

List of variables

Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2022

As of February 2024

Contents	Page 1-10
Description of variables	Page 11-214

LMU-ifo Economics & Business Data Center (EBDC)

Poschingerstr. 5
81679 Munich

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)	wz08	sector number (wz08-classification)	Wirtschaftszweig (wz08-Klassifikation)
1.5)	wgroup	weightgroup	Gewichtungsgruppe
1.6)	wgroupnew	weightgroup new	Gewichtungsgruppe neu
1.7)	id	idnum	Identifikationsnummer
1.8)	szrg	sizerange	Größenklasse
1.9)	weight	weight	Gewichtungsgruppe
1.10)	weightnew	weight new	Gewichtungsgruppe neu
1.11)	section	section letter (NACE)	Sektorbuchstabe (NACE)
1.12)	parttype	participation type	Teilnahmart
1.13)	partdate	participation date	Abgabedatum

2. Standard questions

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

2.1 Recurring special questions

2.1.1)	stru_famcomp	company is family business	Unternehmen ist Familienbetrieb
2.1.2)	stru_empltotal	headcount of company	Mitarbeiterzahl des Unternehmens
2.1.3)	stru_emplfull	headcount of company: full-time	Mitarbeiterzahl des Unternehmens: Vollzeit
2.1.4)	stru_emplhalf	headcount of company: part-time	Mitarbeiterzahl des Unternehmens: Teilzeit
2.1.5)	stru_empltemp	headcount of company: temporary work	Mitarbeiterzahl des Unternehmens: Zeitarbeiter
2.1.6)	stru_empltrainee	headcount of company: trainees	Mitarbeiterzahl des Unternehmens: Auszubildende
2.1.7)	stru_emplmarg	headcount of company: marginally employed	Mitarbeiterzahl des Unternehmens: Geringfügig Beschäftigte
2.1.8)	stru_saleslj	company sales last year	Unternehmensumsatz im letzten Jahr
2.1.9)	stru_homeoff	company offers homeoffice	Unternehmen bietet Homeoffice an
2.1.10)	stru_homeoffdays	company offers homeoffice days	Unternehmen bietet Homeoffice an Tage
2.1.11)	fore_empl_nhj	development of headcount in your company in next 6 months	Entwicklung des Personalbestands in Ihrem Unternehmen in nächsten 6 Monaten
2.1.12)	fore_prof_text	search for type of professionals in next year: text	Suche nach Fachkräfte im nächsten Jahr: Text
2.1.13)	fore_prof_no	search for type of professionals in next year: no	Suche nach Fachkräfte im nächsten Jahr: Keine
2.1.14)	fore_prob_prof	difficulties finding professionals in next year	Schwierigkeiten bei der Suche nach Fachkräften im nächsten Jahr
2.1.15)	fore_wages_ny	development wages on average in next year	Entwicklung Löhne im Durchschnitt im nächsten Jahr
2.1.16)	fore_wages_inc_ny	development wages on average in next year: increase	Entwicklung Löhne im Durchschnitt im nächsten Jahr: Anstieg
2.1.17)	fore_wages_dec_ny	development wages on average in next year: decrease	Entwicklung Löhne im Durchschnitt im nächsten Jahr: Rückgang
2.1.18)	fore_compre	pay out tax-free inflation compensation premium	Auszahlung einer steuerfreien Inflationsausgleichsprämie
2.1.19)	fore_compre_perc	pay out tax-free inflation compensation premium percentage	Auszahlung einer steuerfreien Inflationsausgleichsprämie Prozentsatz
2.1.20)	fore_tempw	development temporary employment in your company in next 6 months	Entwicklung der Zeitarbeit in Ihrem Unternehmen in den nächsten 6 Monaten
2.1.21)	fore_trainext	importance of external partners regarding qualification/training in next 6 months	Bedeutung externer Partner für Qualifizierung/Ausbildung in nächsten 6 Monaten
2.1.22)	fore_trainempl	importance of employees qualification/training for company success	Bedeutung Qualifikation/Ausbildung der Mitarbeiter für Unternehmenserfolg
2.1.23)	fore_succes_open	importance of qualification/training measures for company success: open trainin	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: offenes Training
2.1.24)	fore_succes_compspe	importance of qualification/training measures for company success: company-spec	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: Untern.spez. Training
2.1.25)	fore_succes_cert	importance of qualification/training measures for company success: certificatio	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: Zertifizierung
2.1.26)	fore_succes_inservice	importance of qualification/training measures for company success: in-service q	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: berufs begleitende Qualifizierung
2.1.27)	fore_succes_elearn	importance of qualification/training measures for company success: e-learning	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: E-Learning-Angebote

3. Special questions

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

3.96)	sf_2014q4_8	recruitment specifically in euro crisis countries	Rekrutierung besonders in europäischen Krisenländern
3.97)	sf_2015q1_1	offering contracts for work	Vergabe von Werkverträgen
3.98)	sf_2015q1_2	number of contracts for work last 3 years	Anzahl Werkverträge letzte 3 Jahre
3.99)	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss
3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	Letzte 5 Jahre Auszubildende mit: Mittlere Reife
3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Abitur
3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.104)	sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten
3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung
3.107)	sf_2015q2_3	importance for preselection of personnel: university grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule
3.108)	sf_2015q2_4	importance for preselection of personnel: internships	Bedeutung für die Vorauswahl von Personal: Praktika
3.109)	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung
3.110)	sf_2015q2_6	importance for preselection of personnel: foreign experience	Bedeutung für die Vorauswahl von Personal: Auslandsenerfahrung
3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Sprachkenntnisse
3.112)	sf_2015q2_8	importance for preselection of personnel: IT-skills	Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse
3.113)	sf_2015q2_9	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
3.114)	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule
3.118)	sf_2015q2_14	importance for final selection of personnel: internships	Bedeutung für die finale Auswahl von Personal: Praktika
3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung
3.120)	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslandsenerfahrung
3.121)	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122)	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	Bedeutung für die finale Auswahl von Personal: Assessment center
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	Bedeutung für die finale Auswahl von Personal: Persönlichkeit
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	Bedeutung für die finale Auswahl von Personal: Sympathie
3.129)	sf_2015q2_25	searching info online	Suche nach Informationen online
3.130)	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
3.131)	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
3.132)	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
3.133)	sf_2015q3_1	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	Anforderungen im Hinblick auf Zusatzqualifikationen
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
3.136)	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
3.138)	sf_2015q3_6	challenges w.r.t. weekend work	Anforderungen im Hinblick auf Arbeit am Wochenende
3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	Anforderungen im Hinblick auf Reisebereitschaft
3.140)	sf_2015q3_8	challenges w.r.t. language skills	Anforderungen im Hinblick auf Sprachkenntnisse
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	Anforderungen im Hinblick auf lebenslanges lernen
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	Anforderungen im Hinblick auf Teamfähigkeit
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
3.144)	sf_2015q3_12	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
3.145)	sf_2015q3_13	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.146)	sf_2015q3_14	measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
3.147)	sf_2015q3_15	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
3.148)	sf_2015q3_16	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
3.149)	sf_2015q3_17	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges
3.150)	sf_2015q3_18	measure filling trainee positions: no special measure	Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	Beschäftigung von Asylbewerbern letzte 24 Monate
3.152)	sf_2015q4_2	employment of asylum seekers currently	derzeitige Beschäftigung von Asylbewerbern
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	Hürden bei Anstellung von Asylbewerbern: Sprache
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	Hürden bei Anstellung von Asylbewerbern: Qualifikation
3.158)	sf_2015q4_8	obstacles to employing asylum seekers: minimum wage	Hürden bei Anstellung von Asylbewerbern: Mindestlohn
3.159)	sf_2015q4_9	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rechtliche Rahmenbedingungen
3.160)	sf_2016q1_1	offering internships in general	Bieten grundsätzlich Praktika an
3.161)	sf_2016q1_2	offering internships since 2015 for voluntary interns	bieten seit 2015 Praktika für freiwillige Praktikanten an
3.162)	sf_2016q1_3	offering internships since 2015 for obligated interns	bieten seit 2015 Praktika für Pflichtpraktikanten an
3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	boten vor 2015 Praktika für freiwillige Praktikanten an
3.164)	sf_2016q1_5	offering internships before 2015 for obligated interns	boten vor 2015 Praktika für Pflichtpraktikanten an
3.165)	sf_2016q1_6	average internship duration for voluntary interns	Durchschnittliche Praktikumsdauer für freiwillige Praktikanten
3.166)	sf_2016q1_7	average internship duration for obligated interns	Durchschnittliche Praktikumsdauer für Pflichtpraktikanten
3.167)	sf_2016q1_8	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre
3.168)	sf_2016q1_9	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren
3.169)	sf_2016q1_10	importance of internships as recruiting tool	Wichtigkeit Praktika als Rekrutierungsinstrument
3.170)	sf_2016q1_11	influence of minimum wage on internships	Einfluss von Mindestlohn auf Praktikumsangebot
3.171)	sf_2016q2_1	home office part of company organization	Home-Office Teil der Unternehmensorganisation
3.172)	sf_2016q2_2	home office offerings: no company presence	Home-Office Angebote: ohne Präsenz
3.173)	sf_2016q2_3	home office offerings: no company presence: usage	Home-Office Angebote: ohne Präsenz: Nutzung
3.174)	sf_2016q2_4	home office offerings: occasional presence	Home-Office Angebote: vereinzelte Präsenz
3.175)	sf_2016q2_5	home office offerings: occasional presence: usage	Home-Office Angebote: vereinzelte Präsenz: Nutzung
3.176)	sf_2016q2_6	home office offerings: frequent presence	Home-Office Angebote: häufige Präsenz
3.177)	sf_2016q2_7	home office offerings: frequent presence: usage	Home-Office Angebote: häufige Präsenz: Nutzung
3.178)	sf_2016q2_8	home office offerings: variable presence frequencies	Home-Office Angebote: variable Präsenzphasen
3.179)	sf_2016q2_9	home office demographics: mothers	Home-Office Personengruppen: Mütter
3.180)	sf_2016q2_10	home office demographics: mothers: usage	Home-Office Personengruppen: Mütter: Nutzung
3.181)	sf_2016q2_11	home office demographics: fathers	Home-Office Personengruppen: Väter
3.182)	sf_2016q2_12	home office demographics: fathers: usage	Home-Office Personengruppen: Väter: Nutzung
3.183)	sf_2016q2_13	home office demographics: commuters	Home-Office Personengruppen: Pendler
3.184)	sf_2016q2_14	home office demographics: commuters: usage	Home-Office Personengruppen: Pendler: Nutzung
3.185)	sf_2016q2_15	home office demographics: part time employees	Home-Office Personengruppen: Teilzeitbeschäftigte
3.186)	sf_2016q2_16	home office demographics: part time employees: usage	Home-Office Personengruppen: Teilzeitbeschäftigte: Nutzung
3.187)	sf_2016q2_17	home office demographics: full time employees	Home-Office Personengruppen: Vollzeitbeschäftigte
3.188)	sf_2016q2_18	home office demographics: full time employees: usage	Home-Office Personengruppen: Vollzeitbeschäftigte: Nutzung
3.189)	sf_2016q2_19	home office demographics: younger employees (<40 years)	Home-Office Personengruppen: Jüngere Beschäftigte
3.190)	sf_2016q2_20	home office demographics: younger employees (<40 years): usage	Home-Office Personengruppen: Jüngere Beschäftigte: Nutzung
3.191)	sf_2016q2_21	home office demographics: older employees (40+ years)	Home-Office Personengruppen: ältere Beschäftigte
3.192)	sf_2016q2_22	home office demographics: older employees (40+ years): usage	Home-Office Personengruppen: ältere Beschäftigte: Nutzung
3.193)	sf_2016q2_23	home office offerings: last 5 years	Home-Office Angebote in den letzten 5 Jahren
3.194)	sf_2016q2_24	home office offerings plan end of 2017 versus today	Home-Office Plan Ende 2017 gegenüber heute
3.195)	sf_2016q2_25	reasons for no home office offering: presence required	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich
3.196)	sf_2016q2_26	reasons for no home office offering: hindered communication	Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen

3.197)	sf_2016q2_27	reasons for no home office offering: unclear working time rules	Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung
3.198)	sf_2016q2_28	reasons for no home office offering: lower productivity	Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität
3.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	Gründe für kein Home-Office Angebot: unzureichende IT-Ausstattung
3.200)	sf_2016q2_30	reasons for no home office offering: IT security	Gründe für kein Home-Office Angebot: IT-Sicherheit
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	Gründe für kein Home-Office Angebot: Datenschutz
3.202)	sf_2016q2_32	reasons for no home office offering: others	Gründe für kein Home-Office Angebot: sonstiges
3.203)	sf_2016q2_33	reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: Beschreibung sonstiges
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	Einstellung von Bachelor/Master Absolventen letzte 10 Jahre
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	Einstellung von Bachelor Absolventen letzte 10 Jahre
3.206)	sf_2016q3_3	employment of master graduates last 10 years	Einstellung von Master Absolventen letzte 10 Jahre
3.207)	sf_2016q3_4	employment of diploma graduates last 10 years	Einstellung von Diplom Absolventen letzte 10 Jahre
3.208)	sf_2016q3_5	employment of others last 10 years	Einstellung von anderen Absolventen letzte 10 Jahre
3.209)	sf_2016q3_6	most common graduation type among first-time employees	Häufigster abschluss unter Berufsanfängern
3.210)	sf_2016q3_7	new employment adjusted for bachelor/master	Neubeschäftigung an Bachelor/Master Absolventen angepasst
3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile
3.212)	sf_2016q3_9	new employment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
3.213)	sf_2016q3_10	new employment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsprogramme
3.214)	sf_2016q3_11	new employment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
3.215)	sf_2016q3_12	new employment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
3.216)	sf_2016q3_13	satisfaction with education of graduates	Zufriedenheit mit Ausbildung von Hochschulabsolventen
3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
3.218)	sf_2016q4_1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
3.219)	sf_2016q4_2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
3.220)	sf_2016q4_3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeiter
3.221)	sf_2016q4_4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
3.223)	sf_2016q4_6	55+ year olds employed	Mitarbeiter 55 oder älter
3.224)	sf_2016q4_7	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
3.228)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
3.229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: welche
3.231)	sf_2016q4_14	employees used 'retirement with 63': reemployment: change of job profile	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Änderung des Tätigkeitsfelds
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)	sf_2016q4_18	employment of people receiving pension: freelancers	Beschäftigung von Rentenbeziehern: freie Mitarbeiter
3.236)	sf_2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbeziehern: sonstiges
3.237)	sf_2016q4_20	employment of people receiving pension: others description	Beschäftigung von Rentenbeziehern: Beschreibung sonstiges
3.238)	sf_2016q4_21	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
3.239)	sf_2016q4_22	flexi-pension: expectation that employees will work longer	Flexi-Rente: Erwartung, dass Angestellte länger arbeiten
3.240)	sf_2016q4_23	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: flexiblere Arbeitsmodelle
3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplätze
3.243)	sf_2016q4_26	measures to keep older employees in company: health promotion	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
3.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
3.245)	sf_2016q4_28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
3.246)	sf_2016q4_29	measures to keep older employees in company: others	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges
3.247)	sf_2016q4_30	measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges
3.248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	Anzahl Neueinstellungen (in letzten 24 Monaten)
3.249)	sf_2017q1_2	employment of refugees (in the past 24 month)	Beschäftigung von Geflüchteten (in letzten 24 Monaten)
3.250)	sf_2017q1_3	employment of refugees: if yes: How many?	Beschäftigung von Geflüchteten: ja: Anzahl
3.251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	Beschäftigung von Geflüchteten: ja: Auszubildende
3.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	Beschäftigung von Geflüchteten: ja: Praktikanten
3.253)	sf_2017q1_6	employment of refugees: if yes: refugees are employed as: assistants	Beschäftigung von Geflüchteten: ja: Hilfskräfte
3.254)	sf_2017q1_7	employment of refugees: if yes: refugees are employed as: seasonal workers	Beschäftigung von Geflüchteten: ja: Saisonarbeitskräfte
3.255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	Beschäftigung von Geflüchteten: ja: Fachkräfte
3.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	Beschäftigung von Geflüchteten: ja: sonstige
3.257)	sf_2017q1_10	employment of refugees: if yes: refugees are employed as: others description (planned) temporary employment of refugees	Beschäftigung von Geflüchteten: ja: sonstige Beschreibung (geplante) Zeitarbeitsbeschäftigung von Geflüchteten
3.258)	sf_2017q1_11	use of governmental measures of encouragement by refugee employment	Inanspruchnahme von Fördermöglichkeiten
3.259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment: if yes: description	Inanspruchnahme von Fördermöglichkeiten: ja: Beschreibung
3.260)	sf_2017q1_13	current obstacles of refugee employment: priority check	Hindernisse Beschäftigung Geflüchteter: Vorrangprüfung
3.261)	sf_2017q1_14	current obstacles of refugee employment: governmental approval	Hindernisse Beschäftigung Geflüchteter: Behördliche Zustimmung
3.262)	sf_2017q1_15	current obstacles of refugee employment: employment ban (safe orin)	Hindernisse Beschäftigung Geflüchteter: Beschäftigungsverbot
3.263)	sf_2017q1_16	current obstacles of refugee employment: resident status	Hindernisse Beschäftigung Geflüchteter: Aufenthaltsstatus
3.264)	sf_2017q1_17	current obstacles of refugee employment: recognition of professional qualifications/degrees	Hindernisse Beschäftigung Geflüchteter: Anerkennung Abschlüsse
3.265)	sf_2017q1_18	current obstacles of refugee employment: duration of the governmental procedure	Hindernisse Beschäftigung Geflüchteter: Verfahrensdauer
3.266)	sf_2017q1_19	current obstacles of refugee employment: internal management of screening processes	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
3.267)	sf_2017q1_20	current obstacles of refugee employment: internal support	Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung
3.268)	sf_2017q1_21	current obstacles of refugee employment: others	Hindernisse Beschäftigung Geflüchteter: sonstiges
3.269)	sf_2017q1_22	current obstacles of refugee employment: others description	Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung
3.270)	sf_2017q1_23	development of the staffing level - medium term	Entwicklung Personalbestand - mittelfristig
3.271)	sf_2017q2_1	impact of digitisation on staffing level	Einfluss Digitalisierung auf Personalbestand
3.272)	sf_2017q2_2	digitisation causes	Folgen von Digitalisierung
3.273)	sf_2017q2_3	employee turnover in company	Mitarbeiterfluktuation
3.274)	sf_2017q2_4	importance of employee loyalty in company	Mitarbeiterbindung
3.275)	sf_2017q2_5	impact of digitisation on industry	Betroffenheit der Branche durch Digitalisierung
3.276)	sf_2017q2_6	preparation of staffing level concerning changes due to digitisation	Personalbestand auf Digitalisierung vorbereitet
3.277)	sf_2017q2_7	reaction and valuation to new requirements: new hires	Reaktion auf Digitalisierung: Neueinstellungen
3.278)	sf_2017q2_8	reaction and valuation to new requirements: advanced training	Reaktion auf Digitalisierung: Weiterbildung
3.279)	sf_2017q2_9	reaction and valuation to new requirements: internal relocations	Reaktion auf Digitalisierung: Interne Versetzung
3.280)	sf_2017q2_10	reaction and valuation to new requirements: outsourcing	Reaktion auf Digitalisierung: Outsourcing
3.281)	sf_2017q2_11	reaction and valuation to new requirements: others	Reaktion auf Digitalisierung: sonstige
3.282)	sf_2017q2_12	reaction and valuation to new requirements: others description	Reaktion auf Digitalisierung: sonstige Beschreibung
3.283)	sf_2017q2_13	gain of knowledge due to new hires	Wissenszugewinn durch Neueinstellungen
3.284)	sf_2017q3_1	daily working hours at full employment	tägliche Arbeitszeit bei Vollzeitbeschäftigung
3.285)	sf_2017q3_2	impact of relaxation of the legal framework on daily working hours	Auswirkung gelockter gesetzlicher Rahmenbedingungen
3.286)	sf_2017q3_3	impact on employment - medium term: elimination of unfounded fixed term employment	Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen
3.287)	sf_2017q3_4	impact on employment - medium term: transparency law concerning remuneration	Entwicklung Personalbestand: Entgelttransparenzgesetz
3.288)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment	Entwicklung Personalbestand: flexible Vollzeit
3.289)	sf_2017q3_6	impact on employment - medium term: claim for part-time employment	Entwicklung Personalbestand: Anspruch auf Teilzeit
3.290)	sf_2017q3_7	impact on employment - medium term: right of return to full-time employment	Entwicklung Personalbestand: Rückkehrrecht in Vollzeit
3.291)	sf_2017q3_8	impact on employment - medium term: elimination of 11 hours rest period	Entwicklung Personalbestand: Streichung der 11std. Ruhezeit
3.292)	sf_2017q3_9	impact on employment - medium term: right of sabbatical	Entwicklung Personalbestand: Recht auf Sabbatjahr
3.293)	sf_2017q3_10	impact on employment - medium term: long-term accounts	Entwicklung Personalbestand: Langzeitkonten
3.294)	sf_2017q3_11	impact on employment - medium term: immigration point system	Entwicklung Personalbestand: Einwanderungspunktesystem
3.295)	sf_2017q3_12	other election campaign issue: important	Themen im Wahlkampf: wichtig
3.296)	sf_2017q3_13	other election campaign issue: problematic	Themen im Wahlkampf: problematisch

3.298)	sf_2017q4_1	different remunerations among similar positions/activities	Entgeltunterschiede zwischen Mitarbeitern
3.299)	sf_2017q4_2	reasons for different remunerations: educational attainment	Gründe für Entgeltunterschiede: Bildungsabschluss
3.300)	sf_2017q4_3	reasons for different remunerations: work experience	Gründe für Entgeltunterschiede: Berufserfahrung
3.301)	sf_2017q4_4	reasons for different remunerations: gender	Gründe für Entgeltunterschiede: Geschlecht
3.302)	sf_2017q4_5	reasons for different remunerations: family status	Gründe für Entgeltunterschiede: Familienstand
3.303)	sf_2017q4_6	reasons for different remunerations: migrant background	Gründe für Entgeltunterschiede: Migrationshintergrund
3.304)	sf_2017q4_7	reasons for different remunerations: number of kids	Gründe für Entgeltunterschiede: Anzahl der Kinder
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	Gründe für Entgeltunterschiede: Arbeitsleistung
3.306)	sf_2017q4_9	reasons for different remunerations: others	Gründe für Entgeltunterschiede: andere
3.307)	sf_2017q4_10	reasons for different remunerations: others description	Gründe für Entgeltunterschiede: andere Beschreibung
3.308)	sf_2017q4_11	labor law explanations of different remunerations: fixed term employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung
3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit
3.310)	sf_2017q4_13	labor law explanations of different remunerations: temporary employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit
3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Tarifbindung
3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit
3.313)	sf_2017q4_16	labor law explanations of different remunerations: individual negotiating skills	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick
3.314)	sf_2017q4_17	labor law explanations of different remunerations: others	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere
3.315)	sf_2017q4_18	labor law explanations of different remunerations: others description	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere Beschreibung
3.316)	sf_2017q4_19	measures for reduction of different remunerations: transparent remuneration system	Entgeltunterschiede Maßnahmen: transparentes Vergütungssystem
3.317)	sf_2017q4_20	measures for reduction of different remunerations: tariff agreement	Entgeltunterschiede Maßnahmen: Tarifbindung
3.318)	sf_2017q4_21	measures for reduction of different remunerations: ombudsperson	Entgeltunterschiede Maßnahmen: Ombudsperson
3.319)	sf_2017q4_22	measures for reduction of different remunerations: none	Entgeltunterschiede Maßnahmen: keine
3.320)	sf_2017q4_23	measures for reduction of different remunerations: others	Entgeltunterschiede Maßnahmen: andere
3.321)	sf_2017q4_24	measures for reduction of different remunerations: others description	Entgeltunterschiede Maßnahmen: andere Beschreibung
3.322)	sf_2017q4_25	affected by transparency law concerning remuneration	Entgelttransparenzgesetz Betroffenheit
3.323)	sf_2017q4_26	expected changes due to transparency law concerning remuneration	Entgelttransparenzgesetz Auswirkungen
3.324)	sf_2017q4_27	transparency law concerning remuneration reduces gender pay gap	Entgelttransparenzgesetz wirkungsvoll (Gender Pay Gap)
3.325)	sf_2017q4_28	facilitating strategies for a wage increase: further training	Strategien zur Lohnerhöhung: Weiterbildung
3.326)	sf_2017q4_29	facilitating strategies for a wage increase: willingness to work more	Strategien zur Lohnerhöhung: Mehrarbeit
3.327)	sf_2017q4_30	facilitating strategies for a wage increase: take voluntarily additional responsibility	Strategien zur Lohnerhöhung: Verantwortung
3.328)	sf_2017q4_31	facilitating strategies for a wage increase: always do a good job	Strategien zur Lohnerhöhung: gute Arbeit leisten
3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	Strategien zur Lohnerhöhung: Lohnverhandlungen
3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	Strategien zur Lohnerhöhung: andere
3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	Strategien zur Lohnerhöhung: andere Beschreibung
3.332)	sf_2017q4_35	additional to facilitating strategies for a wage increase: gender (employee)	zu Strategien zur Lohnerhöhung: Geschlecht Arbeitnehmer
3.333)	sf_2018q1_1	awareness of the meaning of protection of data privacy	Bewusstsein bzgl. Sinn/Erforderlichkeit von Datenschutz
3.334)	sf_2018q1_2	information regarding the targeted level of data privacy protection	Informierung bzgl. des angestrebten Datenschutzniveaus
3.335)	sf_2018q1_3	mainly use personal data of: applicants	Vorwiegende Nutzung personenbezogener Daten von Bewerbern
3.336)	sf_2018q1_4	mainly use personal data of: employees	Vorwiegende Nutzung personenbezogener Daten von Mitarbeitern
3.337)	sf_2018q1_5	mainly use personal data of: contact persons of suppliers	Vorwiegende Nutzung personenbezogener Daten von Ansprechpartnern von Lieferanten
3.338)	sf_2018q1_6	mainly use personal data of: clients	Vorwiegende Nutzung personenbezogener Daten von Kunden
3.339)	sf_2018q1_7	mainly use personal data of: stakeholder	Vorwiegende Nutzung personenbezogener Daten von Stakeholder
3.340)	sf_2018q1_8	mainly use personal data of: other	Vorwiegende Nutzung personenbezogener Daten: andere
3.341)	sf_2018q1_9	mainly use personal data of: other description	Vorwiegende Nutzung personenbezogener Daten: andere Beschreibung
3.342)	sf_2018q1_10	work-process regarding personal data	Prozesse bzgl. personenbezogener Daten
3.343)	sf_2018q1_11	implementation of general data protection regulation caused the major effort in: technology	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Technik
3.344)	sf_2018q1_12	implementation of general data protection regulation caused the major effort in: organisation	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Organisation
3.345)	sf_2018q1_13	implementation of general data protection regulation caused the major effort in: processes	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Prozesse
3.346)	sf_2018q1_14	implementation of general data protection regulation caused the major effort in: contracts	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Verträge
3.347)	sf_2018q1_15	implementation of general data protection regulation caused the major effort in: documentations	Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen
3.348)	sf_2018q1_16	implementation of general data protection regulation caused the major effort in: other	Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere
3.349)	sf_2018q1_17	implementation of general data protection regulation caused the major effort in: other description	Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung
3.350)	sf_2018q1_18	impact of new general data protection regulation on your Social-Media-Activity	Auswirkung der Datenschutzgrundverordnung auf Social Media Aktivitäten
3.351)	sf_2018q1_19	implementation of the new general data protection regulation	Umsetzung der Datenschutzgrundverordnung
3.352)	sf_2018q1_20	new hires due to new general data protection regulation	Zusätzliches Personal wegen Datenschutzgrundverordnung
3.353)	sf_2018q1_21	Do you use the general data protection regulation to make other changes	Nutzung der Datenschutzgrundverordnung für andere Veränderungen
3.354)	sf_2018q1_22	Do you use the general data protection regulation to make other changes: if yes description	Nutzung der Datenschutzgrundverordnung für andere Veränderungen - Beschreibung
3.355)	sf_2018q1_23	general data protection regulation: resulting costs (Euro)	Datenschutzgrundverordnung: Kosten
3.356)	sf_2018q1_24	general data protection regulation: positive content	Datenschutzgrundverordnung: inhaltlich positiv
3.357)	sf_2018q1_25	general data protection regulation: negative content	Datenschutzgrundverordnung: inhaltlich negativ
3.358)	sf_2018q1_26	general data protection regulation: outweigh negative/positive aspects	Datenschutzgrundverordnung: überwiegend positiv/negativ
3.359)	sf_2018q2_1	Further Training: Supply	Weiterbildung: Angebot
3.360)	sf_2018q2_2	Further Training: purpose - deepen skills	Weiterbildung: Ziel - Vertiefung von Fähigkeiten
3.361)	sf_2018q2_3	Further Training: purpose - new skills	Weiterbildung: Ziel - Erlernung neuer Fähigkeiten
3.362)	sf_2018q2_4	Further Training: purpose - prepare digital shift	Weiterbildung: Ziel - Vorbereitung digitaler Wandel
3.363)	sf_2018q2_5	Further Training: purpose - increase productivity	Weiterbildung: Ziel - Steigerung Produktivität
3.364)	sf_2018q2_6	Further Training: purpose - internal mobility	Weiterbildung: Ziel - Förderung interner Mobilität
3.365)	sf_2018q2_7	Further Training: purpose - employee motivation/retention	Weiterbildung: Ziel - Mitarbeitermotivation und -bindung
3.366)	sf_2018q2_8	Further Training: purpose - competitiveness	Weiterbildung: Ziel - Sicherung der Wettbewerbsfähigkeit
3.367)	sf_2018q2_9	Further Training: purpose - attractiveness as employer	Weiterbildung: Ziel - Erhöhung der Attraktivität als Arbeitgeber
3.368)	sf_2018q2_10	Further Training: access - online	Weiterbildung: Zugang - online
3.369)	sf_2018q2_11	Further Training: access - offline	Weiterbildung: Zugang - klassisch
3.370)	sf_2018q2_12	Further Training: Supply - mainly online/offline	Weiterbildung: Angebot - überwiegend online/offline
3.371)	sf_2018q2_13	Further Training: Supply - shift towards online	Weiterbildung: Angebot - Verschiebung zu online
3.372)	sf_2018q2_14	Further Training: Demand - young professionals	Weiterbildung: Bedarf - Young Professionals
3.373)	sf_2018q2_15	Further Training: Demand - long-term employees	Weiterbildung: Bedarf - langjährige Mitarbeiter
3.374)	sf_2018q2_16	Further Training: Demand - re-enter	Weiterbildung: Bedarf - Wiedereinsteiger
3.375)	sf_2018q2_17	Further Training: Demand - low-skilled	Weiterbildung: Bedarf - niedrig Qualifizierte
3.376)	sf_2018q2_18	Further Training: Demand - high-skilled	Weiterbildung: Bedarf - höher Qualifizierte
3.377)	sf_2018q2_19	Further Training: Demand - management	Weiterbildung: Bedarf - Führungsebene
3.378)	sf_2018q2_20	Further Training: Demand - women	Weiterbildung: Bedarf - Frauen
3.379)	sf_2018q2_21	Further Training: Demand - men	Weiterbildung: Bedarf - Männer
3.380)	sf_2018q2_22	Further Training: Demand - migrant background	Weiterbildung: Bedarf - Mitarbeiter mit Migrationshintergrund
3.381)	sf_2018q2_23	Further Training: impact (recruitment/wage negotiations)	Weiterbildung: Bedeutung (Einstellung/Lohnverhandlung)
3.382)	sf_2018q2_24	Further Training: time slot - regular during working hours	Weiterbildung: Zeitfenster - feste Lernzeiten während Arbeitszeit
3.383)	sf_2018q2_25	Further Training: time slot - occasionally during working hours	Weiterbildung: Zeitfenster - gelegentlich während Arbeitszeit
3.384)	sf_2018q2_26	Further Training: time slot - lunch break	Weiterbildung: Zeitfenster - Mittagspause
3.385)	sf_2018q2_27	Further Training: time slot - leisure	Weiterbildung: Zeitfenster - Freizeit
3.386)	sf_2018q2_28	Further Training: time slot - sabbatical	Weiterbildung: Zeitfenster - Sabbatical
3.387)	sf_2018q2_29	Further Training: time slot - educational leave	Weiterbildung: Zeitfenster - Bildungsurlaub
3.388)	sf_2018q2_30	Further Training: time slot - other	Weiterbildung: Zeitfenster - Sonstige
3.389)	sf_2018q2_31	Further Training: time slot - other description	Weiterbildung: Zeitfenster - Sonstige Beschreibung
3.390)	sf_2018q2_32	Further Training: reward - wage increase	Weiterbildung: Belohnung - Gehaltserhöhung
3.391)	sf_2018q2_33	Further Training: reward - promotion prospects	Weiterbildung: Belohnung - Aufstiegschancen
3.392)	sf_2018q2_34	Further Training: reward - personal responsibility	Weiterbildung: Belohnung - Eigenverantwortung
3.393)	sf_2018q2_35	Further Training: reward - gifts	Weiterbildung: Belohnung - Geschenke
3.394)	sf_2018q2_36	Further Training: reward - leave day	Weiterbildung: Belohnung - Urlaubstage
3.395)	sf_2018q2_37	Further Training: reward - other	Weiterbildung: Belohnung - andere
3.396)	sf_2018q2_38	Further Training: reward - other description	Weiterbildung: Belohnung - andere Beschreibung
3.397)	sf_2018q2_39	Further Training: obstacle - costs	Weiterbildung: Hemmnisse - Kosten
3.398)	sf_2018q2_40	Further Training: obstacle - low utility	Weiterbildung: Hemmnisse - geringer Nutzen

3.399)	sf_2018q2_41	Further Training: obstacle - controllability of utility	Weiterbildung: Hemmnisse - Überprüfbarkeit des Nutzens
3.400)	sf_2018q2_42	Further Training: obstacle - supply (programs)	Weiterbildung: Hemmnisse - Angebot (wg. Fehlender Programme)
3.401)	sf_2018q2_43	Further Training: obstacle - demand	Weiterbildung: Hemmnisse - Nachfrage
3.402)	sf_2018q2_44	Further Training: obstacle - supply (Management)	Weiterbildung: Hemmnisse - Angebot (wg. Führungsebene)
3.403)	sf_2018q2_45	Further Training: obstacle - low state support	Weiterbildung: Hemmnisse - zu geringe staatliche Unterstützung
3.404)	sf_2018q3_1	different remuneration	Entgeltunterschiede
3.405)	sf_2018q3_2	transparency law concerning remuneration: use	Entgelttransparenzgesetz: Verwendet
3.406)	sf_2018q3_3	transparency law concerning remuneration: use - yes, following adjustments	Entgelttransparenzgesetz: Verwendet - ja, darauffolgende Anpassungen
3.407)	sf_2018q3_4	transparency law concerning remuneration: wage adjustment - yes, current employees	Entgelttransparenzgesetz: Veränderung der Gehälter - ja, bestehender Mitarbeiter
3.408)	sf_2018q3_5	transparency law concerning remuneration: wage adjustment - yes, new hire	Entgelttransparenzgesetz: Veränderung der Gehälter - ja, Neueinstellungen
3.409)	sf_2018q3_6	transparency law concerning remuneration: wage adjustment - none	Entgelttransparenzgesetz: Veränderung der Gehälter - keine
3.410)	sf_2018q3_7	transparency law concerning remuneration: changed salary structure	Entgelttransparenzgesetz: Veränderte Gehaltsstruktur
3.411)	sf_2018q3_8	transparency law concerning remuneration: changed salary structure long-term	Entgelttransparenzgesetz: langfristig veränderte Gehaltsstruktur
3.412)	sf_2018q3_9	transparency law concerning remuneration: transparency wage in company	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne im Unternehmen
3.413)	sf_2018q3_10	transparency law concerning remuneration: transparency wage in industry	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne in Branche
3.414)	sf_2018q3_11	transparency law concerning remuneration: trouble	Entgelttransparenzgesetz: Unruhe unter Mitarbeitern
3.415)	sf_2018q3_12	transparency law concerning remuneration: satisfied	Entgelttransparenzgesetz: Zufriedenheit der Mitarbeiter
3.416)	sf_2018q3_13	transparency law concerning remuneration: bureaucratic burden	Entgelttransparenzgesetz: Bürokratischer Aufwand beeinträchtigend
3.417)	sf_2018q4_1	Training in the company	Ausbildung in Betrieb
3.418)	sf_2018q4_2	dual vocational training: commercial	Duale Berufsausbildung: kaufmännisch
3.419)	sf_2018q4_3	dual vocational training: craft	Duale Berufsausbildung: handwerklich
3.420)	sf_2018q4_4	dual vocational training: scientific / technical	Duale Berufsausbildung: naturwissenschaftlich-technisch
3.421)	sf_2018q4_5	dual vocational training: hotelier & hospitality industry	Duale Berufsausbildung: Hotelier & Gastgewerbe
3.422)	sf_2018q4_6	dual vocational training: care professional	Duale Berufsausbildung: Pflegeberufe
3.423)	sf_2018q4_7	dual vocational training: others	Duale Berufsausbildung: sonstige
3.424)	sf_2018q4_8	Desired number of apprentices vs. Current number	Wunschzahl an Azubis vs. Aktuelle im Betrieb
3.425)	sf_2018q4_9	Number of applicants: Change in past 5 years	Anzahl der Bewerber: Veränderung in letzten 5 Jahren
3.426)	sf_2018q4_10	Quality of applicants: Change in past 5 years	Qualität der Bewerber: Veränderung in letzten 5 Jahren
3.427)	sf_2018q4_11	Quality of the apprentices in the company	Qualität der Auszubildenden im Betrieb
3.428)	sf_2018q4_12	Educational background of the trainees: Abitur	Bildungshintergrund der Auszubildenden: Abitur
3.429)	sf_2018q4_13	Educational background of the trainees: college dropouts	Bildungshintergrund der Auszubildenden: Studienabbrucher
3.430)	sf_2018q4_14	Educational background of the trainees: vocational baccalaureate diploma	Bildungshintergrund der Auszubildenden: Fachabitur
3.431)	sf_2018q4_15	Educational background of the trainees: Mittlere Reife	Bildungshintergrund der Auszubildenden: Mittlere Reife
3.432)	sf_2018q4_16	Educational background of the trainees: Hauptschule	Bildungshintergrund der Auszubildenden: Hauptschule
3.433)	sf_2018q4_17	Educational background of the trainees: without school-leaving qualification	Bildungshintergrund der Auszubildenden: kein Schulabschluss
3.434)	sf_2018q4_18	Educational background of the trainees: don't know	Bildungshintergrund der Auszubildenden: weiß nicht
3.435)	sf_2018q4_19	Employing refugees as trainees	Beschäftigen von Geflüchteten als Auszubildende
3.436)	sf_2018q4_20	Digital competences of apprentices	Digitale Kompetenzen von Auszubildenden
3.437)	sf_2018q4_21	Digital competences of graduates	Digitale Kompetenzen von Hochschulabsolventen
3.438)	sf_2018q4_22	Most frequent degree of entrants in the company	Häufigster Hochschulabschluss von Berufsanfängern im Unternehmen
3.439)	sf_2018q4_23	new Hires: Bachelor-graduate specialized vs. broad-based degree preferred	Neueinstellung: Bachelorabsolvent mit breitgefächerten vs. spezialisierten Abschluss bevorzugt
3.440)	sf_2018q4_24	Satisfaction with the quality of education of graduates	Zufriedenheit mit Qualität der Ausbildung von Hochschulabsolventen
3.441)	sf_2018q4_25	new Hires: external vs. Self-educated (through dual studies) university graduates	Neueinstellung: externe vs. Via dualen Studium selbst ausgebildete Hochschulabsolventen
3.442)	sf_2019q1_1a	classic job selection processes in your company: interview	Job-Auswahlprozesse: klassisches Vorstellungsgespräch
3.443)	sf_2019q1_1b	classic job selection processes in your company: assessment-center	Job-Auswahlprozesse: Assessment-Center
3.444)	sf_2019q1_1c	classic job selection processes in your company: phone interview	Job-Auswahlprozesse: Telefoninterview
3.445)	sf_2019q1_1d	classic job selection processes in your company: assessment + interview	Job-Auswahlprozesse: Assessment-Center + Vorstellungsgespräch
3.446)	sf_2019q1_1e	classic job selection processes in your company: others	Job-Auswahlprozesse: andere
3.447)	sf_2019q1_1f	classic job selection processes in your company: others text	Job-Auswahlprozesse: andere Beschreibung
3.448)	sf_2019q1_2	search for candidates in online job exchanges or online career networks	Kandidatensuche: online-Jobbörsen oder online-Karrierenetze
3.449)	sf_2019q1_3a	data-driven recruiting methods: chatbots	Datengesteuerte Rekrutierungsmethoden: Chatbots
3.450)	sf_2019q1_3b	data-driven recruiting methods: matching algorithm	Datengesteuerte Rekrutierungsmethoden: Matching Algorithmen
3.451)	sf_2019q1_3c	data-driven recruiting methods: language analysis tools in phone interviews	Datengesteuerte Rekrutierungsmethoden: Sprachanalyse-Tools
3.452)	sf_2019q1_3d	data-driven recruiting methods: gamification/online-games	Datengesteuerte Rekrutierungsmaßnahmen: Gamification/online-Spiele
3.453)	sf_2019q1_3e	data-driven recruiting methods: others	Datengesteuerte Rekrutierungsmaßnahmen: andere
3.454)	sf_2019q1_3f	data-driven recruiting methods: others text	Datengesteuerte Rekrutierungsmaßnahmen: andere Beschreibung
3.455)	sf_2019q1_3g	data-driven recruiting methods: no	Datengesteuerte Rekrutierungsmaßnahmen: keine
3.456)	sf_2019q1_4a	data-driven recruiting methods, what for: candidate search	Nutzung datengesteuerter Rekrutierungsmaßnahmen: Kandidatensuche
3.457)	sf_2019q1_4b	data-driven recruiting methods, what for: automated preselection	Nutzung datengesteuerter Rekrutierungsmaßnahmen: automatisierte Vorauswahl
3.458)	sf_2019q1_4c	data-driven recruiting methods, what for: interviews	Nutzung datengesteuerter Rekrutierungsmaßnahmen: Kandidateninterviews
3.459)	sf_2019q1_4d	data-driven recruiting methods, what for: evaluation	Nutzung datengesteuerter Rekrutierungsmaßnahmen: Kandidatenevaluation
3.460)	sf_2019q1_4e	data-driven recruiting methods, what for: identification of internal applicants	Nutzung datengesteuerter Rekrutierungsmaßnahmen: Identifikation interner Bewerber
3.461)	sf_2019q1_5	data-driven recruiting methods experiences	Nutzung datengesteuerter Rekrutierungsmaßnahmen: Erfahrungen
3.462)	sf_2019q1_6a	data-driven recruiting methods, why not: costs	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Kosten
3.463)	sf_2019q1_6b	data-driven recruiting methods, why not: effort	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Aufwand
3.464)	sf_2019q1_6c	data-driven recruiting methods, why not: benefit	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Nutzen
3.465)	sf_2019q1_6d	data-driven recruiting methods, why not: lack of know-how	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Mangel Know-How
3.466)	sf_2019q1_6e	data-driven recruiting methods, why not: inefficiency	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Ineffizienz
3.467)	sf_2019q1_6f	data-driven recruiting methods, why not: technology not mature	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Technologie nicht ausgereift
3.468)	sf_2019q1_6g	data-driven recruiting methods, why not: lack of knowledge about offers	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: mangelnde Angebotskenntnis
3.469)	sf_2019q1_6h	data-driven recruiting methods, why not: low acceptance among applicants	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: geringe Akzeptanz
3.470)	sf_2019q1_6i	data-driven recruiting methods, why not: no use	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: keine Verwendung
3.471)	sf_2019q1_6j	data-driven recruiting methods, why not: others	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: andere
3.472)	sf_2019q1_6k	data-driven recruiting methods, why not: others text	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: andere Beschreibung
3.473)	sf_2019q1_7	type of selection interview	Bevorzugtes Auswahlverfahren
3.474)	sf_2019q1_8a	advantages of data-driven recruiting methods: cost saving	Vorteile datengesteuerter Rekrutierungsprozesse: Kosteneinsparungen
3.475)	sf_2019q1_8b	advantages of data-driven recruiting methods: increase of efficiency	Vorteile datengesteuerter Rekrutierungsprozesse: Effizienzsteigerung
3.476)	sf_2019q1_8c	advantages of data-driven recruiting methods: better identification	Vorteile datengesteuerter Rekrutierungsprozesse: bessere Identifikation
3.477)	sf_2019q1_8d	advantages of data-driven recruiting methods: increased objectivity	Vorteile datengesteuerter Rekrutierungsprozesse: erhöhte Objektivität
3.478)	sf_2019q1_8e	advantages of data-driven recruiting methods: less influence of subjective selec	Vorteile datengesteuerter Rekrutierungsprozesse: weniger Subjektivität
3.479)	sf_2019q1_8f	advantages of data-driven recruiting methods: promotion of diversity	Vorteile datengesteuerter Rekrutierungsprozesse: Vielfalt
3.480)	sf_2019q1_8g	advantages of data-driven recruiting methods: modern image	Vorteile datengesteuerter Rekrutierungsprozesse: Image
3.481)	sf_2019q1_8h	advantages of data-driven recruiting methods: others	Vorteile datengesteuerter Rekrutierungsprozesse: andere
3.482)	sf_2019q1_8i	advantages of data-driven recruiting methods: others text	Vorteile datengesteuerter Rekrutierungsprozesse: andere Beschreibung
3.483)	sf_2019q1_9a	risks from use of autonomously acting data-driven processes: worse selection	Risiken datengesteuerter Rekrutierungsprozesse: schlechtere Auswahl
3.484)	sf_2019q1_9b	risks from use of autonomously acting data-driven processes: devaluation of soft	Risiken datengesteuerter Rekrutierungsprozesse: Abwertung Soft-Skills
3.485)	sf_2019q1_9c	risks from use of autonomously acting data-driven processes: privacy	Risiken datengesteuerter Rekrutierungsprozesse: Datenschutz
3.486)	sf_2019q1_9d	risks from use of autonomously acting data-driven processes: unwanted selection	Risiken datengesteuerter Rekrutierungsprozesse: unerwünschte Auswahlmuster
3.487)	sf_2019q1_9e	risks from use of autonomously acting data-driven processes: others	Risiken datengesteuerter Rekrutierungsprozesse: andere
3.488)	sf_2019q1_9f	risks from use of autonomously acting data-driven processes: others text	Risiken datengesteuerter Rekrutierungsprozesse: andere Beschreibung
3.489)	sf_2019q1_10	impact of data-driven methods on classical methods	Datengesteuerte Rekrutierungsprozesse vs. klassische Methoden
3.490)	sf_2019q1_11	medium-term use of autonomously acting data-driven processes	Vorhaben zur Verwendung datengesteuerter Rekrutierungsverfahren
3.491)	sf_2019q2_1a	working time model: fixed working time	Arbeitszeitmodell
3.492)	sf_2019q2_1b	working time model: flexitime	Arbeitszeitmodell: andere Beschreibung
3.493)	sf_2019q2_1c	working time model: working time accounts	Möglichkeiten zur Flexibilisierung: Gleitzeitrahmen
3.494)	sf_2019q2_1d	working time model: functional working time	Möglichkeiten zur Flexibilisierung: Überstunden
3.495)	sf_2019q2_1e	working time model: trust-based working time	Möglichkeiten zur Flexibilisierung: Homeoffice
3.496)	sf_2019q2_1f	working time model: shift and night work	Möglichkeiten zur Flexibilisierung: Mobile Office
3.497)	sf_2019q2_1g	working time model: on-call service	Möglichkeiten zur Flexibilisierung: Jobsplitting
3.498)	sf_2019q2_1h	working time model: others	Möglichkeiten zur Flexibilisierung: Sabbatical
3.499)	sf_2019q2_1i	working time model: others text	Möglichkeiten zur Flexibilisierung: andere

