. Survey frequency once |



| 3.359) sf_2018q2_1 Further Training: Supply 2nd quarter 2018 once Wording of question 2nd quarter 2018 Does your company offer in-service trainings? [1] Yes [2] No [1] Yes [2] No 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|---|-------------|----------------|-----------------|---------|---------------|------|------|------------|-------------|------|---------------------|------------------|
| Wording of question 2nd quarter 2018 Does your company offer in-service trainings? [1] Yes [2] No Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| Further information | 3.359) | sf_2018q2 | _1 | | Further Train | | | 2nd quarte | r 2018 | once | | |
| Further information | Wording o | of guestion | | | | | | | | | | |
| Does your company offer in-service trainings? [1] Yes [2] No Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | 2nd quarter | 2018 | | | | | | | | | Further information | |
| [1] Yes | Does your c | ompany offer i | n-service train | ings? | | | | | | | | |
| Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | [1] Yes | [2] No | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | | | |
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| | Time spar | n of variable | | | | | | | | | | |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | 2004 | 2005 | | | | | | | | | | |
| | 2004 | 2005 | | | | | | | | | | |
| | 2004 | 2005 | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|-------------|-------------------|----------------|----------------|----------------|---------------|---------------|------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.360) | sf_2018q2 | _2 | | Further Traini | ng: purpose - | deepen skills | | 2nd quarte | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| | | | | | | | | | | | |
| 2nd quarter | r 2018 | | | | | | | | | Further information | |
| What do yo | u strive for with | h the further | training of em | ployees? (Mul | tiple answers | possible) | | | | | |
| | | | | [1] Yes | | | | | | | |
| | To deepen a | already well-k | nown skills | | | | | | | | |
| | | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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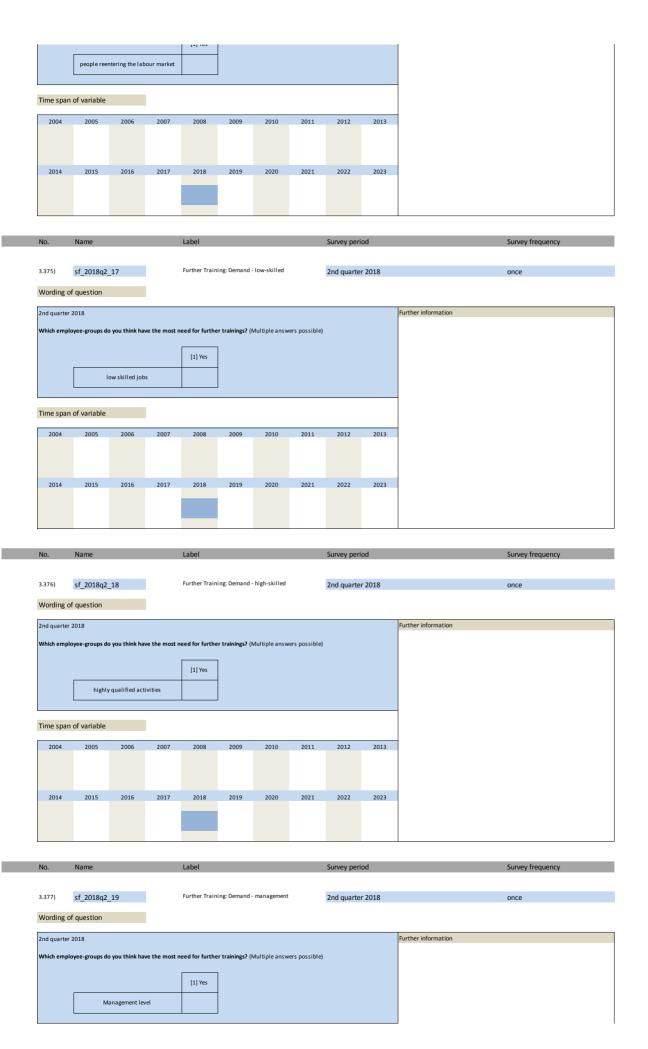


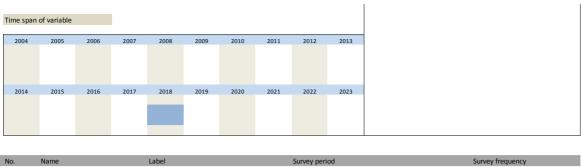
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|-----------------|----------------|----------------|---------------|---------------|------------------|-------------|-------------|--------|---------------------|--|
| 2.255) | -f 2040-2 | - | | Further Train | ing nurnose | - employee | | 2-1 | . 2040 | | |
| 3.365) | sf_2018q2_ | _/ | | motivation/re | | - employee | | 2nd quarte | r 2018 | | once |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter | | | | | | | | | | Further information | |
| What do you | strive for with | the further | training of em | ployees? (Mul | tiple answers | possible) | | | | | |
| | | | | [1] Yes | | | | | | | |
| | employee | motivation/ | retention | | | | | | | | |
| | | | | | | | | | | | |
| 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 | | |
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| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| 3.366) | sf 2018q2 | 8 | | Further Train | ing: purpose | - competitiven | iess | 2nd quarte | r 2018 | | once |
| | | _9 | | | | | | zna quarte | . 2010 | | once . |
| Wording of | | | | | | | | | | | |
| 2nd quarter | | | | | | | | | | Further information | |
| What do you | strive for with | the further | training of em | ployees? (Mul | tiple answers | s possible) | | | | | |
| | | | | [1] Yes | | | | | | | |
| | securi | ng competitiv | /eness | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
| | | | | | | | | | | | |
| 3.367) | sf_2018q2_ | _9 | | Further Irain | ing: purpose | - attractivity a | is employer | 2nd quarte | r 2018 | | once |
| Wording of | f question | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | |
| What do you | strive for with | the further | training of em | ployees? (Mul | tiple answers | s possible) | | | | | |
| | | | | [1] Yes | | | | | | | |
| | 4 _ 1. | | | [1] 163 | | | | | | | |
| | to increase n | y attractivity | as employer | | | | | | | | |
| Time | of verial: I | | | | | | | | | | |
| | of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
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| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No | Never | | | l ab -l | | | | Commen | ad . | | Company from the company of the comp |
| No. | Name | | | Label | | | | Survey peri | Od | | Survey frequency |
| 3.368) | sf 2018q2 | 10 | | Further Train | ing: access - | online | | 2nd quarte | r 2018 | | once |

Wording of question 2nd quarter 2018 Further information Do your employees have access to ... (Multiple answers possible) [1] Yes Online-trainings or Online-learning-resources? Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2023 2014 2015 2016 2017 2018 2019 2020 2021 2022 Survey frequency 3.369) sf_2018q2_11 Further Training: access - offline 2nd quarter 2018 once Wording of question 2nd quarter 2018 Further information Do your employees have access to ... (Multiple answers possible) [1] Yes classical presence-courses or seminars? Time span of variable 2004 2005 2006 2009 2010 2011 2012 2013 2015 2017 2019 2021 2023 2014 2016 2018 2020 2022 No. Name 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 Further information Outweigh online or offline further-training-opportunities in your company? [1] online [2] offline [3] in equal shares Time span of variable 2004 2005 2006 2010 2011 2012 2013 2007 2008 2009 2015 2016 2017 2018 2019 2021 2023 Survey frequency Survey period 3.370) sf_2018q2_13 Further Training: Supply - shift towards online 2nd quarter 2018 once Wording of question Further information 2nd quarter 2018

| | | [1] Yes, strongly | [2] Yes, slightly | [3] rather not | [4] no | | | | | |
|--|--|-----------------------|----------------------|---|----------------------------|------------------------------|----------------------------|--------------------------|----------------|--------------------------|
| | | Strongry | Singility | not | | | | | | |
| T | of contable | | | | | | | | | |
| | 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 | |
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| | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey per | iod | Survey frequency |
| | | | | Further Traini | | | | | | |
| 3.372) | sf_2018q2 | _14 | | rurther traini | ng: Demand | - young protes | ssionais | 2nd quarte | er 2018 | once |
| | f question | | | | | | | | | F. uthor information |
| 2nd quarter | | n vou think ha | ve the most r | need for furthe | r trainings? (| Multinle ansv | vers nossible | | | Further information |
| ···· | oyee g.oups u | , , о ш | e the most | iccu ioi iuruic | | marapic ansv | icis possibie, | | | |
| | | | | [1] Yes | | | | | | |
| | You | ing Profession | ials | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2003 | 2000 | 2007 | 2005 | 2003 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
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| 2014 No. | 2015 Name | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 Survey per | | Survey frequency |
| No. | Name | | 2017 | | _ | | _ | Survey per | iod | |
| No. 3.373) | Name sf_2018q2 | | 2017 | Label | _ | | _ | | iod | Survey frequency once |
| No. 3.373) Wording o | Name sf_2018q2 | | 2017 | Label | _ | | _ | Survey per | iod | |
| No. 3.373) Wording o 2nd quarter | Name sf_2018q2 f question | _15 | | Label | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording o 2nd quarter | Name sf_2018q2 f question | _15 | | Label Further Traini | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording o 2nd quarter | Name sf_2018q2 sf_question 2018 oyee-groups do | _15 o you think ha | we the most r | Label Further Traini | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording o 2nd quarter | Name sf_2018q2 sf_question 2018 oyee-groups do | _15 | we the most r | Label Further Traini | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording o 2nd quarter Which empl | Name sf_2018q2 sf_question 2018 oyee-groups do | _15 o you think ha | we the most r | Label Further Traini | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording o 2nd quarter Which empl | Name sf_2018q2, ff question 2018 oyee-groups do | _15 o you think ha | we the most r | Label Further Traini | ing: Demand | - long-term en | nployees | Survey per 2nd quarte | iod | once |
| No. 3.373) Wording of 2nd quarter which employments are spanned to the spanned to | Name sf_2018q2 ff question 2018 2018 lon of variable | _15 o you think ha | ve the most r | Label Further Training the seed for further [1] Yes | ing: Demand | - long-term en | nployees vers possible) | Survey per 2nd quarte | iod er 2018 | once |
| No. 3.373) Wording of 2nd quarter Which empl Time span 2004 | Name sf_2018q2, ff question 2018 lon of variable 2005 | 2006 | ve the most r | Label Further Traini need for furthe [1] Yes 2008 | ng: Demand r trainings? ((| - long-term en Multiple ansv | oployees vers possible | Survey per 2nd quarte | 2013 | once |
| No. 3.373) Wording of 2nd quarter which employments are spanned to the spanned to | Name sf_2018q2 ff question 2018 2018 lon of variable | _15 o you think ha | ve the most r | Label Further Training the seed for further [1] Yes | ing: Demand | - long-term en | nployees vers possible) | Survey per 2nd quarte | iod er 2018 | once |
| No. 3.373) Wording of 2nd quarter Which empl Time span 2004 | Name sf_2018q2, ff question 2018 lon of variable 2005 | 2006 | ve the most r | Label Further Traini need for furthe [1] Yes 2008 | ng: Demand r trainings? ((| - long-term en Multiple ansv | oployees vers possible | Survey per 2nd quarte | 2013 | once |
| No. 3.373) Wording of 2nd quarter Which empl Time span 2004 | Name sf_2018q2, ff question 2018 lon of variable 2005 | 2006 | ve the most r | Label Further Traini need for furthe [1] Yes 2008 | ng: Demand r trainings? ((| - long-term en Multiple ansv | oployees vers possible | Survey per 2nd quarte | 2013 | once |
| No. 3.373) Wording of 2nd quarter Which empl Time span 2004 | Name sf_2018q2, ff question 2018 lon of variable 2005 | 2006 | ve the most r | Label Further Traini need for furthe [1] Yes 2008 | ng: Demand r trainings? ((| - long-term en Multiple ansv | oployees vers possible | Survey per 2nd quarte | 2013 2023 | once |

ee-groups do you think have the most need for further trainings? (Multiple answers possible)



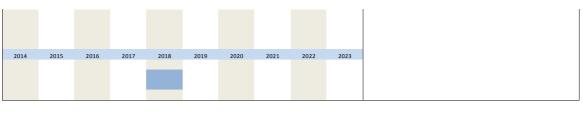


| IVO. | ivallie | | | Label | | | | Survey peri | lou | | Survey frequency | |
|-------------|---------------|----------------|---------------|----------------|-----------------|---------------|---------------|-------------|--------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.378) | sf_2018q2 | _20 | | Further Train | ing: Demand - | women | | 2nd quarte | r 2018 | | once | |
| Wording of | faucstion | | | | | | | | | | | |
| Wording of | i question | | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | | |
| Which emplo | oyee-groups d | o you think ha | ve the most n | eed for furthe | r trainings? (f | Multiple answ | ers possible) | | | | | |
| | , | ., | | | | | , , | | | | | |
| | | | | [1] Yes | | | | | | | | |
| | | | | | | | | | | | | |
| | | Women | | | | | | | | | | |
| | | | | | | | | | | | | |
| 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 | | | |
| 2014 | 2013 | 2010 | 2017 | 2010 | 2013 | 2020 | 2021 | 2022 | 2023 | | | |
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| 2.270) | | 0.4 | | Further Train | ing: Domand | mon | | | 2010 | |
|---------------|---------------|--------------|---------------|----------------|-----------------|---------------|---------------|------------|--------|---------------------|
| 3.379) | sf_2018q2_ | _21 | | ruiuiel Ifalli | ing. Demand - | men | | 2nd quarte | r 2018 | once |
| Wording of | question | | | | | | | | | |
| | | | | | | | | | | |
| 2nd quarter 2 | 2018 | | | | | | | | | Further information |
| Which emplo | yee-groups do | you think ha | ve the most n | eed for furthe | r trainings? (1 | Multiple answ | ers possible) | | | |
| | | | | | 1 | | | | | |
| | | | | [1] Yes | | | | | | |
| | | Men | | | | | | | | |
| | | | | | | | | | | |
| Time sees | of variable | | | | | | | | | |
| rime span | oi 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 | |
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No. Name Label Survey period Survey frequency

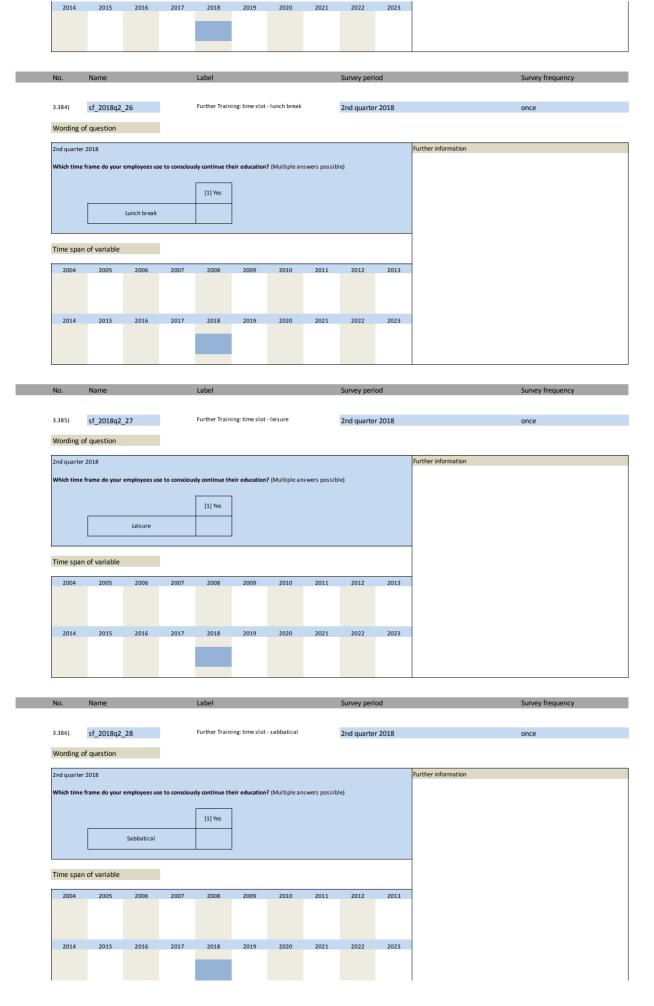
| No | Name | t - b - l | | | C | 1 | | Common formation |
|-------------|-------------------------------|------------------------------|-----------------------------|---------------|-------------|------|---------------------|------------------|
| No. | Name | Label | | | Survey peri | od | | Survey frequency |
| | | | | | | | | |
| 3.380) | sf 2018q2 22 | Further Traini | ng: Demand - migrant back | ground | 2nd quarte | 2018 | | once |
| | | | | | | | | |
| Wording o | of question | | | | | | | |
| | • | | | | | | | |
| 2nd quarter | 2018 | | | | | | Further information | |
| | | | | | | | | |
| Which empl | loyee-groups do you think hav | ve the most need for further | r trainings? (Multiple answ | ers possible) | | | | |
| | | | | | | | | |
| | | [1] Yes | | | | | | |
| | | | | | | | | |
| | Employees with migrant b | ackground | | | | | | |
| | | | | | | | | |
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| Time cnar | of variable | | | | | | | |
| rine spar | I UI VAIIADIC | | | | | | | |
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| | 2005 2006 | 2007 2008 | 2009 2010 | 2011 | 2012 | 2013 | | |



| | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|-------------|--------------------|------------------|----------------|-----------------------------|---------------|----------------|---------------|----------------|--------|---------------------|------------------|
| 3.381) | sf_2018q2 | _23 | | Further Train negotiations) | | ecruitment/wa | ge | 2nd quarte | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| 2nd quarte | r 2018 | | | | | | | | | Further information | |
| Do addition | nal qualifications | s, such as those | e gained throu | gh digital lear | ning-platform | s, get more im | portant in re | cruiting and w | age | | |
| • | | | [1] Yes | [2] No | | | | | | | |
| | | | | | | | | | | | |
| | | | | 1 | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | | | | | | | | | |
| | | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | 2006 | | | | | | | | | |