3.500)	sf_2019q2_2a	flexibilization options in your company: flexitime	Möglichkeiten zur Flexibilisierung: andere Beschreibung
3.501)	sf_2019q2_2b	flexibilization options in your company: working time accounts	Intensität der Flexibilisierung: Überstunden
3.502)	sf_2019q2_2c	flexibilization options in your company: homeoffice	Intensität der Flexibilisierung: Homeoffice
3.503)	sf_2019q2_2d	flexibilization options in your company: mobile office	Intensität der Flexibilisierung: Mobile Office
3.504)	sf_2019q2_2e	flexibilization options in your company: jobsplitting	Intensität der Flexibilisierung: Jobsplitting
3.505)	sf_2019q2_2f	flexibilization options in your company: sabbatical	Intensität der Flexibilisierung: Sabbatical
3.506)	sf_2019q2_2g	flexibilization options in your company: others	Positive Effekte der Dokumentation: Produktivität
3.507)	sf_2019q2_2h	flexibilization options in your company: others text	Positive Effekte der Dokumentation: Zufriedenheit
3.508)	sf_2019q2_3a	use of flexibilization options: overtime	Positive Effekte der Dokumentation: Gesundheit
3.509)	sf_2019q2_3b	use of flexibilization options: homeoffice	Positive Effekte der Dokumentation: andere
3.510)	sf_2019q2_3c	use of flexibilization options: mobile office	Positive Effekte der Dokumentation: andere Beschreibung
3.511)	sf_2019q2_3d	use of flexibilization options: jobsplitting	Positive Effekte der Dokumentation: keine
3.512)	sf_2019q2_3e	use of flexibilization options: sabbatical	Dokumentationssystem: analoge Stempeluhr
3.513)	sf_2019q2_4a	positive effect of more precise documentation of working time: productivity	Dokumentationssystem: elektronisches Zeiterfassungssystem
3.514)	sf_2019q2_4b	positive effect of more precise documentation of working time: satisfaction	Dokumentationssystem: schriftliche Dokumentation
3.515)	sf_2019q2_4c	positive effect of more precise documentation of working time: health	Dokumentationssystem: Überstunden
3.516)	sf_2019q2_4d	positive effect of more precise documentation of working time: others	Dokumentationssystem: ja andere
3.517)	sf_2019q2_4e	positive effect of more precise documentation of working time: others text	Dokumentationssystem: ja andere Beschreibung
3.518)	sf_2019q2_4f	positive effect of more precise documentation of working time: none	Dokumentationssystem: Vertrauensbasis
3.519)	sf_2019q2_5a	documentation of working time: yes, analog time clock	Dokumentationssystem: Anwesenheitspflicht
3.520)	sf_2019q2_5b	documentation of working time: yes, electronic time recording system	Dokumentationssystem: nein andere
3.521)	sf_2019q2_5c	documentation of working time: yes, written documentation by employees	Dokumentationssystem: nein andere Beschreibung
3.522)	sf_2019q2_5d	documentation of working time: yes, but only overtime	Geeignete Methoden Arbeitszeiterfassung
3.523)	sf_2019q2_5e	documentation of working time: yes, others	Geeignete Methoden Arbeitszeiterfassung: andere Beschreibung
3.524)	sf_2019q2_5f	documentation of working time: yes, others text	Auswirkungen neues Gesetz: Personal steigt
3.525)	sf_2019q2_5g	documentation of working time: no, trust-based working time	Auswirkungen neues Gesetz: Personal sinkt
3.526)	sf_2019q2_5h	documentation of working time: no, fixed working time with compulsory attendance	Auswirkungen neues Gesetz: Arbeitsstunden reduzieren
3.527)	sf_2019q2_5i	documentation of working time: no, others	Auswirkungen neues Gesetz: Bürokratie
3.528)	sf_2019q2_5j	documentation of working time: no, others text	Auswirkungen neues Gesetz: Flexibilität
3.529)	sf_2019q2_6a	suitable variant for precise recording of working times: stationary time clock	Auswirkungen neues Gesetz: Outsourcing
3.530)	sf_2019q2_6b	suitable variant for precise recording of working times: mobile time clock app	Auswirkungen neues Gesetz: keine Auswirkung
3.531)	sf_2019q2_6c	suitable variant for precise recording of working times: obligation to autonomou	Auswirkungen neues Gesetz: andere
3.532)	sf_2019q2_6d	suitable variant for precise recording of working times: others	Auswirkungen neues Gesetz: andere Beschreibung
3.533)	sf_2019q2_6e	suitable variant for precise recording of working times: others text	Auswirkungen neues Gesetz: keine Angabe
3.534)	sf_2019q2_7a	effect of law modification stricter documentation: increase headcount	Abgeltung Überstunden: Gehalt
3.535)	sf_2019q2_7b	effect of law modification stricter documentation: decrease headcount	Abgeltung Überstunden: Überstundenkonto
3.536)	sf_2019q2_7c	effect of law modification stricter documentation: decrease working time	Abgeltung Überstunden: Auszahlung
3.537)	sf_2019q2_7d	effect of law modification stricter documentation: significant increase bureau	Abgeltung Überstunden: Urlaub
3.538)	sf_2019q2_7e	effect of law modification stricter documentation: less flexibility	Abgeltung Überstunden: andere
3.539)	sf_2019q2_7f	effect of law modification stricter documentation: outsourcing	Abgeltung Überstunden: andere Beschreibung
3.540)	sf_2019q2_7g	effect of law modification stricter documentation: no effects	Lesen von E-mails zu Hause
3.541)	sf_2019q2_7h	effect of law modification stricter documentation: others	Probleme mit Dokumentation der Arbeitszeit
3.542)	sf_2019q2_7i	effect of law modification stricter documentation: others text	Auswirkungen neues Gesetz: andere Beschreibung
3.543)	sf_2019q2_7j	effect of law modification stricter documentation: not specified	Auswirkungen neues Gesetz: keine Angabe
3.544)	sf_2019q2_8a	compensation of overtime: salary	Abgeltung Überstunden: Gehalt
3.545)	sf_2019q2_8b	compensation of overtime: overtime account	Abgeltung Überstunden: Überstundenkonto
3.546)	sf_2019q2_8c	compensation of overtime: payment	Abgeltung Überstunden: Auszahlung
3.547)	sf_2019q2_8d	compensation of overtime: conversion to vacation	Abgeltung Überstunden: Urlaub
3.548)	sf_2019q2_8e	compensation of overtime: others	Abgeltung Überstunden: andere
3.549)	sf_2019q2_8f	compensation of overtime: others text	Abgeltung Überstunden: andere Beschreibung
3.550)	sf_2019q2_9	reading emails in homeoffice is working time	Lesen von E-mails zu Hause
3.551)	sf_2019q2_10	obligation for precise documentation of working time leads to problems	Probleme mit Dokumentation der Arbeitszeit
3.552)	sf_2019q3_1	number of employees in your company	Anzahl der Mitarbeiter/innen im Unternehmen
3.553)	sf_2019q3_2	opportunity for employees to reduce working time before law amendment	Reduzierung der Arbeitszeit vor Inkrafttreten des Gesetzes
3.554)	sf_2019q3_3	employees made use of opportunity to reduce working time since law amendment	Inanspruchnahme der Reduzierung der Arbeitszeit seit Inkrafttreten des Gesetzes
3.555)	sf_2019q3_4	employees <=45: grant employees part-time	<= 45 Mitarbeiter/innen: Gewährung von Brückenteilzeit
3.556)	sf_2019q3_5	employees 46-200: more requests for reduction of working time than law requires	46-200 Mitarbeiter/innen: Gewährung Brückenteilzeit
3.557)	sf_2019q3_6	more requests for reduction of working time than law requires to grant: how do y	Umgang mit mehr Anfragen als gesetzlich vorgeschrieben
3.558)	sf_2019q3_7a	group of employees making most use of law amendment: women	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Frauen
3.559)	sf_2019q3_7b	group of employees making most use of law amendment: men	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Männer
3.560)	sf_2019q3_7c	group of employees making most use of law amendment: employees age < 40	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Mitarbeiter < 40 J.
3.561)	sf_2019q3_7d	group of employees making most use of law amendment: employees age > 40	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Mitarbeiter > 40 J.
3.562)	sf_2019q3_7e	group of employees making most use of law amendment: employees with family	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Mitarbeiter mit Familie
3.563)	sf_2019q3_7f	group of employees making most use of law amendment: others	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Andere
3.564)	sf_2019q3_7g	group of employees making most use of law amendment: no statement possible	Gruppe mit höchster Inanspruchnahme Brückenteilzeitrecht: Keine Aussage möglich
3.565)	sf_2019q3_8a	compensation of reduced working time: reduction of legal capacity	Kompensation der verringerten Arbeitszeit: Reduzierung der Geschäftstätigkeit
3.566)	sf_2019q3_8b	compensation of reduced working time: recruitment	Kompensation der verringerten Arbeitszeit: Einstellung neuer Mitarbeiter
3.567)	sf_2019q3_8c	compensation of reduced working time: compensation by colleagues	Kompensation der verringerten Arbeitszeit: Kollegen fangen es auf
3.568)	sf_2019q3_8d	compensation of reduced working time: others	Kompensation der verringerten Arbeitszeit: Andere
3.569)	sf_2019q3_8e	compensation of reduced working time: no compensation	Kompensation der verringerten Arbeitszeit: Keine Kompensation
3.570)	sf_2019q3_9	sufficient information about law amendment	Ausreichend informiert über das Brückenteilzeitgesetz
3.571)	sf_2019q4_8	affected by increase of minimum wage	Betroffenheit durch Mindestlohnerhöhung
3.572)	sf_2019q4_8a	consequences caused by increase of minimum wage: adjustments of workforce	Auswirkungen der Mindestlohnerhöhung: Personalbestand
3.573)	sf_2019q4_8b	consequences caused by increase of minimum wage: adjustments of working time	Auswirkungen der Mindestlohnerhöhung: Arbeitsstunden
3.574)	sf_2019q4_8c	consequences caused by increase of minimum wage: adjustments of mini-jobs	Auswirkungen der Mindestlohnerhöhung: Mini-Jobs
3.575)	sf_2019q4_8d	consequences caused by increase of minimum wage: adjustments of interns	Auswirkungen der Mindestlohnerhöhung: Praktikanten
3.576)	sf_2019q4_8e	consequences caused by increase of minimum wage: adjustments of prices	Auswirkungen der Mindestlohnerhöhung: Preise
3.577)	sf_2019q4_8f	importance of measures caused by increase of minimum wage: conversion of mini-j	Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Umwandlung Minijobs
3.578)	sf_2019q4_8g	importance of measures caused by increase of minimum wage: use of technology/sof	Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Verwendung Technologie
3.579)	sf_2019q4_8h	importance of measures caused by increase of minimum wage: increase of qualifica	Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: höhere Anforderungen
3.580)	sf_2019q4_8i	importance of measures caused by increase of minimum wage: no adjustments	Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: keine Anpassungen
3.581)	sf_2019q4_8aa	reason for not reduced workforce: high demand	Grund für keine Personalsenkungen: hohe Nachfrage
3.582)	sf_2019q4_8ab	reason for not reduced workforce: bonding of employees	Grund für keine Personalsenkungen: Bindung von Mitarbeitern
3.583)	sf_2019q4_8ac	reason for not reduced workforce: concerns about lack of professionals	Grund für keine Personalsenkungen: Bedenken wegen Fachkräftemangels
3.584)	sf_2019q4_8ad	reason for not reduced workforce: corporate profits	Grund für keine Personalsenkungen: Finanzierung aus Unternehmensgewinnen
3.585)	sf_2019q4_8ae	reason for not reduced workforce: higher prices	Grund für keine Personalsenkungen: Ausgleich durch höhere Preise
3.586)	sf_2019q4_8af	reason for not reduced workforce: others	Grund für keine Personalsenkungen: Sonstige Gründe
3.587)	sf_2019q4_9a	circumventing the minimum wage	Umgehen des Mindestlohns: Text
3.588)	sf_2019q4_10	comment - text	Umgehen des Mindestlohns: Text
3.589)	sf_2020q1_1	sustainability is an important issue	Wichtigkeit von Nachhaltigkeit
3.590)	sf_2020q1_2	knowledge and understanding sustainable development goals (SDGs) of united nati	Kenntnis und Verständnis des Sustainable Development Goals (SDGs)
3.591)	sf_2020q1_3a	potential to increase sustainability: resource efficiency	Möglichkeit die Nachhaltigkeit zu erhöhen: Ressourceneffizienz
3.592)	sf_2020q1_3b	potential to increase sustainability: human resources	Möglichkeit die Nachhaltigkeit zu erhöhen: Human Resources
3.593)	sf_2020q1_3c	potential to increase sustainability: csr activities	Möglichkeit die Nachhaltigkeit zu erhöhen: CSR-Aktivitäten
3.594)	sf_2020q1_3d	potential to increase sustainability: others	Möglichkeit die Nachhaltigkeit zu erhöhen: Andere
3.595)	sf_2020q1_3e	potential to increase sustainability: others text	Möglichkeit die Nachhaltigkeit zu erhöhen: Andere Text
3.596)	sf_2020q1_3f	potential to increase sustainability: none	Möglichkeit die Nachhaltigkeit zu erhöhen: Keine
3.597)	sf_2020q1_4	measures for more sustainability have already been taken	Maßnahmen für mehr Nachhaltigkeit wurden bereits ergriffen
3.598)	sf_2020q1_4a	measures for more sustainability have already been taken: decrease electricity a	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Strom und Wasser sparen
3.599)	sf_2020q1_4b	measures for more sustainability have already been taken: use green electricity	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Ökostrom
3.600)	sf_2020q1_4c	measures for more sustainability have already been taken: use sustainable techno	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit wurden: nachhaltige Technologien

3.601)	sf_2020q1_4d	measures for more sustainability have already been taken: decrease emissions	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Senkung Schadstoffausstoß
3.602)	sf_2020q1_4e	measures for more sustainability have already been taken: decrease trips	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Reduktion von Dienstreisen
3.603)	sf_2020q1_4f	measures for more sustainability have already been taken: waste separation	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mülltrennung
3.604)	sf_2020q1_4g	measures for more sustainability have already been taken: compensation of emissi	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: CO2-Kompensation
3.605)	sf_2020q1_4h	measures for more sustainability have already been taken: paper-free office	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Papierfreies Büro
3.606)	sf_2020q1_4i	measures for more sustainability have already been taken: use recycling products	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Recyclingprodukte
3.607)	sf_2020q1_4j	measures for more sustainability have already been taken: increase staff retenti	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mitarbeiterbindung
3.608)	sf_2020q1_4k	measures for more sustainability have already been taken: increase diversity	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr Diversity
3.609)	sf_2020q1_4l	measures for more sustainability have already been taken: increase women in lead	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr Frauen in Führungspositionen
3.610)	sf_2020q1_4m	measures for more sustainability have already been taken: increase pledged emplo	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr geflüchtete Mitarbeiter
3.611)	sf_2020q1_4n	measures for more sustainability have already been taken: increase mobile workin	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mobiles Arbeiten
3.612)	sf_2020q1_4o	measures for more sustainability have already been taken: more flexible working	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Flexibleres Arbeiten
3.613)	sf_2020q1_4p	measures for more sustainability have already been taken: increase severely disab	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr schwerbehinderte Mitarbeiter
3.614)	sf_2020q1_4q	measures for more sustainability have already been taken: csr engagement	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: CSR Engagement
3.615)	sf_2020q1_4r	measures for more sustainability have already been taken: increase online job in	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Digitale Bewerbungsgespräche
3.616)	sf_2020q1_4s	measures for more sustainability have already been taken: others	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Andere
3.617)	sf_2020q1_4t	measures for more sustainability have already been taken: others text	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Andere Text
3.618)	sf_2020q1_5a	reason for implementation of measures: image of company	Motivation Maßnahmen zu ergreifen: Firmenimage
3.619)	sf_2020q1_5b	reason for implementation of measures: staff retention	Motivation Maßnahmen zu ergreifen: Mitarbeiterbindung
3.620)	sf_2020q1_5c	reason for implementation of measures: customer retention	Motivation Maßnahmen zu ergreifen: Kundenbindung
3.621)	sf_2020q1_5d	reason for implementation of measures: environmental protection	Motivation Maßnahmen zu ergreifen: Umweltschutz
3.622)	sf_2020q1_5e	reason for implementation of measures: legal requirements	Motivation Maßnahmen zu ergreifen: Gesetzliche Vorgaben
3.623)	sf_2020q1_5f	reason for implementation of measures: others	Motivation Maßnahmen zu ergreifen: Andere
3.624)	sf_2020q1_5g	reason for implementation of measures: others text	Motivation Maßnahmen zu ergreifen: Andere Text
3.625)	sf_2020q1_6a	reason for no measures: costs	Grund weshalb keine Maßnahmen: Kosten
3.626)	sf_2020q1_6b	reason for no measures: no need	Grund weshalb keine Maßnahmen: keine Notwendigkeit
3.627)	sf_2020q1_6c	reason for no measures: to low input	Grund weshalb keine Maßnahmen: zu geringer Beitrag
3.628)	sf_2020q1_6d	reason for no measures: no activities with competitors	Grund weshalb keine Maßnahmen: Konkurrenten betätigen sich auch nicht
3.629)	sf_2020q1_6e	reason for no measures: no added value	Grund weshalb keine Maßnahmen: kein Mehrwert
3.630)	sf_2020q1_6f	reason for no measures: no awareness of the problem	Grund weshalb keine Maßnahmen: kein Problembewusstsein
3.631)	sf_2020q1_7	increased environmental discussion leads to change in corporate culture	Vermehrte Umweltdiskussion führt zu Veränderungen der Unternehmenskultur
3.632)	sf_2020q2_1	sector of the company	Branche des Unternehmens
3.633)	sf_2020q2_2	sector of the company: WZ2008 number	Branche des Unternehmens: WZ2008 Nummer
3.634)	sf_2020q2_6	effect of covid to business situation	Effekt von Covid auf die Geschäftslage
3.635)	sf_2020q2_7a	share of workforce able to work in homeoffice	Anteil der Mitarbeiter die im Home-Office arbeiten
3.636)	sf_2020q2_7b	share of workforce worked in homeoffice before covid	Anteil der Mitarbeiter die bereits vor Covid im Home-Office arbeiteten
3.637)	sf_2020q2_7c	share of workforce is currently working in homeoffice	Anteil der Mitarbeiter die aktuell im Home-Office arbeiten
3.638)	sf_2020q2_8	change of productivity of employees when working in homeoffice	Veränderung der Produktivität im Home-Office
3.639)	sf_2020q2_9a	increased use of online tools for communication as a reaction to covid	Mehr Nutzung von digitalen Kommunikationstools wegen Covid
3.640)	sf_2020q2_9b	increased use of online tools for communication as a reaction to covid: yes	Mehr Nutzung von digitalen Kommunikationstools wegen Covid: Ja
3.641)	sf_2020q2_9c	increased use of online tools for communication as a reaction to covid: no	Mehr Nutzung von digitalen Kommunikationstools wegen Covid: Nein
3.642)	sf_2020q2_10a	lasting changes of processes in work routine because of covid: on-site meeting	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Vorort Meetings
3.643)	sf_2020q2_10b	lasting changes of processes in work routine because of covid: trips	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Dienstreisen
3.644)	sf_2020q2_10c	lasting changes of processes in work routine because of covid: virtual conferenc	Bleibende Änderungen in Arbeitsabläufen wegen Covid: virtuelle Konferenzen
3.645)	sf_2020q2_10d	lasting changes of processes in work routine because of covid: e-learning	Bleibende Änderungen in Arbeitsabläufen wegen Covid: eLearning
3.646)	sf_2020q2_10e	lasting changes of processes in work routine because of covid: homeoffice	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Homeoffice
3.647)	sf_2020q2_10f	lasting changes of processes in work routine because of covid: virtual job inter	Bleibende Änderungen in Arbeitsabläufen wegen Covid: virtuelle Bewerbungsgespräche
3.648)	sf_2020q2_10g	lasting changes of processes in work routine because of covid: managing employee	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Führung "aus Distanz"
3.649)	sf_2020q2_11	effect of covid to digitalisation in your company	Einfluss von Covid auf die Digitalisierung des Unternehmens
3.650)	sf_2020q2_12	new key positions because of covid	Neue Schlüsselpositionen wegen Covids
3.651)	sf_2020q2_12a	new key positions because of covid text	Neue Schlüsselpositionen wegen Covids
3.652)	sf_2020q3_1	your company is a training company	Unternehmen ist auszubildendes Unternehmen
3.653)	sf_2020q3_2	trainees in your company in 2019/2020	Auszubildende im Jahr 2019/20 im Unternehmen
3.654)	sf_2020q3_3	trainees in this year (2020): yes, with degree	Beendete Ausbildungen (in 2020): Ja, mit Abschluss
3.655)	sf_2020q3_3a	trainees in this year (2020): yes, termination by trainee	Beendete Ausbildungen (in 2020): Ja, Kündigung durch Auszubildenden
3.656)	sf_2020q3_3b	trainees in this year (2020): yes, termination by employer	Beendete Ausbildungen (in 2020): Ja, Kündigung durch Arbeitgeber
3.657)	sf_2020q3_3c	trainees in this year (2020): yes, with degree and taken over	Beendete Ausbildungen (in 2020): Ja, mit Abschluss und Übernahme
3.658)	sf_2020q3_3d	trainees in this year (2020): yes	Beendete Ausbildungen (in 2020): Ja
3.659)	sf_2020q3_4	operational restrictions for trainees because of covid	Betriebliche Einschränkungen für Auszubildende
3.660)	sf_2020q3_4a	operational restrictions for trainees because of covid: gaps	Betriebliche Einschränkungen für Auszubildende: Dadurch entstanden Bildungslücken
3.661)	sf_2020q3_5	trainees start in your company in 2020/2021	Neue Auszubildende im Jahr 2020/21
3.662)	sf_2020q3_6	problems concerning the search for trainees	Schwierigkeiten bei Auszubildendensuche
3.663)	sf_2020q3_6a	problems concerning the search for trainees: yes	Schwierigkeiten bei Auszubildendensuche: Ja
3.664)	sf_2020q3_6b	problems concerning the search for trainees: yes text	Schwierigkeiten bei Auszubildendensuche: Ja Text
3.665)	sf_2020q4_8	share of workforce in short-time	Anteil an Beschäftigten in Kurzarbeit
3.666)	sf_2020q4_9	importance of workforce being on short-time in first quarter in 2021	Erwartete Kurzarbeit im 1.Quartal 2021
3.667)	sf_2020q4_10a	development of wages in 2021: entire workforce	Lohnentwicklung: Belegschaft insgesamt
3.668)	sf_2020q4_10b	development of wages in 2021: unskilled employees	Lohnentwicklung: ungelernete Mitarbeiter
3.669)	sf_2020q4_10c	development of wages in 2021: professionals without performance functions	Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen
3.670)	sf_2020q4_10d	development of wages in 2021: management	Lohnentwicklung: Führungskräfte
3.671)	sf_2020q4_11	special payments in 2020	Sonderzahlungen in 2020
3.672)	sf_2020q4_11a	special payments in 2020 in comparison with 2019	Sonderzahlungen in 2020: Veränderung zum Vorjahr
3.673)	sf_2020q4_12	special payments in 2021	Sonderzahlungen in 2021
3.674)	sf_2020q4_12a	special payments in 2021 in comparison with 2020	Sonderzahlungen in 2021: Veränderung zum Vorjahr
3.675)	sf_2020q4_13a	special offers for employees with children: equalize working-time	Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt
3.676)	sf_2020q4_13b	special offers for employees with children: homeoffice	Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen
3.677)	sf_2020q4_13c	special offers for employees with children: further care offers in company	Unterstützung für Mitarbeiter mit Kindern: erweiterte Betreuungsangebote im Unternehmen
3.678)	sf_2020q4_13d	special offers for employees with children: digital care offers	Unterstützung für Mitarbeiter mit Kindern: digitale Betreuungsangebote
3.679)	sf_2020q4_13e	special offers for employees with children: mediation of childcare facilities	Unterstützung für Mitarbeiter mit Kindern: Vermittlung von Betreuungsplätzen
3.680)	sf_2020q4_13f	special offers for employees with children: extra holiday	Unterstützung für Mitarbeiter mit Kindern: Sonderurlaub ermöglicht
3.681)	sf_2021q1_1	new positions in 2021 in your company	Neue Stellen im Unternehmen in 2021
3.682)	sf_2021q1_2a	filling new positions: internal	Besetzung der neuen Stellen über interne Stellenausschreibung
3.683)	sf_2021q1_2b	filling new positions: external	Besetzung der neuen Stellen über externe Stellenausschreibung
3.684)	sf_2021q1_2c	filling new positions: job agency	Besetzung der neuen Stellen über die Arbeitsagentur
3.685)	sf_2021q1_2d	filling new positions: recruiter	Besetzung der neuen Stellen über Personalvermittler
3.686)	sf_2021q1_2e	filling new positions: recommendations	Besetzung der neuen Stellen über Empfehlungen
3.687)	sf_2021q1_2f	filling new positions: others	Besetzung der neuen Stellen über Sonstiges
3.688)	sf_2021q1_2g	filling new positions: others text	Besetzung der neuen Stellen über Sonstiges Text
3.689)	sf_2021q1_3	change number applications per positions in past 12 months	Veränderungen der Bewerberzahlen pro ausgeschriebener Stelle in den letzten 12 Monaten
3.690)	sf_2021q1_4	change employee turnover in past 12 months	Veränderungen der Mitarbeiterfluktuation in den letzten 12 Monaten
3.691)	sf_2021q1_5	proportion of fixed-term contracts among new hires in 2020	Anteil befristeter Verträge bei Neueinstellungen in 2020
3.692)	sf_2021q1_5a	change proportion of fixed-term contracts among new hires in 2020 compared with	Veränderung des Anteils befristeter Verträge bei Einstellungen in 2020 im Vergleich zu 2019
3.693)	sf_2021q1_6	elimination of pos. in 2021	Abbau von Stellen in 2021
3.694)	sf_2021q1_6a	elimination of pos. in 2021 (way to reduce headcount): voluntary redundancy	Abbau von Stellen in 2021 durch Förderung freiwilligen Ausscheidens
3.695)	sf_2021q1_6b	elimination of pos. in 2021 (way to reduce headcount): early retirement	Abbau von Stellen in 2021 durch vorzeitigen Ruhestand
3.696)	sf_2021q1_6c	elimination of pos. in 2021 (way to reduce headcount): regular retirement	Abbau von Stellen in 2021 durch regulären Ruhestand
3.697)	sf_2021q1_6d	elimination of pos. in 2021 (way to reduce headcount): partial retirement	Abbau von Stellen in 2021 durch Altersteilzeit
3.698)	sf_2021q1_6e	elimination of pos. in 2021 (way to reduce headcount): operational termination	Abbau von Stellen in 2021 durch betriebsbedingte Kündigungen
3.699)	sf_2021q1_6f	elimination of pos. in 2021 (way to reduce headcount): outplacement	Abbau von Stellen in 2021 durch Outplacement
3.700)	sf_2021q1_6g	elimination of pos. in 2021 (way to reduce headcount): transfer company	Abbau von Stellen in 2021 durch Transfergesellschaft
3.701)	sf_2021q1_6h	elimination of pos. in 2021 (way to reduce headcount): transfer agency	Abbau von Stellen in 2021 durch Transferagentur

3.702)	sf_2021q1_7a	expected challenges with upcoming restructuring: suitable staff for new position	Herausforderung der Umstrukturierung: passendes Personal für neue Stellen
3.703)	sf_2021q1_7b	expected challenges with upcoming restructuring: redeployment of employees	Herausforderung der Umstrukturierung: erfolgreiche Umschichtung aktueller Mitarbeiter
3.704)	sf_2021q1_7c	expected challenges with upcoming restructuring: coordination with works council	Herausforderung der Umstrukturierung: Abstimmung mit dem Betriebsrat
3.705)	sf_2021q1_7d	expected challenges with upcoming restructuring: difficult staff appraisals	Herausforderung der Umstrukturierung: schwierige Personalgespräche
3.706)	sf_2021q1_7e	expected challenges with upcoming restructuring: maintain employee motivation	Herausforderung der Umstrukturierung: Mitarbeitermotivation aufrechterhalten
3.707)	sf_2021q1_7f	expected challenges with upcoming restructuring: protection of employer image	Herausforderung der Umstrukturierung: Schutz des Arbeitgeberimages
3.708)	sf_2021q1_7g	expected challenges with upcoming restructuring: no restructuring planned	Herausforderung der Umstrukturierung: keine Umstrukturierungen geplant
3.709)	sf_2021q2_1	branche of company	Branche des Unternehmens
3.710)	sf_2021q2_5a	proportion of workforce: age less than 30	Anteil der Belegschaft: jünger als 30.
3.711)	sf_2021q2_5b	proportion of workforce: age between 30 and 40	Anteil der Belegschaft: 30-40.
3.712)	sf_2021q2_5c	proportion of workforce: age between 41 and 50	Anteil der Belegschaft: 41-50.
3.713)	sf_2021q2_5d	proportion of workforce: age between 51 and 60	Anteil der Belegschaft: 51-60.
3.714)	sf_2021q2_5e	proportion of workforce: age greater than 60	Anteil der Belegschaft: älter als 60.
3.715)	sf_2021q2_6a	proportion of workforce: gender women	Anteil der Belegschaft: Frauen
3.716)	sf_2021q2_6b	proportion of workforce: gender men	Anteil der Belegschaft: Männer
3.717)	sf_2021q2_6c	proportion of workforce: gender diverse	Anteil der Belegschaft: Divers
3.718)	sf_2021q2_7a	proportion of part-time workforce: gender women	Anteil der Belegschaft: Frauen in Teilzeit
3.719)	sf_2021q2_7b	proportion of part-time workforce: gender men	Anteil der Belegschaft: Männer in Teilzeit
3.720)	sf_2021q2_7c	proportion of part-time workforce: gender diverse	Anteil der Belegschaft: Divers in Teilzeit
3.721)	sf_2021q2_7aa	proportion of part-time workforce in lead positions: gender women	Anteil der weiblichen Teilzeitarbeiter in Führungspositionen
3.722)	sf_2021q2_7bb	proportion of part-time workforce in lead positions: gender men	Anteil der männlichen Teilzeitarbeiter in Führungspositionen
3.723)	sf_2021q2_7cc	proportion of part-time workforce in lead positions: gender diverse	Anteil der diversen Teilzeitarbeiter in Führungspositionen
3.724)	sf_2021q2_8a	assessment of variation/diversity in workforce regarding internationality	Vielfältigkeit der Belegschaft: Internationalität
3.725)	sf_2021q2_8b	assessment of variation/diversity in workforce regarding physical/mental limitat	Vielfältigkeit der Belegschaft: Körperliche/ geistige Einschränkungen
3.726)	sf_2021q2_8c	assessment of variation/diversity in workforce regarding education background	Vielfältigkeit der Belegschaft: Bildungshintergrund
3.727)	sf_2021q2_9a	proportion of severely disabled employees	Anteil der Belegschaft: Schwerbehindert
3.728)	sf_2021q2_9b	working environment (partially) furnished barrier-free	Barrierefreie Arbeitsumgebung
3.729)	sf_2021q2_9c	company website (partially) barrier-free (for example simple language)	Barrierefreier Internetauftritt (z.B. leichte Sprache)
3.730)	sf_2021q2_10	change in focus on the topic diversity compared to last few years	Veränderung des Fokus auf Diversität im Vergleich zu den letzten Jahren
3.731)	sf_2021q2_11a	use of gender-neutral language: external communication	Genderneutrale Sprache bei externer Kommunikation
3.732)	sf_2021q2_11b	use of gender-neutral language: internal communication	Genderneutrale Sprache bei interner Kommunikation
3.733)	sf_2021q2_12a	expected effect of actively practicing diversity management: access to professio	Erwartete Wirkung von aktivem Diversity Management: Zugang zu Fachkräften
3.734)	sf_2021q2_12b	expected effect of actively practicing diversity management: problem solving	Erwartete Wirkung von aktivem Diversity Management: Problemlösung
3.735)	sf_2021q2_12c	expected effect of actively practicing diversity management: innovation	Erwartete Wirkung von aktivem Diversity Management: Innovation
3.736)	sf_2021q2_12d	expected effect of actively practicing diversity management: team spirit	Erwartete Wirkung von aktivem Diversity Management: Teamgeist
3.737)	sf_2021q2_12e	expected effect of actively practicing diversity management: productivity	Erwartete Wirkung von aktivem Diversity Management: Produktivität
3.738)	sf_2021q2_12f	expected effect of actively practicing diversity management: competitiveness	Erwartete Wirkung von aktivem Diversity Management: Wettbewerbsfähigkeit
3.739)	sf_2021q3_1	training organisation	Unternehmen ist auszubildendes Unternehmen
3.740)	sf_2021q3_2a	apprentices finish training in company in 2020/21: yes, with degree	Beendete Ausbildungen in 2020/21: Ja, mit Abschluss
3.741)	sf_2021q3_2b	apprentices finish training in company in 2020/21: yes, termination by trainee	Beendete Ausbildungen in 2020/21: Ja, Abbruch durch Auszubildenden
3.742)	sf_2021q3_2c	apprentices finish training in company in 2020/21: yes, termination by employer	Beendete Ausbildungen in 2020/21: Ja, Kündigung durch Arbeitgeber
3.743)	sf_2021q3_2d	apprentices finish training in company in 2020/21: no	Beendete Ausbildungen in 2020/21: Nein
3.744)	sf_2021q3_3a	apprentices are taken on in company after complete training: yes	Auszubildende wurden übernommen: Ja
3.745)	sf_2021q3_3b	apprentices are taken on in company after complete training: yes, unlimited	Auszubildende wurden übernommen: Ja, unbefristet
3.746)	sf_2021q3_3c	apprentices are taken on in company after complete training: yes, fixed-term	Auszubildende wurden übernommen: Ja, befristet
3.747)	sf_2021q3_3d	apprentices are taken on in company after complete training: no	Auszubildende wurden übernommen: Nein
3.748)	sf_2021q3_3e	apprentices are taken on in company after complete training: no, bad economic si	Auszubildende wurden übernommen: Nein, wegen schlechter wirtschaftlicher Lage
3.749)	sf_2021q3_3f	apprentices are taken on in company after complete training: no, inadequate work	Auszubildende wurden übernommen: Nein, wegen ungenügender Leistung
3.750)	sf_2021q3_3g	apprentices are taken on in company after complete training: no, no suitable job	Auszubildende wurden übernommen: Nein, keine passenden Stellen verfügbar
3.751)	sf_2021q3_3h	apprentices are taken on in company after complete training: no, others	Auszubildende wurden übernommen: Nein, Sonstiges
3.752)	sf_2021q3_3i	apprentices are taken on in company after complete training: no, others text	Auszubildende wurden übernommen: Nein, Sonstiges Text
3.753)	sf_2021q3_4	change in trainees well-being due to covid	Veränderungen des Wohlbefindens der Auszubildenden durch Covid
3.754)	sf_2021q3_5a	assessment of trainees change in well-being due to covid based on: individual co	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: (Einzel-)Gesprächen
3.755)	sf_2021q3_5b	assessment of trainees change in well-being due to covid based on: employee surv	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Mitarbeiterbefragungen
3.756)	sf_2021q3_5c	assessment of trainees change in well-being due to covid based on: school perfor	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Schulleistungen
3.757)	sf_2021q3_5d	assessment of trainees change in well-being due to covid based on: performance i	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Leistung im Betrieb
3.758)	sf_2021q3_5e	assessment of trainees change in well-being due to covid based on: others	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Sonstiges
3.759)	sf_2021q3_5f	assessment of trainees change in well-being due to covid based on: others text	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Sonstiges Text
3.760)	sf_2021q3_6	offer assistance due to trainees well-being due to covid	Hilfsangebote an Auszubildende wegen Covids
3.761)	sf_2021q3_6a	offer assistance due to trainees well-being due to covid: yes, coaching	Hilfsangebote an Auszubildende wegen Covids: Mentorenprogramm
3.762)	sf_2021q3_6b	offer assistance due to trainees well-being due to covid: yes, health offer	Hilfsangebote an Auszubildende wegen Covids: Gesundheitsangebot
3.763)	sf_2021q3_6c	offer assistance due to trainees well-being due to covid: yes, care by company	Hilfsangebote an Auszubildende wegen Covids: Betreuung durch Betriebsarzt
3.764)	sf_2021q3_6d	offer assistance due to trainees well-being due to covid: yes, office hours	Hilfsangebote an Auszubildende wegen Covids: Persönliche Sprechstunde
3.765)	sf_2021q3_6e	offer assistance due to trainees well-being due to covid: yes, tec. support for	Hilfsangebote an Auszubildende wegen Covids: Technische Ausstattung für mobiles Arbeiten
3.766)	sf_2021q3_6f	offer assistance due to trainees well-being due to covid: yes, others	Hilfsangebote an Auszubildende wegen Covids: Sonstiges
3.767)	sf_2021q3_6g	offer assistance due to trainees well-being due to covid: yes, others text	Hilfsangebote an Auszubildende wegen Covids: Sonstiges Text
3.768)	sf_2021q3_7	performance of trainees due to covid compared to normal situations	Leistungen der Auszubildenden während Covids im Vergleich zur Normalisierung
3.769)	sf_2021q3_8	start of trainees in your company in 2021/22	Neue Auszubildende im Jahr 2021/22
3.770)	sf_2021q3_9	difficulties in finding trainees	Schwierigkeiten bei der Suche nach neuen Auszubildenden
3.771)	sf_2021q3_9a	difficulties in finding trainees: reasons	Schwierigkeiten bei der Suche nach neuen Auszubildenden: Gründe
3.772)	sf_2021q3_9b	difficulties in finding trainees: reasons others text	Schwierigkeiten bei der Suche nach neuen Auszubildenden: Gründe Text
3.773)	sf_2021q4_6	special training offers for employees with low level of education or vocational	Weiterbildungsangebote speziell für Beschäftigte mit geringer Schul- bzw. Berufsausbildung
3.774)	sf_2021q4_9	development wages in 2022: total workforce	Vorraussichtliche Entwicklung der Löhne in 2022: Belegschaft insgesamt
3.775)	sf_2021q4_9a	development wages in 2022: total workforce increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Belegschaft insgesamt Anstieg in %
3.776)	sf_2021q4_10	development wages in 2022: unskilled employees	Vorraussichtliche Entwicklung der Löhne in 2022: Ungelernte Beschäftigte
3.777)	sf_2021q4_10a	development wages in 2022: unskilled employees increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Ungelernte Beschäftigte Anstieg in %
3.778)	sf_2021q4_11	development wages in 2022: professionals without leading role	Vorraussichtliche Entwicklung der Löhne in 2022: Fachkräfte ohne Leitungsfunktion
3.779)	sf_2021q4_11a	development wages in 2022: professionals without leading role increase percentag	Vorraussichtliche Entwicklung der Löhne in 2022: Fachkräfte ohne Leitungsfkt. Anstieg in %
3.780)	sf_2021q4_12	development wages in 2022: executives	Vorraussichtliche Entwicklung der Löhne in 2022: Führungskräfte
3.781)	sf_2021q4_12a	development wages in 2022: executives increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Führungskräfte Anstieg in %
3.782)	sf_2021q4_13	percentage of workforce affected by 12 euro min. wage	Anteil der Belegschaft der von der Mindestlohnhöhung betroffen ist
3.783)	sf_2021q4_14a	suitability for combating short. of professionals: facilitating immigration of pr	Eignung zur Bekämpfung des Fachkräftemangels: Erleichterte Zuwanderung
3.784)	sf_2021q4_14b	suitability for combating short. of professionals: increase retirement age	Eignung zur Bekämpfung des Fachkräftemangels: Erhöhtes Renteneintrittsalter
3.785)	sf_2021q4_14c	suitability for combating short. of professionals: increase compatibility of fam	Eignung zur Bekämpfung des Fachkräftemangels: Vereinbarkeit Familie und Beruf stärken
3.786)	sf_2021q4_14d	suitability for combating short. of professionals: expansion of support programs	Eignung zur Bekämpfung des Fachkräftemangels: Ausbau der Förderprogramme der Bafa
3.787)	sf_2021q4_14e	suitability for combating short. of professionals: increase attractiveness of vo	Eignung zur Bekämpfung des Fachkräftemangels: Attraktivität von Ausbildungen erhöhen
3.788)	sf_2021q4_14f	suitability for combating short. of professionals: advertising shortage occupati	Eignung zur Bekämpfung des Fachkräftemangels: Engpassberufe stärker bewerben
3.789)	sf_2021q4_14g	suitability for combating short. of professionals: others text	Eignung zur Bekämpfung des Fachkräftemangels: Sonstiges
3.790)	sf_2021q4_14h	suitability for combating short. of professionals: others	Eignung zur Bekämpfung des Fachkräftemangels: Sonstiges Text
3.791)	sf_2021q4_15	most important task of new government from companys point of view	Wichtigste Aufgabe der Bundesregierung aus Unternehmenssicht
3.792)	sf_2022q1_1a	omikron impact on original workforce plan	Auswirkungen von Omikron auf ursprüngliche Personalplanung
3.793)	sf_2022q1_1b	due to omikron special measures	Spezielle Maßnahmen aufgrund von Omikron
3.794)	sf_2022q1_2a	importance of channels for advertising vacancies in company: intern	Bedeutung dieser Kanäle für Stellenausschreibung: Intern
3.795)	sf_2022q1_2b	importance of channels for advertising vacancies in company: extern	Bedeutung dieser Kanäle für Stellenausschreibung: Extern
3.796)	sf_2022q1_2c	importance of channels for advertising vacancies in company: recruitment	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung
3.797)	sf_2022q1_2d	importance of channels for advertising vacancies in company: job agency	Bedeutung dieser Kanäle für Stellenausschreibung: Arbeitsagentur
3.798)	sf_2022q1_2e	importance of channels for advertising vacancies in company: active sourcing	Bedeutung dieser Kanäle für Stellenausschreibung: Active Sourcing
3.799)	sf_2022q1_3a	importance of active sourcing tools for recruitments: career networks	Bed. von Active Sourc. Instru. für Stellenbes.: Karrierenetze
3.800)	sf_2022q1_3b	importance of active sourcing tools for recruitments: social media channels	Bed. von Active Sourc. Instru. für Stellenbes.: Social-Media-Kanäle
3.801)	sf_2022q1_3c	importance of active sourcing tools for recruitments: recommendations from employes	Bed. von Active Sourc. Instru. für Stellenbes.: Empfehlungen von Mitarbeitern
3.802)	sf_2022q1_3d	importance of active sourcing tools for recruitments: cooperation with schools/universities	Bed. von Active Sourc. Instru. für Stellenbes.: Kooperationen mit (Hoch-) Schulen