| 3.382) | sf_2018q2 | _24 | | Further Train hours | ing: time slot | - regular durii | ng working | 2nd quarte | r 2018 | once |
|--------------|--------------|-------------------------|----------------|------------------------|----------------|-----------------|--------------|------------|--------|---------------------|
| Wording of | f question | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information |
| Which time f | rame do your | employees us | se to consciou | sly continue th | eir education | ? (Multiple an | swers possib | le) | | |
| | | | | [1] Yes | | | | | | |
| | fixed learn | ning time duri hours | ng working | | | | | | | |
| | | | | | | | | | | |
| 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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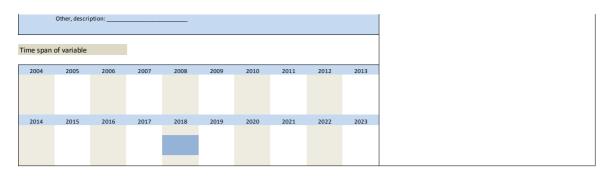
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|-------------|---------------|---------------|----------------|-------------------------------|---------------|----------------|---------------|------------|--------|---------------------|------------------|--|
| | | | | | | | | | | | | |
| 3.383) | sf_2018q2 | _25 | | Further Train working hour | | - occasionally | y during | 2nd quarte | r 2018 | | once | |
| Wording o | of question | | | | | | | | | | | |
| 2nd quarter | r 2018 | | | | | | | | | Further information | | |
| | | | | | | | | | | | | |
| Which time | frame do your | employees u | se to consciou | sly continue th | eir education | ? (Multiple an | iswers possib | ole) | | | | |
| | | | | [1] Yes | | | | | | | | |
| | | | | [2] 103 | | | | | | | | |
| | occasiona | lly during wo | rking hours | | | | | | | | | |
| | | | | 1 | ı | | | | | | | |
| Time ener | n of variable | | | | | | | | | | | |
| Time spar | i oi variable | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
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| | | | | Label | | | | Survey peri | Ju | | Survey frequency |
|--|--|---------------------|----------------|--------------------------------------|----------------|------------------------|------------------------|---------------------------|--------------|---------------------|-----------------------|
| 3.387) | sf_2018q2 | 20 | | Further Train | ing time slot | - educational | leave | 2nd quarte | 2010 | | once |
| | | _29 | | rururer rrain | ing. time stot | - educational | reave | zna quarte | 2018 | | once |
| | of question | | | | | | | | | | |
| 2nd quarter | | | | | | | | | | Further information | |
| Which time | frame do your | employees us | se to consciou | sly continue th | eir education | ? (Multiple ar | iswers possil | ole) | | | |
| | | | | [1] Yes | | | | | | | |
| | Ec | ducational lea | ive | | | | | | | | |
| | | | | | J | | | | | | |
| Time spar | n 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 peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.388) | sf_2018q2 | _30 | | Further Train | ing: time slot | - other | | 2nd quarte | 2018 | | once |
| Wording of | of question | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | |
| Which time | frame do your | employees us | se to consciou | sly continue th | eir education | ? (Multiple ar | swers possil | ole) | | | |
| | | | | [1] Yes |] | | | | | | |
| | Others | | | [1] 103 | | | | | | | |
| | Others | , | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | 2016 | 2017 | | 2019 | 2020 | 2021 | | | | |
| | 2015 Name | 2016 | 2017 | 2018 Label | 2019 | 2020 | 2021 | 2022 Survey peri | | | Survey frequency |
| 2014 No. | | | 2017 | Label | | 2020 - other descri | | | bo | | Survey frequency once |
| No. 3.389) | Name sf_2018q2_ | | 2017 | Label | | | | Survey peri | bo | | |
| No. 3.389) Wording o | Name sf_2018q2_of question | | 2017 | Label | | | | Survey peri | bo | Further information | |
| No. 3.389) Wording of | Name sf_2018q2_of question | _31 | | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | bo | Further information | |
| No. 3.389) Wording of | Name sf_2018q2_of question | _31 | | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | bo | Further information | |
| No. 3.389) Wording of | Name sf_2018q2_of question | _31 employees us | | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | bo | Further information | |
| No. 3.389) Wording of 2nd quarter which time | Name sf_2018q2 of question 2018 frame do your Others, descri | _31 employees us | | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | bo | Further information | |
| No. 3.389) Wording (2nd quarter Which time | Name sf_2018q2 of question 2018 Others, description of variable | amployees us | se to consciou | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | od - 2018 | Further information | |
| No. 3.389) Wording of 2nd quarter Which time | Name sf_2018q2 of question 2018 frame do your Others, descri | _31 employees us | | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | bo | Further information | |
| No. 3.389) Wording (2nd quarter Which time | Name sf_2018q2 of question 2018 Others, description of variable | amployees us | se to consciou | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | od - 2018 | Further information | |
| No. 3.389) Wording of 2nd quarter which time Time span | Name sf_2018q2, of question 2018 Others, descri | employees us | se to consciou | Label Further Train sly continue th | ing: time slot | - other descri | ption sswers possil | Survey peri 2nd quarte | 2018 2013 | Further information | |
| No. 3.389) Wording (2nd quarter Which time | Name sf_2018q2 of question 2018 Others, description of variable | amployees us | se to consciou | Label Further Train | ing: time slot | - other descri | ption | Survey peri 2nd quarte | od - 2018 | Further information | |
| No. 3.389) Wording of 2nd quarter which time Time spai | Name sf_2018q2, of question 2018 Others, descri | employees us | se to consciou | Label Further Train sly continue th | ing: time slot | - other descri | ption sswers possil | Survey peri 2nd quarte | 2018 2013 | Further information | |
| No. 3.389) Wording (2nd quarter Which time Time span | Name sf_2018q2, of question 2018 Others, descri | employees us | se to consciou | Label Further Train sly continue th | ing: time slot | - other descri | ption sswers possil | Survey peri 2nd quarte | 2018 2013 | Further information | |

| 3.390) | sf_2018q2 | _32 | | Further Train | ing: reward - | wage increase | 2 | 2nd quarter | r 2018 | | once |
|-------------|---------------|----------------|---------------|----------------|---------------|---------------|------------|-------------|--------|----------------------|------------------|
| Wording o | f question | | | | | | | | | | |
| 2nd quarter | 2019 | | | | | | | | | Further information | |
| | | | | | | | | | | Tarener milorinación | |
| How does yo | our company r | eward the lea | rning success | of employees? | (Multiple an | swers possibl | e) | | | | |
| | | | | [1] Yes | | | | | | | |
| | | Wage increas | 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 peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.391) | sf_2018q2 | _33 | | Further Train | ing: reward - | promotion pro | os pects | 2nd quarter | r 2018 | | once |
| Wording o | f question | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | |
| How does yo | our company r | eward the lea | rning success | of employees? | (Multiple an | swers possibl | e) | | | | |
| | | | | | 1 | | | | | | |
| | | | | [1] Yes | | | | | | | |
| | Pro | omotion prosp | ects | | | | | | | | |
| | | | | | | | | | | | |
| 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 peri | od | | Survey frequency |
| | | | | | | | | | | | |
| 3.392) | sf_2018q2 | _34 | | Further Train | ing: reward - | personal resp | onsibility | 2nd quarter | r 2018 | | once |
| Wording o | f question | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | |
| | | eward the lea | rning success | of employees? | (Multiple an | swers possibl | e) | | | | |
| | | | • | | 1 | , | • | | | | |
| | | | | [1] Yes | | | | | | | |
| | more (p | ersonal) respo | onsibility | | | | | | | | |
| | | | | | | | | | | | |
| Time span | of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| 2011 | 2015 | 2015 | 2017 | 2010 | 2010 | 2020 | 2024 | 2022 | 2022 | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
| 3 3031 | of 2040, 2 | 25 | | Further Train | ing reward | gifts | | 2nd corre | - 2010 | | |
| 3.393) | sf_2018q2 | _33 | | . ururer malli | b cward " | 6.10 | | 2nd quarter | 2018 | | once |
| | fauection | | | | | | | | | | |