3.803)	sf_2022q1_3e	importance of active sourcing tools for recruitments: career fairs	Bed. von Active Sourc. Instru. für Stellenbes.: Karrieremessen
3.804)	sf_2022q1_3f	importance of active sourcing tools for recruitments: others	Bed. von Active Sourc. Instru. für Stellenbes.: Sonstiges
3.805)	sf_2022q1_3g	importance of active sourcing tools for recruitments: others text	Bed. von Active Sourc. Instru. für Stellenbes.: Sonstiges Text
3.806)	sf_2022q1_3h	importance of active sourcing tools for recruitments trainees: career networks	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Karrieremessen
3.807)	sf_2022q1_3i	importance of active sourcing tools for recruitments trainees: social media channels	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Social-Media-Kanäle
3.808)	sf_2022q1_3j	importance of active sourcing tools for recruitments trainees: recommendations from employees	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Empfehlungen von Mitarbeitenden
3.809)	sf_2022q1_3k	importance of active sourcing tools for recruitments trainees: cooperation with schools/universities	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Kooperationen mit (Hoch-) Schulen
3.810)	sf_2022q1_3l	importance of active sourcing tools for recruitments trainees: career fairs	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Karrieremessen
3.811)	sf_2022q1_3m	importance of active sourcing tools for recruitments trainees: others	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Sonstiges
3.812)	sf_2022q1_3n	importance of active sourcing tools for recruitments trainees: others text	Bed. von Active Sourc. Instru. für Stellenbes. Auszubild.: Sonstiges Text
3.813)	sf_2022q1_4a	diversity strategy/declaration of intent when filling vacancies in the company	Diversitätsstrat./Absichtserklär. bei der Besetzung freier Stellen im Unternehmen
3.814)	sf_2022q1_4b	diversity strategy/declaration of intent when filling vacancies in the company text	Diversitätsstrat./Absichtserklär. bei der Besetzung freier Stellen im Unternehmen Text
3.815)	sf_2022q2_1a	measures comp. has taken to support employ. / save operat. costs: homeoffice	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Homeoffice
3.816)	sf_2022q2_1b	measures comp. has taken to support employ. / save operat. costs: homeoffice days	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Homeoffice Tage
3.817)	sf_2022q2_1c	measures comp. has taken to support employ. / save operat. costs: electr. Costs	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Stromkosten
3.818)	sf_2022q2_1d	measures comp. has taken to support employ. / save operat. costs: special paym.	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Sonderzahlungen
3.819)	sf_2022q2_1e	measures comp. has taken to support employ. / save operat. costs: travel costs	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Fahrtkostenszuschuss
3.820)	sf_2022q2_1f	measures comp. has taken to support employ. / save operat. costs: fuel vouchers	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Tankgutscheine
3.821)	sf_2022q2_1g	measures comp. has taken to support employ. / save operat. costs: job ticket	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Jobticket
3.822)	sf_2022q2_1h	measures comp. has taken to support employ. / save operat. costs: one-time paym.	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Einmalzahlungen
3.823)	sf_2022q2_1i	measures comp. has taken to support employ. / save operat. costs: others	Maßnahmen Unterstützung Beschäftigter / Betriebskosten sparen: Sonstiges
3.824)	sf_2022q2_2a	classification wage-specific aspects for current year: wage increase	Einstufung lohnspezifische Aspekte für das laufende Jahr: Lohnerhöhung
3.825)	sf_2022q2_2b	classification wage-specific aspects for current year: inflation compensation	Einstufung lohnspezifische Aspekte für das laufende Jahr: Inflationsausgleich
3.826)	sf_2022q2_2c	classification wage-specific aspects for current year: bonuses	Einstufung lohnspezifische Aspekte für das laufende Jahr: Lohnerhöhung
3.827)	sf_2022q2_3a	impact of increasing energy / production costs: short-time work	Auswirkungen der steigenden Energie-/Produktionskosten: Kurzarbeit
3.828)	sf_2022q2_3b	impact of increasing energy / production costs: new hires	Auswirkungen der steigenden Energie-/Produktionskosten: Neueinstellungen
3.829)	sf_2022q2_3c	impact of increasing energy / production costs: staff	Auswirkungen der steigenden Energie-/Produktionskosten: Personalbestand
3.830)	sf_2022q2_4a	potential of employment of refugees from Ukraine: trainee	Potenzial für Beschäftigung von Flüchtlingen aus Ukraine: Auszubildende
3.831)	sf_2022q2_4b	potential of employment of refugees from Ukraine: unskilled assistant	Potenzial für Beschäftigung von Flüchtlingen aus Ukraine: Ungelernte Hilfskräfte
3.832)	sf_2022q2_4c	potential of employment of refugees from Ukraine: qualified professionals	Potenzial für Beschäftigung von Flüchtlingen aus Ukraine: Qualifizierte Fachkräfte
3.833)	sf_2022q2_5a	barriers to the recruitment of refugees from Ukraine	Hindernisse für die Einstellung von Flüchtlingen aus der Ukraine
3.834)	sf_2022q2_5b	barriers to the recruitment of refugees from Ukraine text	Hindernisse für die Einstellung von Flüchtlingen aus der Ukraine Text
3.835)	sf_2022q3_1a	burden of the current energy crisis for company: in general	Belastung der Untern. durch die derz. Energiekrise: im Allgemeinen
3.836)	sf_2022q3_1b	burden of the current energy crisis for company: mood in the staff	Belastung der Untern. durch die derz. Energiekrise: Stimmung in Belegschaft
3.837)	sf_2022q3_1c	burden of the current energy crisis for company: increasing costs	Belastung der Untern. durch die derz. Energiekrise: Steigende Kosten
3.838)	sf_2022q3_1d	burden of the current energy crisis for company: difficult planning	Belastung der Untern. durch die derz. Energiekrise: Fehlende/schwierige Planbarkeit
3.839)	sf_2022q3_2	emergency plan in case of energy shortage	Notfallplan für den Fall einer Energieengpass
3.840)	sf_2022q3_3a	probability of measures if an energy shortage occurs: short-time work	Wahrsch. von Maßnahmen bei Energieengpass: Kurzarbeit
3.841)	sf_2022q3_3b	probability of measures if an energy shortage occurs: dismantling vacation	Wahrsch. von Maßnahmen bei Energieengpass: Abbau Urlaub
3.842)	sf_2022q3_3c	probability of measures if an energy shortage occurs: reduction overtime	Wahrsch. von Maßnahmen bei Energieengpass: Abbau Überstunden
3.843)	sf_2022q3_3d	probability of measures if an energy shortage occurs: staff reduction	Wahrsch. von Maßnahmen bei Energieengpass: Personalreduzierung
3.844)	sf_2022q3_3e	probability of measures if an energy shortage occurs: reduction building temp.	Wahrsch. von Maßnahmen bei Energieengpass: Senkung der Gebäudetemperatur
3.845)	sf_2022q3_3f	probability of measures if an energy shortage occurs: increased home-office	Wahrsch. von Maßnahmen bei Energieengpass: Vermehrtes Homeoffice-Angebot
3.846)	sf_2022q3_3g	probability of measures if an energy shortage occurs: restriction of business activity	Wahrsch. von Maßnahmen bei Energieengpass: Einschränkung der Geschäftstätigkeit
3.847)	sf_2022q3_3h	probability of measures if an energy shortage occurs: others text	Wahrsch. von Maßnahmen bei Energieengpass: Sonstiges Text
3.848)	sf_2022q3_4a	responsible person for prep. of emergency plan: management	Verantwortl. Person für Erstellung Notfallplan: Geschäftsleitung
3.849)	sf_2022q3_4b	responsible person for prep. of emergency plan: human resources	Verantwortl. Person für Erstellung Notfallplan: Human Resources
3.850)	sf_2022q3_4c	responsible person for prep. of emergency plan: works council	Verantwortl. Person für Erstellung Notfallplan: Betriebsrat
3.851)	sf_2022q3_4d	responsible person for prep. of emergency plan: others	Verantwortl. Person für Erstellung Notfallplan: Sonstiges
3.852)	sf_2022q3_4e	responsible person for prep. of emergency plan: others text	Verantwortl. Person für Erstellung Notfallplan: Sonstiges Text
3.853)	sf_2022q3_5	in case of emergency plan: restriction operational activity	Falle des Notfallplan-Eintretens: Einschränkung der betr. Tätigkeit
3.854)	sf_2022q3_5a	preparation for further covid waves: home office offer	Vorbereitung auf weitere Covid-Wellen: Homeoffice-Angebot
3.855)	sf_2022q3_5b	preparation for further covid waves: vaccination offers	Vorbereitung auf weitere Covid-Wellen: Impfangebote
3.856)	sf_2022q3_5c	preparation for further covid waves: workstation assignment software	Vorbereitung auf weitere Covid-Wellen: Arbeitsplatzbelegungs-Software
3.857)	sf_2022q3_5d	preparation for further covid waves: free covid tests	Vorbereitung auf weitere Covid-Wellen: Gratis Corona-Test
3.858)	sf_2022q3_5e	preparation for further covid waves: visitor management	Vorbereitung auf weitere Covid-Wellen: Besuchermanagement
3.859)	sf_2022q3_5f	preparation for further covid waves: training for home office tools	Vorbereitung auf weitere Covid-Wellen: Schulungen für Homeoffice Tools
3.860)	sf_2022q3_5g	preparation for further covid waves: nothing planned	Vorbereitung auf weitere Covid-Wellen: nichts geplant
3.861)	sf_2022q3_5h	preparation for further covid waves: others	Vorbereitung auf weitere Covid-Wellen: Sonstiges
3.862)	sf_2022q3_6	preparation for further covid waves: others text	Vorbereitung auf weitere Covid-Wellen: Sonstiges Text
3.863)	sf_2022q4_1	frequency of feedback discussion with employees	Häufigkeit der Feedbackgespräche mit den Mitarbeitern
3.864)	sf_2022q4_2a	content of feedback discussion: target agreements	Inhalt des Feedbackgesprächs: Zielvereinbarungen
3.865)	sf_2022q4_2b	content of feedback discussion: advancement	Inhalt des Feedbackgesprächs: Weiterentwicklung
3.866)	sf_2022q4_2c	content of feedback discussion: feedback from employee	Inhalt des Feedbackgesprächs: Feedback vom Mitarbeiter*in
3.867)	sf_2022q4_2d	content of feedback discussion: external/self-assessment	Inhalt des Feedbackgesprächs: Fremd-/Selbsteinschätzung
3.868)	sf_2022q4_2e	content of feedback discussion: corporate goals	Inhalt des Feedbackgesprächs: Unternehmensziele
3.869)	sf_2022q4_2f	content of feedback discussion: satisfaction/motivation	Inhalt des Feedbackgesprächs: Zufriedenheit/Motivation
3.870)	sf_2022q4_2g	content of feedback discussion: feedback to employees	Inhalt des Feedbackgesprächs: Feedback an Mitarbeiter*in
3.871)	sf_2022q4_2h	content of feedback discussion: others	Inhalt des Feedbackgesprächs: Sonstiges
3.872)	sf_2022q4_2i	content of feedback discussion: others text	Inhalt des Feedbackgesprächs: Sonstiges Text
3.873)	sf_2022q4_3	survey of general satisfaction of employees	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer
3.874)	sf_2022q4_3a	survey of general satisfaction of employees: own survey	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: eigene Umfrage
3.875)	sf_2022q4_3b	survey of general satisfaction of employees: survey by external service providers	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Befrag. durch ext. Dienstl.
3.876)	sf_2022q4_3c	survey of general satisfaction of employees: during feedback conversation	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Rahmen des Feedbacks.
3.877)	sf_2022q4_3d	survey of general satisfaction of employees: suggestion box	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Kummerkasten
3.878)	sf_2022q4_3e	survey of general satisfaction of employees: representative	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Kontakt-/Vertrauensperson
3.879)	sf_2022q4_3f	survey of general satisfaction of employees: others	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Sonstiges
3.880)	sf_2022q4_3g	survey of general satisfaction of employees: others text	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Sonstiges Text
3.881)	sf_2022q4_4a	consequences for company from feedback: increasing productivity	Folgen des Feedbacks für das Unternehmen: Steigerung Produktivität
3.882)	sf_2022q4_4b	consequences for company from feedback: improving corporate climate	Folgen des Feedbacks für das Unternehmen: Verbesserung Unternehmensklima
3.883)	sf_2022q4_4c	consequences for company from feedback: evaluation of managers	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften
3.884)	sf_2022q4_4d	consequences for company from feedback: organizational development	Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung
3.885)	sf_2022q4_4e	consequences for company from feedback: process improvement	Folgen des Feedbacks für das Unternehmen: Prozessverbesserung
3.886)	sf_2022q4_4f	consequences for company from feedback: others	Folgen des Feedbacks für das Unternehmen: Sonstiges
3.887)	sf_2022q4_4g	consequences for company from feedback: others text	Folgen des Feedbacks für das Unternehmen: Sonstiges Text
3.888)	sf_2022q4_5	assessment of feedback culture in the company	Bewertung der Feedback-Kultur im Unternehmen
3.889)	sf_2022q4_6a	change feedback culture in last three years	Veränderung der Feedback-Kultur in den letzten drei Jahren
3.890)	sf_2022q4_6b	change feedback culture in last three years text	Veränderung der Feedback-Kultur in den letzten drei Jahren Text

1. Identification variables

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.1) **year** year since 2008 quarterly

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.2) **quarter** quarter since 2008 quarterly

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.3) **wz** sector number (wz03-classification) since 2008 quarterly

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.4) **wz08** sector number (wz08-classification) since 2022 quarterly

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.5) **wgroup** weightgroup since 2008 quarterly

Further information

[15] DA food products, bev. and tobacco	[30] DL electrical and optical equipment	[60] I transp., storage and communication	[74] K-74 lawyers / market research
[17] DB textiles and textile products	[33] DL Med. Technol.; watches	[61] IA Shipping	/ business consulting
[20] DD/DE wood and paper products	[34] DM transport equipment	[64] K-70~71 real est. and renting	[99] K-73/0-90~92~93 other service act.
[24] DG chemicals and chemical products	[45] F/FA Construction	Verm. bewegl. Sachen	
[25] DH rubber and plastic goods	[50] G/GA Trade	[70] K-70 Real estate and housing	
[27] DH/DI/DN metal products etc.	[51] GA wholesale and retail trade	[72] K-72 computer and related activities	
[29] DK machinery and equipment n.e.c.	[55] H hotels and restaurants		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.6) **wgroupnew** weightgroup new since 2022 quarterly

Further information

[10] C-10 prod. Food	[26] C-26 prod. Computer, electr.	[55] I accommodation
[13] C-13 prod. Textile	[28] C-28 mechanical engineering	[58] J publishing
[16] C-16 prod. Wood	[29] C-29 prod. Motor vehicles	[68] L real estate and housing
[19] C-19 coking plants and mineral oil	[33] C-33 repair and install. Machinery	[69] M legal advice, auditing
[22] C-22 prod. Rubber and plastic	[45] G trade, mainten. Motor vehicl.	[77] N rental movable property
[24] C-24 metal processing	[49] H land, pipeline transport	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.7) **id** idnum since 2008 quarterly

Further information

No.	Name	Label	Survey period	Survey frequency
1.8)	szrg	size range	since 2008	quarterly
Further information				
[0]		[3] 250 - 499		
[1] 1 - 49		[4] 500+		
[2] 50 - 249				

No.	Name	Label	Survey period	Survey frequency
1.9)	weight	weight	2008-2012	quarterly
Further information				

No.	Name	Label	Survey period	Survey frequency
1.10)	weightnew	weight new	since 1th quarter 2021	quarterly
Further information				
Comparison of the target distribution with the actual distribution of the available responses.				
"weightnew" is calculated as the quotient of target / actual ("weightnew" = "target distribution of the economic sectors in the survey" / "weight_list"; "weight_list" = "number of responses separately by NACE and GKL" / "number of observations").				
If the target and actual distribution were exactly the same, nothing is corrected (quotient is 1), otherwise the answer is weighted more or less heavily.				

No.	Name	Label	Survey period	Survey frequency
1.11)	section	section letter (NACE)	since 1th quarter 2022	quarterly
Further information				
[10] production of food and animal feed (C1)				[77] other economic services (N)
[30] other vehicle construction (C2)				
[45] trade motor vehicles; maintenance/repair motor vehicles (G)				
[49] transportation and warehousing (H)				
[55] hospitality industry (I)				
[68] real estate/housing; freelance/scientific/technical services (L,M)				

No.	Name	Label	Survey period	Survey frequency
1.12)	parttype	participation type	since 4th quarter 2018	quarterly
Further information				
[1]=Online	participation via online-survey			
[2]=Paper	participation via paper-survey			

No.	Name	Label	Survey period	Survey frequency
1.13)	partdate	participation date	since 4th quarter 2018	quarterly
Further information				

2. Standard questions

No.	Name	Label	Survey period	Survey frequency
2.1)	extrah_tq	current relevance of extra hours	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: The current importance in the company is... <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; padding: 2px;">high [1]</td> <td style="border: 1px solid black; padding: 2px;">medium [2]</td> <td style="border: 1px solid black; padding: 2px;">minor [3]</td> </tr> </table> - extra hours	high [1]	medium [2]	minor [3]	Further information
high [1]	medium [2]	minor [3]		

No.	Name	Label	Survey period	Survey frequency
2.2)	extrah_lq	relevance of extra hours compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

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 <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; padding: 2px;">higher [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">smaller [3]</td> </tr> </table> - extra hours	higher [1]	unchanged [2]	smaller [3]	Further information Inquired until the first quarter of 2010
higher [1]	unchanged [2]	smaller [3]		

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

Wording of question

since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; padding: 2px;">higher [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">smaller [3]</td> </tr> </table> - extra hours	higher [1]	unchanged [2]	smaller [3]	Further information
higher [1]	unchanged [2]	smaller [3]		

No.	Name	Label	Survey period	Survey frequency
2.4)	extrah_no	no extra hours	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: The current importance in the company is...	Further information
--	---------------------

- Additional/ replacement staff with temporary contracts	high [1]	medium [2]	minor [3]
--	-------------	---------------	--------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.6)	temp_lq	relevance of temporary contracts compared to last quarter	2008 - 1st quarter 2010	quarterly
------	---------	---	-------------------------	-----------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.7)	temp_nq	expected relevance of temporary contracts next quarter	from 2008-2014	quarterly
------	---------	--	----------------	-----------

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Additional/ replacement staff with temporary contracts</p> <p>higher [1] unchanged [2] smaller [3]</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.8)	temp_no	no temporary contracts	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
------	---------	------------------------	--	-----------------------------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.9)	mini_tq	current relevance of mini-jobs	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
------	---------	--------------------------------	--	-----------------------------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.10)	mini_lq	relevance of mini-jobs compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

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

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

Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Additional/ replacement staff with minijobs/midijobs</p> <p>higher [1] unchanged [2] smaller [3]</p>	

No.	Name	Label	Survey period	Survey frequency
2.12)	mini_no	no mini-jobs	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.13)	agency_tq	current relevance of agency workers	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.14)	agency_lq	relevance of agency workers compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Usage of agency workers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
---	--

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

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.16)	agency_no	no agency workers	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.17)	free_tq	current relevance of freelancers	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.18)	free_tq	relevance of freelancers compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

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

<p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Usage of freelancers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Inquired until the first quarter of 2010</p>
--	---

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

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.20)	free_no	no freelancers	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.21)	outsour_tq	current relevance of outsourcing	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
2.22)	outsour_lq	relevance of outsourcing compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Outsourcing</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
---	--

--	--	--

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

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Outsourcing</p> <table style="margin-left: 150px;"> <tr> <td style="border: 1px solid black; padding: 2px;">higher [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">smaller [3]</td> </tr> </table>	higher [1]	unchanged [2]	smaller [3]	<p>Further information</p>
higher [1]	unchanged [2]	smaller [3]		

No.	Name	Label	Survey period	Survey frequency
2.24)	outsour_no	no outsourcing	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

<p>since 01/2013</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Outsourcing</p> <table style="margin-left: 150px;"> <tr> <td style="border: 1px solid black; padding: 2px;">no application [1]</td> </tr> </table>	no application [1]	<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>
no application [1]		

No.	Name	Label	Survey period	Survey frequency
2.25)	internal_tq	current relevance of internal realisations	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is...</p> <p>- Internal realisations</p> <table style="margin-left: 150px;"> <tr> <td style="border: 1px solid black; padding: 2px;">high [1]</td> <td style="border: 1px solid black; padding: 2px;">medium [2]</td> <td style="border: 1px solid black; padding: 2px;">minor [3]</td> </tr> </table>	high [1]	medium [2]	minor [3]	<p>Further information</p>
high [1]	medium [2]	minor [3]		

No.	Name	Label	Survey period	Survey frequency
2.26)	internal_lq	relevance of internal realisations compared to last quarter	2008 - 1st quarter 2010	quarterly

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Internal realisations</p> <table style="margin-left: 150px;"> <tr> <td style="border: 1px solid black; padding: 2px;">higher [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">smaller [3]</td> </tr> </table>	higher [1]	unchanged [2]	smaller [3]	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
higher [1]	unchanged [2]	smaller [3]		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.27) **internal_nq** expected relevance of internal realisations from 2008-2014 quarterly
 next quarter

Wording of question

since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be - Internal realisations <input type="checkbox"/> higher [1] <input type="checkbox"/> unchanged [2] <input type="checkbox"/> smaller [3]	Further information
---	------------------------------------

No. Name Label Survey period Survey frequency

2.28) **internal_no** no internal realisations 2013- 3rd quarter 2019 quarterly
 since 1st quarter 2020 every 6 months

Wording of question

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

No. Name Label Survey period Survey frequency

2.29) **accounts_tq** current relevance of working-time accounts 2008- 3rd quarter 2019 quarterly
 since 1st quarter 2020 every 6 months

Wording of question

01/2008 to 01/2010 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... - working-time accounts <input type="checkbox"/> high [1] <input type="checkbox"/> medium [2] <input type="checkbox"/> minor [3]	Further information
since 04/2010 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... - working-time accounts / gliding time accounts <input type="checkbox"/> high [1] <input type="checkbox"/> medium [2] <input type="checkbox"/> minor [3]	

No. Name Label Survey period Survey frequency

2.30) **accounts_lq** relevance of working-time accounts compared to 2008 - 1st quarter 2010 quarterly
 last quarter

Wording of question

since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is <input type="checkbox"/> higher <input type="checkbox"/> unchanged <input type="checkbox"/> smaller	Further information Inquired until the first quarter of 2010
--	--

- working-time accounts	[1]	[2]	[3]
-------------------------	-----	-----	-----

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.31)	accounts_nq	expected relevance of working-time accounts next quarter	from 2008-2014	quarterly
-------	-------------	---	----------------	-----------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.32)	accounts_no	no working-time accounts	2013- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
-------	-------------	--------------------------	--	-----------------------------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.33)	flex_tq	current relevance of flexibilisation measures	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
-------	---------	---	--	-----------------------------

Wording of question

01/2008 to 01/2010		Further information			
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <table border="1"> <tr> <td>high [1]</td> <td>medium [2]</td> <td>minor [3]</td> </tr> </table>		high [1]	medium [2]	minor [3]	
high [1]	medium [2]	minor [3]			
<p>since 04/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <table border="1"> <tr> <td>high [1]</td> <td>medium [2]</td> <td>minor [3]</td> </tr> </table>		high [1]	medium [2]	minor [3]	
high [1]	medium [2]	minor [3]			

(incl. Measures not mentioned above)	
--------------------------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.34)	flex_lq	relevance of flexibilisation measures compared to last quarter	2008 - 1st quarter 2010	quarterly
-------	---------	--	-------------------------	-----------

Wording of question

<p>since 01/2008</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <p>higher [1] unchanged [2] smaller [3]</p>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
---	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.35)	flex_nq	expected relevance of flexibilisation measures next quarter	from 2008-2014	quarterly
-------	---------	---	----------------	-----------

Wording of question

<p>01/2008 to 01/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <p>higher [1] unchanged [2] smaller [3]</p>	<p>Further information</p>
<p>since 04/2010</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <p>higher [1] unchanged [2] smaller [3]</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.36)	flex_no	no flexibilisation measures	2015- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
-------	---------	-----------------------------	--	-----------------------------

Wording of question

<p>Since 1/2015</p> <p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <p>no application [1]</p>	<p>Further information</p> <p>in 2018 Q2 and Q4 this Question is generated using the corresponding question_tq generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4</p>
---	--

2.1 Recurring special questions

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.1) **stru_famcomp** company is family business since 2nd quarter 2020 annual

Wording of question

<p>2nd quarter 2020</p> <p>1) Company is family business?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] yes</td> <td style="text-align: center;">[2] no</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] yes	[2] no			<p>Further information</p> <p>Recurring special question</p>
[1] yes	[2] no				

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.2) **stru_emptotal** headcount of company since 2nd quarter 2020 annual

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company:</p> <p>_____</p>	<p>Further information</p> <p>Recurring special question</p>
--	---

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.3) **stru_emplfull** headcount of company: full-time since 2nd quarter 2020 annual

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company. Full-time:</p> <p>_____</p>	<p>Further information</p> <p>Recurring special question</p>
---	---

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.4) **stru_emplhalf** headcount of company: part-time since 2nd quarter 2020 annual

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company. Part-time:</p> <p>_____</p>	<p>Further information</p> <p>Recurring special question</p>
---	---

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.5) **stru_emptemp** headcount of company: temporary work since 2nd quarter 2020 annual

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company. Temporary work:</p>	<p>Further information</p> <p>Recurring special question</p>
---	---

--	--

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.6)	stru_empltrainee	headcount of company: trainees	since 2nd quarter 2020	annual
--------	------------------	--------------------------------	------------------------	--------

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company. Trainees:</p> <p>_____</p>	<p>Further information</p> <p>Recurring special question</p>
--	---

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.7)	stru_emplmarg	headcount of company: marginally employed	since 2nd quarter 2020	annual
--------	---------------	---	------------------------	--------

Wording of question

<p>2nd quarter 2020</p> <p>2) How many employees work in your company. Marginally employed (up to €450):</p> <p>_____</p>	<p>Further information</p> <p>Recurring special question</p>
--	---

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.8)	stru_salesj	company sales last year	since 2nd quarter 2020	annual
--------	-------------	-------------------------	------------------------	--------

Wording of question

<p>2nd quarter 2020</p> <p>3) Company sales last year?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] < 1 mil €</td> <td>[2] 1 mil – < 5 mil €</td> <td>[3] 5 mil – < 25 mil €</td> <td>[4] 25 mil – < 100 mil €</td> <td>[5] > 100 mil €</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] < 1 mil €	[2] 1 mil – < 5 mil €	[3] 5 mil – < 25 mil €	[4] 25 mil – < 100 mil €	[5] > 100 mil €						<p>Further information</p> <p>Recurring special question</p>
[1] < 1 mil €	[2] 1 mil – < 5 mil €	[3] 5 mil – < 25 mil €	[4] 25 mil – < 100 mil €	[5] > 100 mil €							

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.9)	stru_homeoff	company offers homeoffice	since 2nd quarter 2022	annual
--------	--------------	---------------------------	------------------------	--------

Wording of question

<p>2nd quarter 2022</p> <p>4) Do you offer remote work/home office in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] no</td> <td>[2] yes</td> <td>[3] not relevant</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </table>	[1] no	[2] yes	[3] not relevant				<p>Further information</p> <p>Recurring special question</p>
[1] no	[2] yes	[3] not relevant					

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.10)	stru_homeoffdays	company offers homeoffice days	since 2nd quarter 2022	annual
---------	------------------	--------------------------------	------------------------	--------

Wording of question

2nd quarter 2022 4) Do you offer remote work/home office in your company. If yes, how many days on average per month: _____	Further information Recurring special question
--	---

Nr.	Name	Label	Survey period	Survey frequency
2.1.11)	fore_empl_nhj	development of headcount in your company in next 6 months	since 4th quarter 2019	annual

Wording of question

4th quarter 2019 1) How do you expect the headcount in your company to develop over the next six months? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] strong increase</td> <td>[2] slight increase</td> <td>[3] no change</td> <td>[4] slight decrease</td> <td>[5] strong decrease</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] strong increase	[2] slight increase	[3] no change	[4] slight decrease	[5] strong decrease						Further information Recurring special question
[1] strong increase	[2] slight increase	[3] no change	[4] slight decrease	[5] strong decrease							

Nr.	Name	Label	Survey period	Survey frequency
2.1.12)	fore_prof_text	search for type of professionals in next year: text	since 4th quarter 2019	annual

Wording of question

4th quarter 2019 2) What type of professionals do you expect to search for in the next year? _____	Further information Recurring special question
---	---

Nr.	Name	Label	Survey period	Survey frequency
2.1.13)	fore_prof_no	search for type of professionals in next year: no	since 4th quarter 2019	annual

Wording of question

4th quarter 2019 2) What type of professionals do you expect to search for in the next year: None <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] none</td> </tr> <tr> <td style="height: 20px;"></td> </tr> </table>	[1] none		Further information Recurring special question
[1] none			

Nr.	Name	Label	Survey period	Survey frequency
2.1.14)	fore_prob_prof	difficulties finding professionals in next year	since 4th quarter 2019	annual

Wording of question

4th quarter 2019 3) Do you expect problems in finding professionals in the next year? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very big</td> <td>[2] big</td> <td>[3] medium</td> <td>[4] few</td> <td>[5] none</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very big	[2] big	[3] medium	[4] few	[5] none						Further information Recurring special question
[1] very big	[2] big	[3] medium	[4] few	[5] none							

--	--	--	--	--	--

Nr.	Name	Label	Survey period	Survey frequency
2.1.15)	fore_wages_ny	development wages on average in next year	since 4th quarter 2022	annual

Wording of question

4th quarter 2022	Further information						
<p>4) How are wages in your company expected to develop on average in the coming year?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] increase</td> <td>[2] no change</td> <td>[3] decrease</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] increase	[2] no change	[3] decrease				Recurring special question
[1] increase	[2] no change	[3] decrease					

Nr.	Name	Label	Survey period	Survey frequency
2.1.16)	fore_wages_inc_ny	development wages on average in next year: increase	since 4th quarter 2022	annual

Wording of question

4th quarter 2022	Further information
<p>4) How are wages in your company expected to develop on average in the coming year: Increase by approximately...</p> <p>_____ %</p>	Recurring special question

Nr.	Name	Label	Survey period	Survey frequency
2.1.17)	fore_wages_dec_ny	development wages on average in next year: decrease	since 4th quarter 2022	annual

Wording of question

4th quarter 2022	Further information
<p>4) How are wages in your company expected to develop on average in the coming year: Decrease by approximately...</p> <p>_____ %</p>	Recurring special question

Nr.	Name	Label	Survey period	Survey frequency
2.1.18)	fore_compre	pay out tax-free inflation compensation premium	since 4th quarter 2022	annual

Wording of question

4th quarter 2022	Further information						
<p>Are you planning to pay the "tax-free inflation compensation premium" ** ?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unclear</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] yes	[2] no	[3] unclear				<p>Recurring special question</p> <p>* In 2022:</p> <p>Relief package: up to €3000 tax-free until the end of 2024</p>
[1] yes	[2] no	[3] unclear					

Nr.	Name	Label	Survey period	Survey frequency
2.1.19)	fore_compre_perc	pay out tax-free inflation compensation premium percentage	since 4th quarter 2022	annual

Wording of question

--	--	--	--	--

4th quarter 2022	Further information
5) Payment of the "tax-free inflation compensation premium" **. If yes, average amount ...	Recurring special question * In 2022: Relief package: up to €3000 tax-free until the end of 2024
_____ %	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.20)	fore_tempw	development temporary employment in your company in next 6 months	since 4th quarter 2019	annual
---------	------------	---	------------------------	--------

Wording of question

4th quarter 2019	Further information										
6) How will the demand for temporary employment in your company develop in the next six months?	Recurring special question										
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] strong increase</td> <td>[2] slight increase</td> <td>[3] no change</td> <td>[4] slight decrease</td> <td>[5] strong decrease</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] strong increase	[2] slight increase	[3] no change	[4] slight decrease	[5] strong decrease						
[1] strong increase	[2] slight increase	[3] no change	[4] slight decrease	[5] strong decrease							

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.21)	fore_trainext	importance of external partners regarding qualification/training in next 6 months	since 4th quarter 2019	annual
---------	---------------	---	------------------------	--------

Wording of question

4th quarter 2019	Further information								
7) How do you assess the importance of external partners in qualification and further training in the next six months?	Recurring special question								
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] increase</td> <td>[2] no change</td> <td>[3] decrease</td> <td>[4] development not assessable</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] increase	[2] no change	[3] decrease	[4] development not assessable					
[1] increase	[2] no change	[3] decrease	[4] development not assessable						

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.22)	fore_trainempl	importance of employees qualification/training for company success	since 4th quarter 2019	annual
---------	----------------	--	------------------------	--------

Wording of question

4th quarter 2019	Further information								
8) How important do you think qualification and further training of employees will be for the future success of your company?	Recurring special question								
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] become more important</td> <td>[2] no change</td> <td>[3] become less important</td> <td>[4] development not assessable</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] become more important	[2] no change	[3] become less important	[4] development not assessable					
[1] become more important	[2] no change	[3] become less important	[4] development not assessable						

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.1.23)	fore_succes_open	importance of qualification/training measures for companys success: open trainin	since 4th quarter 2019	annual
---------	------------------	--	------------------------	--------

Wording of question

4th quarter 2019	Further information										
9) How important do you think the following training and qualification offers will be for the future success of your company: Open training and further education offers	Recurring special question										
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significantly less important</td> <td>[2] rather less important</td> <td>[3] no change</td> <td>[4] rather more important</td> <td>[5] significantly more important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important						
[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important							

--	--

Nr.	Name	Label	Survey period	Survey frequency
2.1.24)	fore_succes_compspec	importance of qualification/training measures for companys success: company-spec	since 4th quarter 2019	annual

Wording of question

<p>4th quarter 2019</p> <p>9) How important do you think the following training and qualification offers will be for the future success of your company: Company-specific training and further education offers</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significantly less important</td> <td>[2] rather less important</td> <td>[3] no change</td> <td>[4] rather more important</td> <td>[5] significantly more important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important						<p>Further information</p> <p>Recurring special question</p>
[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important							

Nr.	Name	Label	Survey period	Survey frequency
2.1.25)	fore_succes_cert	importance of qualification/training measures for companys success: certificatio	since 4th quarter 2019	annual

Wording of question

<p>4th quarter 2019</p> <p>9) How important do you think the following training and qualification offers will be for the future success of your company: certifications</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significantly less important</td> <td>[2] rather less important</td> <td>[3] no change</td> <td>[4] rather more important</td> <td>[5] significantly more important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important						<p>Further information</p> <p>Recurring special question</p>
[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important							

Nr.	Name	Label	Survey period	Survey frequency
2.1.26)	fore_succes_inservice	importance of qualification/training measures for companys success: in-service q	since 4th quarter 2019	annual

Wording of question

<p>4th quarter 2019</p> <p>9) How important do you think the following training and qualification offers will be for the future success of your company: In-service qualification (vocational qualification)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significantly less important</td> <td>[2] rather less important</td> <td>[3] no change</td> <td>[4] rather more important</td> <td>[5] significantly more important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important						<p>Further information</p> <p>Recurring special question</p>
[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important							

Nr.	Name	Label	Survey period	Survey frequency
2.1.27)	fore_succes_lear	importance of qualification/training measures for companys success: e-learning	since 4th quarter 2019	annual

Wording of question

<p>4th quarter 2019</p> <p>9) How important do you think the following training and qualification offers will be for the future success of your company: E-learning offers</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significantly less important</td> <td>[2] rather less important</td> <td>[3] no change</td> <td>[4] rather more important</td> <td>[5] significantly more important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important						<p>Further information</p> <p>Recurring special question</p>
[1] significantly less important	[2] rather less important	[3] no change	[4] rather more important	[5] significantly more important							

3. Special questions

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.1) sf_2008q1_1 1st quarter 2008 once

Wording of question

<p><question not available yet></p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.2) sf_2008q2_1 financial crisis: impact on staff size (y/n) 2nd quarter 2008 once

Wording of question

<p>2nd quarter 2008</p> <p>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <input type="checkbox"/> yes [1] <input type="checkbox"/> no [2] </div>	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.3) sf_2008q2_2 financial crisis: impact on staff size (direction) 2nd quarter 2008 once

Wording of question

<p>2nd quarter 2008</p> <p>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no </div> <p>If yes: How is the number of employees going to change due to the international financial crisis?</p> <p>B2) Due to the financial crisis</p> <p>the change of our number of employees is going to be a ... during the next 6 months</p> <div style="margin-top: 10px;"> <p>strong increase [1] <input type="checkbox"/></p> <p>slight increase [2] <input type="checkbox"/></p> <p>almost no change [3] <input type="checkbox"/></p> <p>slight reduction [4] <input type="checkbox"/></p> <p>strong reduction [5] <input type="checkbox"/></p> </div>	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.4) sf_2008q3_1 reduction in shortage of skilled labour 3rd quarter 2008 once

Wording of question

<p>3rd quarter 2008</p> <p>B) Academics from ten new EU countries are supposed to have easier access to the German job market from 01/01/2009 on (see supplementary sheet for explanations). Is this measure going to help reduce the shortage of skilled labour in your company?</p> <div style="margin-top: 20px;"> <input type="checkbox"/> yes [1] </div> <div style="margin-top: 5px;"> <input type="checkbox"/> no [2] </div> <div style="margin-top: 5px;"> <input type="checkbox"/> no shortage of skilled labour [3] </div>	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	4th quarter 2008	once

Wording of question

4th quarter 2008	Further information
<p>B) A structural shortage of skilled labour is discussed publicly. Is your company going to ... the expenditures for further education in 2009?</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> reduction [3]</p>	

No.	Name	Label	Survey period	Survey frequency
3.6)	sf_2009q1_1	reduction of operational dismissals	1st quarter 2009	once

Wording of question

2nd quarter 2009	Further information
<p>B) The payment period for short-time allowance is prolonged from 6 to 18 months now. Does this prolongation help to avoid operational dismissals in your industry?</p> <p><input type="text"/> yes, significantly [1]</p> <p><input type="text"/> yes, slightly [2]</p> <p><input type="text"/> no [3]</p> <p><input type="text"/> operational dismissals generally rare [4]</p>	

No.	Name	Label	Survey period	Survey frequency
3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	2nd quarter 2009	once

Wording of question

2nd quarter 2009	Further information
<p>B) The economic-growth package II of the Federal Government also contains measures to relieve the companies and employees with the social insurance contributions by about 12 bn. (especially the health insurance contributions are reduced by 0,6 percentage points).</p> <p>How do you assess these measures for your company?</p> <p><input type="text"/> big relief [1]</p> <p><input type="text"/> slight relief [2]</p> <p><input type="text"/> almost no relief [3]</p>	

No.	Name	Label	Survey period	Survey frequency
3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	3rd quarter 2009	once

Wording of question

3rd quarter 2009	Further information
<p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>2nd half year 2009</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p>	

--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	3rd quarter 2009	once
------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2009</p> <p>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?</p> <p>In the ... the number of employees in our company is going to ...</p> <p>1st half year 2010</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

Wording of question

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

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

Wording of question

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

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

Wording of question

<p>4th quarter 2009</p> <p>B) The new Federal Government discusses future economic measures. How do you think are these measures going to impact the economic growth in the medium run (next 3 to 4 years)?</p> <p><input type="checkbox"/> strongly positive [1]</p> <p><input type="checkbox"/> slightly positive [2]</p> <p><input type="checkbox"/> rather no impact [3]</p> <p><input type="checkbox"/> slightly negative [4]</p> <p><input type="checkbox"/> strongly negative [5]</p> <p><input type="checkbox"/> cannot be stated [6]</p>	<p>Further information</p>
--	----------------------------

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

Wording of question




<p>1st quarter 2010</p> <p>B) What are the plans for the year 2010 of your company regarding short-time work?</p> <p><input type="checkbox"/> currently no short-time work [1]</p> <p><input type="checkbox"/> currently employing short-time</p> <p><input type="checkbox"/> cannot be stated [3]</p>	<p>Further information</p>
---	----------------------------

work [4]	short-time work [2]
----------	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.16)	sf_2010q1_2	currently no short-time work:	1st quarter 2010	once
-------	-------------	-------------------------------	------------------	------




Wording of question

<p>1st quarter 2010</p> <p>B) What are the plans for the year 2010 of your company regarding short-time work?</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  currently no short-time work [1] </div> <div style="text-align: center;">  currently employing short-time work [2] </div> <div style="text-align: center;">  cannot be stated [3] </div> </div> <p>If "currently no short-time work"</p> <div style="margin-left: 20px;"> <input type="text"/> no introduction intended [1] </div> <div style="margin-left: 20px;"> <input type="text"/> introduction intended [2] </div>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.17)	sf_2010q1_3	currently employing short-time work:	1st quarter 2010	once
-------	-------------	--------------------------------------	------------------	------

Wording of question

<p>1st quarter 2010</p> <p>B) What are the plans for the year 2010 of your company regarding short-time work?</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  currently no short-time work [1] </div> <div style="text-align: center;">  currently employing short-time work [2] </div> <div style="text-align: center;">  cannot be stated [3] </div> </div> <p>If "currently employing short-time work"</p> <div style="margin-left: 20px;"> <input type="text"/> extension of short-time work [1] </div> <div style="margin-left: 20px;"> <input type="text"/> keeping current extent [2] </div> <div style="margin-left: 20px;"> <input type="text"/> reduction of short-time work: [3] </div> <div style="margin-left: 40px;"> <input type="text"/> by dismissal [4] </div> <div style="margin-left: 40px;"> <input type="text"/> without dismissal [5] </div>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.18)	sf_2010q2_1	handling of football world-cup	2nd quarter 2010	once
-------	-------------	--------------------------------	------------------	------

Wording of question

<p>2nd quarter 2010</p> <p>B) Many of the matches of the football world-cup that starts in June are going to take place during the classic working hours. How does your company deal with that?</p> <div style="margin-left: 20px;"> <input type="text"/> breaks are allowed [1] </div> <div style="margin-left: 20px;"> <input type="text"/> world-cup cannot be taken account of [2] </div> <div style="margin-left: 20px;"> <input type="text"/> cannot be stated [3] </div>	<p>Further information</p>
--	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.19)	sf_2010q2_2	breaks are considered...	2nd quarter 2010	once
-------	-------------	--------------------------	------------------	------

Wording of question

<p>2nd quarter 2010</p> <p>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</p> <p><input checked="" type="checkbox"/> breaks are allowed</p> <p>the breaks are considered</p> <p><input type="checkbox"/> working time [1]</p> <p><input type="checkbox"/> leisure [2]</p>	Further information
---	---------------------

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

Wording of question

<p>2nd quarter 2010</p> <p>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</p> <p><input checked="" type="checkbox"/> breaks are allowed</p> <p>allowance to interrupt applies for...</p> <p><input type="checkbox"/> all employees [1]</p> <p><input type="checkbox"/> certain employees/departments only [2]</p>	Further information
---	---------------------

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

Wording of question

<p>3rd quarter 2010</p> <p>B) During the next 12 months is your company going to ... the tendency towards short-term contracts among recruitments?</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> remain unchanged [2]</p> <p><input type="checkbox"/> decrease [3]</p> <p><input type="checkbox"/> not decided on yet [4]</p> <p><input type="checkbox"/> no recruitments [5]</p>	Further information
---	---------------------

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

Wording of question

<p>4th quarter 2010</p> <p>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</p> <p>1) voluntary extrapayments have already been made</p> <p>-have already been made</p> <p><input type="checkbox"/> yes [1] <input type="checkbox"/> no [2]</p>	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
3.23)	sf_2010q4_2	voluntary extrapayments will be made	4th quarter 2010	once

Wording of question

4th quarter 2010	Further information
------------------	---------------------

B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?