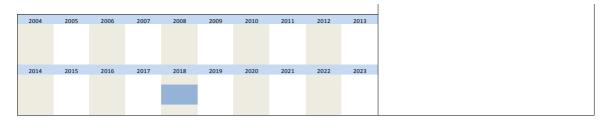
| | | | | ,, | (Multiple ans | | | | | |
|--|--|----------------------------|---------------|-----------------------------|-----------------|-----------------|------------|----------------------------|--------------|---------------------------------------|
| | | | | [1] Yes | | | | | | |
| | | voucher / gifts | s | | | | | | | |
| | | | | | | | | | | - |
| Time span | of variable | | 1 | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| No | Naver | | | lab-l | | | | Cour | ind. | |
| No. | Name | | | Label | | | | Survey per | 100 | Survey frequency |
| 3.394) | sf_2018q2 | _36 | 1 | Further Train | ning: reward - | leave day | | 2nd quarte | er 2018 | once |
| Wording o | f question | | 1 | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information |
| How does yo | our company re | eward the lea | rning success | of employees? | (Multiple an: | swers possible | ≘) | | | |
| | | | | [1] Yes | | | | | | |
| | additiona | al holidays (in period) | the exam | | | | | | | |
| | | | | | | | | | | |
| 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 per | iod | Survey frequency |
| No. | Name | | | | | | _ | Survey per | iod | Survey frequency |
| 3.395) | sf_2018q2 | _37 | | | ning: reward - | other | _ | Survey per 2nd quarte | | Survey frequency once |
| 3.395) Wording o | sf_2018q2 f question | _37 | | | ning: reward - | other | | | | once |
| 3.395) Wording of 2nd quarter | sf_2018q2 f question | | | Further Train | | | a) | | | |
| 3.395) Wording of 2nd quarter | sf_2018q2 f question | | rning success | Further Train of employees? | | other | e) | | | once |
| 3.395) Wording of 2nd quarter | sf_2018q2 of question 2018 our company re | eward the lear | rning success | Further Train | | | a) | | | once |
| 3.395) Wording of 2nd quarter | sf_2018q2 f question | eward the lear | rning success | Further Train of employees? | | | a) | | | once |
| 3.395) Wording of 2nd quarter How does yo | sf_2018q2, of question 2018 Other | eward the lear | rning success | Further Train of employees? | | | 3) | | | once |
| 3.395) Wording of 2nd quarter How does you | sf_2018q2, ff question 2018 our company re | eward the lear | | Further Train of employees? | P (Multiple ans | | | | | once |
| 3.395) Wording of 2nd quarter How does yo | sf_2018q2, of question 2018 Other | eward the lear | rning success | of employees? | | iswers possible | 2011 | 2nd quarte | er 2018 | once |
| 3.395) Wording of 2nd quarter How does you | sf_2018q2, ff question 2018 our company re | eward the lear | | of employees? | P (Multiple ans | iswers possible | | 2nd quarte | er 2018 | once |
| 3.395) Wording of 2nd quarter How does you | sf_2018q2, ff question 2018 our company re | eward the lear | | of employees? | P (Multiple ans | iswers possible | | 2nd quarte | er 2018 | once |
| 3.395) Wording c 2nd quarter How does ye Time span | sf_2018q2 ff question 2018 Other of variable 2005 | eward the least | 2007 | of employees? [1] Yes | ? (Multiple ans | swers possible | 2011 | 2nd quarte | 2013 | once |
| 3.395) Wording c 2nd quarter How does ye Time span | sf_2018q2 ff question 2018 Other of variable 2005 | eward the least | 2007 | of employees? [1] Yes | ? (Multiple ans | swers possible | 2011 | 2nd quarte | 2013 | once |
| 3.395) Wording c 2nd quarter How does ye Time span | sf_2018q2 ff question 2018 Other of variable 2005 | eward the least | 2007 | of employees? [1] Yes | ? (Multiple ans | swers possible | 2011 | 2nd quarte | 2013 2023 | once |
| 3.395) Wording of 2nd quarter How does you 2004 2014 | sf_2018q2 f question 2018 Other Of variable 2005 Name | 2006 | 2007 | of employees? [1] Yes 2008 | 2009 2019 | 2010 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information Survey frequency |
| 3.395) Wording of 2nd quarter How does you 2004 Zoud 4 2014 No. 3.396) | sf_2018q2 ff question 2018 Other of variable 2005 Name sf_2018q2 | 2006 | 2007 | of employees? [1] Yes 2008 | 2009 2019 | swers possible | 2011 | 2012 2022 | 2013 2023 | once Further information |
| 3.395) Wording of 2nd quarter How does you 2004 2014 | sf_2018q2 of question 2018 Other of variable 2005 Name sf_2018q2 of question | 2006 | 2007 | of employees? [1] Yes 2008 | 2009 2019 | 2010 | 2011 | 2012 2022 Survey per | 2013 2023 | Further information Survey frequency |



| | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|------------|------------------|----------------|------------------|----------------|----------------|-------------|----------------|--------------|--------|---------------------|------------------|
| 3.397) | sf_2018q2 | _39 | | Further Train | ing: obstacle | - costs | | 2nd quarte | r 2018 | | once |
| Wording | of question | | ı | | | | | | | | |
| 2nd quarte | | | | | | | | | | Further information | |
| | | | | | | | | | | rarcher information | |
| Do you see | any obstacles ti | hat prevent a | (larger) offer (| of further edu | cation in your | company? (M | lultiple answe | rs possible) | | | |
| | | | | [1] Yes | | | | | | | |
| | | | | | | | | | | | |
| | | too high costs | 5 | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |

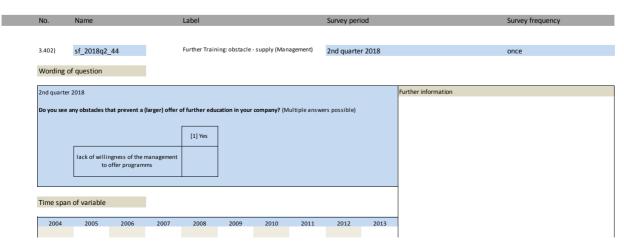
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency | / |
|--------------|-----------------|-----------------|----------------|----------------|----------------|-------------|---------------|---------------|--------|---------------------|---|
| | | | | | | | | | | | |
| 3.398) | sf_2018q2_ | _40 | | Further Train | ing: obstacle | low utility | | 2nd quarte | r 2018 | once | |
| Wording of | fauestion | | | | | | | | | | |
| vvorumg o | question | | | | | | | | | | |
| 2nd quarter | 2018 | | | | | | | | | Further information | |
| Do you see a | ny obstacles th | nat prevent a | (larger) offer | of further edu | cation in your | company? (M | ultiple answe | ers possible) | | | |
| | | | | | | | | | | | |
| | | | | [1] Yes | | | | | | | |
| | to | o little benefi | its | | | | | | | | |
| | | o mare benen | | | | | | | | | |
| | | | | | | | | | | | |
| 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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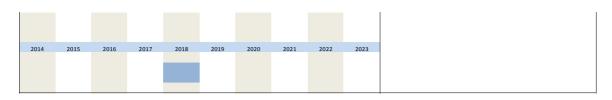
| No. | Name | Label | Survey period | | Survey frequency |
|--------------|---|---|------------------|---------------------|------------------|
| | | | | | |
| 3.399) | sf_2018q2_41 | Further Training: obstacle - controllability of utility | 2nd quarter 2018 | | once |
| Wording o | of question | | | | |
| 2nd quarter | 2018 | | | Further information | |
| Do you see a | any obstacles that prevent a (larger) offer | of further education in your company? (Multiple answ | ers possible) | | |
| | | [1] Yes | | | |
| | lack of verifiability of the benefits | | | | |
| | | | | | |
| Time span | of variable | | | | |



| No. | Name | | | Label | | | | Survey per | iod | | Survey frequency |
|------------|------------------|-----------------|------------------|-----------------|----------------|----------------|---------------|---------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.400) | sf_2018q2 | _42 | | Further Train | ing: obstacle | - supply (prog | rams) | 2nd quarte | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| | | | | | | | | | | | |
| 2nd quarte | r 2018 | | | | | | | | | Further information | |
| Do you see | any obstacles ti | ast provent a | (larger) offer | of further edu | ration in your | company2 (M | ultinle answ | are nossible) | | | |
| DO YOU SEE | any obstacles ti | iat prevent a | (laiger) offer (| or runtiler edu | cation in your | company: (ivi | uiupie aliswi | .13 possibiej | | | |
| | | | | | | | | | | | |
| | | | | [1] Yes | | | | | | | |
| | lack of sur | opy of training | nrograms | | | | | | | | |
| | Lack of 3d | opy or darring | 5 programs | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time coa | o of variable | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | | Survey frequency |
|------------|-----------------|------------------------------|----------------|----------------|----------------|-------------|---------------|---------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.401) | sf_2018q2 | _43 | ı | Further Train | ing: obstacle | - demand | | 2nd quarte | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| 2nd quarte | r 2018 | | | | | | | | | Further information | |
| Do you see | any obstacles t | hat prevent a | (larger) offer | of further edu | cation in your | company? (M | ultiple answe | ers possible) | | | |
| , | , | | | | , , , | | | , , , , , , , | | | |
| | | | | [1] Yes | | | | | | | |
| | unwilli | ngness of emp participate | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n 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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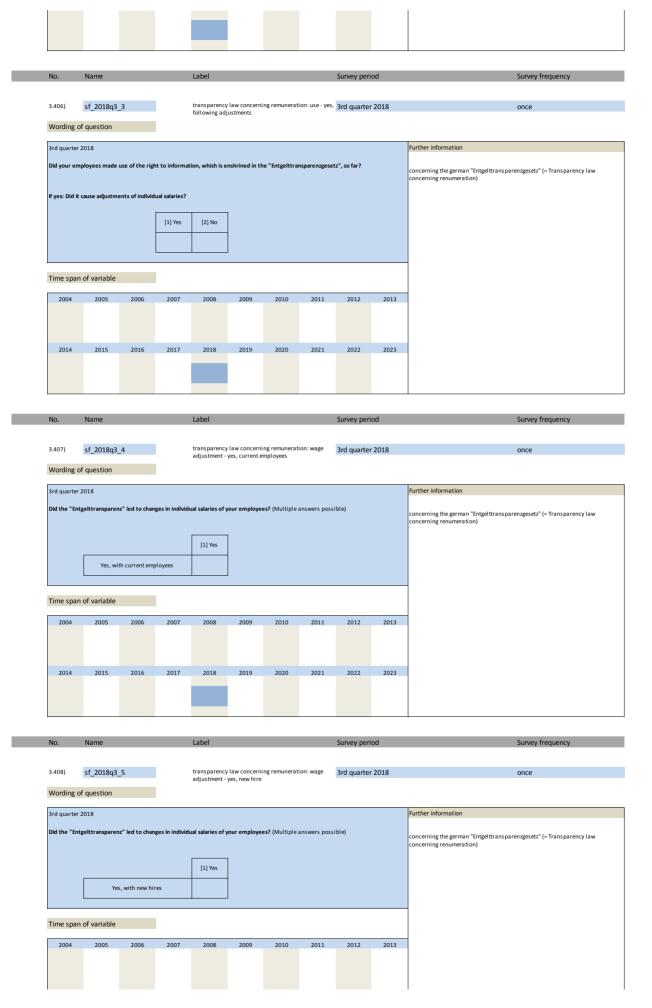




| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|------------|------------------|---------------|------------------|----------------|----------------|-----------------|---------------|--------------|--------|---------------------|------------------|
| 3.403) | sf_2018q2 | _45 | ı | Further Train | ing: obstacle | - Iow state sup | oport | 2nd quarte | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| 2nd quarte | er 2018 | | | | | | | | | Further information | |
| Do you see | any obstacles ti | hat prevent a | (larger) offer o | of further edu | cation in your | company? (M | ultiple answe | rs possible) | | | |
| | | | | [1] Yes | | | | | | | |
| | too littl | e government | rupport | | | | | | | | |
| | | e government | support | | | | | | | | |
| | | e government | support | | | | | | | | |
| Time spa | n of variable | e government | зирроге | | | | | | | | |
| Time spa | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | n of variable | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | - | |
| | n of variable | | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | n of variable | 2006 | 2007 | | | | | | | | |

| | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|------------|-------------------|--------------|---------------|----------------|-------------------|-----------------|---------|-------------|--------|---------------------|------------------|
| | | | | | | | | | | | |
| 3.404) | sf_2018q3 | _1 | | different renu | umeration | | | 3rd quarter | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| | | | | | | | | | | _ | |
| 3rd quarte | r 2018 | | | | | | | | | Further information | |
| Are there | differences in pa | y between er | nployees with | compareable | jobs and posit | tions in your c | ompany? | | | | |
| | | | | | | | | | | | |
| | | | [1] Yes | [2] No | [3] Don't know | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | - | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| 2004 | 2005 | | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | | |

| No. | Name | | | Label | | | | Survey perio | od | Survey frequency |
|-------------------|---------------------------|----------------|---------|-------------------------|--------------------|----------------|--------------|--------------|------|--|
| 3.405) Wording | sf_2018q3_ of question | _2 | l | transparency | law concerni | ng remunerat | ion: use | 3rd quarter | 2018 | once |
| 3rd quarte | | | | | | | | | | Further information |
| Did your er | mployees made ι | use of the rig | [1] Vac | [2] Yes, occasionall | [3] Yes, rarely | e "Entgelttrai | nsparenzgese | tz", so far? | | concerning the german "Entgel ttransparenzgesetz" (= Transparency law concerning renumeration) |
| | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |



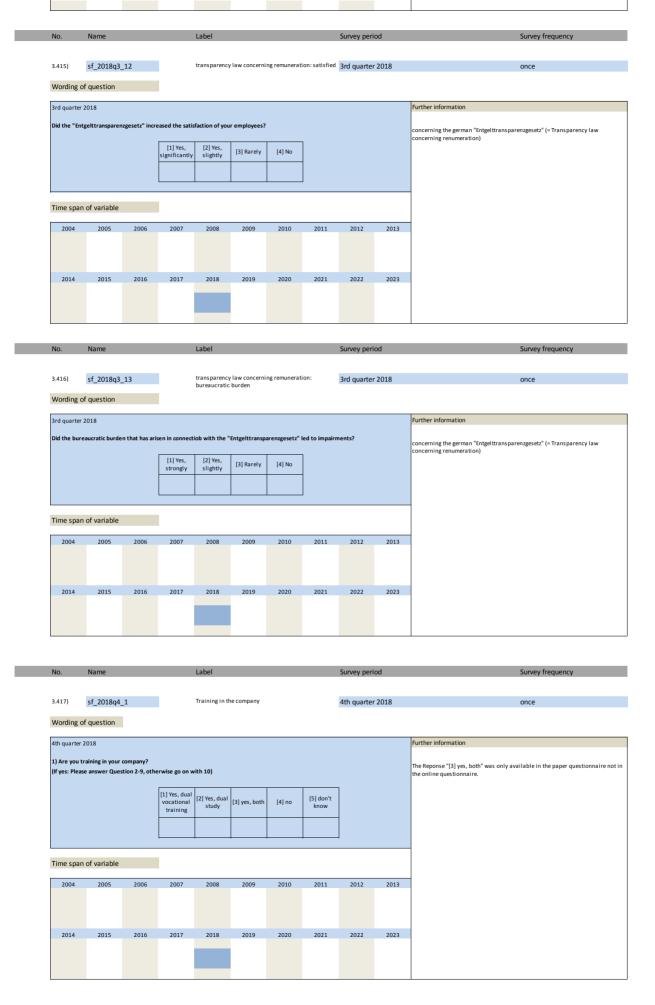
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|------|------|------|------|------|------|------|------|------|------|
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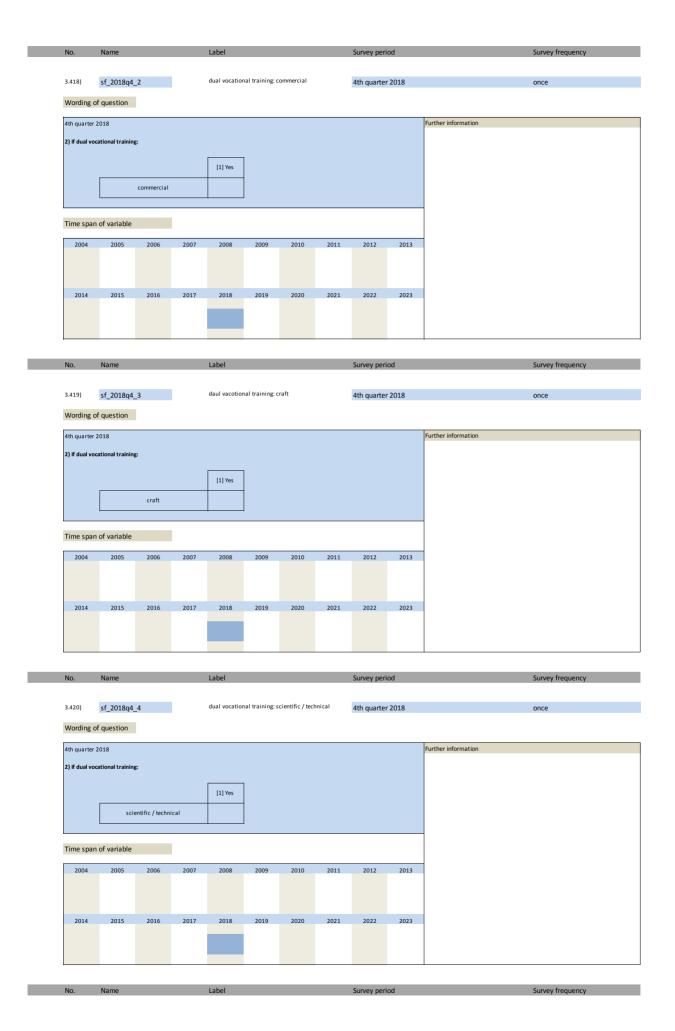
| No. | Name | | | Label | _ | _ | | Survey peri | ou | Survey frequency |
|--|--|---------------------------------------|-----------------|--|---|-----------------|----------------------|------------------------------------|--------------------|--|
| | | | | | | | | | | |
| 3.409) | sf_2018q3_ | _6 | | transparency adjustment - | | ing remunerati | ion: wage | 3rd quarter | 2018 | once |
| Wording o | of question | | | | | | | | | |
| 3rd quarter | 2018 | | | | | | | | | Further information |
| Did the "En | tgelttransparen | z" led to char | nges in individ | ual salaries of | your employe | es? (Multiple a | answers poss | ible) | | concerning the german "Entgelttrans parenzgesetz" (= Trans parency |
| | | | | | 1 | | | | | concerning renumeration) |
| | | | | [1] No | | | | | | |
| | | No | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n 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 peri | od | Survey frequency |
| 3.410) | sf_2018q3_ | 7 | | transparence | y law concern | ing remunerati | ion: changed | 3rd quarter | 2018 | once |
| | of question | | | salary struct | ture | | 3 -2 | J. a quarter | 2020 | Juce |
| wording | or question | | | | | | | | | |
| | 2040 | | | | | | | | | Further information |
| 3rd quarter | | trasetz" lad t | to a change in | the calary stru | icture in vour | company? | | | | Further information |
| | 2018 tgelttransparen | tgesetz" led 1 | to a change in | the salary stru | ucture in your | company? | | | | Further information concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) |
| | tgelttransparen | tgesetz" led t | | the salary stru | ucture in your | company? | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| | tgelttransparen Yes, i | | roman | 1 | ucture in your | company? | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| | tgelttransparen Yes, i | n favour of w | roman | [1] | ucture in your | company? | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i | n favour of w | roman | [1] | acture in your | company? | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w , in favour of No | oman men | [1] | | | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i | n favour of w | roman | [1] | acture in your | company? | 2011 | 2012 | 2013 | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w , in favour of No | oman men | [1] | | | 2011 | 2012 | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w , in favour of No | oman men | [1] | | | 2011 | 2012 | | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] | 2009 | 2010 | | | 2013 | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] | 2009 | 2010 | | | 2013 | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] | 2009 | 2010 | | | 2013 | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En | Yes, i Yes, on of variable | n favour of w in favour of No | men 2007 | [1] [2] [3] | 2009 | 2010 | | | 2013 | concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Time spar | yes, i Yes, i Yes, i Yes, i Name | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] 2008 2018 Label | 2009 2019 | 2010 2020 | 2021 | 2022 Survey peri | 2013 2023 | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) |
| Did the "En Time spai 2004 2014 No. 3.411) | yes, i Yes, i Yes, on of variable 2005 2015 Name | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] 2008 2018 Label | 2009 | 2010 2020 | 2021 | 2022 Survey peri | 2013 2023 | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency |
| Did the "En Time spar 2004 2014 No. 3.411) Wording 6 | Yes, i Yes, i Yes, or of variable 2005 Name sf_2018q3_of question | n favour of w in favour of No 2006 | men 2007 | [1] [2] [3] 2008 2018 Label | 2009 2019 | 2010 2020 | 2021 | 2022 Survey peri | 2013 2023 | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once |
| Did the "En Time spai 2004 2014 No. 3.411) Wording of | Yes, i Yes, i Yes, on of variable 2005 Name sf_2018q3 of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency | 2009 2019 y law concern yure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once |
| Did the "En Time spai 2004 2014 No. 3.411) Wording of | Yes, i Yes, i Yes, or of variable 2005 Name sf_2018q3_of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency | 2009 2019 y law concern yure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once |
| Did the "En Time spai 2004 2014 No. 3.411) Wording of | Yes, i Yes, i Yes, on of variable 2005 Name sf_2018q3 of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency | 2009 2019 ylaw concernure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En Time spai 2004 2014 No. 3.411) Wording of | Yes, i Yes, i Yes, on of variable 2005 Name sf_2018q3 of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency salary structs | 2009 2019 y law concernure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En Time spai 2004 2014 No. 3.411) Wording of | Yes, i Yes, i Yes, on of variable 2005 Name sf_2018q3 of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency salary structs | 2009 2019 ylaw concernure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En Time spar 2004 2014 No. 3.411) Wording of a graph of the spar of the spa | Yes, i Yes, i Yes, on of variable 2005 Name sf_2018q3 of question | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparency salary structs | 2009 2019 ylaw concernure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency |
| Did the "En Time spar 2004 2014 No. 3.411) Wording of a graph of the spar of the spa | Yes, i Ye | n favour of w | 2007 2017 | [1] [2] [3] 2008 2018 Label transparences salary structs | 2009 2019 ylaw concernure long-term | 2010 2020 | 2021 ion: changed | 2022 Survey peri 3rd quarter | 2013 2023 od | concerning the german "Entgelttransparenzgesetz" (= Transparency concerning renumeration) Survey frequency Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency |

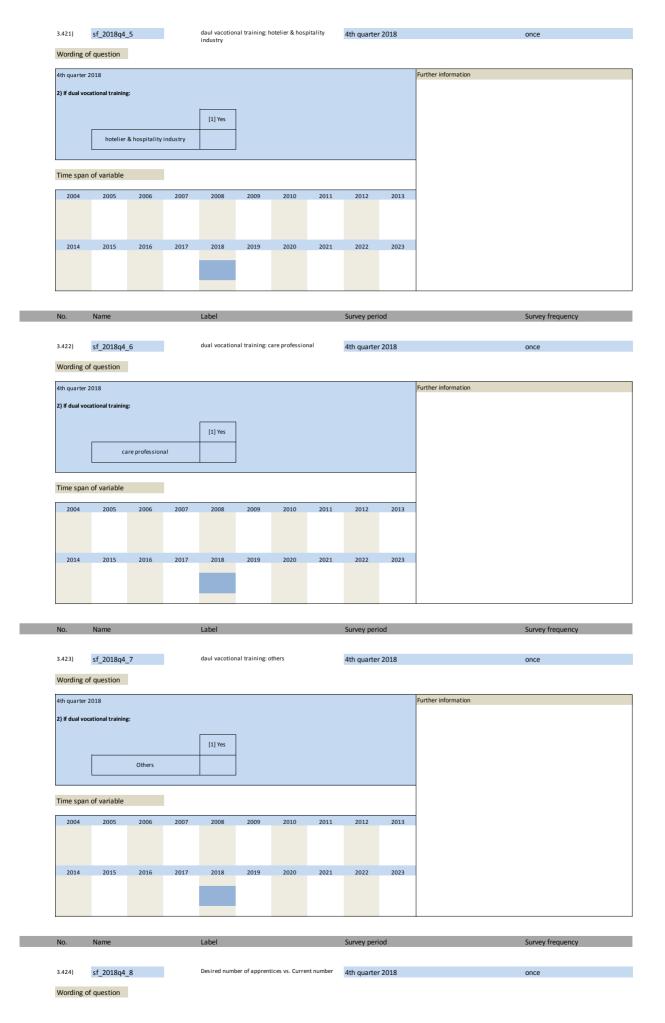
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
|---|--|---------------|---------|------------------------------|--|--------------------------------|------|---------------------|------------|--|
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| 3.412) | sf_2018q3 | _9 | | transparency transparency | | ing remunerat | ion: | 3rd quarter | 2018 | once |
| Wording | of question | | | | | | | | | |
| 3rd quarter | 2018 | | | | | | | | | Further information |
| Did the "En | tgelttransparer | nzgesetz" led | [1] Yes | parency in wag | ges in your <u>co</u> [3] Don't know | mpany? | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency la concerning renumeration) |
| | | | | | | | | | | |
| | | | | | | | | | | _ |
| Time spa | n of variable | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | |
| 2004 | 2005 | | | | | | | | 2023 | Survey frequency |
| 2004 | 2005 | 2016 | | 2018 Label transparency | 2019 | 2020 | 2021 | 2022 | 2023 od | Survey frequency once |
| 2004 2014 No. | 2005 2015 Name | 2016 | | 2018 | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 od | |
| 2004 2014 No. | 2005 2015 Name sf_2018q3, of question | 2016 | | 2018 Label transparency | 2019 | 2020 | 2021 | 2022 Survey peri | 2023 od | |
| 2004 2014 No. 3.413) Wording 3rd quarter | 2005 2015 Name sf_2018q3, of question | 2016 | 2017 | 2018 Label transparency | 2019 / law concern wage in indu | 2020 ing remunerat sstry | 2021 | 2022 Survey peri | 2023 od | once |

| 3.413) Wording | sf_2018q3 of question | _10 | | transparency transparency | | | ion: | 3rd quarter | 2018 | once |
|-------------------|----------------------------|-----------------|--------------|------------------------------|-----------------------|--------|------|-------------|------|--|
| 3rd quarter | r 2018 ntgelttransparer | nzgesetz" led t | o more trans | parency in wag | es in your <u>ind</u> | ustry? | | | | Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration) |
| Time spa | n of variable | | [1] Yes | [2] No | [3] Don't know | | | | | Circumg tendine Booti |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |

| 0. | IVUITIC | | | Lubci | | | | Julycy perio | Ju | Survey inequality |
|--------------|------------------|----------------|--------------|--------------|-------------------|----------------|-------------|--------------|------|---|
| | | | | | | | | | | |
| .414) | sf_2018q3_ | 11 | | transparency | law concerning | ng remuneratio | on: trouble | 3rd quarter | 2018 | once |
| Wording o | of question | | | | | | | | | |
| rd quarter | 2018 | | | | | | | | | Further information |
| oid the "Ent | tgelttransparenz | zgesetz" led t | o more unres | t among your | employees? | | | | | concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration) |
| | | | [1] Yes | [2] No | [3] Don't know | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| ime spar | of variable | | | | | | | | | |
| | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |







| 3) Does the number of apprentices in your company correspond to your desird number? [1] Yes | 4th quarter 2 | 018 | | | | | | | | |
|--|---------------|--------------|----------------|--------------|-----------------------|---------------|-------|------|------|------|
| Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | 3) Does the n | umber of app | rentices in yo | ur company c | orrespond to y | our desird nu | mber? | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | [1] Yes | [2] no, too little | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | | | | |
| 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 | | | | | | | 1 | | | |
| | fime span | of variable | | | | | | | | |
| 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 | | | | | | | | | | |
| 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 | | | | | | | | | | |
| | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |

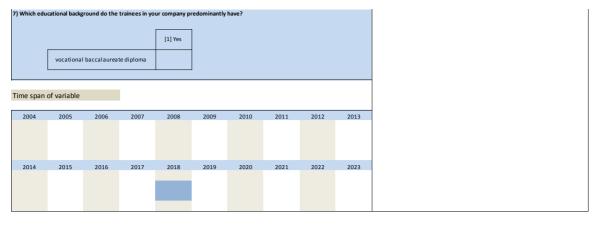
| | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|------------|-----------------|-----------------|-----------------------|-----------------------|---------------|-------------------|-------|-------------|--------|---------------------|------------------|
| 3.425) | sf_2018q4 | _9 | | Number of ap | plicants: Cha | nge in past 5 y | rears | 4th quarter | r 2018 | | once |
| Wording | g of question | | | | | | | | | | |
| 4th quart | er 2018 | | | | | | | | | Further information | |
| 4) Has the | number of appli | cants for a tra | ining position | changed in the | last 5 years? | | | | | | |
| | | | [1] yes, increased | [2] yes, decreased | [3] no | [4] don't know | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time sp | an of variable | | | | | | | | | | |
| Time sp | an of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |

| No. | Name | | | Label | | | | Survey peri | iod | | Survey frequency |
|-------------|-------------------|----------------|----------------------|----------------------|---------------------------------|-------------------|-------|-------------|--------|---------------------|------------------|
| 3.426) | sf_2018q4_ | _10 | | Quality of ap | plicants: Char | nge in past 5 y | rears | 4th quarter | r 2018 | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarter | 2018 | | | | | | | | | Further information | |
| 5) HAs the | quality of the ap | plicants for a | training positi | on changed in | the last 5 yea | rs? | | | | | |
| | | | | | | | | | | | |
| | | | [1] yes, improved | [2] yes, worsened | [3] no, remained the same | [4] don't know | | | | | |
| | | | | | | | | | | | |
| | | | | | | | • | | | | |
| Time spa | n 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 |
|--------|--------------|---|------------------|------------------|
| | | | | |
| | | | | |
| 3.427) | sf_2018q4_11 | Quality of the apprentices in the company | 4th quarter 2018 | once |

Wording of question

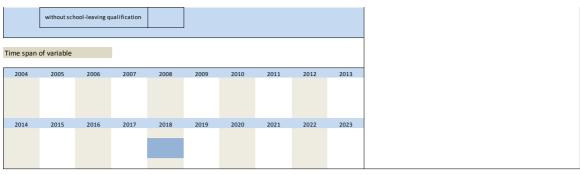
| 4th quarter | 2018 | | | | | | | | | Further information |
|-------------|-------------------------|------------------|----------------|------------------------------|----------------------------|-----------------|------------|-------------|--------|--|
| 6) How do y | ou rate the qu | ality of the app | prentices in y | our company? | | | | | | |
| | | | [1] very | | [3] less | [4] |] | | | |
| | | | good | [2] good | good | 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 | |
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| | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| 3.428) | sf_2018q4 | 12 | ı | Educational | background o | f the trainees: | Abitur | 4th quarter | - 2018 | once |
| | of question | | | | | | | rai quarter | 2010 | Silve |
| 4th quarter | | | | | | | | | | Further information |
| | 2018 ucational backg | round do the | trainees in vo | ur company n | redominanth | have? | | | | |
| , | - Duchg | 2 2 7 1.16 | | |] | | | | | german version of high school graduation - compareable to english Alex |
| | | | | [1] Yes | | | | | | |
| | | Abitur | | | | | | | | |
| T' | | | | | | | | | | |
| | 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 peri | od | Survey frequency |
| | | | | | | | | , , , . | | |
| 3.429) | sf_2018q4_ | _13 | | Educational dropouts | background o | f the trainees: | college | 4th quarter | 2018 | once |
| Wording o | of question | | | | | | | | | |
| 4th quarter | 2018 | | | | | | | | | Further information |
| 7) Which ed | ucational backg | round do the | trainees in yo | ur company p | redominantly | have? | | | | |
| | | | | [1] Yes | | | | | | |
| | C | ollege dropout | ts | | | | | | | |
| | | | | | | | | | | |
| Time span | of variable | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2010 | 2020 | 2024 | 2022 | 2023 | |
| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| | | | | | | | | | | |
| 2.420\ | of 2002 | 1.4 | | Educational | hackground - | f the trainss- | vocational | Abla | 2010 | |
| 3.430) | sf_2018q4_ | _14 | | Educational l baccalaurea | background o te diploma | f the trainees: | vocational | 4th quarter | 2018 | once |
| | sf_2018q4 | _14 | | Educational baccalaurea | background o te diploma | f the trainees: | vocational | 4th quarter | 2018 | once |



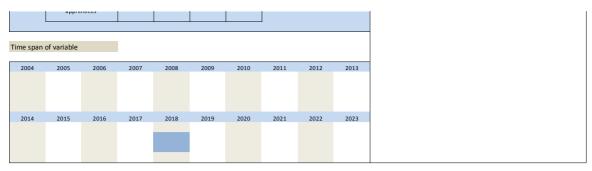
| No. | Name | | | Label | | | | Survey peri | iod | Survey frequency |
|-------------|------------------|----------------|----------------|---------------|--------------|-----------------|----------|-------------|--------|---|
| | | | | | | | | | | |
| 3.431) | sf_2018q4_ | _15 | | Educational b | ackground of | f the trainees: | Mittlere | 4th quarter | r 2018 | once |
| Wording | of question | | | | | | | | | |
| | | | | | | | | | | I |
| 4th quarter | 2018 | | | | | | | | | Further information |
| 7) Which e | ducational backg | round do the | trainees in vo | ur company pr | edominantly | have? | | | | |
| , | | | , | , , , , , , | , | | | | | |
| | | | | [1] Yes | | | | | | "Mittlere Reife" is a school leaving certificate in Germany that is rougl compareable with the American high school diploma ot the British GCS |
| | | | | [1] TeS | | | | | | |
| | | Mittlere Reife | | | | | | | | |
| | 1 | | | | | | | | | |
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| | | | | | | | | | | |
| Time spa | n of variable | | | | | | | | | |
| | | | | | | | | | | |
| Time spa | n of variable | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2004 | 2005 | | | | | | | | | |
| 2004 | 2005 | | | | | | | | | |

| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
|---------------|----------------|--------------|----------------|----------------|-------------|-----------------|-------------|-------------|------|---|
| | | | | | | | | | | |
| 3.432) | sf_2018q4_ | _16 | | Educational b | ackground o | f the trainees: | Hauptschule | 4th quarter | 2018 | once |
| Wording of | question | | | | | | | | | |
| vvoiding of | question | | | | | | | | | |
| 4th quarter 2 | 018 | | | | | | | | | Further information |
| 7) Which edu | cational backg | round do the | trainees in yo | our company pi | edominantly | have? | | | | |
| | | | | | | | | | | "Hauptschule" is a secondary school in Germany, that offers Lower Secondary |
| | | | | [1] Yes | | | | | | Education (Level 2) according to ISCED-classification |
| | | Hauptschule | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| 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 | |
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| No. | Name | Label | Survey period | | Survey frequency |
|-------------------|---|---|------------------|---------------------|------------------|
| | | | | | |
| 3.433) | sf_2018q4_17 | Educational background of the trainees: without school-leaving qualification | 4th quarter 2018 | | once |
| Wording | g of question | | | | |
| · · · · · · · · · | g of question | | | | |
| 4th quar | - · · · · · · · · · · · · · · · · · · · | | | Further information | |
| 4th quart | ter 2018 | trainees in your company predominantly have? | | Further information | |