1) voluntary extrapayments

- will be made during the next months

yes [1] no[2]

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

Wording of question

4th quarter 2010	Further information
<p>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</p> <p>2) next payround</p> <p><input type="text"/> significant wage increase [1]</p> <p><input type="text"/> moderate wage increase [2]</p> <p><input type="text"/> slight wage increase [3]</p> <p><input type="text"/> no wage increase [4]</p>	

No.	Name	Label	Survey period	Survey frequency
3.25)	sf_2011q1_1	tendency towards longer employment of senior employees	1st quarter 2011	once

Wording of question

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

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

Wording of question

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

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

Wording of question

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

	<input type="text" value="monetary incentives [1]"/>
--	--

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

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
3.29)	sf_2011q1_5	yes, via adjustment of assignments	1st quarter 2011	once

Wording of question

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

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

Wording of question

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

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

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.32) **sf_2011q2_1** recruitment via job advertisement in print media **2nd quarter 2011** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.33) **sf_2011q2_2** recruitment via job advertisement online - own homepage **2nd quarter 2011** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.34) **sf_2011q2_3** recruitment via job advertisement online - job markets **2nd quarter 2011** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.35) **sf_2011q2_4** recruitment via social media/ social networks on the internet **2nd quarter 2011** once

Wording of question

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

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.37) **sf_2011q2_6** recruitment via universities **2nd quarter 2011** once

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Greece ... as compared to the past</p> <p> <input type="checkbox"/> increased [1] <input type="checkbox"/> unchanged [2] <input type="checkbox"/> decreased [3] </p>	

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

Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Ireland ... as compared to the past</p> <p> <input type="checkbox"/> increased [1] <input type="checkbox"/> unchanged [2] <input type="checkbox"/> decreased [3] </p>	

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

Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Italy ... as compared to the past</p>	

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	3rd quarter 2011	once
-------	-------------	--	------------------	------

Wording of question

<p>3rd quarter 2011</p> <p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p style="text-align: center;">the demand of applicants from Portugal ... as compared to the past</p> <table style="width: 100%; text-align: center;"> <tr> <td style="border: 1px solid black; padding: 2px;">increased [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">decreased [3]</td> </tr> </table>	increased [1]	unchanged [2]	decreased [3]	<p>Further information</p>
increased [1]	unchanged [2]	decreased [3]		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	3rd quarter 2011	once
-------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2011</p> <p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p style="text-align: center;">the demand of applicants from Spanien ... as compared to the past</p> <table style="width: 100%; text-align: center;"> <tr> <td style="border: 1px solid black; padding: 2px;">increased [1]</td> <td style="border: 1px solid black; padding: 2px;">unchanged [2]</td> <td style="border: 1px solid black; padding: 2px;">decreased [3]</td> </tr> </table>	increased [1]	unchanged [2]	decreased [3]	<p>Further information</p>
increased [1]	unchanged [2]	decreased [3]		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	4th quarter 2011	once
-------	-------------	--	------------------	------

Wording of question

<p>4th quarter 2011</p> <p>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</p> <p><input type="checkbox"/> regulations are relevant [1]</p> <p><input type="checkbox"/> regulations are not relevant [2]</p>	<p>Further information</p> <p>*Regulations as of mid October 2011</p>
---	---

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	4th quarter 2011	once
-------	-------------	--	------------------	------

Wording of question

<p>4th quarter 2011</p> <p>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</p> <p><input checked="" type="checkbox"/> regulations are relevant</p> <p>We feel ...</p> <p><input type="checkbox"/> sorely afflicted [1]</p> <p><input type="checkbox"/> slightly afflicted [2]</p> <p><input type="checkbox"/> not affected [3]</p>	<p>Further information</p> <p>*Regulations as of mid October 2011</p>
---	---

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

Wording of question

1st quarter 2012	Further information
<p>B) How is the number of employees in your company likely to be changed? In ... the number of employees in our company is going to be</p> <p>1st half year 2012 as compared to end of 2011</p> <p><input type="checkbox"/> higher [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> lower [3]</p> <p><input type="checkbox"/> cannot be stated [4]</p>	

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

3rd quarter 2012 B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months? <input type="text"/> yes [1] <input type="text"/> no [2]	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6 months (direction)	3rd quarter 2012	once

Wording of question

3rd quarter 2012 B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months? <input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no If yes: because of the Euro-crisis the number of employees in our company is likely to undergo a ... <input type="text"/> strong reduction [1] <input type="text"/> slight reduction [2] <input type="text"/> almost no change [3] <input type="text"/> slight increase [4] <input type="text"/> strong increase [5] <input type="text"/> cannot be stated [6]	Further information
---	---------------------

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

Wording of question

4th quarter 2012 B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)	Further information
--	---------------------

working-time accounts

reduction [1]

no change [2]

increase [3]

not applicable [4]

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	4th quarter 2012	once
-------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t agency workers	4th quarter 2012	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	4th quarter 2012	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.64) sf_2012q4_5 reaction to economic slowdown, w.r.t 4th quarter 2012 once
extra hours

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.65) sf_2012q4_6 reaction to economic slowdown, w.r.t 4th quarter 2012 once
short-time work

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.66) sf_2013q1_1 demand of applicants from Greece during last 1st quarter 2013 once
12 months

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.67) sf_2013q1_2 demand of applicants from Ireland during last 1st quarter 2013 once
12 months

Wording of question

<p>1st quarter 2013</p> <p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p> <p>demand of applicants from Ireland</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p>	Further information
---	---------------------

<input type="text"/> not applicable [4]

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.68)	sf_2013q1_3	demand of applicants from Italy during last 12 months	1st quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.69)	sf_2013q1_4	demand of applicants from Portugal during last 12 months	1st quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	1st quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.71)	sf_2013q1_6	actively searching for applicants from a.m. EU-states	1st quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

1st quarter 2013	Further information
<p>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</p> <p>We are actively searching for applicants from the above mentioned EU-states*</p>	*Greece, Ireland, Italy, Portugal, Spain

<input type="text"/> yes [1]	<input type="text"/> no[2]
------------------------------	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	2nd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

<p>2nd quarter 2013</p> <p>B) Are you planning to change the number of part-time jobs until the end of 2014?</p> <p>We are planning to ... the supply of part-time jobs next year</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction[3]</p> <p><input type="text"/> no part-time jobs [4]</p>	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	2nd quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

<p>2nd quarter 2013</p> <p>B) Are you planning to change the number of part-time jobs until the end of 2014?</p> <p>During the last 2 to 3 years we have ... the number of part-time jobs</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction[3]</p> <p><input type="text"/> no part-time jobs [4]</p>	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.74)	sf_2013q3_1	home-office employment is part of company x organisation	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.75)	sf_2013q3_2	development of number of home-office employments during last 4-5 years	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

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

<input type="text" value="reduced [3]"/>
--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	3rd quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2013</p> <p>B) Are homeoffice workstations part of your company organisation?</p> <p><input type="checkbox"/> yes <input type="checkbox"/> no</p> <p>If yes:</p> <p>As compared to the current state we are planning to ... the supply of homeoffice until the end of 2014</p> <p><input type="text" value="increased [1]"/> increased [1]</p> <p><input type="text" value="unchanged [2]"/> unchanged [2]</p> <p><input type="text" value="reduced [3]"/> reduced [3]</p>	<p>Further information</p>
--	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	4th quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
3.79)	sf_2013q4_2	euro crisis: impact on personnel planning next 6 months (direction)	4th quarter 2013	once

Wording of question

4th quarter 2013	Further information
<p>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> no</p> <p>If yes:</p> <p>Because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="checkbox"/> strong reduction [1]</p> <p><input type="checkbox"/> slight reduction [2]</p> <p><input type="checkbox"/> no change [3]</p> <p><input type="checkbox"/> slight increase [4]</p> <p><input type="checkbox"/> strong increase [5]</p> <p><input type="checkbox"/> cannot be stated [6]</p>	

No.	Name	Label	Survey period	Survey frequency
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	1. quarter 2014	once

Wording of question

1. quarter 2014	Further information
<p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p>Due to minimum wage our personnel will presumably...</p> <p>2014</p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>	

No.	Name	Label	Survey period	Survey frequency
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	1. quarter 2014	once

Wording of question

1. quarter 2014	Further information
<p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p>Due to minimum wage our personnel will presumably...</p> <p>ab 2015</p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>	

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

Wording of question

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information
--	---------------------

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

Wording of question

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</p> <p>If yes: do you expect shortage of personnel?</p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information
---	---------------------

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

Wording of question

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

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

Wording of question

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

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

Wording of question

<p>3. quarter 2014</p> <p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p>	Further Information
---	---------------------

<p>Do you see obstacles to reach a quota in the higher management of your company?</p> <p>If yes:</p> <p style="text-align: right;"> <input type="text" value="[1] yes"/> no qualified female applicants <input type="text"/> </p>	
---	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	3. quarter 2014	once
-------	-------------	--	-----------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.88)	sf_2014q3_5	female quota obstacles: other reasons	3. quarter 2014	once
-------	-------------	---------------------------------------	-----------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.89)	sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
-------	-------------	-------------------------------	-----------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.90)	sf_2014q4_2	measures to fill trainee positions: underwriting guarantee	4. quarter 2014	once
-------	-------------	--	-----------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	4. quarter 2014	once
-------	-------------	--	-----------------	------

Wording of question

4. quarter 2014 Did you take special measures to fill open trainee positions? (multiple nominations are possible) mentoring programs <input type="checkbox"/> [1] yes <input type="checkbox"/>	Further Information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	4. quarter 2014	once
-------	-------------	---	-----------------	------

Wording of question

4. quarter 2014 Did you take special measures to fill open trainee positions? (multiple nominations are possible) new recruitment channels (eg. Online) <input type="checkbox"/> [1] yes <input type="checkbox"/>	Further Information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.93)	sf_2014q4_5	measures to fill trainee positions: foreign search	4. quarter 2014	once
-------	-------------	---	-----------------	------

Wording of question

4. quarter 2014 Did you take special measures to fill open trainee positions? (multiple nominations are possible) search in foreign countries <input type="checkbox"/> [1] yes <input type="checkbox"/>	Further Information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.94)	sf_2014q4_6	measures to fill trainee positions: others	4. quarter 2014	once
-------	-------------	---	-----------------	------

Wording of question

4. quarter 2014 Did you take special measures to fill open trainee positions? (multiple nominations are possible) others <input type="checkbox"/> [1] yes <input type="checkbox"/>	Further Information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.95)	sf_2014q4_7	measures to fill trainee positions: no measures	4. quarter 2014	once
-------	-------------	--	-----------------	------

Wording of question

4. quarter 2014 Did you take special measures to fill open trainee positions? (multiple nominations are possible) no special measures <input type="checkbox"/> [1] yes <input type="checkbox"/>	Further Information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.96)	sf_2014q4_8	recruitment specifically in euro crisis countries	4. quarter 2014	once
-------	-------------	---	-----------------	------

Wording of question

4. quarter 2014 Do you specifically recruit in euro crisis countries? (Portugal, Italy, Greece, Spain) <input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no	Further Information
--	---------------------

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

Wording of question

1st quarter 2015	Further information
<p>Is your company offering contracts for work?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>	

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

Wording of question

1st quarter 2015	Further information
<p>Is your company offering contracts for work?</p> <p>If yes:</p> <p>During the last 3 years the number of contracts for work in our company</p> <p><input type="text"/> [1] increased</p> <p><input type="text"/> [2] did not change</p> <p><input type="text"/> [3] decreased</p>	

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

Wording of question

1st quarter 2015	Further information
<p>Employee school degree</p> <p>What is the estimated percentage of your employees with university degree?</p> <p><input type="text"/> [1] less than 5%</p> <p><input type="text"/> [2] 5% - 25%</p> <p><input type="text"/> [3] 25% - 50%</p> <p><input type="text"/> [4] more than 50%</p>	

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

Wording of question

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

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

Wording of question

1st quarter 2015	Further information
<p>Have trainees with the following school degree been employed in your company during the last 5 years?</p>	

secondary school leaving certificate	<input type="checkbox"/>	[1] yes
--------------------------------------	--------------------------	---------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	1st quarter 2015	once
--------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	1st quarter 2015	once
--------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.104)	sf_2015q1_8	majority of trainees	1st quarter 2015	once
--------	-------------	----------------------	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	2nd quarter 2015	once
--------	-------------	--	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	2nd quarter 2015	once
--------	-------------	--	------------------	------

Wording of question

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

apprenticeship grades	unimportant	unimportant	important	very important
-----------------------	-------------	-------------	-----------	----------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.107) **sf_2015q2_3** importance for preselection of personnel: university grades 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.108) **sf_2015q2_4** importance for preselection of personnel: internships 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.109) **sf_2015q2_5** importance for preselection of personnel: relevant professional experience 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.110) **sf_2015q2_6** importance for preselection of personnel: foreign experience 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.111) **sf_2015q2_7** importance for preselection of personnel: language skills 2nd quarter 2015 once

Wording of question

2nd quarter 2015	Further information
------------------	---------------------

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

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.112) **sf_2015q2_8** importance for preselection of personnel: IT-skills 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.113) **sf_2015q2_9** importance for preselection of personnel: cover letter 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.114) **sf_2015q2_10** importance for preselection of personnel: photo 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.115) **sf_2015q2_11** importance for final selection of personnel: school grades 2nd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.116) **sf_2015q2_12** importance for final selection of personnel: apprenticeship grades 2nd quarter 2015 once

Wording of question

2nd quarter 2015					Further information
How important are the following factors for selection of personnel to you?					
	final selection				
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	
apprenticeship grades					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	2nd quarter 2015	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2015					Further information
How important are the following factors for selection of personnel to you?					
	final selection				
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	
university grades					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.118)	sf_2015q2_14	importance for final selection of personnel: internships	2nd quarter 2015	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2015					Further information
How important are the following factors for selection of personnel to you?					
	final selection				
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	
completed internships					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	2nd quarter 2015	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2015					Further information
How important are the following factors for selection of personnel to you?					
	final selection				
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	
relevant professional experience					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.120)	sf_2015q2_16	importance for final selection of personnel: foreign experience	2nd quarter 2015	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2015					Further information
How important are the following factors for selection of personnel to you?					
	final selection				
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	
foreign experience					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.121) **sf_2015q2_17** importance for final selection of personnel: **2nd quarter 2015** once
 language skills

Wording of question

2nd quarter 2015					Further information					
How important are the following factors for selection of personnel to you?										
					final selection					
					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important		
language skills										

No. Name Label Survey period Survey frequency

3.122) **sf_2015q2_18** importance for final selection of personnel: **2nd quarter 2015** once
 IT-skills

Wording of question

2nd quarter 2015					Further information					
How important are the following factors for selection of personnel to you?										
					final selection					
					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important		
IT skills										

No. Name Label Survey period Survey frequency

3.123) **sf_2015q2_19** importance for final selection of personnel: **2nd quarter 2015** once
 cover letter

Wording of question

2nd quarter 2015					Further information					
How important are the following factors for selection of personnel to you?										
					final selection					
					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important		
cover letter										

No. Name Label Survey period Survey frequency

3.124) **sf_2015q2_20** importance for final selection of personnel: **2nd quarter 2015** once
 photo

Wording of question

2nd quarter 2015					Further information					
How important are the following factors for selection of personnel to you?										
					final selection					
					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important		
photo										

No. Name Label Survey period Survey frequency

3.125) **sf_2015q2_21** importance for final selection of personnel: **2nd quarter 2015** once
 personal conversation

Wording of question

2nd quarter 2015					Further information					
How important are the following factors for selection of personnel to you?										
					final selection					
					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important		
personal conversation										

No.	Name	Label	Survey period	Survey frequency															
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	2nd quarter 2015	once															
Wording of question																			
2nd quarter 2015 How important are the following factors for selection of personnel to you? <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>Assessment Center</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	Assessment Center					Further information	
	final selection																		
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important															
Assessment Center																			
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	2nd quarter 2015	once															
Wording of question																			
2nd quarter 2015 How important are the following factors for selection of personnel to you? <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>personality</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	personality					Further information	
	final selection																		
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important															
personality																			
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	2nd quarter 2015	once															
Wording of question																			
2nd quarter 2015 How important are the following factors for selection of personnel to you? <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] rather unimportant</th> <th>[3] rather important</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>sympathy</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>				final selection					[1] unimportant	[2] rather unimportant	[3] rather important	[4] important	sympathy					Further information	
	final selection																		
	[1] unimportant	[2] rather unimportant	[3] rather important	[4] important															
sympathy																			
3.129)	sf_2015q2_25	searching info online	2nd quarter 2015	once															
Wording of question																			
2nd quarter 2015 Are you searching online for information about your applicants? <input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no			Further information																
3.130)	sf_2015q2_26	searching info online: professional networks	2nd quarter 2015	once															
Wording of question																			
2nd quarter 2015 Are you searching online for information about your applicants? If yes: Are you searching... In professional networks (Xing, LinkedIn etc.) <input type="checkbox"/> [1] yes			Further information																

--	--

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

Wording of question

2nd quarter 2015	Further information
<p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p>In social networks (Facebook, Twitter etc.) <input type="text"/> [1] yes</p>	

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

Wording of question

2nd quarter 2015	Further information
<p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p>other information <input type="text"/> [1] yes</p>	

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

Wording of question

3rd quarter 2015	Further information
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>	

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

Wording of question

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

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

Wording of question

3rd quarter 2015	Further information
<p>Did the challenges in everyday professional life change for your employees</p>	

during the last 5 years?

If yes:

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
technical understanding				

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

3rd quarter 2015	Further information
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p>	

the challenges with respect to...	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
	willingness to travel			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.140)	sf_2015q3_8	challenges w.r.t. language skills	3rd quarter 2015	once
--------	-------------	-----------------------------------	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	3rd quarter 2015	once
--------	-------------	-------------------------------------	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	3rd quarter 2015	once
--------	--------------	--------------------------------------	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.143)	sf_2015q3_11	challenges w.r.t. other challenges	3rd quarter 2015	once
--------	--------------	------------------------------------	------------------	------

Wording of question

3rd quarter 2015	Further information
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>If yes:</p> <p>the challenges with respect to...</p>	

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
other challenges				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.144) **sf_2015q3_13** difficulties finding trainees 3rd quarter 2015 once

Wording of question

3rd quarter 2015	Further information
<p>In fall the new apprenticeship year begins. Did your company have difficulties finding trainees?</p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no trainee positions were offered</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.145) **sf_2015q3_14** measure filling trainee positions: promotion at schools 3rd quarter 2015 once

Wording of question

3rd quarter 2015	Further information
<p>Did you take special measures to fill open trainee positions?</p> <p>promotion at schools <input type="checkbox"/> [1] yes</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.146) **sf_2015q3_15** measure filling trainee positions: fairs 3rd quarter 2015 once

Wording of question

3rd quarter 2015	Further information
<p>Did you take special measures to fill open trainee positions?</p> <p>visiting fairs <input type="checkbox"/> [1] yes</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.147) **sf_2015q3_16** measure filling trainee positions: new channels 3rd quarter 2015 once

Wording of question

3rd quarter 2015	Further information
<p>Did you take special measures to fill open trainee positions?</p> <p>new recruitment channels (e.g. online) <input type="checkbox"/> [1] yes</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.148) **sf_2015q3_17** measure filling trainee positions: foreign search 3rd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.149) sf_2015q3_18 measure filling trainee positions: other 3rd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.150) sf_2015q3_20 measure filling trainee positions: no special measure 3rd quarter 2015 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.151) sf_2015q4_1 employment of asylum seekers last 24 month 4th quarter 2015 once

Wording of question

4th quarter 2015	Further information
<p>Did you employ asylum seekers during the last 24 months?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.152) sf_2015q4_2 employment of asylum seekers currently 4th quarter 2015 once

Wording of question

4th quarter 2015	Further information
<p>Are you currently employing asylum seekers?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.153) sf_2015q4_3 employment of asylum seekers planned next 12 months 4th quarter 2015 once

Wording of question

4th quarter 2015	Further information
<p>Are you planning to employ asylum seekers? In the next 12 months</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.154) sf_2015q4_4 employment of asylum seekers planned from 2017 on 4th quarter 2015 once

Wording of question

4th quarter 2015	Further information
<p>Are you planning to employ asylum seekers? from 2017 on</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.155) **sf_2015q4_5** investment in qualification measures for asylum seekers planned 12 months **4th quarter 2015** once

Wording of question

4th quarter 2015	Further information
<p>Are you planning to invest into qualification measures for asylum seekers in your company during the next 12 months?</p> <p><input type="text"/> [1] yes <input type="text"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.156) **sf_2015q4_6** obstacles to employing asylum seekers: language **4th quarter 2015** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.157) **sf_2015q4_7** obstacles to employing asylum seekers: qualification **4th quarter 2015** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.158) **sf_2015q4_8** obstacles to employing asylum seekers: minimum wage **4th quarter 2015** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.159) **sf_2015q4_9** obstacles to employing asylum seekers: legal frameworks **4th quarter 2015** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.160) **sf_2016q1_1** offering internships in general **1st quarter 2016** once

Wording of question

1st quarter 2016	Further information

Do you offer internships in your company in general?	
[1] yes	[2] no

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.161)	sf_2016q1_2	offering internships since 2015 for voluntary interns	1st quarter 2016	once
--------	-------------	---	------------------	------

Wording of question

1st quarter 2016	Further information
Do you offer internships in your company in general?	
If yes:	
since the beginning of 2015	
for voluntary interns	[1] yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.162)	sf_2016q1_3	offering internships since 2015 for obligated interns	1st quarter 2016	once
--------	-------------	---	------------------	------

Wording of question

1st quarter 2016	Further information
Do you offer internships in your company in general?	
If yes:	
since the beginning of 2015	
for obligated interns	[1] yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	1st quarter 2016	once
--------	-------------	--	------------------	------

Wording of question

1st quarter 2016	Further information
Do you offer internships in your company in general?	
If yes:	
prior to 2015	
for voluntary interns	[1] yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.164)	sf_2016q1_5	offering internships before 2015 for obligated interns	1st quarter 2016	once
--------	-------------	--	------------------	------

Wording of question

1st quarter 2016	Further information
Do you offer internships in your company in general?	
If yes:	
prior to 2015	
for obligated interns	[1] yes

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

Wording of question

1st quarter 2016	Further information								
<p>The average duration of internships in our company is</p> <table border="1"> <tr> <td></td> <td>[1] up to 3 months</td> <td>[2] between 3 and 6 months</td> <td>[3] more than 6 months</td> </tr> <tr> <td>for voluntary interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for voluntary interns				
	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months						
for voluntary interns									

No.	Name	Label	Survey period	Survey frequency
3.166)	sf_2016q1_7	average internship duration for obligated interns	1st quarter 2016	once

Wording of question

1st quarter 2016	Further information								
<p>The average duration of internships in our company is</p> <table border="1"> <tr> <td></td> <td>[1] up to 3 months</td> <td>[2] between 3 and 6 months</td> <td>[3] more than 6 months</td> </tr> <tr> <td>for obligated interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for obligated interns				
	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months						
for obligated interns									

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

Wording of question

1st quarter 2016	Further information								
<p>The duration of internships ... in 2015 compared to previous years</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> <tr> <td>for voluntary interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] no change	[3] decreased	for voluntary interns				
	[1] increased	[2] no change	[3] decreased						
for voluntary interns									

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

Wording of question

1st quarter 2016	Further information								
<p>The duration of internships ... in 2015 compared to previous years</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> <tr> <td>for obligated interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] no change	[3] decreased	for obligated interns				
	[1] increased	[2] no change	[3] decreased						
for obligated interns									

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

Wording of question

1st quarter 2016	Further information										
<p>How important is an internship as a recruitment tool for your company?</p> <table border="1"> <tr> <td></td> <td>[1] very important</td> <td>[2] rather important</td> <td>[3] rather unimportant</td> <td>[4] completely unimportant</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant						
	[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.170) **sf_2016q1_11** influence of minimum wage on internships **1st quarter 2016** once

Wording of question

<p>1st quarter 2016</p> <p>Does minimum wage influence your internship offerings?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>
[1] yes	[2] no				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.171) **sf_2016q2_1** home office part of company organization **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>
[1] yes	[2] no				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.172) **sf_2016q2_2** home office offerings: no company presence **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><u>If yes:</u></p> <p><u>To what extent are home-office working places offered in your company?</u></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td>[1] yes</td> </tr> <tr> <td style="width: 100px; height: 20px;">without presence in the company</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] yes	without presence in the company		<p>Further information</p>
	[1] yes				
without presence in the company					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.173) **sf_2016q2_3** home office offerings: no company presence: usage **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><u>If yes:</u></p> <p><u>To what extent are home-office working places offered in your company?</u></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] often</td> <td style="width: 50px; text-align: center;">[2] sometimes</td> <td style="width: 50px; text-align: center;">[3] infrequently</td> </tr> <tr> <td style="width: 100px; height: 20px;">without presence in the company</td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		usage				[1] often	[2] sometimes	[3] infrequently	without presence in the company				<p>Further information</p>
	usage												
	[1] often	[2] sometimes	[3] infrequently										
without presence in the company													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.174) **sf_2016q2_4** home office offerings: occasional presence **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><u>If yes:</u></p> <p><u>To what extent are home-office working places offered in your company?</u> (multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td>[1] yes</td> </tr> <tr> <td style="width: 100px; height: 20px;">with occasional presence in the company</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] yes	with occasional presence in the company		<p>Further information</p>
	[1] yes				
with occasional presence in the company					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.175) **sf_2016q2_5** home office offerings: occasional presence: usage **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">usage</th> </tr> <tr> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">with occasional presence in the company</td> <td></td> <td></td> </tr> </tbody> </table>	usage			[1] often	[2] sometimes	[3] infrequently	with occasional presence in the company			<p>Further information</p>
usage										
[1] often	[2] sometimes	[3] infrequently								
with occasional presence in the company										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.176) **sf_2016q2_6** home office offerings: frequent presence **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">with frequent phases of presence in the company</td> </tr> </tbody> </table>	[1] yes	with frequent phases of presence in the company	<p>Further information</p>
[1] yes			
with frequent phases of presence in the company			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.177) **sf_2016q2_7** home office offerings: frequent presence: usage **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">usage</th> </tr> <tr> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">with frequent phases of presence in the company</td> <td></td> <td></td> </tr> </tbody> </table>	usage			[1] often	[2] sometimes	[3] infrequently	with frequent phases of presence in the company			<p>Further information</p>
usage										
[1] often	[2] sometimes	[3] infrequently								
with frequent phases of presence in the company										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.178) **sf_2016q2_8** home office offerings: variable presence frequencies **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: To what extent are home-office working places offered in your company? (multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Phases of presence are handled variably, depending on necessity, in our company</td> </tr> </tbody> </table>	[1] yes	Phases of presence are handled variably, depending on necessity, in our company	<p>Further information</p>
[1] yes			
Phases of presence are handled variably, depending on necessity, in our company			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.179) **sf_2016q2_9** home office demographics: mothers **2nd quarter 2016** once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td></td> </tr> </tbody> </table>	[1] yes		<p>Further information</p>
[1] yes			

	[1] yes	
mothers		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.180)	sf_2016q2_10	home office demographics: mothers: usage	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2016	Further information												
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="3">usage</th> </tr> <tr> <th></th> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td>mothers</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		usage				[1] often	[2] sometimes	[3] infrequently	mothers				
	usage												
	[1] often	[2] sometimes	[3] infrequently										
mothers													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.181)	sf_2016q2_11	home office demographics: fathers	2nd quarter 2016	once
--------	--------------	-----------------------------------	------------------	------

Wording of question

2nd quarter 2016	Further information				
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td>fathers</td> <td></td> </tr> </tbody> </table>		[1] yes	fathers		
	[1] yes				
fathers					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.182)	sf_2016q2_12	home office demographics: fathers: usage	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2016	Further information												
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="3">usage</th> </tr> <tr> <th></th> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td>fathers</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		usage				[1] often	[2] sometimes	[3] infrequently	fathers				
	usage												
	[1] often	[2] sometimes	[3] infrequently										
fathers													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.183)	sf_2016q2_13	home office demographics: commuters	2nd quarter 2016	once
--------	--------------	-------------------------------------	------------------	------

Wording of question

2nd quarter 2016	Further information				
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td>commuters</td> <td></td> </tr> </tbody> </table>		[1] yes	commuters		
	[1] yes				
commuters					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.184)	sf_2016q2_14	home office demographics: commuters: usage	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2016	Further information
------------------	---------------------

Are home-office working places part of your company organization?
 If yes:
 which demographics use home-office?

	usage		
	[1] often	[2] sometimes	[3] infrequently
commuters			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.185) sf_2016q2_15 home office demographics: part time employees 2nd quarter 2016 once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?
 If yes:
 which demographics use home-office?

	[1] yes
	part-time employees

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.186) sf_2016q2_16 home office demographics: part time employees: usage 2nd quarter 2016 once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?
 If yes:
 which demographics use home-office?

	usage		
	[1] often	[2] sometimes	[3] infrequently
part-time employees			

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.187) sf_2016q2_17 home office demographics: full time employees 2nd quarter 2016 once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?
 If yes:
 which demographics use home-office?

	[1] yes
	full-time employees

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.188) sf_2016q2_18 home office demographics: full time employees: usage 2nd quarter 2016 once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?
 If yes:
 which demographics use home-office?

	usage		
	[1] often	[2] sometimes	[3] infrequently
full-time employees			

Further information

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.189) sf_2016q2_19 home office demographics: younger employees (<40 years) 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: left;">younger employees (<40 years)</td> <td></td> </tr> </table>		[1] yes	younger employees (<40 years)		<p>Further information</p>
	[1] yes				
younger employees (<40 years)					

No. Name Label Survey period Survey frequency

3.190) sf_2016q2_20 home office demographics: younger employees (<40 years): usage 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] often</td> <td style="width: 50px; text-align: center;">[2] sometimes</td> <td style="width: 50px; text-align: center;">[3] infrequently</td> </tr> <tr> <td style="text-align: left;">younger employees (<40 years)</td> <td></td> <td></td> <td></td> </tr> </table>	usage				[1] often	[2] sometimes	[3] infrequently	younger employees (<40 years)				<p>Further information</p>
usage												
	[1] often	[2] sometimes	[3] infrequently									
younger employees (<40 years)												

No. Name Label Survey period Survey frequency

3.191) sf_2016q2_21 home office demographics: older employees (40+ years) 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: left;">older employees (ab 40 years)</td> <td></td> </tr> </table>		[1] yes	older employees (ab 40 years)		<p>Further information</p>
	[1] yes				
older employees (ab 40 years)					

No. Name Label Survey period Survey frequency

3.192) sf_2016q2_22 home office demographics: older employees (40+ years): usage 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: which demographics use home-office?</p> <table border="1" style="margin-left: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] often</td> <td style="width: 50px; text-align: center;">[2] sometimes</td> <td style="width: 50px; text-align: center;">[3] infrequently</td> </tr> <tr> <td style="text-align: left;">older employees (ab 40 years)</td> <td></td> <td></td> <td></td> </tr> </table>	usage				[1] often	[2] sometimes	[3] infrequently	older employees (ab 40 years)				<p>Further information</p>
usage												
	[1] often	[2] sometimes	[3] infrequently									
older employees (ab 40 years)												

No. Name Label Survey period Survey frequency

3.193) sf_2016q2_23 home office offerings last 5 years 2nd quarter 2016 once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If yes: Within the last 5 years, we have ... the home-office offerings in our company</p> <table border="1" style="margin-left: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] expanded</td> <td style="width: 50px; text-align: center;">[2] not</td> <td style="width: 50px; text-align: center;">[3] reduced</td> </tr> </table>		[1] expanded	[2] not	[3] reduced	<p>Further information</p>
	[1] expanded	[2] not	[3] reduced		

	[1] expanded	changed	[2] reduced	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.194) sf_2016q2_24 home office offerings plan end of 2017 versus today 2nd quarter 2016 once

Wording of question

2nd quarter 2016	Further information						
<p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>We plan to ... the home-office offerings until the end of 2017 compared to today</p> <table border="1"> <tr> <td>[1] expand</td> <td>[2] not change</td> <td>[3] reduce</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] expand	[2] not change	[3] reduce				
[1] expand	[2] not change	[3] reduce					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.195) sf_2016q2_25 reasons for no home office offering: presence required 2nd quarter 2016 once

Wording of question

2nd quarter 2016	Further information				
<p>Are home-office working places part of your company organization?</p> <p>If no:</p> <p>Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>presence required</td> <td></td> </tr> </table>		[1] yes	presence required		
	[1] yes				
presence required					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.196) sf_2016q2_26 reasons for no home office offering: hindered communication 2nd quarter 2016 once

Wording of question

2nd quarter 2016	Further information				
<p>Are home-office working places part of your company organization?</p> <p>If no:</p> <p>Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>hindered communication with coworkers</td> <td></td> </tr> </table>		[1] yes	hindered communication with coworkers		
	[1] yes				
hindered communication with coworkers					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.197) sf_2016q2_27 reasons for no home office offering: unclear working time rules 2nd quarter 2016 once

Wording of question

2nd quarter 2016	Further information				
<p>Are home-office working places part of your company organization?</p> <p>If no:</p> <p>Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>unclear working time rules</td> <td></td> </tr> </table>		[1] yes	unclear working time rules		
	[1] yes				
unclear working time rules					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.198) sf_2016q2_28 reasons for no home office offering: lower productivity 2nd quarter 2016 once

Wording of question

2nd quarter 2016	Further information
<p>Are home-office working places part of your company organization?</p>	

<p>If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>lower productivity</td> <td>[1] yes</td> </tr> </table>	lower productivity	[1] yes	
lower productivity	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>insufficient IT</td> <td>[1] yes</td> </tr> </table>	insufficient IT	[1] yes	Further information
insufficient IT	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.200)	sf_2016q2_30	reasons for no home office offering: IT security	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>IT-security</td> <td>[1] yes</td> </tr> </table>	IT-security	[1] yes	Further information
IT-security	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.201)	sf_2016q2_31	reasons for no home office offering: data protection	2nd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>data protection</td> <td>[1] yes</td> </tr> </table>	data protection	[1] yes	Further information
data protection	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.202)	sf_2016q2_32	reasons for no home office offering: others	2nd quarter 2016	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>other</td> <td>[1] yes</td> </tr> </table>	other	[1] yes	Further information
other	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.203)	sf_2016q2_33	reasons for no home office offering: others description	2nd quarter 2016	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2016 Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons: other _____	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
---	--

No.	Name	Label	Survey period	Survey frequency
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	3rd quarter 2016	once

Wording of question

3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded) <input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] we do not employ academics in general	Further information
---	----------------------------

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

Wording of question

3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded) <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>Bachelor</td> <td></td> </tr> </table>		[1] yes	Bachelor		Further information
	[1] yes				
Bachelor					

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

Wording of question

3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded) <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>Master</td> <td></td> </tr> </table>		[1] yes	Master		Further information
	[1] yes				
Master					

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

Wording of question

3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? (Trainees excluded) <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>diploma</td> <td></td> </tr> </table>		[1] yes	diploma		Further information
	[1] yes				
diploma					

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

Wording of question

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

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

Wording of question

<p>3rd quarter 2016</p> <p>Which is the most common degree of first-time employees in your company?</p> <p>[1] Bachelor</p> <p>[2] Master</p> <p>[3] others</p> <p>[4] no comparison possible</p>	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
3.210)	sf_2016q3_7	new employment adjusted for bachelor/master	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>[1] yes [2] no</p>	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <p style="text-align: right;">[1] yes</p> <p>changed job profiles</p>	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
3.212)	sf_2016q3_9	new employment adjusted for bachelor/master: new jobs created	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p>	Further information
--	---------------------

	[1] yes
new jobs created	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.213)	sf_2016q3_10	new employment adjusted for bachelor/master: specific entry programs	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border-top: 1px solid black;">specific entry programs</td> <td style="border-top: 1px solid black;"></td> </tr> </table>		[1] yes	specific entry programs		Further information
	[1] yes				
specific entry programs					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.214)	sf_2016q3_11	new employment adjusted for bachelor/master: entry wages	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border-top: 1px solid black;">entry wages</td> <td style="border-top: 1px solid black;"></td> </tr> </table>		[1] yes	entry wages		Further information
	[1] yes				
entry wages					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.215)	sf_2016q3_12	new employment adjusted for bachelor/master: less/more responsibility	3rd quarter 2016	once
--------	--------------	---	------------------	------

Wording of question

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border-top: 1px solid black;">less/more responsibility</td> <td style="border-top: 1px solid black;"></td> </tr> </table>		[1] yes	less/more responsibility		Further information
	[1] yes				
less/more responsibility					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.216)	sf_2016q3_13	satisfaction with education of graduates	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>3rd quarter 2016</p> <p>How satisfied are you with the education of graduates in general?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 40px; text-align: center;">[1] very satisfied</td> <td style="width: 40px; text-align: center;">[2] satisfied</td> <td style="width: 40px; text-align: center;">[3] unsatisfied</td> <td style="width: 40px; text-align: center;">[4] very unsatisfied</td> <td style="width: 40px; text-align: center;">[5] no statement</td> </tr> <tr> <td style="border-top: 1px solid black;"></td> <td style="border-top: 1px solid black;"></td> <td style="border-top: 1px solid black;"></td> <td style="border-top: 1px solid black;"></td> <td style="border-top: 1px solid black;"></td> </tr> </table>	[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement						Further information
[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2016	Further information
------------------	---------------------

Did your satisfaction with the education of graduates change over the last 10 years?			
[1] increased	[2] no change	[3] decreased	[4] no statement

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.218)	sf_2016q4_1	problems filling vacancies	4th quarter 2016	once
--------	-------------	----------------------------	------------------	------

Wording of question

4th quarter 2016	Further information				
<p>Does your company have difficulties to fill vacancies in general?</p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			
[1] yes	[2] no				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.219)	sf_2016q4_2	problems filling vacancies: managers	4th quarter 2016	once
--------	-------------	--------------------------------------	------------------	------

Wording of question

4th quarter 2016	Further information		
<p>Does your company have difficulties to fill vacancies in general?</p> <p>If yes, for:</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>managers</td> </tr> </table>	[1] yes	managers	
[1] yes			
managers			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.220)	sf_2016q4_3	problems filling vacancies: skilled workers	4th quarter 2016	once
--------	-------------	---	------------------	------

Wording of question

4th quarter 2016	Further information		
<p>Does your company have difficulties to fill vacancies in general?</p> <p>If yes, for:</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>skilled workers</td> </tr> </table>	[1] yes	skilled workers	
[1] yes			
skilled workers			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.221)	sf_2016q4_4	problems filling vacancies: employees	4th quarter 2016	once
--------	-------------	---------------------------------------	------------------	------

Wording of question

4th quarter 2016	Further information		
<p>Does your company have difficulties to fill vacancies in general?</p> <p>If yes, for:</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>employees</td> </tr> </table>	[1] yes	employees	
[1] yes			
employees			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	4th quarter 2016	once
--------	-------------	---	------------------	------

Wording of question

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

	[1] yes
temporary workers	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.223)	sf_2016q4_6	55+ year olds employed	4th quarter 2016	once
--------	-------------	------------------------	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Do you currently employ coworkers that are more than 55 years or older?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] yes</td> <td style="text-align: center;">[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>
[1] yes	[2] no				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.224)	sf_2016q4_7	employees used 'retirement with 63'	4th quarter 2016	once
--------	-------------	-------------------------------------	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p style="margin-left: 40px;"> <input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] no, but expected until the end of 2018 <input type="checkbox"/> [4] unknown </p>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	4th quarter 2016	once
--------	-------------	---	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes: In which positions have these been employed?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] yes</td> </tr> <tr> <td>managers</td> <td></td> </tr> </table>		[1] yes	managers		<p>Further information</p>
	[1] yes				
managers					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	4th quarter 2016	once
--------	-------------	--	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes: In which positions have these been employed?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] yes</td> </tr> <tr> <td>skilled workers</td> <td></td> </tr> </table>		[1] yes	skilled workers		<p>Further information</p>
	[1] yes				
skilled workers					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	4th quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2016	Further information
------------------	---------------------

Did coworkers in your company make use of the "retirement with 63"?

If yes:

In which positions have these been employed?

	[1] yes
employees	

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>
[1] yes	[2] no				

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

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>with mini job</td> </tr> </table>	[1] yes	with mini job	<p>Further information</p>
[1] yes			
with mini job			

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

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>as part time employee</td> </tr> </table>	[1] yes	as part time employee	<p>Further information</p>
[1] yes			
as part time employee			

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

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>as freelancers</td> </tr> </table>	[1] yes	as freelancers	<p>Further information</p>
[1] yes			
as freelancers			

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

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <p>If yes:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>other</td> </tr> </table>	[1] yes	other	<p>Further information</p>
[1] yes			
other			

No.	Name	Label	Survey period	Survey frequency
3.237)	sf_2016q4_20	employment of people receiving pension: others description	4th quarter 2016	once
Wording of question				
4th quarter 2016 Do you employ coworkers that already receive pension? If yes: other _____			Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.	

No.	Name	Label	Survey period	Survey frequency				
3.238)	sf_2016q4_21	usage of flexi pension expected	4th quarter 2016	once				
Wording of question								
4th quarter 2016 Do you expect that your coworkers make use of the flexi pension? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>			[1] yes	[2] no			Further information	
[1] yes	[2] no							

No.	Name	Label	Survey period	Survey frequency				
3.239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	4th quarter 2016	once				
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? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>			[1] yes	[2] no			Further information	
[1] yes	[2] no							

No.	Name	Label	Survey period	Survey frequency				
3.240)	sf_2016q4_23	measures to keep older employees in company	4th quarter 2016	once				
Wording of question								
4th quarter 2016 Do you take any measures to keep your older employees in the company for longer? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>			[1] yes	[2] no			Further information	
[1] yes	[2] no							

No.	Name	Label	Survey period	Survey frequency				
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	4th quarter 2016	once				
Wording of question								
4th quarter 2016 Do you take any measures to keep your older employees in the company for longer? If yes, via <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td> </td> </tr> <tr> <td>more flexible working models</td> <td> </td> </tr> </table>			[1] yes		more flexible working models		Further information	
[1] yes								
more flexible working models								

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.242) sf_2016q4_25 measures to keep older employees in company: age appropriate workstations 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>age appropriate workstations</td> <td></td> </tr> </table>		[1] yes	age appropriate workstations		<p>Further information</p>
	[1] yes				
age appropriate workstations					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.243) sf_2016q4_26 measures to keep older employees in company: health promotion 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>health promotion</td> <td></td> </tr> </table>		[1] yes	health promotion		<p>Further information</p>
	[1] yes				
health promotion					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.244) sf_2016q4_27 measures to keep older employees in company: semi retirement 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>semi retirement</td> <td></td> </tr> </table>		[1] yes	semi retirement		<p>Further information</p>
	[1] yes				
semi retirement					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.245) sf_2016q4_28 measures to keep older employees in company: specific further training 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>specific further training</td> <td></td> </tr> </table>		[1] yes	specific further training		<p>Further information</p>
	[1] yes				
specific further training					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

0 sf_2016q4_29 measures to keep older employees in company: others 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td>others</td> <td></td> </tr> </table>		[1] yes	others		<p>Further information</p>
	[1] yes				
others					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.247) **sf_2016q4_30** measures to keep older employees in company: others description **4th quarter 2016** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.248) **sf_2017q1_1** number of new employees (hired in the past 24 month) **1st quarter 2017** once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.249) **sf_2017q1_2** employment of refugees (in the past 24 month) **1st quarter 2017** once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] Our company has no capabilities for refugees</p> <p><small>*including: refugees with running or closed applications for asylum and tolerated persons</small></p>	<p>Further information</p>
---	-----------------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.250) **sf_2017q1_3** employment of refugees: if yes: How many? **1st quarter 2017** once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes:</p> <p>How many? _____</p>	<p>Further information</p>
---	-----------------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.251) **sf_2017q1_4** employment of refugees: if yes: refugees are employed as: apprentices **1st quarter 2017** once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 100px;">apprentices</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	apprentices	[1] yes	<p>Further information</p>
apprentices	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.252) **sf_2017q1_5** employment of refugees: if yes: refugees are employed as: trainees **1st quarter 2017** once

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 100px;">trainees</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	trainees	[1] yes	<p>Further information</p>
trainees	[1] yes		

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

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 100px;">assistants</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	assistants	[1] yes	<p>Further information</p>
assistants	[1] yes		

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

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 100px;">seasonal workers</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	seasonal workers	[1] yes	<p>Further information</p>
seasonal workers	[1] yes		

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

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 100px;">specialists</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	specialists	[1] yes	<p>Further information</p>
specialists	[1] yes		

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

Wording of question

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 100px;">others</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	others	[1] yes	<p>Further information</p>
others	[1] yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.257) sf_2017q1_10 employment of refugees: if yes: refugees are employed as: others description 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <p>Others description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.258) sf_2017q1_11 (planned) temporary employment of refugees 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Do you employ/plan to employ refugees by temporary employment?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] We plan it.</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.259) sf_2017q1_12 use of governmental measures of encouragement by refugee employment 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Do you use governmental measures of encouragement for the employment of refugees?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.260) sf_2017q1_13 use of governmental measures of encouragement by refugee employment: if yes: description 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Do you use governmental measures of encouragement for the employment of refugees?</p> <p>If yes, namely: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.261) sf_2017q1_14 current obstacles of refugee employment: priority check 1st quarter 2017 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.262) sf_2017q1_15 current obstacles of refugee employment: governmental approval 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
------------------	---------------------

Do you see current obstacles in the employment of refugees in your company- besides language and qualification?						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	
governmental approval						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.263)	sf_2017q1_16	current obstacles of refugee employment: employment ban (safe orin)	1st quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2017						Further information
Do you see current obstacles in the employment of refugees in your company- besides language and qualification?						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	
employment ban (safe orin)						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.264)	sf_2017q1_17	current obstacles of refugee employment: resident status	1st quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2017						Further information
Do you see current obstacles in the employment of refugees in your company- besides language and qualification?						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	
resident status						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.265)	sf_2017q1_18	current obstacles of refugee employment: recognition of professional qualifications/degrees	1st quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.266)	sf_2017q1_19	current obstacles of refugee employment: duration of the governmental procedure	1st quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.267) **sf_2017q1_20** current obstacles of refugee employment: internal management of screening processes **1st quarter 2017** once

Wording of question

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

No. Name Label Survey period Survey frequency

3.268) **sf_2017q1_21** current obstacles of refugee employment: internal support **1st quarter 2017** once

Wording of question

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

No. Name Label Survey period Survey frequency

3.269) **sf_2017q1_22** current obstacles of refugee employment: others **1st quarter 2017** once

Wording of question

1st quarter 2017		Further information	
Do you see current obstacles in the employment of refugees in your company- besides language and qualification?			
	[5] general obstacle		
others			

No. Name Label Survey period Survey frequency

3.270) **sf_2017q1_23** current obstacles of refugee employment: others description **1st quarter 2017** once

Wording of question

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

No. Name Label Survey period Survey frequency

3.271) **sf_2017q2_1** development of the staffing level - medium term **2nd quarter 2017** once

Wording of question

2nd quarter 2017				Further information	
How will your staffing level change in the next 5 years (medium term)?					
	[1] strong increase	[2] slight increase	[3] slight reduction	[4] strong reduction	

No. Name Label Survey period Survey frequency

3.272) **sf_2017q2_2** impact of digitisation on staffing level 2nd quarter 2017 once

Wording of question

2nd quarter 2017 Does the digitisation of your industry affect your staffing level? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			Further information
[1] yes	[2] no				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.273) **sf_2017q2_3** digitisation causes 2nd quarter 2017 once

Wording of question

2nd quarter 2017 Does the digitisation of your industry affect your staffing level? If yes: Overall digitisation causes... <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 50px; height: 20px;"></td> <td>[1] an increase of the staffing level</td> </tr> <tr> <td style="border: 1px solid black; width: 50px; height: 20px;"></td> <td>[2] an decrease of the staffing level</td> </tr> </table>		[1] an increase of the staffing level		[2] an decrease of the staffing level	Further information
	[1] an increase of the staffing level				
	[2] an decrease of the staffing level				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.274) **sf_2017q2_4** employee turnover in company 2nd quarter 2017 once

Wording of question

2nd quarter 2017 How do you rate the employee turnover in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very high</td> <td>[2] high</td> <td>[3] minor</td> <td>[4] very minor</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] very high	[2] high	[3] minor	[4] very minor					Further information
[1] very high	[2] high	[3] minor	[4] very minor						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.275) **sf_2017q2_5** importance of employee loyalty in company 2nd quarter 2017 once