| No | | | | | | | | | | |
|--|----------------------------|--------------|----------------|---------------------------|-------------------|---------------|------------|----------------------|------------|-----------------------|
| No. | Name | | | Label | | | | Survey peri | od | Survey frequency |
| 3.434) | sf_2018q4_ | 18 | | Educational | background of | the trainees: | don't know | 4th quarter | 2018 | once |
| | of question | | | | | | | 4 | | |
| th quarter | | | | | | | | | | Further information |
| | r 2018 ducational backg | round do the | trainees in vo | ur company n | redominantly | have? | | | | rutter information |
| , will et | aucacional backs | round do the | tranices in yo | ur company p | 1 | nave: | | | | |
| | | | | [1] Yes | | | | | | |
| | | don't know | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n 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 peri | od | Survey frequency |
| 3.435) | sf_2018q4 | 19 | | Employing re | fugees as trai | nees | | 4th quarter | 2018 | once |
| | of question | ,20 | | | | | | ran quarter | 2010 | Since |
| 4th quarter | | ı | | | | | | | | Further information |
| | employ refugees | in vour comp | anv as trainee | s? | | | | | | Total monitori |
| | | | | | | | | | | |
| | | | [1] Yes | [2] no | [3] don't know | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Time spar | n of variable | | | | | | | | | |
| 2004 | 2005 | 2005 | | | | | | | | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| | | | | | | | | | | |
| 2014 | 2015 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | |
| 2014 | 2015 | | | | | | | | | |
| 2014 | 2015 | | | | | | | | | |
| | 2015 Name | | | | | | | | 2023 | Survey frequency |
| | | | | 2018 | 2019 | 2020 | | 2022 | 2023 | Survey frequency |
| No. | | 2016 | | 2018 | | 2020 | | 2022 | 2023 od | Survey frequency once |
| No. 3.436) | Name | 2016 | | 2018 | 2019 | 2020 | | 2022 Survey perio | 2023 od | |
| No. 3.436) Wording o | Name sf_2018q4 of question | 2016 | | 2018 | 2019 | 2020 | | 2022 Survey perio | 2023 od | |
| No. 3.436) Wording of 4th quarter | Name sf_2018q4 of question | 2016 | 2017 | 2018 Label Digital comp | 2019 | 2020 | | 2022 Survey perio | 2023 od | once |
| No. 3.436) Wording o | Name sf_2018q4 of question | 2016 | 2017 | 2018 Label Digital comp | 2019 | 2020 | | 2022 Survey perio | 2023 od | once |



| | Name | | | Label | | | | Survey per | riod | | Survey frequency |
|---|--|----------------------------------|--|---|--------------------------------------|----------------------------|--------------|----------------------------|----------------|---------------------|------------------------|
| 3.437) | sf_2018q4 | _21 | | Digital comp | etences of gra | aduates | | 4th quarter 2018 | | | once |
| Wording | of question | | | | | | | | | | |
| 4th quarte | er 2018 | | | | | | | | | Further information | |
| 9) How do | you assess the | digital skills of | trainees and g | raduates? | | | | | | | |
| | | | | | | | | | | | |
| | | | [1] very | [2] good | [3] | [4] | | | | | |
| | | | good | | sufficient | insufficient | | | | | |
| | grad | uates | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | an 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 per | riod | | Survey frequency |
| | | | | | | | | | | | |
| 3.438) | sf 2018a4 | 22 | | Most frequer | nt degree of e | ntrants in the | ompany | Ath quarte | r 2018 | | once |
| | sf_2018q4 | _22 | | Most frequer | nt degree of e | ntrants in the o | ompany | 4th quarte | r 2018 | | once |
| Wording | of question | _22 | | Most frequer | nt degree of e | ntrants in the o | company | 4th quarte | r 2018 | | once |
| 4th quarte | of question er 2018 | | | | | | | | | Further information | once |
| Wording 4th quarte | of question | formed the hi | igher educatio | n system and | introduced th | | | | | Further information | once |
| Wording 4th quarte | of question er 2018 llogna-Process re | formed the hi | igher educatio | n system and | introduced th | e Bachelor and | | | | Further information | once |
| Wording 4th quarte | of question er 2018 llogna-Process re | formed the hi | igher educatio | n system and | introduced th | | | | | Further information | once |
| Wording 4th quarte | of question er 2018 llogna-Process re | formed the hi | igher educatio have most off | n system and en in your co | introduced th mpany? | e Bachelor and | | | | Further information | once |
| Wording 4th quarte | of question er 2018 llogna-Process re | formed the hi | igher educatio have most off | n system and en in your co | introduced th mpany? | e Bachelor and | | | | Further information | once |
| Wording 4th quarte 10)The Boidegree do | of question er 2018 llogna-Process re | formed the hi | igher educatio have most off | n system and en in your co | introduced th mpany? | e Bachelor and | | | | Further information | once |
| Wording 4th quarte 10)The Bo degree do | of question or 2018 logna-Process re young profession | formed the hi | igher education have most often | n system and een in your col | introduced th mpany? [3] other | [4] no comparison possible | Master deg | rees. Which un | niversity | Further information | once |
| Wording 4th quarte 10)The Boidegree do | of question er 2018 logna-Process re young professio | formed the hi | igher educatio have most off | n system and en in your co | introduced th mpany? | e Bachelor and | | | | Further information | once |
| Wording 4th quarte 10)The Bo degree do | of question or 2018 logna-Process re young profession | formed the hi | igher education have most often | n system and een in your col | introduced th mpany? [3] other | [4] no comparison possible | Master deg | rees. Which un | niversity | Further information | once |
| Wording 4th quarte 10)The Bo degree do | of question or 2018 logna-Process re young profession | formed the hi | igher education have most often | n system and een in your col | introduced th mpany? [3] other | [4] no comparison possible | Master deg | rees. Which un | niversity | Further information | once |
| Wording 4th quarte 10)The Boi degree do | of question or 2018 logna-Process re young profession an of variable | formed the hi nnals currently | igher education have most often for the most often for the most often for the most often for the most of the most often for the most of th | n system and ten in your cot [2] Master | introduced thempany? | [4] no comparison possible | Master deg | rees. Which un | niversity 2013 | Further information | once |
| Wording 4th quarte 10)The Boddegree do | of question or 2018 logna-Process re young profession an of variable | formed the hi nnals currently | igher education have most often for the most often for the most often for the most often for the most of the most often for the most of th | n system and ten in your cot [2] Master | introduced thempany? | [4] no comparison possible | Master deg | rees. Which un | niversity 2013 | Further information | once |
| Wording 4th quarte 10)The Boi degree do | of question or 2018 logna-Process re young profession an of variable | formed the hi nnals currently | igher education have most often for the most often for the most often for the most often for the most of the most often for the most of th | n system and ten in your cot [2] Master | introduced thempany? | [4] no comparison possible | Master deg | rees. Which un | niversity 2013 | Further information | once |
| Wording 4th quarte 10)The Boddegree do | of question or 2018 logna-Process re young profession an of variable | formed the hi nnals currently | igher education have most often for the control of | n system and ten in your cot [2] Master | introduced thempany? | [4] no comparison possible | Master deg | rees. Which un | 2013 2023 | Further information | once Survey frequency |
| Wording 4th quarte 10)The Bo degree do | of question or 2018 logna-Process re young profession 2005 2015 | formed the hi nnals currently | igher education have most often for the control of | n system and ten in your con [2] Master 2008 | [3] other | [4] no comparison possible | 2011 2021 | 2012 2022 Survey per | 2013 2023 | Further information | |
| Wording 4th quarte 10)The Bo degree do | of question or 2018 logna-Process re young profession 2005 2015 | formed the hi nais currently | igher education have most off | n system and ten in your con [2] Master 2008 | [3] other | [4] no comparison possible | 2011 2021 | 2012 2022 Survey per | 2013 2023 | Further information | |
| Wording 4th quarter 10)The Boo degree do 2004 2014 No. | of question or 2018 logna-Process re young profession an of variable 2005 2015 | formed the hi nais currently | igher education have most off | n system and cen in your col [2] Master 2008 2018 Label | [3] other | [4] no comparison possible | 2011 2021 | 2012 2022 Survey per | 2013 2023 | Further information | Survey frequency |
| Wording 4th quarter 10)The Boo degree do 2004 2014 | of question or 2018 logna-Process re young profession an of variable 2005 2015 Name sf_2018q4 of question | formed the hi nais currently | igher education have most off | n system and cen in your col [2] Master 2008 2018 Label | [3] other | [4] no comparison possible | 2011 2021 | 2012 2022 Survey per | 2013 2023 | Further information | Survey frequency |

| | | oad-based de | | [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 peri | od | | Survey frequency |
|-------------------|---------------------------|--------------|-----------------------|-----------------------------|---------------------|--------------------------|---------------------|-------------|------|---------------------|------------------|
| 3.440) Wording | sf_2018q4_ of question | 24 | | Satisfaction v graduates | with the quali | ty of education | n of | 4th quarter | 2018 | | once |
| 4th quarter | 2018 | | | | | | | | | Further information | |
| 12) How sa | tisfied are you cu | rrently with | the quality of | the education | of graduates | overall? | | | | | |
| | | | | | | | | | | | |
| | | | [1] very satisfied | [2] satisfied | [3] dissatisfied | [4] very dissatisfied | [5] No statement | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Time spa | n 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 |
|--|--------------------------|----------------------|------|--|------|------|------|---------------|--------|---------------------|------------------|
| 3.441) | sf_2018q4_25 | | | new Hires: erxternal vs. Self-educated (through dual studies) university graduates | | | | 4th quarter | r 2018 | | once |
| Wording | of question | I | | , | ,,, | | | | | | |
| 4th quarte | r 2018 | | | | | | | | | Further information | |
| 13) Do you prefer to recruit external graduates or self-trained professionals as part of a dual study program? | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | 1 | | | | | | |
| | uni | university graduates | | | | | | | | | |
| | graduates (FH) | | | [2] | | | | | | | |
| | Dual university graduate | | | [3] | | | | | | | |
| | | | | | ı | | | | | | |
| Time spa | n of variable | | | | | | | | | | |
| | | | | | | | | | | | |
| 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
| 2014 | 2015 | 2016 | | | | | | | | | |
| 2014 | 2015 | 2016 | | | | | | | | | |