Wording of question

2nd quarter 2017 How important is the loyalty of employees in you company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather important</td> <td>[4] not important</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] very important	[2] important	[3] rather important	[4] not important					Further information
[1] very important	[2] important	[3] rather important	[4] not important						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.276) **sf_2017q2_6** impact of digitisation on industry 2nd quarter 2017 once

Wording of question

2nd quarter 2017 How strongly do you think your industry is affected by digitisation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very strong</td> <td>[2] strong</td> <td>[3] little</td> <td>[4] not at all</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] very strong	[2] strong	[3] little	[4] not at all					Further information
[1] very strong	[2] strong	[3] little	[4] not at all						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.277) **sf_2017q2_7** preperation of staffing level concerning changes due to digitisation 2nd quarter 2017 once

Wording of question

2nd quarter 2017 How well prepared is your staffing level concerning changes due to digitisation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very well</td> <td>[2] well</td> <td>[3] less well</td> <td>[4] rather poor</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very well	[2] well	[3] less well	[4] rather poor					Further information
[1] very well	[2] well	[3] less well	[4] rather poor						

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

Wording of question

2nd quarter 2017 In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td style="background-color: #e6f2ff;">New hires</td> <td style="width: 40px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	New hires						Further information
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
New hires													

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

Wording of question

2nd quarter 2017 In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td style="background-color: #e6f2ff;">Advanced training for the employees</td> <td style="width: 40px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Advanced training for the employees						Further information
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Advanced training for the employees													

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

Wording of question

2nd quarter 2017 In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td style="background-color: #e6f2ff;">Internal relocations</td> <td style="width: 40px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Internal relocations						Further information
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Internal relocations													

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

Wording of question

2nd quarter 2017 In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td style="background-color: #e6f2ff;">Outsourcing / freelancing</td> <td style="width: 40px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Outsourcing / freelancing						Further information
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Outsourcing / freelancing													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.282) sf_2017q2_12 reaction and valuation to new requirements: others 2nd quarter 2017 once

Wording of question

<p>2nd quarter 2017</p> <p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">Others</td> <td style="width: 100px; height: 20px;">[5] reaction without valuation</td> </tr> </table>	Others	[5] reaction without valuation	<p>Further information</p>
Others	[5] reaction without valuation		

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

<p>2nd quarter 2017</p> <p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <p>others description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.284) sf_2017q2_14 gain of knowledge due to new hires 2nd quarter 2017 once

Wording of question

<p>2nd quarter 2017</p> <p>How do you rate the gain of knowledge due to recent hires for your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; height: 20px;">[1] very important</td> <td style="width: 50px; height: 20px;">[2] important</td> <td style="width: 50px; height: 20px;">[3] rather unimportant</td> <td style="width: 50px; height: 20px;">[4] not important</td> </tr> </table>	[1] very important	[2] important	[3] rather unimportant	[4] not important	<p>Further information</p>
[1] very important	[2] important	[3] rather unimportant	[4] not important		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.285) sf_2017q3_1 daily working hours at full employment 3rd quarter 2017 once

Wording of question

<p>3rd quarter 2017</p> <p>How is the regular daily working time for full-time staff designed in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] less than 8 hours</td> <td style="width: 100px; height: 20px;">[2] 8 hours</td> <td style="width: 100px; height: 20px;">[3] more than 8 hours</td> </tr> </table>	[1] less than 8 hours	[2] 8 hours	[3] more than 8 hours	<p>Further information</p>
[1] less than 8 hours	[2] 8 hours	[3] more than 8 hours		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.286) sf_2017q3_2 impact of relaxation of the legal framework on daily working hours 3rd quarter 2017 once

Wording of question

<p>3rd quarter 2017</p> <p>Which impact would a relaxation of the legal framework have on the design of the regular daily working time in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;">[1] no change</td> <td style="width: 100px; height: 20px;">[2] slight increase (8-10 hours)</td> <td style="width: 100px; height: 20px;">[3] strong increase (more than 10 hours)</td> </tr> </table>	[1] no change	[2] slight increase (8-10 hours)	[3] strong increase (more than 10 hours)	<p>Further information</p>
[1] no change	[2] slight increase (8-10 hours)	[3] strong increase (more than 10 hours)		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.287) sf_2017q3_3 impact on employment - medium term: elimination of unfounded fixed term employment 3rd quarter 2017 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.288) **sf_2017q3_4** impact on employment - medium term: transparency law concerning remuneration 3rd quarter 2017 once

Wording of question

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

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.289) **sf_2017q3_5** impact on employment - medium term: flexible full-time employment 3rd quarter 2017 once

Wording of question

3rd quarter 2017						Further information
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	
flexible full-time employment						
+/-10 hour a week for childcare, nursing and training						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.290) **sf_2017q3_6** impact on employment - medium term: claim for part-time employment 3rd quarter 2017 once

Wording of question

3rd quarter 2017						Further information
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	
claim for part-time employment						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.291) **sf_2017q3_7** impact on employment - medium term: right of return to full-time employment 3rd quarter 2017 once

Wording of question

3rd quarter 2017						Further information
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...						
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	
right of return to full-time employment						
after phased part-time work						

--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.292)	sf_2017q3_8	impact on employment - medium term: elimination of 11 hours rest period	3rd quarter 2017	once
--------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>elimination of 11 hours rest period</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	elimination of 11 hours rest period						<p>Further information</p>
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
elimination of 11 hours rest period													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.293)	sf_2017q3_9	impact on employment - medium term: right of sabbatical	3rd quarter 2017	once
--------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>right of sabbatical</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>two times during working life for a maximum period of one year</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	right of sabbatical						<p>Further information</p>
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
right of sabbatical													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.294)	sf_2017q3_10	impact on employment - medium term: long-term accounts	3rd quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>long-term accounts</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>for overtime, bonus, remaining leave and special payments</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	long-term accounts						<p>Further information</p>
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
long-term accounts													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.295)	sf_2017q3_11	impact on employment - medium term: immigration point system	3rd quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

<p>3rd quarter 2017</p> <p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>immigration point system</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>A point system to measure the qualification of immigrants as a basis to issue a work permit</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	immigration point system						<p>Further information</p>
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
immigration point system													

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.296)	sf_2017q3_12	other election campaign issue: important	3rd quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

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

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

Wording of question

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

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

Wording of question

4th quarter 2017	Do different remunerations among employees with similar positions/activities exist in your company?	Further information						
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unkown</td> </tr> <tr> <td><input type="text"/></td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> </table>	[1] yes	[2] no	[3] unkown	<input type="text"/>	<input type="text"/>	<input type="text"/>		
[1] yes	[2] no	[3] unkown						
<input type="text"/>	<input type="text"/>	<input type="text"/>						

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

Wording of question

4th quarter 2017	Which characteristics of employees explain the different remunerations between employees with similar positions and activities?	Further information				
<p>(multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Educational attainment</td> <td>[1] yes</td> </tr> <tr> <td><input type="text"/></td> <td><input type="text"/></td> </tr> </table>	Educational attainment	[1] yes	<input type="text"/>	<input type="text"/>		
Educational attainment	[1] yes					
<input type="text"/>	<input type="text"/>					

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

Wording of question

4th quarter 2017	Which characteristics of employees explain the different remunerations between employees with similar positions and activities?	Further information				
<p>(multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Work experience</td> <td>[1] yes</td> </tr> <tr> <td><input type="text"/></td> <td><input type="text"/></td> </tr> </table>	Work experience	[1] yes	<input type="text"/>	<input type="text"/>		
Work experience	[1] yes					
<input type="text"/>	<input type="text"/>					

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

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td style="width: 150px;">Gender</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	Gender	[1] yes			Further information
Gender	[1] yes				

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

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td style="width: 150px;">Family status</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	Family status	[1] yes			Further information
Family status	[1] yes				

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

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td style="width: 150px;">Migrant background</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	Migrant background	[1] yes			Further information
Migrant background	[1] yes				

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

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td style="width: 150px;">Number of kids</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	Number of kids	[1] yes			Further information
Number of kids	[1] yes				

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

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p>	Further information
--	---------------------

<div style="border: 1px solid black; padding: 2px; display: inline-block;">Work performance</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">[1] yes</div>	
---	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.306)	sf_2017q4_9	reasons for different remunerations: others	4th quarter 2017	once
--------	-------------	---	------------------	------

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">Others</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">[1] yes</div>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.307)	sf_2017q4_10	reasons for different remunerations: others description	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

<p>4th quarter 2017</p> <p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>Others description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.308)	sf_2017q4_11	labor law explanations of different remunerations: fixed term employment	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">fixed term employment</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">[1] yes</div>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

<p>4th quarter 2017</p> <p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">full/part-time employment</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-left: 10px;">[1] yes</div>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.310)	sf_2017q4_13	labor law explanations of different remunerations:	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2017 Which labor law characteristics explain the different remunerations among employees with similar positions/activities? (multiple nominations are possible) <table border="1"> <tr> <td style="width: 100px;">temporary employment</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	temporary employment	[1] yes			Further information
temporary employment	[1] yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017 Which labor law characteristics explain the different remunerations among employees with similar positions/activities? (multiple nominations are possible) <table border="1"> <tr> <td style="width: 100px;">differences in tariff agreements</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	differences in tariff agreements	[1] yes			Further information
differences in tariff agreements	[1] yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017 Which labor law characteristics explain the different remunerations among employees with similar positions/activities? (multiple nominations are possible) <table border="1"> <tr> <td style="width: 100px;">seniority/period of employment</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	seniority/period of employment	[1] yes			Further information
seniority/period of employment	[1] yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.313)	sf_2017q4_16	labor law explanations of different remunerations: individual negotiating skills	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2017 Which labor law characteristics explain the different remunerations among employees with similar positions/activities? (multiple nominations are possible) <table border="1"> <tr> <td style="width: 100px;">individual negotiating skills</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	individual negotiating skills	[1] yes			Further information
individual negotiating skills	[1] yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.314)	sf_2017q4_17	labor law explanations of different remunerations: others	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017 Which labor law characteristics explain the different remunerations among employees with similar positions/activities? 	Further information
--	---------------------

(multiple nominations are possible)

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

No.	Name	Label	Survey period	Survey frequency
3.315)	sf_2017q4_18	labor law explanations of different remunerations: others description	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>Others description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
3.316)	sf_2017q4_19	measures for reduction of different remunerations: transparent remuneration system	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1"> <tr> <td>transparent remuneration system</td> <td>[1] yes</td> </tr> </table>	transparent remuneration system	[1] yes	
transparent remuneration system	[1] yes		

No.	Name	Label	Survey period	Survey frequency
3.317)	sf_2017q4_20	measures for reduction of different remunerations: tariff agreement	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1"> <tr> <td>tariff agreement</td> <td>[1] yes</td> </tr> </table>	tariff agreement	[1] yes	
tariff agreement	[1] yes		

No.	Name	Label	Survey period	Survey frequency
3.318)	sf_2017q4_21	measures for reduction of different remunerations: ombudsperson	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1"> <tr> <td>Ombudsperson</td> <td>[1] yes</td> </tr> </table>	Ombudsperson	[1] yes	
Ombudsperson	[1] yes		

No.	Name	Label	Survey period	Survey frequency
3.319)	sf_2017q4_22	measures for reduction of different remunerations: none	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
------------------	---------------------

Which measures do you take to reduce different remunerations among employees with similar positions/activities?	
None	[1] yes

No.	Name	Label	Survey period	Survey frequency
3.320)	sf_2017q4_23	measures for reduction of different remunerations: others	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
Which measures do you take to reduce different remunerations among employees with similar positions/activities?	
Others	[1] yes

No.	Name	Label	Survey period	Survey frequency
3.321)	sf_2017q4_24	measures for reduction of different remunerations: others description	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
Which measures do you take to reduce different remunerations among employees with similar positions/activities?	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
Others description: _____	

No.	Name	Label	Survey period	Survey frequency
3.322)	sf_2017q4_25	affected by transparency law concerning remuneration	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
Is your company affected by the transparency law concerning remuneration?	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] yes [2] no [3] unkown	

No.	Name	Label	Survey period	Survey frequency
3.323)	sf_2017q4_26	expected changes due to transparency law concerning remuneration	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
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 to be requested at EBDC, seperately.

	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)

No.	Name	Label	Survey period	Survey frequency
3.324)	sf_2017q4_27	transparency law concerning remuneration reduces gender pay gap	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information
------------------	---------------------

<p>is the transparency law concerning remuneration a general effective way to reduce the gender pay gap?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unknown</td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no	[3] unknown				<p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
[1] yes	[2] no	[3] unknown					

No.	Name	Label	Survey period	Survey frequency
3.325)	sf_2017q4_28	facilitating strategies for a wage increase: further training	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>further training</td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	further training						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
further training													

No.	Name	Label	Survey period	Survey frequency
3.326)	sf_2017q4_29	facilitating strategies for a wage increase: willingness to work more	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>willingness to work more</td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	willingness to work more						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
willingness to work more													

No.	Name	Label	Survey period	Survey frequency
3.327)	sf_2017q4_30	facilitating strategies for a wage increase: take voluntarily additional responsibility	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>to voluntarily take additional responsibility</td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	to voluntarily take additional responsibility						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
to voluntarily take additional responsibility													

No.	Name	Label	Survey period	Survey frequency
3.328)	sf_2017q4_31	facilitating strategies for a wage increase: always do a good job	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>always do a good job</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	always do a good job						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
always do a good job													

No.	Name	Label	Survey period	Survey frequency
3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>proactive wage negotiation</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	proactive wage negotiation						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
proactive wage negotiation													

No.	Name	Label	Survey period	Survey frequency
3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>Others</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	Others						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
Others													

No.	Name	Label	Survey period	Survey frequency
3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>Others description: _____</p>	<p>Further information</p> <p>[9] = checked</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
---	---

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.332) **sf_2017q4_35** additional to facilitating strategies for a wage increase: gender (employee) **4th quarter 2017** once

Wording of question

<p>4th quarter 2017</p> <p><i>The respondent faced the following question (sf_2017q4_28 - sf_2017q4_34):</i></p> <table border="1" style="margin-bottom: 10px;"> <tr> <td style="width: 30px; text-align: center;">[1] male employee</td> <td>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> </table> <table border="1"> <tr> <td style="width: 30px; text-align: center;">[2] female employee</td> <td>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> </table>	[1] male employee	Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?			[2] female employee	Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?			<p>Further information</p> <p>regards sf_2017q4_28 - sf_2017q4_34</p>
[1] male employee	Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?								
[2] female employee	Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?								

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

Wording of question

<p>1st quarter 2018</p> <p>Are your employees aware of the meaning and the need for data protection?</p> <table border="1" style="margin-top: 10px;"> <tr> <td style="width: 20%; text-align: center;">[1] yes, very pronounced</td> <td style="width: 20%; text-align: center;">[2] yes, slightly pronounced</td> <td style="width: 20%; text-align: center;">[3] no, rather not</td> <td style="width: 20%; text-align: center;">[4] no</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] yes, very pronounced	[2] yes, slightly pronounced	[3] no, rather not	[4] no					<p>Further information</p>
[1] yes, very pronounced	[2] yes, slightly pronounced	[3] no, rather not	[4] no						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.334) **sf_2018q1_2** information regarding the targeted level of data privacy protection **1st quarter 2018** once

Wording of question

<p>1st quarter 2018</p> <p>How do you ensure, that your employees are informed about the targeted level of data protection?</p> <p>_____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.335) **sf_2018q1_3** mainly use personal data of: applicants **1st quarter 2018** once

Wording of question

<p>1st quarter 2018</p> <p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1" style="margin-top: 10px;"> <tr> <td style="width: 30px;"></td> <td style="width: 30px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Applicants</td> <td style="width: 30px;"></td> </tr> </table>		[1] Yes	Applicants		<p>Further information</p>
	[1] Yes				
Applicants					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.336) **sf_2018q1_4** mainly use personal data of: employees **1st quarter 2018** once

Wording of question

<p>1st quarter 2018</p> <p>Whose (group of persons) personal data do you mainly use in your company?</p> <table border="1" style="margin-top: 10px;"> <tr> <td style="width: 30px;"></td> <td style="width: 30px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Employees</td> <td style="width: 30px;"></td> </tr> </table>		[1] Yes	Employees		<p>Further information</p>
	[1] Yes				
Employees					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.337) **sf_2018q1_5** mainly use personal data of: contact persons of suppliers **1st quarter 2018** once

Wording of question

1st quarter 2018 Whose (group of persons) personal data do you mainly use in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Contact persons of suppliers</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> </tr> </table>	Contact persons of suppliers	[1] Yes			Further information
Contact persons of suppliers	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.338)	sf_2018q1_6	mainly use personal data of: clients	1st quarter 2018	once

Wording of question

1st quarter 2018 Whose (group of persons) personal data do you mainly use in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Clients</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> </tr> </table>	Clients	[1] Yes			Further information
Clients	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.339)	sf_2018q1_7	mainly use personal data of: stakeholder	1st quarter 2018	once

Wording of question

1st quarter 2018 Whose (group of persons) personal data do you mainly use in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Stakeholder</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> </tr> </table>	Stakeholder	[1] Yes			Further information
Stakeholder	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.340)	sf_2018q1_8	mainly use personal data of: other	1st quarter 2018	once

Wording of question

1st quarter 2018 Whose (group of persons) personal data do you mainly use in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Other</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> </tr> </table>	Other	[1] Yes			Further information
Other	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.341)	sf_2018q1_9	mainly use personal data of: other description	1st quarter 2018	once

Wording of question

1st quarter 2018 Whose (group of persons) personal data do you mainly use in your company? Other description: _____	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
---	---

No.	Name	Label	Survey period	Survey frequency
3.342)	sf_2018q1_10	work-process regarding personal data	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information				
<p>Are the work-processes with personal data mainly analog or digital in your company?</p> <table border="1"> <tr> <td>[1] analog</td> <td>[1] digital</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] analog	[1] digital			
[1] analog	[1] digital				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.343) **sf_2018q1_11** implementation of general data protection regulation caused the major effort in: technology 1st quarter 2018 once

Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Technology</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Technology	[1] Yes			
Technology	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.344) **sf_2018q1_12** implementation of general data protection regulation caused the major effort in: organisation 1st quarter 2018 once

Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Organisation</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Organisation	[1] Yes			
Organisation	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.345) **sf_2018q1_13** implementation of general data protection regulation caused the major effort in: processes 1st quarter 2018 once

Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Processes</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Processes	[1] Yes			
Processes	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.346) **sf_2018q1_14** implementation of general data protection regulation caused the major effort in: contracts 1st quarter 2018 once

Wording of question

1st quarter 2018	Further information				
<p>Which sector causes the major effort regarding the implementation of general data protection regulation?</p> <table border="1"> <tr> <td>Contracts</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Contracts	[1] Yes			
Contracts	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.347) **sf_2018q1_15** implementation of general data protection regulation caused the major effort in: documentations 1st quarter 2018 once

Wording of question

1st quarter 2018 Which sector causes the major effort regarding the implementaion of general data protection regulation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Documentations</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	Documentations	[1] Yes			Further information
Documentations	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.348)	sf_2018q1_16	implementation of general data protection regulation caused the major effort in: other	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018 Which sector causes the major effort regarding the implementaion of general data protection regulation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Other</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	Other	[1] Yes			Further information
Other	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.349)	sf_2018q1_17	implementation of general data protection regulation caused the major effort in: other description	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018 Which sector causes the major effort regarding the implementaion of general data protection regulation? Other description: _____	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
---	---

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.350)	sf_2018q1_18	impact of new general data protection regulation on your Social-Media-Activity	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018 Does the new general data protection regulation affect your Social-Media-Activities? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 30px; text-align: center;">[1] Yes</td> <td style="width: 30px; text-align: center;">[2] No</td> <td style="width: 100px; text-align: center;">[3] We use Social media hardly ever/not at all</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No	[3] We use Social media hardly ever/not at all				Further information
[1] Yes	[2] No	[3] We use Social media hardly ever/not at all					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.351)	sf_2018q1_19	implementation of the new general data protection regulation	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018 Do you implement the new general data protection regulation intra-company or do you engage with external service providers? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 40px; text-align: center;">[1] only intern</td> <td style="width: 40px; text-align: center;">[2] only extern</td> <td style="width: 40px; text-align: center;">[3] both</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] only intern	[2] only extern	[3] both				Further information
[1] only intern	[2] only extern	[3] both					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.352)	sf_2018q1_20	new hires due to new general data protection regulation	1st quarter 2018	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2018	Further information				
<p>Did you hire additional personnel due to the new general data protection regulation or do you plan this?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.353)	sf_2018q1_21	Do you use the general data protection regulation to make other changes	1st quarter 2018	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2018	Further information				
<p>Do you use the general data protection regulation to make other changes/innovations in your company, that are not in connection with the general data protection regulation?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.354)	sf_2018q1_22	Do you use the general data protection regulation to make other changes: if yes description	1st quarter 2018	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2018	Further information
<p>Do you use the general data protection regulation to make other changes/innovations in your company, that are not in connection with the general data protection regulation?</p> <p>If Yes: Description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.355)	sf_2018q1_23	general data protection regulation: resulting costs (Euro)	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018	Further information
<p>How high are the costs of your company resulting from the new general data protection regulation?</p> <p>_____ Euro</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.356)	sf_2018q1_24	general data protection regulation: positive content	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018	Further information
<p>What do you consider as positive content?</p> <p>_____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.357)	sf_2018q1_25	general data protection regulation: negative content	1st quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2018	Further information
<p>What do you consider as negative content?</p> <p>_____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
3.358)	sf_2018q1_26	general data protection regulation: outweigh negative/positive aspects	1st quarter 2018	once

Wording of question

1st quarter 2018	Further information				
<p>Do you think that positive or negative aspects outweigh?</p> <table border="1"> <tr> <td>[1] positive</td> <td>[2] negative</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] positive	[2] negative			
[1] positive	[2] negative				

No.	Name	Label	Survey period	Survey frequency
3.359)	sf_2018q2_1	Further Training: Supply	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>Does your company offer in-service trainings?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No			
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
3.360)	sf_2018q2_2	Further Training: purpose - deepen skills	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>To deepen already well-known skills</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	To deepen already well-known skills	[1] Yes			
To deepen already well-known skills	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.361)	sf_2018q2_3	Further Training: purpose - new skills	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>to learn new skills</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	to learn new skills	[1] Yes			
to learn new skills	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.362)	sf_2018q2_4	Further Training: purpose - prepare digital shift	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information				
<p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>to prepare for digital change</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	to prepare for digital change	[1] Yes			
to prepare for digital change	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.363) sf_2018q2_5 Further Training: purpose - increase productivity 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">to increase productivity</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	to increase productivity	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
to increase productivity	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.364) sf_2018q2_6 Further Training: purpose - internal mobility 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">to promote internal mobility</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	to promote internal mobility	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
to promote internal mobility	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.365) sf_2018q2_7 Further Training: purpose - employee motivation/retention 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">employee motivation/retention</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	employee motivation/retention	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
employee motivation/retention	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.366) sf_2018q2_8 Further Training: purpose - competitiveness 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">securing competitiveness</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	securing competitiveness	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
securing competitiveness	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.367) sf_2018q2_9 Further Training: purpose - attractivity as employer 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>What do you strive for with the further training of employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">to increase my attractivity as employer</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	to increase my attractivity as employer	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
to increase my attractivity as employer	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.368) **sf_2018q2_10** Further Training: access - online 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Do your employees have access to ... (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Online-trainings or Online-learning-resources?</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Online-trainings or Online-learning-resources?	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Online-trainings or Online-learning-resources?	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.369) **sf_2018q2_11** Further Training: access - offline 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Do your employees have access to ... (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">classical presence-courses or seminars?</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	classical presence-courses or seminars?	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
classical presence-courses or seminars?	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.371) **sf_2018q2_12** Further Training: Supply - mainly online/offline 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Outweigh online or offline further-training-opportunities in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; text-align: center;">[1] online</td> <td style="width: 100px; text-align: center;">[2] offline</td> <td style="width: 100px; text-align: center;">[3] in equal shares</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] online	[2] offline	[3] in equal shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>
[1] online	[2] offline	[3] in equal shares					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.370) **sf_2018q2_13** Further Training: Supply - shift towards online 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see a shift away from offline to online further-trainings-offers?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60px; text-align: center;">[1] Yes, strongly</td> <td style="width: 60px; text-align: center;">[2] Yes, slightly</td> <td style="width: 60px; text-align: center;">[3] rather not</td> <td style="width: 60px; text-align: center;">[4] no</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] Yes, strongly	[2] Yes, slightly	[3] rather not	[4] no	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>
[1] Yes, strongly	[2] Yes, slightly	[3] rather not	[4] no						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.372) **sf_2018q2_14** Further Training: Demand - young professionals 2nd quarter 2018 once

Wording of question

<p>2nd quarter 2018</p> <p>Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Young Professionals</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Young Professionals	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Young Professionals	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.373) **sf_2018q2_15** Further Training: Demand - long-term employees 2nd quarter 2018 once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">long-term employees</td> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> </tr> </table>	long-term employees	[1] Yes	
long-term employees	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.374)	sf_2018q2_16	Further Training: Demand - re-enter	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">people reentering the labour market</td> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> </tr> </table>	people reentering the labour market	[1] Yes	
people reentering the labour market	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.375)	sf_2018q2_17	Further Training: Demand - low-skilled	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">low skilled jobs</td> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> </tr> </table>	low skilled jobs	[1] Yes	
low skilled jobs	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.376)	sf_2018q2_18	Further Training: Demand - high-skilled	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">highly qualified activities</td> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> </tr> </table>	highly qualified activities	[1] Yes	
highly qualified activities	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.377)	sf_2018q2_19	Further Training: Demand - management	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;">Management level</td> <td style="width: 50px; height: 20px; text-align: center;">[1] Yes</td> </tr> </table>	Management level	[1] Yes	
Management level	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.378)	sf_2018q2_20	Further Training: Demand - women	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Women</td> <td style="width: 50px;"></td> </tr> </table>		[1] Yes	Women		
	[1] Yes				
Women					

No.	Name	Label	Survey period	Survey frequency
3.379)	sf_2018q2_21	Further Training: Demand - men	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Men</td> <td style="width: 50px;"></td> </tr> </table>		[1] Yes	Men		
	[1] Yes				
Men					

No.	Name	Label	Survey period	Survey frequency
3.380)	sf_2018q2_22	Further Training: Demand - migrant background	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which employee-groups do you think have the most need for further trainings? (Multiple answers possible)	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Employees with migrant background</td> <td style="width: 50px;"></td> </tr> </table>		[1] Yes	Employees with migrant background		
	[1] Yes				
Employees with migrant background					

No.	Name	Label	Survey period	Survey frequency
3.381)	sf_2018q2_23	Further Training: impact (recruitment/wage negotiations)	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Do additional qualifications, such as those gained through digital learning-platforms, get more important in recruiting and wage negotiations?	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; text-align: center;">[1] Yes</td> <td style="width: 50px; text-align: center;">[2] No</td> </tr> <tr> <td style="width: 50px;"></td> <td style="width: 50px;"></td> </tr> </table>	[1] Yes	[2] No			
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
3.382)	sf_2018q2_24	Further Training: time slot - regular during working hours	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">fixed learning time during working hours</td> <td style="width: 50px;"></td> </tr> </table>		[1] Yes	fixed learning time during working hours		
	[1] Yes				
fixed learning time during working hours					

No.	Name	Label	Survey period	Survey frequency
3.383)	sf_2018q2_25	Further Training: time slot - occasionally during working hours	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">occasionally during working hours</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> </table>	occasionally during working hours	[1] Yes	
occasionally during working hours	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.384)	sf_2018q2_26	Further Training: time slot - lunch break	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Lunch break</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> </table>	Lunch break	[1] Yes	
Lunch break	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.385)	sf_2018q2_27	Further Training: time slot - leisure	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Leisure</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> </table>	Leisure	[1] Yes	
Leisure	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.386)	sf_2018q2_28	Further Training: time slot - sabbatical	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Sabbatical</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> </table>	Sabbatical	[1] Yes	
Sabbatical	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.387)	sf_2018q2_29	Further Training: time slot - educational leave	2nd quarter 2018	once

Wording of question

2nd quarter 2018 Which time frame do your employees use to consciously continue their education? (Multiple answers possible)	Further information		
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Educational leave</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> </table>	Educational leave	[1] Yes	
Educational leave	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.388)	sf_2018q2_30	Further Training: time slot - other	2nd quarter 2018	once

Wording of question

2nd quarter 2018	Further information		
<p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <table border="1"> <tr> <td>Others: _____</td> <td>[1] Yes</td> </tr> </table>	Others: _____	[1] Yes	
Others: _____	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.389)	sf_2018q2_31	Further Training: time slot - other description	2nd quarter 2018	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2018	Further information
<p>Which time frame do your employees use to consciously continue their education? (Multiple answers possible)</p> <p>Others, description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.390)	sf_2018q2_32	Further Training: reward - wage increase	2nd quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2018	Further information		
<p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>Wage increase</td> <td>[1] Yes</td> </tr> </table>	Wage increase	[1] Yes	
Wage increase	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.391)	sf_2018q2_33	Further Training: reward - promotion prospects	2nd quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2018	Further information		
<p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>Promotion prospects</td> <td>[1] Yes</td> </tr> </table>	Promotion prospects	[1] Yes	
Promotion prospects	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.392)	sf_2018q2_34	Further Training: reward - personal responsibility	2nd quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2018	Further information		
<p>How does your company reward the learning success of employees? (Multiple answers possible)</p> <table border="1"> <tr> <td>more (personal) responsibility</td> <td>[1] Yes</td> </tr> </table>	more (personal) responsibility	[1] Yes	
more (personal) responsibility	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.393)	sf_2018q2_35	Further Training: reward - gifts	2nd quarter 2018	once
--------	--------------	----------------------------------	------------------	------

Wording of question

2nd quarter 2018	Further information
<p>How does your company reward the learning success of employees? (Multiple answers possible)</p>	

	[1] Yes
voucher / gifts	<input type="checkbox"/>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.394)	sf_2018q2_36	Further Training: reward - leave day	2nd quarter 2018	once
--------	--------------	--------------------------------------	------------------	------

Wording of question

2nd quarter 2018 How does your company reward the learning success of employees? (Multiple answers possible) <table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>additional holidays (in the exam period)</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	additional holidays (in the exam period)	<input type="checkbox"/>	Further information
	[1] Yes				
additional holidays (in the exam period)	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.395)	sf_2018q2_37	Further Training: reward - other	2nd quarter 2018	once
--------	--------------	----------------------------------	------------------	------

Wording of question

2nd quarter 2018 How does your company reward the learning success of employees? (Multiple answers possible) <table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>Other: _____</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Other: _____	<input type="checkbox"/>	Further information
	[1] Yes				
Other: _____	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.396)	sf_2018q2_38	Further Training: reward - other description	2nd quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2018 How does your company reward the learning success of employees? (Multiple answers possible) Other, description: _____	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.397)	sf_2018q2_39	Further Training: obstacle - costs	2nd quarter 2018	once
--------	--------------	------------------------------------	------------------	------

Wording of question

2nd quarter 2018 Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible) <table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>too high costs</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	too high costs	<input type="checkbox"/>	Further information
	[1] Yes				
too high costs	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.398)	sf_2018q2_40	Further Training: obstacle - low utility	2nd quarter 2018	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2018 Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible) <table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>too little benefits</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	too little benefits	<input type="checkbox"/>	Further information
	[1] Yes				
too little benefits	<input type="checkbox"/>				

--	--	--

No.	Name	Label	Survey period	Survey frequency
3.399)	sf_2018q2_41	Further Training: obstacle - controllability of utility	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: 1px solid black; padding: 2px;">lack of verifiability of the benefits</td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	lack of verifiability of the benefits		<p>Further information</p>
	[1] Yes				
lack of verifiability of the benefits					

No.	Name	Label	Survey period	Survey frequency
3.400)	sf_2018q2_42	Further Training: obstacle - supply (programs)	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: 1px solid black; padding: 2px;">Lack of supply of training programs</td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	Lack of supply of training programs		<p>Further information</p>
	[1] Yes				
Lack of supply of training programs					

No.	Name	Label	Survey period	Survey frequency
3.401)	sf_2018q2_43	Further Training: obstacle - demand	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: 1px solid black; padding: 2px;">unwillingness of employees to participate</td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	unwillingness of employees to participate		<p>Further information</p>
	[1] Yes				
unwillingness of employees to participate					

No.	Name	Label	Survey period	Survey frequency
3.402)	sf_2018q2_44	Further Training: obstacle - supply (Management)	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: 1px solid black; padding: 2px;">lack of willingness of the management to offer programmes</td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	lack of willingness of the management to offer programmes		<p>Further information</p>
	[1] Yes				
lack of willingness of the management to offer programmes					

No.	Name	Label	Survey period	Survey frequency
3.403)	sf_2018q2_45	Further Training: obstacle - low state support	2nd quarter 2018	once

Wording of question

<p>2nd quarter 2018</p> <p>Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="border: 1px solid black; padding: 2px;">too little government support</td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	too little government support		<p>Further information</p>
	[1] Yes				
too little government support					

--	--	--

No.	Name	Label	Survey period	Survey frequency
3.404)	sf_2018q3_1	different remuneration	3rd quarter 2018	once

Wording of question

<p>3rd quarter 2018</p> <p>Are there differences in pay between employees with comparable jobs and positions in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				<p>Further information</p>
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
3.405)	sf_2018q3_2	transparency law concerning remuneration: use	3rd quarter 2018	once

Wording of question

<p>3rd quarter 2018</p> <p>Did your employees made use of the right to information, which is enshrined in the "Entgelttransparenzgesetz", so far?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes, frequently</td> <td>[2] Yes, occasionally</td> <td>[3] Yes, rarely</td> <td>[4] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes, frequently	[2] Yes, occasionally	[3] Yes, rarely	[4] No					<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
[1] Yes, frequently	[2] Yes, occasionally	[3] Yes, rarely	[4] No						

No.	Name	Label	Survey period	Survey frequency
3.406)	sf_2018q3_3	transparency law concerning remuneration: use - yes, following adjustments	3rd quarter 2018	once

Wording of question

<p>3rd quarter 2018</p> <p>Did your employees made use of the right to information, which is enshrined in the "Entgelttransparenzgesetz", so far?</p> <p>If yes: Did it cause adjustments of individual salaries?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
3.407)	sf_2018q3_4	transparency law concerning remuneration: wage adjustment - yes, current employees	3rd quarter 2018	once

Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, with current employees</td> <td style="height: 20px;"></td> </tr> </table>		[1] Yes	Yes, with current employees		<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
	[1] Yes				
Yes, with current employees					

No.	Name	Label	Survey period	Survey frequency
3.408)	sf_2018q3_5	transparency law concerning remuneration: wage adjustment - yes, new hire	3rd quarter 2018	once

Wording of question

<p>3rd quarter 2018</p> <p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p>	<p>Further information</p> <p>concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)</p>
--	---

		[1] Yes
Yes, with new hires		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.409) **sf_2018q3_6** transparency law concerning remuneration: wage adjustment - none 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information				
<p>Did the "Entgelttransparenz" led to changes in individual salaries of your employees? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] No</td> </tr> <tr> <td>No</td> <td></td> </tr> </table>		[1] No	No		concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
	[1] No				
No					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.410) **sf_2018q3_7** transparency law concerning remuneration: changed salary structure 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to a change in the salary structure in your company?</p> <table border="1"> <tr> <td>Yes, in favour of woman</td> <td>[1]</td> </tr> <tr> <td>Yes, in favour of men</td> <td>[2]</td> </tr> <tr> <td>No</td> <td>[3]</td> </tr> </table>	Yes, in favour of woman	[1]	Yes, in favour of men	[2]	No	[3]	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
Yes, in favour of woman	[1]						
Yes, in favour of men	[2]						
No	[3]						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.411) **sf_2018q3_8** transparency law concerning remuneration: changed salary structure long-term 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information						
<p>In your opinion, will the "Entgelttransparenzgesetz" in the long run contribute to a change in the salary structure in your company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.412) **sf_2018q3_9** transparency law concerning remuneration: transparency wage in company 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more transparency in wages in your company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.413) **sf_2018q3_10** transparency law concerning remuneration: transparency wage in industry 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more transparency in wages in your industry?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.414) sf_2018q3_11 transparency law concerning remuneration: trouble 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information						
<p>Did the "Entgelttransparenzgesetz" led to more unrest among your employees?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.415) sf_2018q3_12 transparency law concerning remuneration: satisfied 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information								
<p>Did the "Entgelttransparenzgesetz" increased the satisfaction of your employees?</p> <table border="1"> <tr> <td>[1] Yes, significantly</td> <td>[2] Yes, slightly</td> <td>[3] Rarely</td> <td>[4] No</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, significantly	[2] Yes, slightly	[3] Rarely	[4] No					concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes, significantly	[2] Yes, slightly	[3] Rarely	[4] No						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.416) sf_2018q3_13 transparency law concerning remuneration: bureaucratic burden 3rd quarter 2018 once

Wording of question

3rd quarter 2018	Further information								
<p>Did the bureaucratic burden that has arisen in connectiob with the "Entgelttransparenzgesetz" led to impairments?</p> <table border="1"> <tr> <td>[1] Yes, strongly</td> <td>[2] Yes, slightly</td> <td>[3] Rarely</td> <td>[4] No</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, strongly	[2] Yes, slightly	[3] Rarely	[4] No					concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning remuneration)
[1] Yes, strongly	[2] Yes, slightly	[3] Rarely	[4] No						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.417) sf_2018q4_1 Training in the company 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information										
<p>1) Are you training in your company? (If yes: Please answer Question 2-9, otherwise go on with 10)</p> <table border="1"> <tr> <td>[1] Yes, dual vocational training</td> <td>[2] Yes, dual study</td> <td>[3] yes, both</td> <td>[4] no</td> <td>[5] don't know</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, dual vocational training	[2] Yes, dual study	[3] yes, both	[4] no	[5] don't know						The Reponse "[3] yes, both" was only available in the paper questionnaire not in the online questionnaire.
[1] Yes, dual vocational training	[2] Yes, dual study	[3] yes, both	[4] no	[5] don't know							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.418) sf_2018q4_2 dual vocational training: commercial 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information				
2) If dual vocational training: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">commercial</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	commercial	[1] Yes		<input type="checkbox"/>	
commercial	[1] Yes				
	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.419)	sf_2018q4_3	dual vocational training: craft	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
2) If dual vocational training: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">craft</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	craft	[1] Yes		<input type="checkbox"/>	
craft	[1] Yes				
	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.420)	sf_2018q4_4	dual vocational training: scientific / technical	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
2) If dual vocational training: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">scientific / technical</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	scientific / technical	[1] Yes		<input type="checkbox"/>	
scientific / technical	[1] Yes				
	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.421)	sf_2018q4_5	dual vocational training: hotelier & hospitality industry	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
2) If dual vocational training: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">hotelier & hospitality industry</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	hotelier & hospitality industry	[1] Yes		<input type="checkbox"/>	
hotelier & hospitality industry	[1] Yes				
	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.422)	sf_2018q4_6	dual vocational training: care professional	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
2) If dual vocational training: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">care professional</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	care professional	[1] Yes		<input type="checkbox"/>	
care professional	[1] Yes				
	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.423)	sf_2018q4_7	dual vocational training: others	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
<p>2) If dual vocational training:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Others</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	Others	[1] Yes			
Others	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.424) sf_2018q4_8 Desired number of apprentices vs. Current number 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information						
<p>3) Does the number of apprentices in your company correspond to your desired number?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 30px; text-align: center;">[1] Yes</td> <td style="width: 30px; text-align: center;">[2] no, too little</td> <td style="width: 30px; text-align: center;">[3] no, too many</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] no, too little	[3] no, too many				
[1] Yes	[2] no, too little	[3] no, too many					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.425) sf_2018q4_9 Number of applicants: Change in past 5 years 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information								
<p>4) Has the number of applicants for a training position changed in the last 5 years?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 30px; text-align: center;">[1] yes, increased</td> <td style="width: 30px; text-align: center;">[2] yes, decreased</td> <td style="width: 30px; text-align: center;">[3] no</td> <td style="width: 30px; text-align: center;">[4] don't know</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] yes, increased	[2] yes, decreased	[3] no	[4] don't know					
[1] yes, increased	[2] yes, decreased	[3] no	[4] don't know						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.426) sf_2018q4_10 Quality of applicants: Change in past 5 years 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information								
<p>5) Has the quality of the applicants for a training position changed in the last 5 years?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 30px; text-align: center;">[1] yes, improved</td> <td style="width: 30px; text-align: center;">[2] yes, worsened</td> <td style="width: 30px; text-align: center;">[3] no, remained the same</td> <td style="width: 30px; text-align: center;">[4] don't know</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] yes, improved	[2] yes, worsened	[3] no, remained the same	[4] don't know					
[1] yes, improved	[2] yes, worsened	[3] no, remained the same	[4] don't know						

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								
<p>6) How do you rate the quality of the apprentices in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 30px; text-align: center;">[1] very good</td> <td style="width: 30px; text-align: center;">[2] good</td> <td style="width: 30px; text-align: center;">[3] less good</td> <td style="width: 30px; text-align: center;">[4] insufficient</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] very good	[2] good	[3] less good	[4] insufficient					
[1] very good	[2] good	[3] less good	[4] insufficient						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.428) **sf_2018q4_12** Educational background of the trainees: Abitur 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Abitur</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	Abitur		<p>Further information</p> <p>german version of high school graduation - comparable to english A level exams</p>
	[1] Yes				
Abitur					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.429) **sf_2018q4_13** Educational background of the trainees: college dropouts 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">college dropouts</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	college dropouts		<p>Further information</p>
	[1] Yes				
college dropouts					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.430) **sf_2018q4_14** Educational background of the trainees: vocational baccalaureate diploma 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">vocational baccalaureate diploma</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	vocational baccalaureate diploma		<p>Further information</p>
	[1] Yes				
vocational baccalaureate diploma					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.431) **sf_2018q4_15** Educational background of the trainees: Mittlere Reife 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Mittlere Reife</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	Mittlere Reife		<p>Further information</p> <p>"Mittlere Reife" is a school leaving certificate in Germany that is roughly comparable with the American high school diploma or the British GCSE</p>
	[1] Yes				
Mittlere Reife					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.432) **sf_2018q4_16** Educational background of the trainees: Hauptschule 4th quarter 2018 once

Wording of question

<p>4th quarter 2018</p> <p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Hauptschule</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	Hauptschule		<p>Further information</p> <p>"Hauptschule" is a secondary school in Germany, that offers Lower Secondary Education (Level2) according to ISCED-classification</p>
	[1] Yes				
Hauptschule					

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 of question

4th quarter 2018	Further information				
<p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">without school-leaving qualification</td> <td></td> </tr> </table>		[1] Yes	without school-leaving qualification		
	[1] Yes				
without school-leaving qualification					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.434) sf_2018q4_18 Educational background of the trainees: don't know 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information				
<p>7) Which educational background do the trainees in your company predominantly have?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">don't know</td> <td></td> </tr> </table>		[1] Yes	don't know		
	[1] Yes				
don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.435) sf_2018q4_19 Employing refugees as trainees 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information						
<p>8) Do you employ refugees in your company as trainees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; text-align: center;">[1] Yes</td> <td style="width: 50px; text-align: center;">[2] no</td> <td style="width: 50px; text-align: center;">[3] don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] no	[3] don't know				
[1] Yes	[2] no	[3] don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.436) sf_2018q4_20 Digital competences of apprentices 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information										
<p>9) How do you assess the digital skills of trainees and graduates?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] very good</td> <td style="width: 50px; text-align: center;">[2] good</td> <td style="width: 50px; text-align: center;">[3] sufficient</td> <td style="width: 50px; text-align: center;">[4] insufficient</td> </tr> <tr> <td style="text-align: center;">apprentices</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very good	[2] good	[3] sufficient	[4] insufficient	apprentices					
	[1] very good	[2] good	[3] sufficient	[4] insufficient							
apprentices											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.437) sf_2018q4_21 Digital competences of graduates 4th quarter 2018 once

Wording of question

4th quarter 2018	Further information										
<p>9) How do you assess the digital skills of trainees and graduates?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] very good</td> <td style="width: 50px; text-align: center;">[2] good</td> <td style="width: 50px; text-align: center;">[3] sufficient</td> <td style="width: 50px; text-align: center;">[4] insufficient</td> </tr> <tr> <td style="text-align: center;">graduates</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very good	[2] good	[3] sufficient	[4] insufficient	graduates					
	[1] very good	[2] good	[3] sufficient	[4] insufficient							
graduates											

No.	Name	Label	Survey period	Survey frequency
3.438)	sf_2018q4_22	Most frequent degree of entrants in the company	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information								
<p>10) The Bologna-Process reformed the higher education system and introduced the Bachelor and Master degrees. Which university degree do young professionals currently have most often in your company?</p> <table border="1"> <tr> <td>[1] Bachelor</td> <td>[2] Master</td> <td>[3] other</td> <td>[4] no comparison possible</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] Bachelor	[2] Master	[3] other	[4] no comparison possible					
[1] Bachelor	[2] Master	[3] other	[4] no comparison possible						

No.	Name	Label	Survey period	Survey frequency
3.439)	sf_2018q4_23	new Hires: Bachelor-graduate specialized vs. broad-based degree preferred	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information				
<p>11) In the course of the Bologna-Process, the bachelor's degree programs have become more specialized, while at the same time there are less broad-based courses of study. Do you prefer for new hires Bachelor graduates with ...</p> <table border="1"> <tr> <td>... specialized degree</td> <td>[1]</td> </tr> <tr> <td>... broad-based degree</td> <td>[2]</td> </tr> </table>	... specialized degree	[1]	... broad-based degree	[2]	
... specialized degree	[1]				
... broad-based degree	[2]				

No.	Name	Label	Survey period	Survey frequency
3.440)	sf_2018q4_24	Satisfaction with the quality of education of graduates	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information										
<p>12) How satisfied are you currently with the quality of the education of graduates overall?</p> <table border="1"> <tr> <td>[1] very satisfied</td> <td>[2] satisfied</td> <td>[3] dissatisfied</td> <td>[4] very dissatisfied</td> <td>[5] No statement</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very satisfied	[2] satisfied	[3] dissatisfied	[4] very dissatisfied	[5] No statement						
[1] very satisfied	[2] satisfied	[3] dissatisfied	[4] very dissatisfied	[5] No statement							

No.	Name	Label	Survey period	Survey frequency
3.441)	sf_2018q4_25	new Hires: external vs. Self-educated (through dual studies) university graduates	4th quarter 2018	once

Wording of question

4th quarter 2018	Further information						
<p>13) Do you prefer to recruit external graduates or self-trained professionals as part of a dual study program?</p> <table border="1"> <tr> <td>university graduates</td> <td>[1]</td> </tr> <tr> <td>graduates (FH)</td> <td>[2]</td> </tr> <tr> <td>Dual university graduate</td> <td>[3]</td> </tr> </table>	university graduates	[1]	graduates (FH)	[2]	Dual university graduate	[3]	
university graduates	[1]						
graduates (FH)	[2]						
Dual university graduate	[3]						

No.	Name	Label	Survey period	Survey frequency
3.442)	sf_2019q1_1a	classic job selection processes in your company: interview	1st quarter 2019	once

Wording of question

1st quarter 2019	Further information
------------------	---------------------

1) How does the typical Job selection process look like in your company? (multiple answers possible)	
common job interview	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.443)	sf_2019q1_1b	classic job selection processes in your company: assessment-center	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
1) How does the typical Job selection process look like in your company? (multiple answers possible)	
Assessment center	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.444)	sf_2019q1_1c	classic job selection processes in your company: phone interview	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
1) How does the typical Job selection process look like in your company? (multiple answers possible)	
phone interview	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.445)	sf_2019q1_1d	classic job selection processes in your company: assessment + interview	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019	Further information
1) How does the typical Job selection process look like in your company? (multiple answers possible)	
Assessment center + job interview	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.446)	sf_2019q1_1e	classic job selection processes in your company: others	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019	Further information
1) How does the typical Job selection process look like in your company? (multiple answers possible)	
other	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.447)	sf_2019q1_1f	classic job selection processes in your company: others text	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
1) How does the typical Job selection process look like in your company? (multiple answers possible)	
These comments are not part of the PL-Dataset. For access they have to be requested	

Other description: _____	at EBDC, seperately.
--------------------------	----------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.448)	sf_2019q1_2	search for candidates in online job exchanges or online career networks	1st quarter 2019	once
--------	-------------	---	------------------	------

Wording of question

1st quarter 2019 2) Do you search for suitable candidates via online job exchange (e.g. Stepstone, Monster etc.) or online career networks (e.g. Linked-in or XING)?	Further information								
<table border="1"> <tr> <td>[1] yes, job exchange</td> <td>[2] yes, career networks</td> <td>[3] yes, both</td> <td>[4] no</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] yes, job exchange	[2] yes, career networks	[3] yes, both	[4] no					
[1] yes, job exchange	[2] yes, career networks	[3] yes, both	[4] no						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.449)	sf_2019q1_3a	data-driven recruiting methods: chatbots	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 100px;"></td> <td>[1] Yes</td> </tr> <tr> <td>chatbots</td> <td style="height: 20px;"></td> </tr> </table>		[1] Yes	chatbots		
	[1] Yes				
chatbots					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.450)	sf_2019q1_3b	data-driven recruiting methods: matching algorithm	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 100px;"></td> <td>[1] Yes</td> </tr> <tr> <td>matching algorithms</td> <td style="height: 20px;"></td> </tr> </table>		[1] Yes	matching algorithms		
	[1] Yes				
matching algorithms					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.451)	sf_2019q1_3c	data-driven recruiting methods: language analysis tools in phone interviews	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019 3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 100px;"></td> <td>[1] Yes</td> </tr> <tr> <td>speech analysis tools during phone interviews</td> <td style="height: 20px;"></td> </tr> </table>		[1] Yes	speech analysis tools during phone interviews		
	[1] Yes				
speech analysis tools during phone interviews					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.452)	sf_2019q1_3d	data-driven recruiting methods: gamification/online-games	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019	Further information
------------------	---------------------

3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	
Gamification/online games	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.453)	sf_2019q1_3e	data-driven recruiting methods: others	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	
other	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.454)	sf_2019q1_3f	data-driven recruiting methods: others text	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019	Further information
3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
Other description: _____	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.455)	sf_2019q1_3g	data-driven recruiting methods: no	1st quarter 2019	once
--------	--------------	------------------------------------	------------------	------

Wording of question

1st quarter 2019	Further information
3) Are you using data guided recruiting methods for searching and selecting suitable candidates for a job and if so, which? (multiple answers possible)	
no, none	[1] yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.456)	sf_2019q1_4a	data-driven recruiting methods, what for: candidate search	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
4) If so, for what? (multiple answers possible)	If so, refers to question 3) from the questionnaire Q1 2019
search for candidates	[1] Yes

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.457)	sf_2019q1_4b	data-driven recruiting methods, what for: automated preselection	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
4) If so, for what? (multiple answers possible)	If so, refers to question 3) from the questionnaire Q1 2019

	[1] Yes
automatic preselection	<input type="checkbox"/>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.458)	sf_2019q1_4c	data-driven recruiting methods, what for: interviews	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>4) If so, for what? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">interviews with candidates</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	interviews with candidates	<input type="checkbox"/>	<p>Further information</p> <p>If so, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
interviews with candidates	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.459)	sf_2019q1_4d	data-driven recruiting methods, what for: evaluation	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>4) If so, for what? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">rating of candidates</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	rating of candidates	<input type="checkbox"/>	<p>Further information</p> <p>If so, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
rating of candidates	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.460)	sf_2019q1_4e	data-driven recruiting methods, what for: identification of internal applicants	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>4) If so, for what? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">identification of internal applicants</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	identification of internal applicants	<input type="checkbox"/>	<p>Further information</p> <p>If so, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
identification of internal applicants	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.461)	sf_2019q1_5	data-driven recruiting methods experiences	1st quarter 2019	once
--------	-------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>5) If so, how do you rate your experience with applying such methods?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 25%; text-align: center;">[1] very positive</td> <td style="width: 25%; text-align: center;">[2] rather positive</td> <td style="width: 25%; text-align: center;">[3] rather negative</td> <td style="width: 25%; text-align: center;">[4] negative</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] very positive	[2] rather positive	[3] rather negative	[4] negative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>If so, refers to question 3) from the questionnaire Q1 2019</p>
[1] very positive	[2] rather positive	[3] rather negative	[4] negative						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.462)	sf_2019q1_6a	data-driven recruiting methods, why not: costs	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019	Further information
------------------	---------------------

<p>6) If not, why not? (multiple answers possible)</p> <table border="1"> <tr> <td>costs</td> <td>[1] Yes</td> </tr> </table>	costs	[1] Yes	If not, refers to question 3) from the questionnaire Q1 2019
costs	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.463)	sf_2019q1_6b	data-driven recruiting methods, why not: effort	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1"> <tr> <td>effort</td> <td>[1] Yes</td> </tr> </table>	effort	[1] Yes	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
effort	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.464)	sf_2019q1_6c	data-driven recruiting methods, why not: benefit	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1"> <tr> <td>benefits</td> <td>[1] Yes</td> </tr> </table>	benefits	[1] Yes	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
benefits	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.465)	sf_2019q1_6d	data-driven recruiting methods, why not: lack of know-how	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1"> <tr> <td>lack of know how</td> <td>[1] Yes</td> </tr> </table>	lack of know how	[1] Yes	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
lack of know how	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.466)	sf_2019q1_6e	data-driven recruiting methods, why not: inefficiency	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1"> <tr> <td>inefficiency</td> <td>[1] Yes</td> </tr> </table>	inefficiency	[1] Yes	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
inefficiency	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.467)	sf_2019q1_6f	data-driven recruiting methods, why not: technology not mature	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p>	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
--	--

	[1] Yes
technology not sophisticated	<input type="checkbox"/>

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.468)	sf_2019q1_6g	data-driven recruiting methods, why not: lack of knowledge about offers	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">lacking knowledge of offers</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	lacking knowledge of offers	<input type="checkbox"/>	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
lacking knowledge of offers	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.469)	sf_2019q1_6h	data-driven recruiting methods, why not: low acceptance among applicants	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">low acceptance among applicants</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	low acceptance among applicants	<input type="checkbox"/>	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
low acceptance among applicants	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.470)	sf_2019q1_6i	data-driven recruiting methods, why not: no use	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">no utilization</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	no utilization	<input type="checkbox"/>	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
no utilization	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.471)	sf_2019q1_6j	data-driven recruiting methods, why not: others	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">other</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	other	<input type="checkbox"/>	<p>Further information</p> <p>If not, refers to question 3) from the questionnaire Q1 2019</p>
	[1] Yes				
other	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.472)	sf_2019q1_6k	data-driven recruiting methods, why not: others text	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>6) If not, why not? (multiple answers possible)</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>
--	--

Other description: _____	
--------------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.473)	sf_2019q1_7	type of selection interview	1st quarter 2019	once
--------	-------------	-----------------------------	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>7) Which kind of selection process do you prefer?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] as commonly used in personal interaction</td> <td>[2] online via digital techniques</td> <td>[3] a mixture of both</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] as commonly used in personal interaction	[2] online via digital techniques	[3] a mixture of both				Further information
[1] as commonly used in personal interaction	[2] online via digital techniques	[3] a mixture of both					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.474)	sf_2019q1_8a	advantages of data-driven recruiting methods: cost saving	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td>[1] Yes</td> </tr> <tr> <td>lower costs</td> <td style="width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	lower costs		Further information
	[1] Yes				
lower costs					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.475)	sf_2019q1_8b	advantages of data-driven recruiting methods: increase of efficiency	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td>[1] Yes</td> </tr> <tr> <td>increased efficiency of the selection process</td> <td style="width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	increased efficiency of the selection process		Further information
	[1] Yes				
increased efficiency of the selection process					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.476)	sf_2019q1_8c	advantages of data-driven recruiting methods: better identification	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td>[1] Yes</td> </tr> <tr> <td>improved identification of suitable candidates</td> <td style="width: 20px; height: 20px;"></td> </tr> </table>		[1] Yes	improved identification of suitable candidates		Further information
	[1] Yes				
improved identification of suitable candidates					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.477)	sf_2019q1_8d	advantages of data-driven recruiting methods: increased objectivity	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2019</p> <p>8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)</p>	Further information
---	---------------------

	[1] Yes
higher objectivity	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.478)	sf_2019q1_8e	advantages of data-driven recruiting methods: less influence of subjective selec	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible) <table border="1"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">less impact of subjective selection patterns</td> <td></td> </tr> </table>		[1] Yes	less impact of subjective selection patterns		Further information
	[1] Yes				
less impact of subjective selection patterns					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.479)	sf_2019q1_8f	advantages of data-driven recruiting methods: promotion of diversity	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible) <table border="1"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Promotion of diversity</td> <td></td> </tr> </table>		[1] Yes	Promotion of diversity		Further information
	[1] Yes				
Promotion of diversity					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.480)	sf_2019q1_8g	advantages of data-driven recruiting methods: modern image	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible) <table border="1"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">modern image of own company</td> <td></td> </tr> </table>		[1] Yes	modern image of own company		Further information
	[1] Yes				
modern image of own company					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.481)	sf_2019q1_8h	advantages of data-driven recruiting methods: others	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible) <table border="1"> <tr> <td style="width: 60%;"></td> <td style="width: 40%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">other</td> <td></td> </tr> </table>		[1] Yes	other		Further information
	[1] Yes				
other					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.482)	sf_2019q1_8i	advantages of data-driven recruiting methods: others text	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
---	---

Other description: _____	
--------------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.483)	sf_2019q1_9a	risks from use of autonomously acting data-driven processes: worse selection	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>worse selection of candidates</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	worse selection of candidates	<input type="checkbox"/>	
	[1] Yes				
worse selection of candidates	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.484)	sf_2019q1_9b	risks from use of autonomously acting data-driven processes: devaluation of soft	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>degradation of soft skills</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	degradation of soft skills	<input type="checkbox"/>	
	[1] Yes				
degradation of soft skills	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.485)	sf_2019q1_9c	risks from use of autonomously acting data-driven processes: privacy	1st quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>concerns regarding data privacy</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	concerns regarding data privacy	<input type="checkbox"/>	
	[1] Yes				
concerns regarding data privacy	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.486)	sf_2019q1_9d	risks from use of autonomously acting data-driven processes: unwanted selection	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	Further information				
<table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td>creation of unwanted selection patterns due to self learning algorithms</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	creation of unwanted selection patterns due to self learning algorithms	<input type="checkbox"/>	
	[1] Yes				
creation of unwanted selection patterns due to self learning algorithms	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.487)	sf_2019q1_9e	risks from use of autonomously acting data-driven processes: others	1st quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	Further information		
<table border="1"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> </table>		[1] Yes	
	[1] Yes		

	[1] Yes		
other			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.488) **sf_2019q1_9f** risks from use of autonomously acting data-driven processes: others text **1st quarter 2019** **once**

Wording of question

<p>1st quarter 2019</p> <p>8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)</p> <p>Other description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.489) **sf_2019q1_10** impact of data-driven methods on classical methods **1st quarter 2019** **once**

Wording of question

<p>1st quarter 2019</p> <p>10) Do you believe that autonomously acting data guided recruiting methods will the classical methods?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] permanently replace</td> <td style="text-align: center;">[2] complement</td> <td style="text-align: center;">[3] not be able to replace</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] permanently replace	[2] complement	[3] not be able to replace				<p>Further information</p>
[1] permanently replace	[2] complement	[3] not be able to replace					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.490) **sf_2019q1_11** medium-term use of autonomously acting data-driven processes **1st quarter 2019** **once**

Wording of question

<p>1st quarter 2019</p> <p>11) Do you plan on using autonomously acting data recruiting methods in the medium-term?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> <td style="text-align: center;">[2] No</td> </tr> <tr> <td style="height: 20px;"></td> <td style="height: 20px;"></td> </tr> </table>	[1] Yes	[2] No			<p>Further information</p>
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.491) **sf_2019q2_1a** working time model: fixed working time **2nd quarter 2019** **once**

Wording of question

<p>2nd quarter 2019</p> <p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">fixed working hours</td> </tr> </table>	[1] Yes	fixed working hours	<p>Further information</p>
[1] Yes			
fixed working hours			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.492) **sf_2019q2_1b** working time model: flexitime **2nd quarter 2019** **once**

Wording of question

<p>2nd quarter 2019</p> <p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> </tr> </table>	[1] Yes	<p>Further information</p>
[1] Yes		

flexible working hours	
------------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.493)	sf_2019q2_1c	working time model: working time accounts	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>work time booking</td> <td></td> </tr> </table>		[1] Yes	work time booking		
	[1] Yes				
work time booking					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.494)	sf_2019q2_1d	working time model: functional working time	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>free division across week</td> <td></td> </tr> </table>		[1] Yes	free division across week		
	[1] Yes				
free division across week					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.495)	sf_2019q2_1e	working time model: trust-based working time	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>trust-based working hours</td> <td></td> </tr> </table>		[1] Yes	trust-based working hours		
	[1] Yes				
trust-based working hours					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.496)	sf_2019q2_1f	working time model: shift and night work	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>shift- and nightwork</td> <td></td> </tr> </table>		[1] Yes	shift- and nightwork		
	[1] Yes				
shift- and nightwork					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.497)	sf_2019q2_1g	working time model: on-call service	2nd quarter 2019	once
--------	--------------	-------------------------------------	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>on-call duty</td> <td></td> </tr> </table>		[1] Yes	on-call duty		
	[1] Yes				
on-call duty					

original duty	
---------------	--

No.	Name	Label	Survey period	Survey frequency
3.498)	sf_2019q2_1h	working time model: others	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information				
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>other</td> <td></td> </tr> </table>		[1] Yes	other		
	[1] Yes				
other					

No.	Name	Label	Survey period	Survey frequency
3.499)	sf_2019q2_1i	working time model: others text	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information
<p>1) Which working time model is (most commonly) used in your enterprise?</p> <p>Other description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
3.500)	sf_2019q2_2a	flexibilization options in your company: flexitime	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>flexible work time</td> <td></td> </tr> </table>		[1] Yes	flexible work time		
	[1] Yes				
flexible work time					

No.	Name	Label	Survey period	Survey frequency
3.501)	sf_2019q2_2b	flexibilization options in your company: working time accounts	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>overtime/ booking of working hours</td> <td></td> </tr> </table>		[1] Yes	overtime/ booking of working hours		
	[1] Yes				
overtime/ booking of working hours					

No.	Name	Label	Survey period	Survey frequency
3.502)	sf_2019q2_2c	flexibilization options in your company: homeoffice	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>home office</td> <td></td> </tr> </table>		[1] Yes	home office		
	[1] Yes				
home office					

--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.503)	sf_2019q2_2d	flexibilization options in your company: mobile office	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>mobile office</td> <td></td> </tr> </table>		[1] Yes	mobile office		
	[1] Yes				
mobile office					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.504)	sf_2019q2_2e	flexibilization options in your company: jobsplitting	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>job splitting</td> <td></td> </tr> </table>		[1] Yes	job splitting		
	[1] Yes				
job splitting					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.505)	sf_2019q2_2f	flexibilization options in your company: sabbatical	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>sabbatical</td> <td></td> </tr> </table>		[1] Yes	sabbatical		
	[1] Yes				
sabbatical					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.506)	sf_2019q2_2g	flexibilization options in your company: others	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>other</td> <td></td> </tr> </table>		[1] Yes	other		
	[1] Yes				
other					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.507)	sf_2019q2_2h	flexibilization options in your company: others text	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information
<p>2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible)</p> <p>Other description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
3.508)	sf_2019q2_3a	use of flexibilization options: overtime	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information												
<p>3) How intensively are the possibilities of flexibilization used in your enterprise?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] very strongly</th> <th>[2] strongly</th> <th>[3] medium</th> <th>[4] weakly</th> <th>[5] not at all</th> </tr> </thead> <tbody> <tr> <td>overtime</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all	overtime						
	[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all								
overtime													

No.	Name	Label	Survey period	Survey frequency
3.509)	sf_2019q2_3b	use of flexibilization options: homeoffice	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information												
<p>3) How intensively are the possibilities of flexibilization used in your enterprise?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] very strongly</th> <th>[2] strongly</th> <th>[3] medium</th> <th>[4] weakly</th> <th>[5] not at all</th> </tr> </thead> <tbody> <tr> <td>home office</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all	home office						
	[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all								
home office													

No.	Name	Label	Survey period	Survey frequency
3.510)	sf_2019q2_3c	use of flexibilization options: mobile office	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information												
<p>3) How intensively are the possibilities of flexibilization used in your enterprise?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] very strongly</th> <th>[2] strongly</th> <th>[3] medium</th> <th>[4] weakly</th> <th>[5] not at all</th> </tr> </thead> <tbody> <tr> <td>mobile office</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all	mobile office						
	[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all								
mobile office													

No.	Name	Label	Survey period	Survey frequency
3.511)	sf_2019q2_3d	use of flexibilization options: jobsplitting	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information												
<p>3) How intensively are the possibilities of flexibilization used in your enterprise?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] very strongly</th> <th>[2] strongly</th> <th>[3] medium</th> <th>[4] weakly</th> <th>[5] not at all</th> </tr> </thead> <tbody> <tr> <td>jobsplitting</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all	jobsplitting						
	[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all								
jobsplitting													

No.	Name	Label	Survey period	Survey frequency
3.512)	sf_2019q2_3e	use of flexibilization options: sabbatical	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information												
<p>3) How intensively are the possibilities of flexibilization used in your enterprise?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] very strongly</th> <th>[2] strongly</th> <th>[3] medium</th> <th>[4] weakly</th> <th>[5] not at all</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all							
	[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all								

sabbatical						
------------	--	--	--	--	--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.513)	sf_2019q2_4a	positive effect of more precise documentation of working time: productivity	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>productivity</td> <td></td> </tr> </table>		[1] Yes	productivity		
	[1] Yes				
productivity					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.514)	sf_2019q2_4b	positive effect of more precise documentation of working time: satisfaction	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>satisfaction</td> <td></td> </tr> </table>		[1] Yes	satisfaction		
	[1] Yes				
satisfaction					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.515)	sf_2019q2_4c	positive effect of more precise documentation of working time: health	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>health</td> <td></td> </tr> </table>		[1] Yes	health		
	[1] Yes				
health					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.516)	sf_2019q2_4d	positive effect of more precise documentation of working time: others	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information				
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>other</td> <td></td> </tr> </table>		[1] Yes	other		
	[1] Yes				
other					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.517)	sf_2019q2_4e	positive effect of more precise documentation of working time: others text	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <p>Other description:</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>

Survey description:	
---------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.518)	sf_2019q2_4f	positive effect of more precise documentation of working time: none	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information		
<p>4) In your opinion, where would a more precise documentation of working hours have positive impacts ? (Mehrfachnennung möglich)</p> <table border="1"> <tr> <td>none</td> <td>[1] Yes</td> </tr> </table>	none	[1] Yes	
none	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.519)	sf_2019q2_5a	documentation of working time: yes, analog time clock	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>yes, analog time clock</td> <td>[1] Yes</td> </tr> </table>	yes, analog time clock	[1] Yes	
yes, analog time clock	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.520)	sf_2019q2_5b	documentation of working time: yes, electronic time recording system	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>yes, electronic time recording system</td> <td>[1] Yes</td> </tr> </table>	yes, electronic time recording system	[1] Yes	
yes, electronic time recording system	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.521)	sf_2019q2_5c	documentation of working time: yes, written documentation by employees	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>yes, written documentation by employees</td> <td>[1] Yes</td> </tr> </table>	yes, written documentation by employees	[1] Yes	
yes, written documentation by employees	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.522)	sf_2019q2_5d	documentation of working time: yes, but only overtime	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>yes, but only overtime</td> <td>[1] Yes</td> </tr> </table>	yes, but only overtime	[1] Yes	
yes, but only overtime	[1] Yes		

yes, not survey over time

No.	Name	Label	Survey period	Survey frequency
3.523)	sf_2019q2_5e	documentation of working time: yes, others	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>yes, other</td> <td>[1] Yes</td> </tr> </table>	yes, other	[1] Yes	
yes, other	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.524)	sf_2019q2_5f	documentation of working time: yes, others text	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information
<p>5) Do you currently systematically document the working hours of your employees?</p> <p>Other description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency
3.525)	sf_2019q2_5g	documentation of working time: no, trust-based working time	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>no, trust based working hours</td> <td>[1] Yes</td> </tr> </table>	no, trust based working hours	[1] Yes	
no, trust based working hours	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.526)	sf_2019q2_5h	documentation of working time: no, fixed working time with compulsory attendance	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>no, fixed working hours with mandatory presence</td> <td>[1] Yes</td> </tr> </table>	no, fixed working hours with mandatory presence	[1] Yes	
no, fixed working hours with mandatory presence	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.527)	sf_2019q2_5i	documentation of working time: no, others	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>5) Do you currently systematically document the working hours of your employees?</p> <table border="1"> <tr> <td>no, other</td> <td>[1] Yes</td> </tr> </table>	no, other	[1] Yes	
no, other	[1] Yes		

--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.528)	sf_2019q2_5j	documentation of working time: no, others text	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2019</p> <p>5) Do you currently systematically document the working hours of your employees?</p> <p>Other description: _____</p>	<p>Further information</p> <p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>
---	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.529)	sf_2019q2_6a	suitable variant for precise recording of working times: stationary time clock	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2019</p> <p>6) In your opinion, which practice is suitable for precisely documenting the working hours of your employees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">(stationary) time clock</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	(stationary) time clock	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
(stationary) time clock	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.530)	sf_2019q2_6b	suitable variant for precise recording of working times: mobile time clock app	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2019</p> <p>6) In your opinion, which practice is suitable for precisely documenting the working hours of your employees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">mobile app</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	mobile app	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
mobile app	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.531)	sf_2019q2_6c	suitable variant for precise recording of working times: obligation to autonomou	2nd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2019</p> <p>6) In your opinion, which practice is suitable for precisely documenting the working hours of your employees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">obligation to autonomous documentation by employees</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	obligation to autonomous documentation by employees	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
obligation to autonomous documentation by employees	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.532)	sf_2019q2_6d	suitable variant for precise recording of working times: others	2nd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2019</p> <p>6) In your opinion, which practice is suitable for precisely documenting the working hours of your employees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">other</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	other	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
other	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.533)	sf_2019q2_6e	suitable variant for precise recording of working times: others text	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information
<p>6) In your opinion, which practice is suitable for precisely documenting the working hours of your employees?</p> <p>Other description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.</p>

No.	Name	Label	Survey period	Survey frequency
3.534)	sf_2019q2_7a	effect of law modification stricter documentation: increase headcount	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>increase in staff</td> <td>[1] Yes</td> </tr> </table>	increase in staff	[1] Yes	
increase in staff	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.535)	sf_2019q2_7b	effect of law modification stricter documentation: decrease headcount	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>reduction in staff</td> <td>[1] Yes</td> </tr> </table>	reduction in staff	[1] Yes	
reduction in staff	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.536)	sf_2019q2_7c	effect of law modification stricter documentation: decrease working time	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>reduction in working hours</td> <td>[1] Yes</td> </tr> </table>	reduction in working hours	[1] Yes	
reduction in working hours	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.537)	sf_2019q2_7d	effect of law modification stricter documentation: significant increase bureaucr	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>significantly more bureaucracy</td> <td>[1] Yes</td> </tr> </table>	significantly more bureaucracy	[1] Yes	
significantly more bureaucracy	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.538)	sf_2019q2_7e	effect of law modification stricter documentation: less flexibility	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>less flexibility</td> <td>[1] Yes</td> </tr> </table>	less flexibility	[1] Yes	
less flexibility	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.539)	sf_2019q2_7f	effect of law modification stricter documentation: outsourcing	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>outsourcing</td> <td>[1] Yes</td> </tr> </table>	outsourcing	[1] Yes	
outsourcing	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.540)	sf_2019q2_7g	effect of law modification stricter documentation: no effects	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>no impact</td> <td>[1] Yes</td> </tr> </table>	no impact	[1] Yes	
no impact	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.541)	sf_2019q2_7h	effect of law modification stricter documentation: others	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information		
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td>other</td> <td>[1] Yes</td> </tr> </table>	other	[1] Yes	
other	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.542)	sf_2019q2_7i	effect of law modification stricter documentation: others text	2nd quarter 2019	once

Wording of question

2nd quarter 2019	Further information
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <p>Other description: _____</p>	<p>These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.</p>

No.	Name	Label	Survey period	Survey frequency				
3.543)	sf_2019q2_7j	effect of law modification stricter documentation: not specified	2nd quarter 2019	once				
Wording of question								
2nd quarter 2019		Further information						
<p>7) In your opinion, how would a change in the law for a more strict documentation of working hours impact your enterprise? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>no information possible</td> <td></td> </tr> </table>			[1] Yes	no information possible				
	[1] Yes							
no information possible								
No.	Name	Label	Survey period	Survey frequency				
3.544)	sf_2019q2_8a	compensation of overtime: salary	2nd quarter 2019	once				
Wording of question								
2nd quarter 2019		Further information						
<p>9) How is overtime compensated in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>with salary</td> <td></td> </tr> </table>			[1] Yes	with salary				
	[1] Yes							
with salary								
No.	Name	Label	Survey period	Survey frequency				
3.545)	sf_2019q2_8b	compensation of overtime: overtime account	2nd quarter 2019	once				
Wording of question								
2nd quarter 2019		Further information						
<p>9) How is overtime compensated in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Booking of overtime</td> <td></td> </tr> </table>			[1] Yes	Booking of overtime				
	[1] Yes							
Booking of overtime								
No.	Name	Label	Survey period	Survey frequency				
3.546)	sf_2019q2_8c	compensation of overtime: payment	2nd quarter 2019	once				
Wording of question								
2nd quarter 2019		Further information						
<p>9) How is overtime compensated in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>paid out in €</td> <td></td> </tr> </table>			[1] Yes	paid out in €				
	[1] Yes							
paid out in €								
No.	Name	Label	Survey period	Survey frequency				
3.547)	sf_2019q2_8d	compensation of overtime: conversion to vacation	2nd quarter 2019	once				
Wording of question								
2nd quarter 2019		Further information						
<p>9) How is overtime compensated in your enterprise?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>conversion to vacation</td> <td></td> </tr> </table>			[1] Yes	conversion to vacation				
	[1] Yes							
conversion to vacation								
No.	Name	Label	Survey period	Survey frequency				

3.548) sf_2019q2_8e compensation of overtime: others 2nd quarter 2019 once

Wording of question

2nd quarter 2019 9) How is overtime compensated in your enterprise? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px; height: 20px; text-align: center;">other</td> <td style="width: 50px; height: 20px;"></td> </tr> </table>		[1] Yes	other		Further information
	[1] Yes				
other					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.549) sf_2019q2_8f compensation of overtime: others text 2nd quarter 2019 once

Wording of question

2nd quarter 2019 9) How is overtime compensated in your enterprise? Other description: _____	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
---	---

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.550) sf_2019q2_9 reading emails in homeoffice is working time 2nd quarter 2019 once

Wording of question

2nd quarter 2019 10) Do you consider the reading of emails at home as working time? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; text-align: center;">[1] Yes</td> <td style="width: 50px; text-align: center;">[2] No</td> <td style="width: 50px; text-align: center;">[3] I don't know</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] Yes	[2] No	[3] I don't know				Further information
[1] Yes	[2] No	[3] I don't know					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.551) sf_2019q2_10 obligation for precise documentation of working time leads to problems 2nd quarter 2019 once

Wording of question

2nd quarter 2019 11) Do you believe that the mandatory precise documentation of working hours is more likely to cause problems regarding ... <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; text-align: center;">[1] daily limit of working time</td> <td style="width: 50px; text-align: center;">[2] 11 hours of resting time</td> <td style="width: 50px; text-align: center;">[3] both</td> <td style="width: 50px; text-align: center;">[4] none of them</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] daily limit of working time	[2] 11 hours of resting time	[3] both	[4] none of them					Further information
[1] daily limit of working time	[2] 11 hours of resting time	[3] both	[4] none of them						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.552) sf_2019q3_1 number of employees in your company 3rd quarter 2019 once

Wording of question

3rd quarter 2019 1) How many employees work in your company? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px; text-align: center;">[1] <45</td> <td style="width: 50px; text-align: center;">[2] 46-200</td> <td style="width: 50px; text-align: center;">[3] > 201</td> </tr> <tr> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> <td style="width: 50px; height: 20px;"></td> </tr> </table>	[1] <45	[2] 46-200	[3] > 201				Further information
[1] <45	[2] 46-200	[3] > 201					

No.	Name	Label	Survey period	Survey frequency
3.553)	sf_2019q3_2	opportunity for employees to reduce working time before law amendment	3rd quarter 2019	once

Wording of question

3rd quarter 2019	Further information								
<p>2) Did you already give your employees the opportunity to reduce their working hours for a limited period of time before the law amendment ("Brückenteilzeitgesetz") came into force?</p> <table border="1"> <thead> <tr> <th>[1] Yes, regularly</th> <th>[2] Yes, in exceptional cases</th> <th>[3] No</th> <th>[4] There were no requests</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes, regularly	[2] Yes, in exceptional cases	[3] No	[4] There were no requests					
[1] Yes, regularly	[2] Yes, in exceptional cases	[3] No	[4] There were no requests						

No.	Name	Label	Survey period	Survey frequency
3.554)	sf_2019q3_3	employees made use of opportunity to reduce working time since law amendment	3rd quarter 2019	once

Wording of question

3rd quarter 2019	Further information										
<p>3) Have your employees made use of their entitlement to a temporary reduction in working hours since the law amendment ("Brückenteilzeitgesetz") came into force?</p> <table border="1"> <thead> <tr> <th>[1] Yes, very often</th> <th>[2] Yes, often</th> <th>[3] Yes, occasionally</th> <th>[4] Yes, rarely</th> <th>[5] No, never</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes, very often	[2] Yes, often	[3] Yes, occasionally	[4] Yes, rarely	[5] No, never						
[1] Yes, very often	[2] Yes, often	[3] Yes, occasionally	[4] Yes, rarely	[5] No, never							

No.	Name	Label	Survey period	Survey frequency
3.555)	sf_2019q3_4	employees <=45: grant employees part-time	3rd quarter 2019	once

Wording of question

3rd quarter 2019	Further information								
<p>4) If you have fewer than 45 employees: Do you still grant your employees bridge part-time work?</p> <table border="1"> <thead> <tr> <th>[1] Yes, to all who request</th> <th>[2] Yes, but only to a certain number</th> <th>[3] No</th> <th>[4] There were no requests</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes, to all who request	[2] Yes, but only to a certain number	[3] No	[4] There were no requests					
[1] Yes, to all who request	[2] Yes, but only to a certain number	[3] No	[4] There were no requests						

No.	Name	Label	Survey period	Survey frequency
3.556)	sf_2019q3_5	employees 46-200: more requests for reduction of working time than law requires	3rd quarter 2019	once

Wording of question

3rd quarter 2019	Further information								
<p>5) If you have between 46 and 200 employees: Have there been more requests for temporary reductions in working hours than you are legally required to grant (one temporary reduction per 15 employees)?</p> <table border="1"> <thead> <tr> <th>[1] Yes, much more</th> <th>[2] Yes, a few more</th> <th>[3] No, less</th> <th>[4] No, there were no requests</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	[1] Yes, much more	[2] Yes, a few more	[3] No, less	[4] No, there were no requests					
[1] Yes, much more	[2] Yes, a few more	[3] No, less	[4] No, there were no requests						

No.	Name	Label	Survey period	Survey frequency
3.557)	sf_2019q3_6	more requests for reduction of working time than law requires to grant: how do y	3rd quarter 2019	once

Wording of question

3rd quarter 2019	Further information
<p>6) If there were more requests than required by law, how do you handle them?</p>	

	[1] Only comply with the legal obligation	[2] Over-fulfil: grant more or all requests.	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.558) **sf_2019q3_7a** group of employees making most use of law amendment: **3rd quarter 2019** once
women

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td>Women</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Women	[1] Yes			
Women	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.559) **sf_2019q3_7b** group of employees making most use of law amendment: **3rd quarter 2019** once
men

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td>Men</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Men	[1] Yes			
Men	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.560) **sf_2019q3_7c** group of employees making most use of law amendment: **3rd quarter 2019** once
employees age < 40

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td>Employees younger than 40 years old</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Employees younger than 40 years old	[1] Yes			
Employees younger than 40 years old	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.561) **sf_2019q3_7d** group of employees making most use of law amendment: **3rd quarter 2019** once
employees age > 40

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td>Employees older than 40 years old</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Employees older than 40 years old	[1] Yes			
Employees older than 40 years old	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.562) **sf_2019q3_7e** group of employees making most use of law amendment: **3rd quarter 2019** once
employees with family

Wording of question

3rd quarter 2019	Further information
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p>	

	[1] Yes
Employees with family	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.563) **sf_2019q3_7f** group of employees making most use of law amendment: 3rd quarter 2019 once
others

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] Yes	Others		
	[1] Yes				
Others					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.564) **sf_2019q3_7g** group of employees making most use of law amendment: 3rd quarter 2019 once
no statement possible

Wording of question

3rd quarter 2019	Further information				
<p>7) Which groups of employees have made greater use of bridging part-time work up to now? (multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>No statement possible</td> <td></td> </tr> </table>		[1] Yes	No statement possible		
	[1] Yes				
No statement possible					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.565) **sf_2019q3_8a** compensation of reduced working time: reduction of legal capacity 3rd quarter 2019 once

Wording of question

3rd quarter 2019	Further information				
<p>8) How was the reduced working time compensated? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Reduction of business activity</td> <td></td> </tr> </table>		[1] Yes	Reduction of business activity		
	[1] Yes				
Reduction of business activity					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.566) **sf_2019q3_8b** compensation of reduced working time: recruitment 3rd quarter 2019 once

Wording of question

3rd quarter 2019	Further information				
<p>8) How was the reduced working time compensated? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Recruitment of new employees</td> <td></td> </tr> </table>		[1] Yes	Recruitment of new employees		
	[1] Yes				
Recruitment of new employees					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.567) **sf_2019q3_8c** compensation of reduced working time: compensation by colleagues 3rd quarter 2019 once

Wording of question

3rd quarter 2019	Further information		
<p>8) How was the reduced working time compensated? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> </table>		[1] Yes	
	[1] Yes		

Compensation by colleagues	[1] Yes		
----------------------------	---------	--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.568)	sf_2019q3_8d	compensation of reduced working time: others	3rd quarter 2019	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2019 8) How was the reduced working time compensated? (Multiple answers possible) <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">Others</td> <td style="width: 50px;">[1] Yes</td> </tr> </table>	Others	[1] Yes	Further information
Others	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.569)	sf_2019q3_8e	compensation of reduced working time: no compensation	3rd quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2019 8) How was the reduced working time compensated? (Multiple answers possible) <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;">No compensation</td> <td style="width: 50px;">[1] Yes</td> </tr> </table>	No compensation	[1] Yes	Further information
No compensation	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.570)	sf_2019q3_9	sufficient information about law amendment	3rd quarter 2019	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2019 9) Do you feel sufficiently informed about the law amendment ("Brückenteilzeitgesetz")? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px;">[1] Yes</td> <td style="width: 50px;">[2] No</td> <td style="width: 50px;">[3] Don't know</td> </tr> </table>	[1] Yes	[2] No	[3] Don't know	Further information
[1] Yes	[2] No	[3] Don't know		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.571)	sf_2019q4_8	affected by increase of minimum wage	4th quarter 2019	once
--------	-------------	--------------------------------------	------------------	------

Wording of question

4th quarter 2019 1) Were you directly affected by the minimum wage increase, i.e. were there any employees with a wage less than 9,19 euro/hour in your company before the increase on 1.1.2019? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px;">[1] Yes</td> <td style="width: 50px;">[1] No</td> </tr> </table>	[1] Yes	[1] No	Further information
[1] Yes	[1] No		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.572)	sf_2019q4_8a	consequences caused by increase of minimum wage: adjustments of workforce	4th quarter 2019	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2019 2) Did adjustments occur in your company as a consequence of the minimum wage increase? (Multiple answers)	Further information
---	---------------------

4th quarter 2019		Further information				
<p>2) Did adjustments occur in your company as a consequence of the minimum wage increase? (Multiple answers) (On a scale of 0 - 5: where 0 = no importance at all, 5= very high importance)</p>						
	[0] no importance	[1]	[2]	[3]	[4]	[5] very high importance
Conversion of mini-jobs into employment subject to social security contributions						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.578) **sf_2019q4_8g** importance of measures caused by increase of minimum wage: use of technology/sof 4th quarter 2019 once

Wording of question

4th quarter 2019		Further information				
<p>2) Did adjustments occur in your company as a consequence of the minimum wage increase? (Multiple answers) (On a scale of 0 - 5: where 0 = no importance at all, 5= very high importance)</p>						
	[0] no importance	[1]	[2]	[3]	[4]	[5] very high importance
Use of technology/software						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.579) **sf_2019q4_8h** importance of measures caused by increase of minimum wage: increase of qualifica 4th quarter 2019 once

Wording of question

4th quarter 2019		Further information				
<p>2) Did adjustments occur in your company as a consequence of the minimum wage increase? (Multiple answers) (On a scale of 0 - 5: where 0 = no importance at all, 5= very high importance)</p>						
	[0] no importance	[1]	[2]	[3]	[4]	[5] very high importance
Higher qualification requirements for new hires						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.580) **sf_2019q4_8i** importance of measures caused by increase of minimum wage: no adjustments 4th quarter 2019 once

Wording of question

4th quarter 2019		Further information				
<p>2) Did adjustments occur in your company as a consequence of the minimum wage increase? (Multiple answers) (On a scale of 0 - 5: where 0 = no importance at all, 5= very high importance)</p>						
	[0] no importance	[1]	[2]	[3]	[4]	[5] very high importance
No adjustment made						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.581) **sf_2019q4_8aa** reason for not reduced workforce: high demand 4th quarter 2019 once

Wording of question

4th quarter 2019		Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p>						
	[1] Yes					
High demand did not allow for staff reductions						

--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.582)	sf_2019q4_8ab	reason for not reduced workforce: bonding of employees	4th quarter 2019	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2019	Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Long-term retention of employees</td> <td></td> </tr> </table>		[1] Yes	Long-term retention of employees		
	[1] Yes				
Long-term retention of employees					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.583)	sf_2019q4_8ac	reason for not reduced workforce: concerns about lack of professionals	4th quarter 2019	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2019	Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Concerns about the shortage of skilled workers</td> <td></td> </tr> </table>		[1] Yes	Concerns about the shortage of skilled workers		
	[1] Yes				
Concerns about the shortage of skilled workers					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.5484)	sf_2019q4_8ad	reason for not reduced workforce: corporate profits	4th quarter 2019	once
---------	---------------	---	------------------	------

Wording of question

4th quarter 2019	Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Financing from corporate profits</td> <td></td> </tr> </table>		[1] Yes	Financing from corporate profits		
	[1] Yes				
Financing from corporate profits					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.585)	sf_2019q4_8ae	reason for not reduced workforce: higher prices	4th quarter 2019	once
--------	---------------	---	------------------	------

Wording of question

4th quarter 2019	Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Costs balanced by higher prices</td> <td></td> </tr> </table>		[1] Yes	Costs balanced by higher prices		
	[1] Yes				
Costs balanced by higher prices					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.586)	sf_2019q4_8af	reason for not reduced workforce: others	4th quarter 2019	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2019	Further information				
<p>3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] Yes	Others		
	[1] Yes				
Others					

No.	Name	Label	Survey period	Survey frequency
3.587)	sf_2019q4_9a	circumventing the minimum wage	4th quarter 2019	once

Wording of question

4th quarter 2019	Further information				
<p>4) Do you observe that the minimum wage is being circumvented in your industry?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[1] No			
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
3.588)	sf_2019q4_10	comment - text	4th quarter 2019	once

Wording of question

4th quarter 2019	Further information
<p>Possible comment:</p> <p>Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
3.589)	sf_2020q1_1	sustainability is an important issue	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information						
<p>1) Is sustainability an important topic in your company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
3.590)	sf_2020q1_2	knowledge and understanding sustainable development goals (SDGs) of united nati	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information						
<p>2) Do you know and understand the United Nations Sustainable Development Goals (SDGs)?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
3.591)	sf_2020q1_3a	potential to increase sustainability: resource efficiency	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <table border="1"> <tr> <td>Resource efficiency (electricity, water, CO2 emissions)</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Resource efficiency (electricity, water, CO2 emissions)	[1] Yes			
Resource efficiency (electricity, water, CO2 emissions)	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.592)	sf_2020q1_3b	potential to increase sustainability: human resources	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Human resources (proportion of women in leadership positions, working time models, health promotion, diversity)</td> <td></td> </tr> </table>		[1] Yes	Human resources (proportion of women in leadership positions, working time models, health promotion, diversity)		
	[1] Yes				
Human resources (proportion of women in leadership positions, working time models, health promotion, diversity)					

No.	Name	Label	Survey period	Survey frequency
3.593)	sf_2020q1_3c	potential to increase sustainability: csr activities	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>CSR activities (time off for voluntary work, support for social projects)</td> <td></td> </tr> </table>		[1] Yes	CSR activities (time off for voluntary work, support for social projects)		
	[1] Yes				
CSR activities (time off for voluntary work, support for social projects)					

No.	Name	Label	Survey period	Survey frequency
3.594)	sf_2020q1_3d	potential to increase sustainability: others	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] Yes	Others		
	[1] Yes				
Others					

No.	Name	Label	Survey period	Survey frequency
3.595)	sf_2020q1_3e	potential to increase sustainability: others text	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <p>Others Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
3.596)	sf_2020q1_3f	potential to increase sustainability: none	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>3) In which area in your company is there potential to increase sustainability? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>None</td> <td></td> </tr> </table>		[1] Yes	None		
	[1] Yes				
None					

--	--	--	--	--

No.	Name	Label	Survey period	Survey frequency
3.597)	sf_2020q1_4	measures for more sustainability have already been taken	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information						
<p>4) Have measures for more sustainability already been taken in your company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Don't know</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know				
[1] Yes	[2] No	[3] Don't know					

No.	Name	Label	Survey period	Survey frequency
3.598)	sf_2020q1_4a	measures for more sustainability have already been taken: decrease electricity a	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Decrease electricity and water consumption</td> <td></td> </tr> </table>		[1] Yes	Decrease electricity and water consumption		in reference to sf_2020q1_4
	[1] Yes				
Decrease electricity and water consumption					

No.	Name	Label	Survey period	Survey frequency
3.599)	sf_2020q1_4b	measures for more sustainability have already been taken: use green electricity	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Use of green electricity</td> <td></td> </tr> </table>		[1] Yes	Use of green electricity		in reference to sf_2020q1_4
	[1] Yes				
Use of green electricity					

No.	Name	Label	Survey period	Survey frequency
3.600)	sf_2020q1_4c	measures for more sustainability have already been taken: use sustainable techno	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Use of sustainable technologies</td> <td></td> </tr> </table>		[1] Yes	Use of sustainable technologies		in reference to sf_2020q1_4
	[1] Yes				
Use of sustainable technologies					

No.	Name	Label	Survey period	Survey frequency
3.601)	sf_2020q1_4d	measures for more sustainability have already been taken: decrease emissions	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information				
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Decrease of pollutant emissions</td> <td></td> </tr> </table>		[1] Yes	Decrease of pollutant emissions		in reference to sf_2020q1_4
	[1] Yes				
Decrease of pollutant emissions					

Decrease of (business) trips	
------------------------------	--

No.	Name	Label	Survey period	Survey frequency
3.602)	sf_2020q1_4e	measures for more sustainability have already been taken: decrease trips	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4
5) If yes, which? (Multiple answers possible)	
Decrease of (business) trips	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.603)	sf_2020q1_4f	measures for more sustainability have already been taken: waste separation	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4
5) If yes, which? (Multiple answers possible)	
Waste separation	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.604)	sf_2020q1_4g	measures for more sustainability have already been taken: compensation of emissi	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4
5) If yes, which? (Multiple answers possible)	
Compensation of CO2 emissions	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.605)	sf_2020q1_4h	measures for more sustainability have already been taken: paper-free office	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4
5) If yes, which? (Multiple answers possible)	
Paper-free office/ administration	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.606)	sf_2020q1_4i	measures for more sustainability have already been taken: use recycling products	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4
5) If yes, which? (Multiple answers possible)	
Use of recycled products in office	[1] Yes

--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.607)	sf_2020q1_4j	measures for more sustainability have already been taken: increase staff retenti	1st quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4				
5) If yes, which? (Multiple answers possible)					
<table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Increase staff retention</td> <td></td> </tr> </table>		[1] Yes	Increase staff retention		
	[1] Yes				
Increase staff retention					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.608)	sf_2020q1_4k	measures for more sustainability have already been taken: increase diversity	1st quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4				
5) If yes, which? (Multiple answers possible)					
<table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>More diversity in the staff</td> <td></td> </tr> </table>		[1] Yes	More diversity in the staff		
	[1] Yes				
More diversity in the staff					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.609)	sf_2020q1_4l	measures for more sustainability have already been taken: increase women in lead	1st quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4				
5) If yes, which? (Multiple answers possible)					
<table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>More women in leadership positions</td> <td></td> </tr> </table>		[1] Yes	More women in leadership positions		
	[1] Yes				
More women in leadership positions					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.610)	sf_2020q1_4m	measures for more sustainability have already been taken: increase fledged emplo	1st quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4				
5) If yes, which? (Multiple answers possible)					
<table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Higher proportion of fledged employees</td> <td></td> </tr> </table>		[1] Yes	Higher proportion of fledged employees		
	[1] Yes				
Higher proportion of fledged employees					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.611)	sf_2020q1_4n	measures for more sustainability have already been taken: increase mobile workin	1st quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

1st quarter 2020	Further information in reference to sf_2020q1_4				
5) If yes, which? (Multiple answers possible)					
<table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>More mobile working</td> <td></td> </tr> </table>		[1] Yes	More mobile working		
	[1] Yes				
More mobile working					

No.	Name	Label	Survey period	Survey frequency
3.612)	sf_2020q1_4o	measures for more sustainability have already been taken: more flexible working	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>More flexible working time models</td> <td>[1] Yes</td> </tr> </table>	More flexible working time models	[1] Yes	in reference to sf_2020q1_4
More flexible working time models	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.613)	sf_2020q1_4p	measures for more sustainability have already been taken: increase severely disab	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Higher proportion of severely disabled employees</td> <td>[1] Yes</td> </tr> </table>	Higher proportion of severely disabled employees	[1] Yes	in reference to sf_2020q1_4
Higher proportion of severely disabled employees	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.614)	sf_2020q1_4q	measures for more sustainability have already been taken: csr engagement	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>CSR engagement</td> <td>[1] Yes</td> </tr> </table>	CSR engagement	[1] Yes	in reference to sf_2020q1_4
CSR engagement	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.615)	sf_2020q1_4r	measures for more sustainability have already been taken: increase online job in	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Increased digital job interviews</td> <td>[1] Yes</td> </tr> </table>	Increased digital job interviews	[1] Yes	in reference to sf_2020q1_4
Increased digital job interviews	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.616)	sf_2020q1_4s	measures for more sustainability have already been taken: others	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>5) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Others</td> <td>[1] Yes</td> </tr> </table>	Others	[1] Yes	in reference to sf_2020q1_4
Others	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.617)	sf_2020q1_4t	measures for more sustainability have already been taken: others text	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information
<p>5) If yes, which? (Multiple answers possible)</p> <p>Others Description: _____</p>	in reference to sf_2020q1_4

No.	Name	Label	Survey period	Survey frequency
3.618)	sf_2020q1_5a	reason for implementation of measures: image of company	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td>Image of company</td> <td>[1] Yes</td> </tr> </table>	Image of company	[1] Yes	
Image of company	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.619)	sf_2020q1_5b	reason for implementation of measures: staff retention	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td>Employee retention</td> <td>[1] Yes</td> </tr> </table>	Employee retention	[1] Yes	
Employee retention	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.620)	sf_2020q1_5c	reason for implementation of measures: customer retention	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td>Customer retention</td> <td>[1] Yes</td> </tr> </table>	Customer retention	[1] Yes	
Customer retention	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.621)	sf_2020q1_5d	reason for implementation of measures: environmental protection	1st quarter 2020	once

Wording of question

1st quarter 2020	Further information		
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td>Environmental protection</td> <td>[1] Yes</td> </tr> </table>	Environmental protection	[1] Yes	
Environmental protection	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.622) sf_2020q1_5e reason for implementation of measures: legal requirements 1st quarter 2020 once

Wording of question

1st quarter 2020	Further information				
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Legal requirements</td> <td></td> </tr> </table>		[1] Yes	Legal requirements		
	[1] Yes				
Legal requirements					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.623) sf_2020q1_5f reason for implementation of measures: others 1st quarter 2020 once

Wording of question

1st quarter 2020	Further information				
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] Yes	Others		
	[1] Yes				
Others					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.624) sf_2020q1_5g reason for implementation of measures: others text 1st quarter 2020 once

Wording of question

1st quarter 2020	Further information
<p>6) What was the motivation for taking measures? (Multiple answers possible)</p> <p>Others Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.625) sf_2020q1_6a reason for no measures: costs 1st quarter 2020 once

Wording of question

1st quarter 2020	Further information				
<p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Costs too high</td> <td></td> </tr> </table>		[1] Yes	Costs too high		
	[1] Yes				
Costs too high					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.626) sf_2020q1_6b reason for no measures: no need 1st quarter 2020 once

Wording of question

1st quarter 2020	Further information				
<p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>No need is seen</td> <td></td> </tr> </table>		[1] Yes	No need is seen		
	[1] Yes				
No need is seen					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.627) sf_2020q1_6c reason for no measures: to low input 1st quarter 2020 once

Wording of question

<p>1st quarter 2020</p> <p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Own contribution too small</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Own contribution too small	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Own contribution too small	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.628) sf_2020q1_6d reason for no measures: no activities with competitors 1st quarter 2020 once

Wording of question

<p>1st quarter 2020</p> <p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Competitors are not committed to sustainability either</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	Competitors are not committed to sustainability either	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
Competitors are not committed to sustainability either	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.629) sf_2020q1_6e reason for no measures: no added value 1st quarter 2020 once

Wording of question

<p>1st quarter 2020</p> <p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">No added value for the company expected</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	No added value for the company expected	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
No added value for the company expected	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.630) sf_2020q1_6f reason for no measures: no awareness of the problem 1st quarter 2020 once

Wording of question

<p>1st quarter 2020</p> <p>7) If no measures were taken, why not? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">No awareness of the problem</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>		[1] Yes	No awareness of the problem	<input type="checkbox"/>	<p>Further information</p>
	[1] Yes				
No awareness of the problem	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.631) sf_2020q1_7 increased environmental discussion leads to change in corporate culture 1st quarter 2020 once

Wording of question

<p>1st quarter 2020</p> <p>8) Has the increased public discussion about environmental issues in recent years led to a change in corporate culture at your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 33%; text-align: center;">[1] Yes</td> <td style="width: 33%; text-align: center;">[2] No</td> <td style="width: 33%; text-align: center;">[3] Don't know</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] Yes	[2] No	[3] Don't know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>
[1] Yes	[2] No	[3] Don't know					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.632) sf_2020q2_1 sector of the company 2nd quarter 2020 once

Wording of question

2nd quarter 2020 1) Which industry do you assign your company to? Description: _____	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.633) sf_2020q2_2 sector of the company: WZ2008 number 2nd quarter 2020 once

Wording of question

2nd quarter 2020 1) Which industry do you assign your company to? (Please enter WZ-2008 number here) Description: _____	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.634) sf_2020q2_6 effect of covid to business situation 2nd quarter 2020 once

Wording of question

2nd quarter 2020 2) Can you see an effect of covid on your current business situation? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[-3] negative</td> <td style="text-align: center;">[-2]</td> <td style="text-align: center;">[-1]</td> <td style="text-align: center;">[0]</td> <td style="text-align: center;">[1]</td> <td style="text-align: center;">[2]</td> <td style="text-align: center;">[3] positive</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive								Further information
[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.635) sf_2020q2_7a share of workforce able to work in homeoffice 2nd quarter 2020 once

Wording of question

2nd quarter 2020 3) What percentage of your workforce (including partial) could theoretically work in a home office? ____%	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.636) sf_2020q2_7b share of workforce worked in homeoffice before covid 2nd quarter 2020 once

Wording of question

2nd quarter 2020 3) What percentage of your workforce (including partial) worked in homeoffice before covid? ____%	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.637) sf_2020q2_7c share of workforce is currently working in homeoffice 2nd quarter 2020 once

Wording of question

<p>2nd quarter 2020</p> <p>3) What percentage of your workforce (including partial) ...</p> <p>... is currently working in homeoffice ____%</p>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.638) sf_2020q2_8 change of productivity of employees when working in homeoffice 2nd quarter 2020 once

Wording of question

<p>2nd quarter 2020</p> <p>4) How do you think your employees' productivity tends to change when working in homeoffice?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[-3] negative</td> <td style="text-align: center;">[-2]</td> <td style="text-align: center;">[-1]</td> <td style="text-align: center;">[0]</td> <td style="text-align: center;">[1]</td> <td style="text-align: center;">[2]</td> <td style="text-align: center;">[3] positive</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive								<p>Further information</p>
[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.639) sf_2020q2_9a increased use of online tools for communication as a reaction to covid 2nd quarter 2020 once

Wording of question

<p>2nd quarter 2020</p> <p>5) In response to the Corona pandemic, has your company increased the use of standardised digital tools for communication and collaboration (Hangout Meets, Zoom, Slack, Microsoft Teams, etc.)?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Yes</td> <td style="text-align: center;">[1] No</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> </table>	[1] Yes	[1] No			<p>Further information</p>
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.640) sf_2020q2_9b increased use of online tools for communication as a reaction to covid: yes 2nd quarter 2020 once

Wording of question

<p>2nd quarter 2020</p> <p>5) If yes, ...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Newly introduced</td> <td style="text-align: center;">[1] Increased use</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> </table>	[1] Newly introduced	[1] Increased use			<p>Further information</p> <p>In reference to sf_2020q2_9a</p>
[1] Newly introduced	[1] Increased use				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.641) sf_2020q2_9c increased use of online tools for communication as a reaction to covid: no 2nd quarter 2020 once

Wording of question

<p>2nd quarter 2020</p> <p>5) If no, ...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Usage as before</td> <td style="text-align: center;">[1] Still no use</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> </tr> </table>	[1] Usage as before	[1] Still no use			<p>Further information</p> <p>In reference to sf_2020q2_9a</p>
[1] Usage as before	[1] Still no use				

[Empty header bar]

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.642) **sf_2020q2_10a** lasting changes of processes in work routine because of covid: on-site meeting **2nd quarter 2020** **once**

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"><thead><tr><th></th><th>[1] More</th><th>[2] Unchanged</th><th>[3] Less</th><th>[4] Not used</th></tr></thead><tbody><tr><td>On-site meetings</td><td></td><td></td><td></td><td></td></tr></tbody></table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	On-site meetings					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
On-site meetings											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.643) **sf_2020q2_10b** lasting changes of processes in work routine because of covid: trips **2nd quarter 2020** **once**

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"><thead><tr><th></th><th>[1] More</th><th>[2] Unchanged</th><th>[3] Less</th><th>[4] Not used</th></tr></thead><tbody><tr><td>Business trips</td><td></td><td></td><td></td><td></td></tr></tbody></table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	Business trips					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
Business trips											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.644) **sf_2020q2_10c** lasting changes of processes in work routine because of covid: virtual conferenc **2nd quarter 2020** **once**

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"><thead><tr><th></th><th>[1] More</th><th>[2] Unchanged</th><th>[3] Less</th><th>[4] Not used</th></tr></thead><tbody><tr><td>Virtual conferences</td><td></td><td></td><td></td><td></td></tr></tbody></table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	Virtual conferences					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
Virtual conferences											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.645) **sf_2020q2_10d** lasting changes of processes in work routine because of covid: e-learning **2nd quarter 2020** **once**

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"><thead><tr><th></th><th>[1] More</th><th>[2] Unchanged</th><th>[3] Less</th><th>[4] Not used</th></tr></thead><tbody><tr><td>e-learning</td><td></td><td></td><td></td><td></td></tr></tbody></table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	e-learning					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
e-learning											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.646) **sf_2020q2_10e** lasting changes of processes in work routine because of covid: homeoffice **2nd quarter 2020** **once**

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"><thead><tr><th></th><th>[1] More</th><th>[2] Unchanged</th><th>[3] Less</th><th>[4] Not used</th></tr></thead><tbody><tr><td></td><td></td><td></td><td></td><td></td></tr></tbody></table>		[1] More	[2] Unchanged	[3] Less	[4] Not used						
	[1] More	[2] Unchanged	[3] Less	[4] Not used							

	[1] More	[2] Unchanged	[3] Less	[4] Not used
Homeoffice as a flexible work model				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.647) **sf_2020q2_10f** lasting changes of processes in work routine because of covid: virtual job inter 2nd quarter 2020 once

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"> <tr> <td></td> <td>[1] More</td> <td>[2] Unchanged</td> <td>[3] Less</td> <td>[4] Not used</td> </tr> <tr> <td>Virtual job interviews</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	Virtual job interviews					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
Virtual job interviews											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.648) **sf_2020q2_10g** lasting changes of processes in work routine because of covid: managing employee 2nd quarter 2020 once

Wording of question

2nd quarter 2020	Further information										
<p>6) Many processes in everyday work have changed due to the covid pandemic. What permanent changes do you expect?</p> <table border="1"> <tr> <td></td> <td>[1] More</td> <td>[2] Unchanged</td> <td>[3] Less</td> <td>[4] Not used</td> </tr> <tr> <td>Managing employees "from a distance"</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] More	[2] Unchanged	[3] Less	[4] Not used	Managing employees "from a distance"					
	[1] More	[2] Unchanged	[3] Less	[4] Not used							
Managing employees "from a distance"											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.649) **sf_2020q2_11** effect of covid to digitalisation in your company 2nd quarter 2020 once

Wording of question

2nd quarter 2020	Further information														
<p>7) Has the covid pandemic had a lasting impact on the digital transformation in your company?</p> <table border="1"> <tr> <td>[-3] negative</td> <td>[-2]</td> <td>[-1]</td> <td>[0]</td> <td>[1]</td> <td>[2]</td> <td>[3] positive</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive								
[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.650) **sf_2020q2_12** new key positions because of covid 2nd quarter 2020 once

Wording of question

2nd quarter 2020	Further information				
<p>8) Have you identified any new key positions in your company as a result of the covid pandemic challenges?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[1] No			
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.651) **sf_2020q2_12a** new key positions because of covid text 2nd quarter 2020 once

Wording of question

2nd quarter 2020	Further information
------------------	---------------------

8) Have you identified any new key positions in your company as a result of the covid pandemic challenges?

Yes, namely: _____

No.	Name	Label	Survey period	Survey frequency
3.652)	sf_2020q3_1	your company is a training company	3rd quarter 2020	once

Wording of question

3rd quarter 2020	Further information				
<p>1) Is your company a training company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No			<p>"If no, end of questionnaire"</p>
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
3.653)	sf_2020q3_2	trainees in your company in 2019/2020	3rd quarter 2020	once

Wording of question

3rd quarter 2020	Further information				
<p>2) Did you have trainees in your company for the 2019/2020 training year?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No			<p>"If no, continue with sf_2020q3_5"</p>
[1] Yes	[2] No				

No.	Name	Label	Survey period	Survey frequency
3.654)	sf_2020q3_3	trainees in this year (2020): yes, with degree	3rd quarter 2020	once

Wording of question

3rd quarter 2020	Further information				
<p>3) Did any trainees end their training in your company this year? (Multiple answers possible)</p> <table border="1"> <tr> <td>Yes, with degree</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes, with degree	[1] Yes			
Yes, with degree	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.655)	sf_2020q3_3a	trainees in this year (2020): yes, termination by trainee	3rd quarter 2020	once

Wording of question

3rd quarter 2020	Further information				
<p>3) Did any trainees end their training in your company this year? (Multiple answers possible)</p> <table border="1"> <tr> <td>Yes, with termination by trainee</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes, with termination by trainee	[1] Yes			
Yes, with termination by trainee	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.656)	sf_2020q3_3b	trainees in this year (2020): yes, termination by employer	3rd quarter 2020	once

Wording of question

3rd quarter 2020	Further information				
<p>3) Did any trainees end their training in your company this year? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, with termination by employer</td> <td></td> </tr> </table>		[1] Yes	Yes, with termination by employer		
	[1] Yes				
Yes, with termination by employer					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.657)	sf_2020q3_3c	trainees in this year (2020): yes, with degree and taken over	3rd quarter 2020	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2020	Further information				
<p>3) If Yes, with degree: Were these trainees taken on</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[1] No			in reference to sf_2020q3_3
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.658)	sf_2020q3_3d	trainees in this year (2020): yes	3rd quarter 2020	once
--------	--------------	-----------------------------------	------------------	------

Wording of question

3rd quarter 2020	Further information								
<p>3) If yes they were taken on, ...</p> <table border="1"> <tr> <td>[1] As planned at the beginning of the year.</td> <td>[2] Less than planned.</td> <td>[3] More than planned.</td> <td>[4] We do not plan in this regard.</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] As planned at the beginning of the year.	[2] Less than planned.	[3] More than planned.	[4] We do not plan in this regard.					in reference to sf_2020q3_3c and sf_2020q3_3
[1] As planned at the beginning of the year.	[2] Less than planned.	[3] More than planned.	[4] We do not plan in this regard.						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.659)	sf_2020q3_4	operational restrictions for trainees because of covid	3rd quarter 2020	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2020	Further information				
<p>4) Were there any operational restrictions for trainees due to the Corona pandemic?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[1] No			
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.660)	sf_2020q3_4a	operational restrictions for trainees because of covid: gaps	3rd quarter 2020	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2020	Further information						
<p>4) If yes: Have there been gaps in knowledge transfer due to the restrictions?</p> <table border="1"> <tr> <td>[1] Yes, but they could be made up for.</td> <td>[2] Yes, they are still there.</td> <td>[3] No, there are no gaps.</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes, but they could be made up for.	[2] Yes, they are still there.	[3] No, there are no gaps.				in reference to sf_2020q3_4
[1] Yes, but they could be made up for.	[2] Yes, they are still there.	[3] No, there are no gaps.					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.661) sf_2020q3_5 trainees start in your company in 2020/2021 3rd quarter 2020 once

Wording of question

3rd quarter 2020					Further information
5) Will there be or have there been trainees starting in your company in the 2020/2021 training year?					
[1] Yes, to the same extent as in the previous year.	[2] Yes, but more trainees than in the previous year.	[3] Yes, but fewer trainees than in the previous year.	[4] No, we could not fill any of our apprenticeship positions.	[5] No, we are not offering any new apprenticeships this year.	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.662) sf_2020q3_6 problems concerning the search for trainees 3rd quarter 2020 once

Wording of question

3rd quarter 2020		Further information
6) Did you have any difficulties in finding trainees?		
[1] Yes	[1] No	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.663) sf_2020q3_6a problems concerning the search for trainees: yes 3rd quarter 2020 once

Wording of question

3rd quarter 2020			Further information
6) If yes: What difficulties did you encounter?			in reference to sf_2020q3_6
[1] Applicants were not sufficiently qualified.	[2] No applications.	[3] Others	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.664) sf_2020q3_6b problems concerning the search for trainees: yes text 3rd quarter 2020 once

Wording of question

3rd quarter 2020		Further information
6) If yes: What difficulties did you encounter?		in reference to sf_2020q3_6
Others Description: _____		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.665) sf_2020q4_8 share of workforce in short-time 4th quarter 2020 once

Wording of question

4th quarter 2020		Further information
1) The share of employees currently on short-time work is		

--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.666)	sf_2020q4_9	importance of workforce being on short-time in first quarter in 2021	4th quarter 2020	once
--------	-------------	--	------------------	------

Wording of question

<p>4th quarter 2020</p> <p>2) How will the proportion of employees on short-time work change in the first quarter of 2021?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] significant increase</td> <td>[2] slight increase</td> <td>[3] stay the same</td> <td>[4] slight decrease</td> <td>[5] significant decrease</td> <td>[6] no longer needed</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] significant increase	[2] slight increase	[3] stay the same	[4] slight decrease	[5] significant decrease	[6] no longer needed							<p>Further information</p>
[1] significant increase	[2] slight increase	[3] stay the same	[4] slight decrease	[5] significant decrease	[6] no longer needed								

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.667)	sf_2020q4_10a	development of wages in 2021: entire workforce	4th quarter 2020	once
--------	---------------	--	------------------	------

Wording of question

<p>4th quarter 2020</p> <p>3) How do you expect wages to change in 2021?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="4" style="text-align: center;">decrease in %</td> </tr> <tr> <td style="text-align: center;">[1] >6</td> <td style="text-align: center;">[2] >4-6</td> <td style="text-align: center;">[3] >-2-4</td> <td style="text-align: center;">[4] >0-2</td> </tr> <tr> <td colspan="4" style="text-align: center;">Entire workforce</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="4" style="text-align: center;">increase in %</td> </tr> <tr> <td style="text-align: center;">[6] >0-2</td> <td style="text-align: center;">[7] >-2-4</td> <td style="text-align: center;">[8] >4-6</td> <td style="text-align: center;">[9] >6</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	decrease in %				[1] >6	[2] >4-6	[3] >-2-4	[4] >0-2	Entire workforce								increase in %				[6] >0-2	[7] >-2-4	[8] >4-6	[9] >6					<p>Further information</p>
decrease in %																													
[1] >6	[2] >4-6	[3] >-2-4	[4] >0-2																										
Entire workforce																													
increase in %																													
[6] >0-2	[7] >-2-4	[8] >4-6	[9] >6																										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.668)	sf_2020q4_10b	development of wages in 2021: unskilled employees	4th quarter 2020	once
--------	---------------	---	------------------	------

Wording of question

<p>4th quarter 2020</p> <p>3) How do you expect wages to change in 2021?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="4" style="text-align: center;">decrease in %</td> </tr> <tr> <td style="text-align: center;">[1] >6</td> <td style="text-align: center;">[2] >4-6</td> <td style="text-align: center;">[3] >-2-4</td> <td style="text-align: center;">[4] >0-2</td> </tr> <tr> <td colspan="4" style="text-align: center;">Unskilled employees</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="4" style="text-align: center;">increase in %</td> </tr> <tr> <td style="text-align: center;">[6] >0-2</td> <td style="text-align: center;">[7] >-2-4</td> <td style="text-align: center;">[8] >4-6</td> <td style="text-align: center;">[9] >6</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	decrease in %				[1] >6	[2] >4-6	[3] >-2-4	[4] >0-2	Unskilled employees								increase in %				[6] >0-2	[7] >-2-4	[8] >4-6	[9] >6					<p>Further information</p>
decrease in %																													
[1] >6	[2] >4-6	[3] >-2-4	[4] >0-2																										
Unskilled employees																													
increase in %																													
[6] >0-2	[7] >-2-4	[8] >4-6	[9] >6																										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.669)	sf_2020q4_10c	development of wages in 2021: professionals without performance functions	4th quarter 2020	once
--------	---------------	---	------------------	------

Wording of question

<p>4th quarter 2020</p> <p>3) How do you expect wages to change in 2021?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="4" style="text-align: center;">decrease in %</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	decrease in %								<p>Further information</p>
decrease in %									

	[1] >6	[2] >4-6	[3] >2-4	[4] >0-2
Professionals without management functions				
increase in %				
	[6] >0-2	[7] >2-4	[8] >4-6	[9] >6

No.	Name	Label	Survey period	Survey frequency
3.670)	sf_2020q4_10d	development of wages in 2021: management	4th quarter 2020	once

Wording of question

4th quarter 2020	Further information																														
<p>3) How do you expect wages to change in 2021?</p> <table border="1"> <tr> <td colspan="5" style="text-align: center;">decrease in %</td> </tr> <tr> <td></td> <td>[1] >6</td> <td>[2] >4-6</td> <td>[3] >2-4</td> <td>[4] >0-2</td> </tr> <tr> <td>Executives</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="5" style="text-align: center;">increase in %</td> </tr> <tr> <td></td> <td>[6] >0-2</td> <td>[7] >2-4</td> <td>[8] >4-6</td> <td>[9] >6</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	decrease in %						[1] >6	[2] >4-6	[3] >2-4	[4] >0-2	Executives					increase in %						[6] >0-2	[7] >2-4	[8] >4-6	[9] >6						
decrease in %																															
	[1] >6	[2] >4-6	[3] >2-4	[4] >0-2																											
Executives																															
increase in %																															
	[6] >0-2	[7] >2-4	[8] >4-6	[9] >6																											

No.	Name	Label	Survey period	Survey frequency
3.671)	sf_2020q4_11	special payments in 2020	4th quarter 2020	once

Wording of question

4th quarter 2020	Further information						
<p>4) Were/are special payments (holiday pay, bonus payments) paid and have these changed compared to the previous year?</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td>2020</td> <td></td> <td></td> </tr> </table>		[1] Yes	[1] No	2020			
	[1] Yes	[1] No					
2020							

No.	Name	Label	Survey period	Survey frequency
3.672)	sf_2020q4_11a	special payments in 2020 in comparison with 2019	4th quarter 2020	once

Wording of question

4th quarter 2020	Further information								
<p>4) Were/are special payments (holiday pay, bonus payments) paid and have these changed compared to the previous year?</p> <table border="1"> <tr> <td></td> <td>[1] More</td> <td>[2] Equally as much</td> <td>[3] Less</td> </tr> <tr> <td>2020, if Yes</td> <td></td> <td></td> <td></td> </tr> </table>		[1] More	[2] Equally as much	[3] Less	2020, if Yes				
	[1] More	[2] Equally as much	[3] Less						
2020, if Yes									

No.	Name	Label	Survey period	Survey frequency
3.673)	sf_2020q4_12	special payments in 2021	4th quarter 2020	once

Wording of question

4th quarter 2020	Further information		
<p>4) Were/are special payments (holiday pay, bonus payments) paid and have these changed compared to the previous year?</p> <table border="1"> <tr> <td></td> <td></td> </tr> </table>			

	[1] Yes	[1] No
2021		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.674)	sf_2020q4_12a	special payments in 2021 in comparison with 2020	4th quarter 2020	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2020	Further information								
<p>4) Were/are special payments (holiday pay, bonus payments) paid and have these changed compared to the previous year?</p> <table border="1"> <thead> <tr> <th></th> <th>[1] More</th> <th>[2] Equally as much</th> <th>[3] Less</th> </tr> </thead> <tbody> <tr> <td>2021, if Yes</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] More	[2] Equally as much	[3] Less	2021, if Yes				
	[1] More	[2] Equally as much	[3] Less						
2021, if Yes									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.675)	sf_2020q4_13a	special offers for employees with children: equalize working-time	4th quarter 2020	once
--------	---------------	---	------------------	------

Wording of question

4th quarter 2020	Further information															
<p>5) Did you introduce support services for your staff with children during the Corona pandemic?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Yes</th> <th colspan="2">No</th> </tr> <tr> <th></th> <th>[1] Is used</th> <th>[2] Is not used</th> <th>[3] Not in planning</th> <th>[4] But in planning</th> </tr> </thead> <tbody> <tr> <td>Equalised working times</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Yes		No			[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning	Equalised working times					
	Yes		No													
	[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning												
Equalised working times																

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.676)	sf_2020q4_13b	special offers for employees with children: homeoffice	4th quarter 2020	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2020	Further information															
<p>5) Did you introduce support services for your staff with children during the Corona pandemic?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Yes</th> <th colspan="2">No</th> </tr> <tr> <th></th> <th>[1] Is used</th> <th>[2] Is not used</th> <th>[3] Not in planning</th> <th>[4] But in planning</th> </tr> </thead> <tbody> <tr> <td>Homeoffice arrangements</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Yes		No			[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning	Homeoffice arrangements					
	Yes		No													
	[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning												
Homeoffice arrangements																

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.677)	sf_2020q4_13c	special offers for employees with children: further care offers in company	4th quarter 2020	once
--------	---------------	--	------------------	------

Wording of question

4th quarter 2020	Further information															
<p>5) Did you introduce support services for your staff with children during the Corona pandemic?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Yes</th> <th colspan="2">No</th> </tr> <tr> <th></th> <th>[1] Is used</th> <th>[2] Is not used</th> <th>[3] Not in planning</th> <th>[4] But in planning</th> </tr> </thead> <tbody> <tr> <td>Further care offers in the company</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Yes		No			[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning	Further care offers in the company					
	Yes		No													
	[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning												
Further care offers in the company																

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.678) **sf_2020q4_13d** special offers for employees with children: digital care offers 4th quarter 2020 once

Wording of question

4th quarter 2020					Further information				
5) Did you introduce support services for your staff with children during the Corona pandemic?									
		Yes		No					
		[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning				
Digital care offers									

No. Name Label Survey period Survey frequency

3.679) **sf_2020q4_13e** special offers for employees with children: mediation of childcare facilities 4th quarter 2020 once

Wording of question

4th quarter 2020					Further information				
5) Did you introduce support services for your staff with children during the Corona pandemic?									
		Yes		No					
		[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning				
Mediation of childcare facilities									

No. Name Label Survey period Survey frequency

3.680) **sf_2020q4_13f** special offers for employees with children: extra holiday 4th quarter 2020 once

Wording of question

4th quarter 2020					Further information				
5) Did you introduce support services for your staff with children during the Corona pandemic?									
		Yes		No					
		[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning				
Special leave granted									

No. Name Label Survey period Survey frequency

3.681) **sf_2021q1_1** new positions in 2021 in your company 1st quarter 2021 once

Wording of question

1st quarter 2021			Further information		
1) Will new positions be created in your company in 2021?					
[1] Yes	[2] No	[3] Not foreseeable at the moment			

No. Name Label Survey period Survey frequency

3.682) **sf_2021q1_2a** filling new positions: internal 1st quarter 2021 once

Wording of question

1st quarter 2021	Further information
2) How do you fill new positions? (Multiple answers possible)	

	[1] Yes
Internal recruitment	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.683)	sf_2021q1_2b	filling new positions: external	1st quarter 2021	once
--------	--------------	---------------------------------	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>2) How do you fill new positions? (Multiple answers possible)</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px; height: 40px;"></td> <td style="width: 40px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">External recruitment</td> <td style="width: 40px;"></td> </tr> </table>		[1] Yes	External recruitment		<p>Further information</p>
	[1] Yes				
External recruitment					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.684)	sf_2021q1_2c	filling new positions: job agency	1st quarter 2021	once
--------	--------------	-----------------------------------	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>2) How do you fill new positions? (Multiple answers possible)</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px; height: 40px;"></td> <td style="width: 40px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Via the employment agency</td> <td style="width: 40px;"></td> </tr> </table>		[1] Yes	Via the employment agency		<p>Further information</p>
	[1] Yes				
Via the employment agency					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.685)	sf_2021q1_2d	filling new positions: recruiter	1st quarter 2021	once
--------	--------------	----------------------------------	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>2) How do you fill new positions? (Multiple answers possible)</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px; height: 40px;"></td> <td style="width: 40px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">via Recruiters</td> <td style="width: 40px;"></td> </tr> </table>		[1] Yes	via Recruiters		<p>Further information</p>
	[1] Yes				
via Recruiters					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.686)	sf_2021q1_2e	filling new positions: recommendations	1st quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>2) How do you fill new positions? (Multiple answers possible)</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px; height: 40px;"></td> <td style="width: 40px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;">Via recommendations</td> <td style="width: 40px;"></td> </tr> </table>		[1] Yes	Via recommendations		<p>Further information</p>
	[1] Yes				
Via recommendations					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.687)	sf_2021q1_2f	filling new positions: others	1st quarter 2021	once
--------	--------------	-------------------------------	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>2) How do you fill new positions? (Multiple answers possible)</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px; height: 40px;"></td> <td style="width: 40px; text-align: center;">[1] Yes</td> </tr> </table>		[1] Yes	<p>Further information</p>
	[1] Yes		

	[4] Yes	
Others		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.688)	sf_2021q1_2g	filling new positions: others text	1st quarter 2021	once
--------	--------------	------------------------------------	------------------	------

Wording of question

1st quarter 2021 2) How do you fill new positions? (Multiple answers possible) Others Description: _____	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.689)	sf_2021q1_3	change number applications per positions in past 12 months	1st quarter 2021	once
--------	-------------	--	------------------	------

Wording of question

1st quarter 2021 3) Have you noticed a change in the number of applicants per advertised position in the past 12 months? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Less applicants</td> <td style="text-align: center;">[2] No change</td> <td style="text-align: center;">[3] More applicants</td> <td style="text-align: center;">[4] No jobs advertised</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> </tr> </table>	[1] Less applicants	[2] No change	[3] More applicants	[4] No jobs advertised					Further information
[1] Less applicants	[2] No change	[3] More applicants	[4] No jobs advertised						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.690)	sf_2021q1_4	change employee turnover in past 12 months	1st quarter 2021	once
--------	-------------	--	------------------	------

Wording of question

1st quarter 2021 4) Have you noticed a change in employee fluctuation in the past 12 months? <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] Lower fluctuation</td> <td style="text-align: center;">[2] No change</td> <td style="text-align: center;">[3] Higher fluctuation</td> <td style="text-align: center;">[4] No fluctuation</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> </tr> </table>	[1] Lower fluctuation	[2] No change	[3] Higher fluctuation	[4] No fluctuation					Further information
[1] Lower fluctuation	[2] No change	[3] Higher fluctuation	[4] No fluctuation						

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.691)	sf_2021q1_5	proportion of fixed-term contracts among new hires in 2020	1st quarter 2021	once
--------	-------------	--	------------------	------

Wording of question

1st quarter 2021 5) What was the share of fixed-term contracts for new hires in 2020? _____%	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.692)	sf_2021q1_5a	change proportion of fixed-term contracts among new hires in 2020 compared with	1st quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2021 5) How has the share of fixed-term contracts in new hires changed in 2020 compared to 2019?	Further information
--	---------------------

[1] Lower than 2019	[2] No change	[3] Higher than 2019	[4] We do not set fixed-term employment contracts.	[5] No new hires in 2020

No.	Name	Label	Survey period	Survey frequency
3.693)	sf_2021q1_6	elimination of pos. in 2021	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information						
<p>6) Will jobs be eliminated in your company in 2021?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] Currently not foreseeable</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] Currently not foreseeable				
[1] Yes	[2] No	[3] Currently not foreseeable					

No.	Name	Label	Survey period	Survey frequency
3.694)	sf_2021q1_6a	elimination of pos. in 2021 (way to reduce headcount): voluntary redundancy	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information				
<p>6) If yes: In what way will the workforce be reduced? (Multiple answers possible)</p> <table border="1"> <tr> <td>Promoting voluntary leaving</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Promoting voluntary leaving	[1] Yes			in reference to sf_2021q1_6
Promoting voluntary leaving	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.695)	sf_2021q1_6b	elimination of pos. in 2021 (way to reduce headcount): early retirement	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information				
<p>6) If yes: In what way will the workforce be reduced? (Multiple answers possible)</p> <table border="1"> <tr> <td>Early retirement</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Early retirement	[1] Yes			in reference to sf_2021q1_6
Early retirement	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.696)	sf_2021q1_6c	elimination of pos. in 2021 (way to reduce headcount): regular retirement	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information				
<p>6) If yes: In what way will the workforce be reduced? (Multiple answers possible)</p> <table border="1"> <tr> <td>Regular retirement</td> <td>[1] Yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Regular retirement	[1] Yes			in reference to sf_2021q1_6
Regular retirement	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
3.697)	sf_2021q1_6d	elimination of pos. in 2021 (way to reduce headcount): partial retirement	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
------------------	---------------------

6) If yes: In what way will the workforce be reduced? (Multiple answers possible)		in reference to sf_2021q1_6
Partial retirement	[1] Yes	

No.	Name	Label	Survey period	Survey frequency
3.698)	sf_2021q1_6e	elimination of pos. in 2021 (way to reduce headcount): operational termination	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
6) If yes: In what way will the workforce be reduced? (Multiple answers possible)	in reference to sf_2021q1_6
Operational terminations	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.699)	sf_2021q1_6f	elimination of pos. in 2021 (way to reduce headcount): outplacement	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
6) If yes: In what way will the workforce be reduced? (Multiple answers possible)	in reference to sf_2021q1_6
Outplacement	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.700)	sf_2021q1_6g	elimination of pos. in 2021 (way to reduce headcount): transfer company	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
6) If yes: In what way will the workforce be reduced? (Multiple answers possible)	in reference to sf_2021q1_6
Transfer company	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.701)	sf_2021q1_6h	elimination of pos. in 2021 (way to reduce headcount): transfer agency	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
6) If yes: In what way will the workforce be reduced? (Multiple answers possible)	in reference to sf_2021q1_6
Transfer agency	[1] Yes

No.	Name	Label	Survey period	Survey frequency
3.702)	sf_2021q1_7a	expected challenges with upcoming restructuring: suitable staff for new position	1st quarter 2021	once

Wording of question

1st quarter 2021	Further information
------------------	---------------------

<p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p>					
<table border="1"> <tr> <td style="width: 100px;">Find suitable staff for new positions</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px;"></td> </tr> </table>	Find suitable staff for new positions	[1] Yes			
Find suitable staff for new positions	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.703)	sf_2021q1_7b	expected challenges with upcoming restructuring: redeployment of employees	1st quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p>		Further information			
<table border="1"> <tr> <td style="width: 100px;">Successful redeployment of current employees</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px;"></td> </tr> </table>	Successful redeployment of current employees	[1] Yes			
Successful redeployment of current employees	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.704)	sf_2021q1_7c	expected challenges with upcoming restructuring: coordination with works council	1st quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p>		Further information			
<table border="1"> <tr> <td style="width: 100px;">Coordination with the works council</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px;"></td> </tr> </table>	Coordination with the works council	[1] Yes			
Coordination with the works council	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.705)	sf_2021q1_7d	expected challenges with upcoming restructuring: difficult staff appraisals	1st quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p>		Further information			
<table border="1"> <tr> <td style="width: 100px;">Difficult staff appraisals</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px;"></td> </tr> </table>	Difficult staff appraisals	[1] Yes			
Difficult staff appraisals	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.706)	sf_2021q1_7e	expected challenges with upcoming restructuring: maintain employee motivation	1st quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p>		Further information			
<table border="1"> <tr> <td style="width: 100px;">Maintain employee motivation</td> <td style="width: 50px; text-align: center;">[1] Yes</td> </tr> <tr> <td style="width: 100px;"></td> <td style="width: 50px;"></td> </tr> </table>	Maintain employee motivation	[1] Yes			
Maintain employee motivation	[1] Yes				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.707)	sf_2021q1_7f	expected challenges with upcoming restructuring: protection of employer image	1st quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2021</p> <p>7) In your opinion, what challenges are to be expected in an upcoming restructuring?</p>		Further information
---	--	---------------------

(Multiple answers possible)

Protection of the employer image	[1] Yes
----------------------------------	---------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.708) sf_2021q1_7g expected challenges with upcoming restructuring: no restructuring planned 1st quarter 2021 once

Wording of question

1st quarter 2021	Further information		
<p>7) In your opinion, what challenges are to be expected in an upcoming restructuring? (Multiple answers possible)</p> <table border="1"> <tr> <td>We have not planned any restructuring</td> <td>[1] Yes</td> </tr> </table>	We have not planned any restructuring	[1] Yes	
We have not planned any restructuring	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.709) sf_2021q2_1 branche of company 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information
<p>1) To which branche do you assign your company (if you know the WZ-2008 number, please specify)?</p> <p>Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.710) sf_2021q2_5a proportion of workforce: age less than 30 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p> <p>< 30 years old: ____ %</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.711) sf_2021q2_5b proportion of workforce: age between 30 and 40 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p> <p>30 – 40 years old: ____ %</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.712) sf_2021q2_5c proportion of workforce: age between 41 and 50 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p>	

41 – 50 years old: ____ %

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.713)	sf_2021q2_5d	proportion of workforce: age between 51 and 60	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2021 1) What percentage of your total workforce are... 51 – 60 years old: ____ %	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.714)	sf_2021q2_5e	proportion of workforce: age greater than 60	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2021 1) What percentage of your total workforce are... > 60 years old: ____ %	Further information
--	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.715)	sf_2021q2_6a	proportion of workforce: gender women	2nd quarter 2021	once
--------	--------------	---------------------------------------	------------------	------

Wording of question

2nd quarter 2021 1) What percentage of your total workforce are... Women: ____ %	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.716)	sf_2021q2_6b	proportion of workforce: gender men	2nd quarter 2021	once
--------	--------------	-------------------------------------	------------------	------

Wording of question

2nd quarter 2021 1) What percentage of your total workforce are... Men: ____ %	Further information
---	---------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.717)	sf_2021q2_6c	proportion of workforce: gender diverse	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2021 1) What percentage of your total workforce are...	Further information
--	---------------------

Diverse: ____%

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.718)	sf_2021q2_7a	proportion of part-time workforce: gender women	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p> <p>Women in part-time: ____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.719)	sf_2021q2_7b	proportion of part-time workforce: gender men	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p> <p>Men in part-time: ____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.720)	sf_2021q2_7c	proportion of part-time workforce: gender diverse	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2021	Further information
<p>1) What percentage of your total workforce are...</p> <p>Diverse in part-time: ____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.721)	sf_2021q2_7aa	proportion of part-time workforce in lead positions: gender women	2nd quarter 2021	once
--------	---------------	--	------------------	------

Wording of question

2nd quarter 2021	Further information
<p>1) What proportion of women in part-time work are in leadership positions?</p> <p>____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.722)	sf_2021q2_7bb	proportion of part-time workforce in lead positions: gender men	2nd quarter 2021	once
--------	---------------	--	------------------	------

Wording of question

2nd quarter 2021	Further information
<p>1) What proportion of men in part-time work are in leadership positions?</p> <p>____%</p>	

--	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.723)	sf_2021q2_7cc	proportion of part-time workforce in lead positions: gender diverse	2nd quarter 2021	once
--------	---------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>1) What proportion of diverse employees in part-time work are in leadership positions?</p> <p style="text-align: center;">_____ %</p>	<p>Further information</p>
---	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.724)	sf_2021q2_8a	assessment of variation/diversity in workforce regarding internationality	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>2) How do you rate the diversity of the following aspects in your workforce?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] High</td> <td>[2] Medium</td> <td>[3] Low</td> <td>[4] None</td> </tr> <tr> <td>Internationality / Cultural Background</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] High	[2] Medium	[3] Low	[4] None	Internationality / Cultural Background					<p>Further information</p>
	[1] High	[2] Medium	[3] Low	[4] None							
Internationality / Cultural Background											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.725)	sf_2021q2_8b	assessment of variation/diversity in workforce regarding physical/mental limitat	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>2) How do you rate the diversity of the following aspects in your workforce?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] High</td> <td>[2] Medium</td> <td>[3] Low</td> <td>[4] None</td> </tr> <tr> <td>Physical and / or mental limitations (inclusion)</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] High	[2] Medium	[3] Low	[4] None	Physical and / or mental limitations (inclusion)					<p>Further information</p>
	[1] High	[2] Medium	[3] Low	[4] None							
Physical and / or mental limitations (inclusion)											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.726)	sf_2021q2_8c	assessment of variation/diversity in workforce regarding education background	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>2) How do you rate the diversity of the following aspects in your workforce?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] High</td> <td>[2] Medium</td> <td>[3] Low</td> <td>[4] None</td> </tr> <tr> <td>Educational background</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] High	[2] Medium	[3] Low	[4] None	Educational background					<p>Further information</p>
	[1] High	[2] Medium	[3] Low	[4] None							
Educational background											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.727)	sf_2021q2_9a	proportion of severely disabled employees	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>3a) What proportion of your employees are severely disabled?</p>	<p>Further information</p>
--	----------------------------

____%	
-------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.728)	sf_2021q2_9b	working environment (partially) furnished barrier-free	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>3b) Is the working environment in your company (partially) accessible?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] No, but planned</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] No, but planned				<p>Further information</p>
[1] Yes	[2] No	[3] No, but planned					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.729)	sf_2021q2_9c	company website (partially) barrier-free (for example simple language)	2nd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>3c) Is your company's website (partially) accessible (e.g. "easy language")?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[2] No</td> <td>[3] No, but planned</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] Yes	[2] No	[3] No, but planned				<p>Further information</p>
[1] Yes	[2] No	[3] No, but planned					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.730)	sf_2021q2_10	change in focus on the topic diversity compared to last few years	2nd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>4) How has the focus on diversity changed in your company compared to the last years?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] less important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5]</td> <td>[6]</td> <td>[7] more important</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] less important	[2]	[3]	[4]	[5]	[6]	[7] more important								<p>Further information</p>
[1] less important	[2]	[3]	[4]	[5]	[6]	[7] more important									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.731)	sf_2021q2_11a	use of gender-neutral language: external communication	2nd quarter 2021	once
--------	---------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>5) Is gender-neutral language used in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] Yes</td> <td>[2] No</td> <td>[3] No, but planned</td> </tr> <tr> <td style="text-align: center;">External communication</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Yes	[2] No	[3] No, but planned	External communication				<p>Further information</p>
	[1] Yes	[2] No	[3] No, but planned						
External communication									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.732)	sf_2021q2_11b	use of gender-neutral language: internal communication	2nd quarter 2021	once
--------	---------------	--	------------------	------

Wording of question

<p>2nd quarter 2021</p> <p>5) Is gender-neutral language used in your company?</p>	<p>Further information</p>
---	----------------------------

	[1] Yes	[2] No	[3] No, but planned
Internal communication			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.733) **sf_2021q2_12a** expected effect of actively practising diversity management: access to profesio 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information								
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p> <table border="1"> <tr> <td></td> <td>[1] Positive</td> <td>[2] No difference</td> <td>[3] Negative</td> </tr> <tr> <td>Access to professionals / talent</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Positive	[2] No difference	[3] Negative	Access to professionals / talent				
	[1] Positive	[2] No difference	[3] Negative						
Access to professionals / talent									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.734) **sf_2021q2_12b** expected effect of actively practising diversity management: problem solving 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information								
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p> <table border="1"> <tr> <td></td> <td>[1] Positive</td> <td>[2] No difference</td> <td>[3] Negative</td> </tr> <tr> <td>Problem solving</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Positive	[2] No difference	[3] Negative	Problem solving				
	[1] Positive	[2] No difference	[3] Negative						
Problem solving									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.735) **sf_2021q2_12c** expected effect of actively practising diversity management: innovation 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information								
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p> <table border="1"> <tr> <td></td> <td>[1] Positive</td> <td>[2] No difference</td> <td>[3] Negative</td> </tr> <tr> <td>Innovation and creativity</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Positive	[2] No difference	[3] Negative	Innovation and creativity				
	[1] Positive	[2] No difference	[3] Negative						
Innovation and creativity									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.736) **sf_2021q2_12d** expected effect of actively practising diversity management: team spirit 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information								
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p> <table border="1"> <tr> <td></td> <td>[1] Positive</td> <td>[2] No difference</td> <td>[3] Negative</td> </tr> <tr> <td>Team spirit</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Positive	[2] No difference	[3] Negative	Team spirit				
	[1] Positive	[2] No difference	[3] Negative						
Team spirit									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.737) **sf_2021q2_12e** expected effect of actively practising diversity management: productivity 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p>	

	[1] Positive	[2] No difference	[3] Negative
Productivity			

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.738) **sf_2021q2_12f** expected effect of actively practicing diversity management: competitiveness 2nd quarter 2021 once

Wording of question

2nd quarter 2021	Further information								
<p>6) What effect do you see or expect in your company when actively practising diversity management?</p> <table border="1"> <tr> <td></td> <td>[1] Positive</td> <td>[2] No difference</td> <td>[3] Negative</td> </tr> <tr> <td>Competitiveness</td> <td></td> <td></td> <td></td> </tr> </table>		[1] Positive	[2] No difference	[3] Negative	Competitiveness				
	[1] Positive	[2] No difference	[3] Negative						
Competitiveness									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.739) **sf_2021q3_1** training organisation 3rd quarter 2021 once

Wording of question

3rd quarter 2021	Further information				
<p>Is your company a training company?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] Yes	[1] No			
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.740) **sf_2021q3_2a** apprentices finish training in company in 2020/21: yes, with degree 3rd quarter 2021 once

Wording of question

3rd quarter 2021	Further information				
<p>1. Did any trainees end their training in your company in the 2020/2021 training year? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, with degree</td> <td></td> </tr> </table>		[1] Yes	Yes, with degree		
	[1] Yes				
Yes, with degree					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.741) **sf_2021q3_2b** apprentices finish training in company in 2020/21: yes, termination by trainee 3rd quarter 2021 once

Wording of question

3rd quarter 2021	Further information				
<p>1. Did any trainees end their training in your company in the 2020/2021 training year? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, with termination by trainee</td> <td></td> </tr> </table>		[1] Yes	Yes, with termination by trainee		
	[1] Yes				
Yes, with termination by trainee					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.742) **sf_2021q3_2c** apprentices finish training in company in 2020/21: yes, termination by employer 3rd quarter 2021 once

Wording of question

3rd quarter 2021	Further information
<p>1. Did any trainees end their training in your company in the 2020/2021 training year? (Multiple answers possible)</p>	

	[1] Yes
Yes, with termination by employer	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.743)	sf_2021q3_2d	apprentices finish training in company in 2020/21: no	3rd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2021	Further information				
<p>1. Did any trainees end their training in your company in the 2020/2021 training year? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>No, none of that applies</td> <td></td> </tr> </table>		[1] Yes	No, none of that applies		
	[1] Yes				
No, none of that applies					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.744)	sf_2021q3_3a	apprentices are taken on in company after complete training: yes	3rd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2021	Further information				
<p>1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, they were taken on</td> <td></td> </tr> </table>		[1] Yes	Yes, they were taken on		in reference to sf_2021q3_2a
	[1] Yes				
Yes, they were taken on					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.745)	sf_2021q3_3b	apprentices are taken on in company after complete training: yes, unlimited	3rd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2021	Further information				
<p>1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, they were taken on for an unlimited period</td> <td></td> </tr> </table>		[1] Yes	Yes, they were taken on for an unlimited period		in reference to sf_2021q3_2a
	[1] Yes				
Yes, they were taken on for an unlimited period					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.746)	sf_2021q3_3c	apprentices are taken on in company after complete training: yes, fixed-term	3rd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2021	Further information				
<p>1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Yes, they were taken on for a fixed-term</td> <td></td> </tr> </table>		[1] Yes	Yes, they were taken on for a fixed-term		in reference to sf_2021q3_2a
	[1] Yes				
Yes, they were taken on for a fixed-term					

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.747)	sf_2021q3_3d	apprentices are taken on in company after complete training: no	3rd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2021	Further information		
<p>1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> </table>		[1] Yes	in reference to sf_2021q3_2a
	[1] Yes		

	[1] Yes	
No, they were not taken on		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.748) **sf_2021q3_3e** apprentices are taken on in company after complete training: no, bad economic si 3rd quarter 2021 once

Wording of question

3rd quarter 2021 1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)	Further information in reference to sf_2021q3_2a						
<table border="1"> <tr> <td style="width: 50%;"></td> <td style="width: 10%; text-align: center;">[1] Yes</td> <td style="width: 40%;"></td> </tr> <tr> <td style="text-align: center;">No, because of bad economic situation</td> <td></td> <td></td> </tr> </table>		[1] Yes		No, because of bad economic situation			
	[1] Yes						
No, because of bad economic situation							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.749) **sf_2021q3_3f** apprentices are taken on in company after complete training: no, inadequate work 3rd quarter 2021 once

Wording of question

3rd quarter 2021 1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)	Further information in reference to sf_2021q3_2a						
<table border="1"> <tr> <td style="width: 50%;"></td> <td style="width: 10%; text-align: center;">[1] Yes</td> <td style="width: 40%;"></td> </tr> <tr> <td style="text-align: center;">No, because of insufficient work performance by the trainee</td> <td></td> <td></td> </tr> </table>		[1] Yes		No, because of insufficient work performance by the trainee			
	[1] Yes						
No, because of insufficient work performance by the trainee							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.750) **sf_2021q3_3g** apprentices are taken on in company after complete training: no, no suitable job 3rd quarter 2021 once

Wording of question

3rd quarter 2021 1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)	Further information in reference to sf_2021q3_2a						
<table border="1"> <tr> <td style="width: 50%;"></td> <td style="width: 10%; text-align: center;">[1] Yes</td> <td style="width: 40%;"></td> </tr> <tr> <td style="text-align: center;">No, because no suitable positions available</td> <td></td> <td></td> </tr> </table>		[1] Yes		No, because no suitable positions available			
	[1] Yes						
No, because no suitable positions available							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.751) **sf_2021q3_3h** apprentices are taken on in company after complete training: no, others 3rd quarter 2021 once

Wording of question

3rd quarter 2021 1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)	Further information in reference to sf_2021q3_2a						
<table border="1"> <tr> <td style="width: 50%;"></td> <td style="width: 10%; text-align: center;">[1] Yes</td> <td style="width: 40%;"></td> </tr> <tr> <td style="text-align: center;">No, other reasons</td> <td></td> <td></td> </tr> </table>		[1] Yes		No, other reasons			
	[1] Yes						
No, other reasons							

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.752) **sf_2021q3_3i** apprentices are taken on in company after complete training: no, others text 3rd quarter 2021 once

Wording of question

3rd quarter 2021 1. If Yes, with degree: Were these trainees taken on? (Multiple answers possible)	Further information in reference to sf_2021q3_2a
No, because of: _____	

--	--

No.	Name	Label	Survey period	Survey frequency
3.753)	sf_2021q3_4	change in trainees well-being due to covid	3rd quarter 2021	once

Wording of question

<p>3rd quarter 2021</p> <p>2. a) How do you feel the well-being of your trainees (e.g. motivation, general mood) has changed as a result of the covid pandemic?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Worse</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] Better</td> <td>[6] Don't know</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	[1] Worse	[2]	[3]	[4]	[5] Better	[6] Don't know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>
[1] Worse	[2]	[3]	[4]	[5] Better	[6] Don't know								
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								

No.	Name	Label	Survey period	Survey frequency
3.754)	sf_2021q3_5a	assessment of trainees change in well-being due to covid based on: individual co	3rd quarter 2021	once

Wording of question

<p>3rd quarter 2021</p> <p>2. b) What is this assessment based on? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">(Individual) Conversations</td> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	(Individual) Conversations	[1] Yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>in reference to sf_2021q3_4</p>
(Individual) Conversations	[1] Yes				
<input type="checkbox"/>	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.755)	sf_2021q3_5b	assessment of trainees change in well-being due to covid based on: employee surv	3rd quarter 2021	once

Wording of question

<p>3rd quarter 2021</p> <p>2. b) What is this assessment based on? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Employee surveys</td> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Employee surveys	[1] Yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>in reference to sf_2021q3_4</p>
Employee surveys	[1] Yes				
<input type="checkbox"/>	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.756)	sf_2021q3_5c	assessment of trainees change in well-being due to covid based on: school perfor	3rd quarter 2021	once

Wording of question

<p>3rd quarter 2021</p> <p>2. b) What is this assessment based on? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">School performance</td> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	School performance	[1] Yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>in reference to sf_2021q3_4</p>
School performance	[1] Yes				
<input type="checkbox"/>	<input type="checkbox"/>				

No.	Name	Label	Survey period	Survey frequency
3.757)	sf_2021q3_5d	assessment of trainees change in well-being due to covid based on: performance i	3rd quarter 2021	once

Wording of question

<p>3rd quarter 2021</p> <p>2. b) What is this assessment based on? (Multiple answers possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px;">Performance in operation</td> <td style="text-align: center;">[1] Yes</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Performance in operation	[1] Yes	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p> <p>in reference to sf_2021q3_4</p>
Performance in operation	[1] Yes				
<input type="checkbox"/>	<input type="checkbox"/>				

PERFORMANCE IN OPERATION	
--------------------------	--

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.758)	sf_2021q3_5e	assessment of trainees change in well-being due to covid based on: others	3rd quarter 2021	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_4		
<p>2. b) What is this assessment based on? (Multiple answers possible)</p> <table border="1"> <tr> <td>Others</td> <td>[1] Yes</td> </tr> </table>	Others	[1] Yes	
Others	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.759)	sf_2021q3_5f	assessment of trainees change in well-being due to covid based on: others text	3rd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_4
<p>2. b) What is this assessment based on? (Multiple answers possible)</p> <p>Others Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.760)	sf_2021q3_6	offer assistance due to trainees well-beeing due to covid	3rd quarter 2021	once
--------	-------------	---	------------------	------

Wording of question

3rd quarter 2021	Further information		
<p>2. c) Did you offer special assistance (which would not have existed without the covid situation)?</p> <table border="1"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> </table>	[1] Yes	[1] No	
[1] Yes	[1] No		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.761)	sf_2021q3_6a	offer assistance due to trainees well-beeing due to covid: yes, coaching	3rd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Coaching/mentoring programme</td> <td>[1] Yes</td> </tr> </table>	Coaching/mentoring programme	[1] Yes	
Coaching/mentoring programme	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.762)	sf_2021q3_6b	offer assistance due to trainees well-beeing due to covid: yes, health offer	3rd quarter 2021	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Health offer</td> <td>[1] Yes</td> </tr> </table>	Health offer	[1] Yes	
Health offer	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.763)	sf_2021q3_6c	offer assistance due to trainees well-beeing due to covid: yes, care by company	3rd quarter 2021	once

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Care by company doctor</td> <td>[1] Yes</td> </tr> </table>	Care by company doctor	[1] Yes	
Care by company doctor	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.764)	sf_2021q3_6d	offer assistance due to trainees well-beeing due to covid: yes, office hours	3rd quarter 2021	once

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Personal office-hours</td> <td>[1] Yes</td> </tr> </table>	Personal office-hours	[1] Yes	
Personal office-hours	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.765)	sf_2021q3_6e	offer assistance due to trainees well-beeing due to covid: yes, tec. support for	3rd quarter 2021	once

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Technical equipment for mobile working</td> <td>[1] Yes</td> </tr> </table>	Technical equipment for mobile working	[1] Yes	
Technical equipment for mobile working	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.766)	sf_2021q3_6f	offer assistance due to trainees well-beeing due to covid: yes, others	3rd quarter 2021	once

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6		
<p>2. c) If yes, which? (Multiple answers possible)</p> <table border="1"> <tr> <td>Others</td> <td>[1] Yes</td> </tr> </table>	Others	[1] Yes	
Others	[1] Yes		

No.	Name	Label	Survey period	Survey frequency
3.767)	sf_2021q3_6g	offer assistance due to trainees well-beeing due to covid: yes, others text	3rd quarter 2021	once

Wording of question

3rd quarter 2021	Further information in reference to sf_2021q3_6
<p>2. c) If yes, which? (Multiple answers possible)</p> <p>Others Description: _____</p>	

No.	Name	Label	Survey period	Survey frequency
3.768)	sf_2021q3_7	performance of trainees due to covid compared to normal situations	3rd quarter 2021	once

Wording of question

3rd quarter 2021						Further information
3. How do you think the performance of your trainees (practical/theoretical) will be affected by the covid pandemic compared to "normal situations"?						
[1] Worse	[2]	[3]	[4]	[5] Better	[6] Don't know	

No.	Name	Label	Survey period	Survey frequency
3.769)	sf_2021q3_8	start of trainees in your company in 2021/22	3rd quarter 2021	once

Wording of question

3rd quarter 2021					Further information
4. a) Will there be or have there been trainees starting in your company in the training year 2021/2022?					
[1] Yes, to the same extent as last year	[2] Yes, but more than last year	[3] Yes, but less than last year	[4] No, we were not able to fill any of our apprenticeship positions	[5] No, we are not offering any new apprenticeships this year	

No.	Name	Label	Survey period	Survey frequency
3.770)	sf_2021q3_9	difficulties in finding trainees	3rd quarter 2021	once

Wording of question

3rd quarter 2021		Further information
4. b) Did you have any difficulties in finding new trainees?		
[1] Yes	[1] No	

No.	Name	Label	Survey period	Survey frequency
3.771)	sf_2021q3_9a	difficulties in finding trainees: reasons	3rd quarter 2021	once

Wording of question

3rd quarter 2021			Further information
4. b) If Yes, why?			In reference to sf_2021q3_9
[1] There were no applications	[2] Lack of qualification of applicants	[3] Others	

No.	Name	Label	Survey period	Survey frequency
3.772)	sf_2021q3_9b	difficulties in finding trainees: reasons others text	3rd quarter 2021	once

Wording of question

3rd quarter 2021		Further information
4. b) If Yes, why?		In reference to sf_2021q3_9 and sf_2021q3_9a
Others Description : _____		

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.773) **sf_2021q4_6** special training offers for employees with low level of education or vocational 4th quarter 2021 once

Wording of question

<p>4th quarter 2021</p> <p>6) Does your company offer further training formats that are specifically tailored to the needs of employees with little schooling or vocational training?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] Yes</td> <td>[1] No</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] Yes	[1] No			<p>Further information</p>
[1] Yes	[1] No				

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.774) **sf_2021q4_9** development wages in 2022: total workforce 4th quarter 2021 once

Wording of question

<p>4th quarter 2021</p> <p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto; width: 80%;"> <tr> <td style="width: 30%;">Total workforce</td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] decrease	[2] no change	[3] increase				Total workforce				<p>Further information</p>
[1] decrease	[2] no change	[3] increase									
Total workforce											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.775) **sf_2021q4_9a** development wages in 2022: total workforce increase percentage 4th quarter 2021 once

Wording of question

<p>4th quarter 2021</p> <p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <p style="text-align: center;">Wages of the total workforce increase by _____%</p>	<p>Further information</p>
--	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.776) **sf_2021q4_10** development wages in 2022: unskilled employees 4th quarter 2021 once

Wording of question

<p>4th quarter 2021</p> <p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto; width: 80%;"> <tr> <td style="width: 30%;">Unskilled employees</td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] decrease	[2] no change	[3] increase				Unskilled employees				<p>Further information</p>
[1] decrease	[2] no change	[3] increase									
Unskilled employees											

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.777) **sf_2021q4_10a** development wages in 2022: unskilled employees increase percentage 4th quarter 2021 once

Wording of question

<p>4th quarter 2021</p> <p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <p style="text-align: center;">Wages of unskilled employees increase by _____%</p>	<p>Further information</p>
--	----------------------------

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.778) sf_2021q4_11 development wages in 2022: professionals without leading role 4th quarter 2021 once

Wording of question

4th quarter 2021	Further information								
<p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <table border="1"> <tr> <td></td> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> </tr> <tr> <td>Professionals without management functions</td> <td></td> <td></td> <td></td> </tr> </table>		[1] decrease	[2] no change	[3] increase	Professionals without management functions				
	[1] decrease	[2] no change	[3] increase						
Professionals without management functions									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.779) sf_2021q4_11a development wages in 2022: professionals without leading role increase percentag 4th quarter 2021 once

Wording of question

4th quarter 2021	Further information
<p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <p>Wages of professionals without management functions increase by _____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.780) sf_2021q4_12 development wages in 2022: executives 4th quarter 2021 once

Wording of question

4th quarter 2021	Further information								
<p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <table border="1"> <tr> <td></td> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> </tr> <tr> <td>Executives</td> <td></td> <td></td> <td></td> </tr> </table>		[1] decrease	[2] no change	[3] increase	Executives				
	[1] decrease	[2] no change	[3] increase						
Executives									

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.781) sf_2021q4_12a development wages in 2022: executives increase percentage 4th quarter 2021 once

Wording of question

4th quarter 2021	Further information
<p>1) How do you expect wages to change in your company in 2022? (in percent)</p> <p>Wages of executives increase by _____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.782) sf_2021q4_13 percentage of workforce affected by 12 euro min. wage 4th quarter 2021 once

Wording of question

4th quarter 2021	Further information
<p>2) What proportion of your workforce would be affected by an increase in the minimum wage to 12 euros?</p> <p>_____%</p>	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.783) sf_2021q4_14a suitability for combating short. of professionals: facilitating immigration of pr 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information					
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?										
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability						
Facilitating the immigration of skilled workers, for example by reducing bureaucracy										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.784) **sf_2021q4_14b** suitability for combating short. of professionals: increase retirement age 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information					
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?										
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability						
Increasing the retirement age										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.785) **sf_2021q4_14c** suitability for combating short. of professionals: increase compatibility of fam 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information					
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?										
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability						
Increasing the compatibility of family and work										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.786) **sf_2021q4_14d** suitability for combating short. of professionals: expansion of support programs 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information					
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?										
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability						
The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.787) **sf_2021q4_14e** suitability for combating short. of professionals: increase attractiveness of vo 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information					
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?										
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability						
Increase the attractiveness of vocational training										

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.788) sf_2021q4_14f suitability for combating short. of professionals: advertising shortage occupati 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information				
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?									
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability					
Promote shortage occupations more strongly (e.g. in schools)									

No. Name Label Survey period Survey frequency

3.789) sf_2021q4_14g suitability for combating short. of professionals: others text 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information				
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?									
Others Description: _____									

No. Name Label Survey period Survey frequency

3.790) sf_2021q4_14h suitability for combating short. of professionals: others 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information				
3) How suitable do you consider the following measures to be for dealing with the shortage of skilled workers?									
	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability					
Others									

No. Name Label Survey period Survey frequency

3.791) sf_2021q4_15 most important task of new government from companies point of view 4th quarter 2021 once

Wording of question

4th quarter 2021					Further information				
4) From a business perspective, what is the most important task for the new federal government?									
Description: _____									

Nr. Name Label Survey period Survey frequency

3.792) sf_2022q1_1a omikron impact on original workforce plan 1st quarter 2022 once

Wording of question

1st quarter 2022					Further information				
1. a) Does the Omikron Corona variant impact your original workforce plans?									
[1] yes, recruit more staff	[2] yes, recruit less staff	[3] no, personnel planning changes independent of Omikron	[4] no, our personnel planning remains unchanged						

--	--

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.793)	sf_2022q1_1b	due to omikron special measures	1st quarter 2022	once
--------	--------------	---------------------------------	------------------	------

Wording of question

<p>1st quarter 2022</p> <p>1. b) Have you taken any special measures due to omikron?</p> <p>_____</p>	<p>Further information</p>
---	----------------------------

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.794)	sf_2022q1_2a	importance of channels for advertising vacancies in company: intern	1st quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2022</p> <p>2) Importance of following channels for advertising vacancies in company: Internal job advertisement</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] great</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] no use</td> </tr> <tr> <td>Internal job advertisement</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] great	[2] medium	[3] low	[4] no use	Internal job advertisement					<p>Further information</p>
	[1] great	[2] medium	[3] low	[4] no use							
Internal job advertisement											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.795)	sf_2022q1_2b	importance of channels for advertising vacancies in company: extern	1st quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2022</p> <p>2) Importance of following channels for advertising vacancies in company: External job advertisement</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] great</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] no use</td> </tr> <tr> <td>External job advertisement</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] great	[2] medium	[3] low	[4] no use	External job advertisement					<p>Further information</p>
	[1] great	[2] medium	[3] low	[4] no use							
External job advertisement											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.796)	sf_2022q1_2c	importance of channels for advertising vacancies in company: recruitment	1st quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

<p>1st quarter 2022</p> <p>2) Importance of following channels for advertising vacancies in company: Recruitment</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] great</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] no use</td> </tr> <tr> <td>Recruitment</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] great	[2] medium	[3] low	[4] no use	Recruitment					<p>Further information</p>
	[1] great	[2] medium	[3] low	[4] no use							
Recruitment											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.797)	sf_2022q1_2d	importance of channels for advertising vacancies in company: job agency	1st quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>1st quarter 2022</p> <p>2) Importance of following channels for advertising vacancies in company: job agency</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>						<p>Further information</p>

	[1] great	[2] medium	[3] low	[4] no use
job agency				

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.798) **sf_2022q1_2e** importance of channels for advertising vacancies in company: active sourcing 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information										
<p>2) Importance of following channels for advertising vacancies in company: Active Sourcing*</p> <table border="1"> <tr> <td></td> <td>[1] great</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] no use</td> </tr> <tr> <td>Active Sourcing*</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] great	[2] medium	[3] low	[4] no use	Active Sourcing*					*Active Sourcing: Active search and approach of candidates, which is not implemented by a service provider.
	[1] great	[2] medium	[3] low	[4] no use							
Active Sourcing*											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.799) **sf_2022q1_3a** importance of active sourcing tools for recruitments: career networks 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information										
<p>3) Importance of following active sourcing tools for recruitments (without trainees): career networks</p> <table border="1"> <tr> <td></td> <td>[0] no use</td> <td>[1] low</td> <td>[2] medium</td> <td>[3] high</td> </tr> <tr> <td>career networks</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[0] no use	[1] low	[2] medium	[3] high	career networks					
	[0] no use	[1] low	[2] medium	[3] high							
career networks											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.800) **sf_2022q1_3b** importance of active sourcing tools for recruitments: social media channels 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information										
<p>3) Importance of following active sourcing tools for recruitments (without trainees): social media channels</p> <table border="1"> <tr> <td></td> <td>[0] no use</td> <td>[1] low</td> <td>[2] medium</td> <td>[3] high</td> </tr> <tr> <td>social media channels</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[0] no use	[1] low	[2] medium	[3] high	social media channels					
	[0] no use	[1] low	[2] medium	[3] high							
social media channels											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.801) **sf_2022q1_3c** importance of active sourcing tools for recruitments: recommendations from employees 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information										
<p>3) Importance of following active sourcing tools for recruitments (without trainees): recommendations from employees</p> <table border="1"> <tr> <td></td> <td>[0] no use</td> <td>[1] low</td> <td>[2] medium</td> <td>[3] high</td> </tr> <tr> <td>recommendations from employees</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[0] no use	[1] low	[2] medium	[3] high	recommendations from employees					
	[0] no use	[1] low	[2] medium	[3] high							
recommendations from employees											

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.802) **sf_2022q1_3d** importance of active sourcing tools for recruitments: cooperation with schools/universities 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information
------------------	---------------------

3) Importance of following active sourcing tools for recruitments (without trainees): cooperation with schools/universities				
	[0] no use	[1] low	[2] medium	[3] high
cooperation with schools/universities				

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.803) sf_2022q1_3e importance of active sourcing tools for recruitments: career fairs 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information
3) Importance of following active sourcing tools for recruitments (without trainees): career fairs	
	[0] no use [1] low [2] medium [3] high
career fairs	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.804) sf_2022q1_3f importance of active sourcing tools for recruitments: others 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information
3) Importance of following active sourcing tools for recruitments (without trainees): others	
	[0] no use [1] low [2] medium [3] high
others	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.805) sf_2022q1_3g importance of active sourcing tools for recruitments: others text 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information
3) Importance of following active sourcing tools for recruitments (without trainees): others text	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.806) sf_2022q1_3h importance of active sourcing tools for recruitments trainees: career networks 1st quarter 2022 once

Wording of question

1st quarter 2022	Further information
3) Importance of following active sourcing tools for recruitments of trainees: career networks	
	[0] no use [1] low [2] medium [3] high
career networks	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.807) sf_2022q1_3i importance of active sourcing tools for recruitments 1st quarter 2022 once

Wording of question

1st quarter 2022					Further information				
3) Importance of following active sourcing tools for recruitments of trainees: social media channels									
		[0] no use	[1] low	[2] medium	[3] high				
social media channels									

Nr.	Name	Label	Survey period	Survey frequency
3.808)	sf_2022q1_3j	importance of active sourcing tools for recruitments trainees: recommendations from employees	1st quarter 2022	once

Wording of question

1st quarter 2022					Further information				
3) Importance of following active sourcing tools for recruitments of trainees: recommendations from employees									
		[0] no use	[1] low	[2] medium	[3] high				
recommendations from employees									

Nr.	Name	Label	Survey period	Survey frequency
3.809)	sf_2022q1_3k	importance of active sourcing tools for recruitments trainees: cooperation with schools/universities	1st quarter 2022	once

Wording of question

1st quarter 2022					Further information				
3) Importance of following active sourcing tools for recruitments of trainees: cooperation with schools/universities									
		[0] no use	[1] low	[2] medium	[3] high				
cooperation with schools/universities									

Nr.	Name	Label	Survey period	Survey frequency
3.810)	sf_2022q1_3l	importance of active sourcing tools for recruitments trainees: career fairs	1st quarter 2022	once

Wording of question

1st quarter 2022					Further information				
3) Importance of following active sourcing tools for recruitments of trainees: career fairs									
		[0] no use	[1] low	[2] medium	[3] high				
career fairs									

Nr.	Name	Label	Survey period	Survey frequency
3.811)	sf_2022q1_3m	importance of active sourcing tools for recruitments trainees: others	1st quarter 2022	once

Wording of question

1st quarter 2022					Further information				
3) Importance of following active sourcing tools for recruitments of trainees: others									
		[0] no use	[1] low	[2] medium	[3] high				
others									

Nr.	Name	Label	Survey period	Survey frequency
3.812)	sf_2022q1_3n	importance of active sourcing tools for recruitments trainees: others text	1st quarter 2022	once
Wording of question				
1st quarter 2022			Further information	
3) Importance of following active sourcing tools for recruitments of trainees: Others text				

Nr.	Name	Label	Survey period	Survey frequency								
3.813)	sf_2022q1_4a	diversity strategy/declaration of intent when filling vacancies in the company	1st quarter 2022	once								
Wording of question												
1st quarter 2022			Further information									
4) Diversity strategy/declaration of intent when filling vacancies in the company?												
<table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] no, but planned</td> <td>[4] dont know</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			[1] yes	[2] no	[3] no, but planned	[4] dont know						
[1] yes	[2] no	[3] no, but planned	[4] dont know									

Nr.	Name	Label	Survey period	Survey frequency
3.814)	sf_2022q1_4b	diversity strategy/declaration of intent when filling vacancies in the company text	1st quarter 2022	once
Wording of question				
1st quarter 2022			Further information	
4) Diversity strategy/declaration of intent when filling vacancies in the company. If yes, particularly important criteria.				

Nr.	Name	Label	Survey period	Survey frequency								
3.815)	sf_2022q2_1a	measures comp. has taken to support employ. / save operat. costs: homeoffice	2nd quarter 2022	once								
Wording of question												
2nd quarter 2022			Further information									
1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Homeoffice												
<table border="1"> <tr> <td></td> <td>[1] yes</td> <td>[2] no</td> <td>[3] not relevant</td> </tr> <tr> <td>Ausweitung von Homeoffice</td> <td></td> <td></td> <td></td> </tr> </table>				[1] yes	[2] no	[3] not relevant	Ausweitung von Homeoffice					
	[1] yes	[2] no	[3] not relevant									
Ausweitung von Homeoffice												

Nr.	Name	Label	Survey period	Survey frequency
3.816)	sf_2022q2_1b	measures comp. has taken to support employ. / save operat. costs: homeoffice days	2nd quarter 2022	once
Wording of question				
2nd quarter 2022			Further information	
1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Homeoffice. If yes: How many additional days per month can your employees currently work remotely?				

--	--

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.817)	sf_2022q2_1c	measures comp. has taken to support employ. / save operat. costs: electr. Costs	2nd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2022</p> <p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Allowance for private electricity costs when working remotely</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> <td>[2] no</td> <td>[3] not relevant</td> </tr> <tr> <td style="text-align: center;">Allowance for private electricity costs when working remotely</td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> </tr> </table>		[1] yes	[2] no	[3] not relevant	Allowance for private electricity costs when working remotely				<p>Further information</p> <div style="border: 1px solid black; height: 100px;"></div>
	[1] yes	[2] no	[3] not relevant						
Allowance for private electricity costs when working remotely									

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.818)	sf_2022q2_1d	measures comp. has taken to support employ. / save operat. costs: special paym.	2nd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2022</p> <p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Voluntary special payments to employees</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> <td>[2] no</td> <td>[3] not relevant</td> </tr> <tr> <td style="text-align: center;">Voluntary special payments to employees</td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> </tr> </table>		[1] yes	[2] no	[3] not relevant	Voluntary special payments to employees				<p>Further information</p> <div style="border: 1px solid black; height: 100px;"></div>
	[1] yes	[2] no	[3] not relevant						
Voluntary special payments to employees									

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.819)	sf_2022q2_1e	measures comp. has taken to support employ. / save operat. costs: travel costs	2nd quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

<p>2nd quarter 2022</p> <p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: travel costs</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> <td>[2] no</td> <td>[3] not relevant</td> </tr> <tr> <td style="text-align: center;">travel costs</td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> </tr> </table>		[1] yes	[2] no	[3] not relevant	travel costs				<p>Further information</p> <div style="border: 1px solid black; height: 100px;"></div>
	[1] yes	[2] no	[3] not relevant						
travel costs									

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.820)	sf_2022q2_1f	measures comp. has taken to support employ. / save operat. costs: fuel vouchers	2nd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>2nd quarter 2022</p> <p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: fuel vouchers</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> <td>[2] no</td> <td>[3] not relevant</td> </tr> <tr> <td style="text-align: center;">fuel vouchers</td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> <td style="width: 40px; height: 20px;"></td> </tr> </table>		[1] yes	[2] no	[3] not relevant	fuel vouchers				<p>Further information</p> <div style="border: 1px solid black; height: 100px;"></div>
	[1] yes	[2] no	[3] not relevant						
fuel vouchers									

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.821)	sf_2022q2_1g	measures comp. has taken to support employ. / save operat. costs: job ticket	2nd quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2022		Further information	
<p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Job ticket/support for public transport</p>			
	[1] yes	[2] no	[3] not relevant
Job ticket/support for public transport			

Nr.	Name	Label	Survey period	Survey frequency
3.822)	sf_2022q2_1h	measures comp. has taken to support employ. / save operat. costs: one-time paym.	2nd quarter 2022	once

Wording of question

2nd quarter 2022		Further information	
<p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: other one-time payments</p>			
	[1] yes	[2] no	[3] not relevant
other one-time payments			

Nr.	Name	Label	Survey period	Survey frequency
3.823)	sf_2022q2_1i	measures comp. has taken to support employ. / save operat. costs: others	2nd quarter 2022	once

Wording of question

2nd quarter 2022		Further information	
<p>1) Due to increasing energy costs, the German government has put together a relief package. Additional measures taken by the company to support employees or save operating costs: Others</p>			
<p>_____</p>			

Nr.	Name	Label	Survey period	Survey frequency
3.824)	sf_2022q2_2a	classification wage-specific aspects for current year: wage increase	2nd quarter 2022	once

Wording of question

2nd quarter 2022		Further information			
<p>2.a) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Classification of the following wage-specific aspects for the current year for your company: (planned) wage increase</p>					
[1] already done	[2] implemented in 2022	[3] on hold	[4] not implemented	[5] not provided	[6] not relevant

Nr.	Name	Label	Survey period	Survey frequency
3.825)	sf_2022q2_2b	classification wage-specific aspects for current year: inflation compensation	2nd quarter 2022	once

Wording of question

2nd quarter 2022		Further information			
<p>2.a) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Classification of the following wage-specific aspects for the current year for your company: (additional) inflation compensation</p>					
[1] already done	[2] implemented in 2022	[3] on hold	[4] not implemented	[5] not provided	[6] not relevant

--	--	--	--	--	--	--	--

Nr.	Name	Label	Survey period	Survey frequency
3.826)	sf_2022q2_2c	classification wage-specific aspects for current year: bonuses	2nd quarter 2022	once

Wording of question

2nd quarter 2022	Further information												
<p>2.a) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Classification of the following wage-specific aspects for the current year for your company: bonuses</p> <table border="1"> <tr> <td>[1] already done</td> <td>[2] implemented in 2022</td> <td>[3] on hold</td> <td>[4] not implemented</td> <td>[5] not provided</td> <td>[6] not relevant</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] already done	[2] implemented in 2022	[3] on hold	[4] not implemented	[5] not provided	[6] not relevant							
[1] already done	[2] implemented in 2022	[3] on hold	[4] not implemented	[5] not provided	[6] not relevant								

Nr.	Name	Label	Survey period	Survey frequency
3.827)	sf_2022q2_3a	impact of increasing energy / production costs: short-time work	2nd quarter 2022	once

Wording of question

2nd quarter 2022	Further information								
<p>2.b) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Impact of increasing energy / production costs on the following aspects in your company: short-time work</p> <table border="1"> <tr> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> <td>[4] not relevant</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] decrease	[2] no change	[3] increase	[4] not relevant					
[1] decrease	[2] no change	[3] increase	[4] not relevant						

Nr.	Name	Label	Survey period	Survey frequency
3.828)	sf_2022q2_3b	impact of increasing energy / production costs: new hires	2nd quarter 2022	once

Wording of question

2nd quarter 2022	Further information								
<p>2.b) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Impact of increasing energy / production costs on the following aspects in your company: new hires</p> <table border="1"> <tr> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> <td>[4] not relevant</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] decrease	[2] no change	[3] increase	[4] not relevant					
[1] decrease	[2] no change	[3] increase	[4] not relevant						

Nr.	Name	Label	Survey period	Survey frequency
3.829)	sf_2022q2_3c	impact of increasing energy / production costs: staff	2nd quarter 2022	once

Wording of question

2nd quarter 2022	Further information								
<p>2.b) At the end of 2021 many companies reported planned wage increases in 2022. In addition inflation tightens significantly in 2022. Impact of increasing energy / production costs on the following aspects in your company: staff</p> <table border="1"> <tr> <td>[1] decrease</td> <td>[2] no change</td> <td>[3] increase</td> <td>[4] not relevant</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] decrease	[2] no change	[3] increase	[4] not relevant					
[1] decrease	[2] no change	[3] increase	[4] not relevant						

Nr.	Name	Label	Survey period	Survey frequency
3.830)	sf_2022q2_4a	potential of employment of refugees from Ukraine: trainee	2nd quarter 2022	once

Wording of question

2nd quarter 2022					Further information
3) Potential of employment of refugees from Ukraine in your company: trainee					
[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.831) sf_2022q2_4b potential of employment of refugees from Ukraine: unskilled assistant 2nd quarter 2022 once

Wording of question

2nd quarter 2022					Further information
3) Potential of employment of refugees from Ukraine in your company: unskilled assistant					
[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.832) sf_2022q2_4c potential of employment of refugees from Ukraine: qualified professionals 2nd quarter 2022 once

Wording of question

2nd quarter 2022					Further information
3) Potential of employment of refugees from Ukraine in your company: qualified professionals					
[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.833) sf_2022q2_5a barriers to the recruitment of refugees from Ukraine 2nd quarter 2022 once

Wording of question

2nd quarter 2022		Further information
4) Barriers to the recruitment of refugees from Ukraine in your company?		
[1] no	[2] yes	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.834) sf_2022q2_5b barriers to the recruitment of refugees from Ukraine text 2nd quarter 2022 once

Wording of question

2nd quarter 2022		Further information
4) Barriers to the recruitment of refugees from Ukraine in your company? If yes, which ones?		

Nr.	Name	Label	Survey period	Survey frequency
3.835)	sf_2022q3_1a	burden of the current energy crisis for company: in general	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information										
<p>1) To what extent does the current energy crisis affect your company with regard to the following aspects: in general</p> <table border="1"> <tr> <td>[1] heavy</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use						
[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
3.836)	sf_2022q3_1b	burden of the current energy crisis for company: mood in the staff	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information										
<p>1) To what extent does the current energy crisis affect your company with regard to the following aspects: mood in the staff</p> <table border="1"> <tr> <td>[1] heavy</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use						
[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
3.837)	sf_2022q3_1c	burden of the current energy crisis for company: increasing costs	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information										
<p>1) To what extent does the current energy crisis affect your company with regard to the following aspects: increasing costs</p> <table border="1"> <tr> <td>[1] heavy</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use						
[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
3.838)	sf_2022q3_1d	burden of the current energy crisis for company: difficult planning	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information										
<p>1) To what extent does the current energy crisis affect your company with regard to the following aspects: difficult planning</p> <table border="1"> <tr> <td>[1] heavy</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use						
[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
3.839)	sf_2022q3_2	emergency plan in case of energy shortage	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information

2.a) Emergency plan in case of energy shortage?

[1] yes	[2] no	[3] no use

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.840) sf_2022q3_3a probability of measures if an energy shortage occurs: short-time work 3rd quarter 2022 once

Wording of question

3rd quarter 2022	Further information										
<p>2.b) Probability of the following measures for your company, should an energy shortage occur: short-time work</p> <table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] high	[2] medium	[3] low	[4] not at all	[5] no use						
[1] high	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.841) sf_2022q3_3b probability of measures if an energy shortage occurs: dismantling vacation 3rd quarter 2022 once

Wording of question

3rd quarter 2022	Further information										
<p>2.b) Probability of the following measures for your company, should an energy shortage occur: dismantling vacation</p> <table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] high	[2] medium	[3] low	[4] not at all	[5] no use						
[1] high	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.842) sf_2022q3_3c probability of measures if an energy shortage occurs: reduction overtime 3rd quarter 2022 once

Wording of question

3rd quarter 2022	Further information										
<p>2.b) Probability of the following measures for your company, should an energy shortage occur: reduction overtime</p> <table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] high	[2] medium	[3] low	[4] not at all	[5] no use						
[1] high	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.843) sf_2022q3_3d probability of measures if an energy shortage occurs: staff reduction 3rd quarter 2022 once

Wording of question

3rd quarter 2022	Further information										
<p>2.b) Probability of the following measures for your company, should an energy shortage occur: staff reduction</p> <table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] high	[2] medium	[3] low	[4] not at all	[5] no use						
[1] high	[2] medium	[3] low	[4] not at all	[5] no use							

Nr.	Name	Label	Survey period	Survey frequency										
3.844)	sf_2022q3_3e	probability of measures if an energy shortage occurs: reduction building temp.	3rd quarter 2022	once										
Wording of question														
3rd quarter 2022			Further information											
2.b) Probability of the following measures for your company, should an energy shortage occur: reduction building temperature														
<table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>					[1] high	[2] medium	[3] low	[4] not at all	[5] no use					
[1] high	[2] medium	[3] low	[4] not at all	[5] no use										

Nr.	Name	Label	Survey period	Survey frequency										
3.845)	sf_2022q3_3f	probability of measures if an energy shortage occurs: increased home-office	3rd quarter 2022	once										
Wording of question														
3rd quarter 2022			Further information											
2.b) Probability of the following measures for your company, should an energy shortage occur: increased home-office														
<table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>					[1] high	[2] medium	[3] low	[4] not at all	[5] no use					
[1] high	[2] medium	[3] low	[4] not at all	[5] no use										

Nr.	Name	Label	Survey period	Survey frequency										
3.846)	sf_2022q3_3g	probability of measures if an energy shortage occurs: restriction of business activity	3rd quarter 2022	once										
Wording of question														
3rd quarter 2022			Further information											
2.b) Probability of the following measures for your company, should an energy shortage occur: restriction of business activity (e.g. reduction of production/service, shorter service times)														
<table border="1"> <tr> <td>[1] high</td> <td>[2] medium</td> <td>[3] low</td> <td>[4] not at all</td> <td>[5] no use</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>					[1] high	[2] medium	[3] low	[4] not at all	[5] no use					
[1] high	[2] medium	[3] low	[4] not at all	[5] no use										

Nr.	Name	Label	Survey period	Survey frequency
3.847)	sf_2022q3_3h	probability of measures if an energy shortage occurs: others text	3rd quarter 2022	once
Wording of question				
3rd quarter 2022			Further information	
2.b) Probability of the following measures for your company, should an energy shortage occur: others text				
<p>_____</p>				

Nr.	Name	Label	Survey period	Survey frequency
3.848)	sf_2022q3_4a	responsible person for prep. of emergency plan: management	3rd quarter 2022	once
Wording of question				
3rd quarter 2022			Further information	
2.c) Emergency plan in case of energy shortage: Who is/would be significantly responsible for the development of an emergency plan? (multiple answer possible)				
			Variables belong together: sf_2022q3_4a sf_2022q3_4b	

		[1] yes			
	management				

sf_2022q3_4c
sf_2022q3_4d
sf_2022q3_4e

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.849)	sf_2022q3_4b	responsible person for prep. of emergency plan: human resources	3rd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2022	Further information				
<p>2.c) Emergency plan in case of energy shortage: Who is/would be significantly responsible for the development of an emergency plan? (multiple answer possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>Human resources</td> <td></td> </tr> </table>		[1] yes	Human resources		<p>Variables belong together:</p> <p>sf_2022q3_4a sf_2022q3_4b sf_2022q3_4c sf_2022q3_4d sf_2022q3_4e</p>
	[1] yes				
Human resources					

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.850)	sf_2022q3_4c	responsible person for prep. of emergency plan: works council	3rd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2022	Further information				
<p>2.c) Emergency plan in case of energy shortage: Who is/would be significantly responsible for the development of an emergency plan? (multiple answer possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>works council</td> <td></td> </tr> </table>		[1] yes	works council		<p>Variables belong together:</p> <p>sf_2022q3_4a sf_2022q3_4b sf_2022q3_4c sf_2022q3_4d sf_2022q3_4e</p>
	[1] yes				
works council					

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
-----	------	-------	-------------------	-------------------

3.851)	sf_2022q3_4d	responsible person for prep. of emergency plan: others	3rd quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2022	Further information				
<p>2.c) Emergency plan in case of energy shortage: Who is/would be significantly responsible for the development of an emergency plan? (multiple answer possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>others</td> <td></td> </tr> </table>		[1] yes	others		<p>Variables belong together:</p> <p>sf_2022q3_4a sf_2022q3_4b sf_2022q3_4c sf_2022q3_4d sf_2022q3_4e</p>
	[1] yes				
others					

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.852)	sf_2022q3_4e	responsible person for prep. of emergency plan: others text	3rd quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2022	Further information
<p>2.c) Emergency plan in case of energy shortage: Who is/would be significantly responsible for the development of an emergency plan: Others text</p> <p>_____</p>	<p>Variables belong together:</p> <p>sf_2022q3_4a sf_2022q3_4b sf_2022q3_4c sf_2022q3_4d sf_2022q3_4e</p>

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.853)	sf_2022q3_5	in case of emergency plan: restriction operational activity	3rd quarter 2022	once
--------	-------------	---	------------------	------

Wording of question

3rd quarter 2022	Further information					
<p>2.d) Emergency plan in case of energy shortage: In case of occurrence of the emergency plan: To what extent would this restrict your company's operational activities?</p> <table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>						

[1] strong	[2] medium	[3] little	[4] not at all	[5] no use

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.854) **sf_2022q3_6a** preparation for further covid waves: home office offer **3rd quarter 2022** once

Wording of question

3rd quarter 2022	Further information
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <div style="display: flex; justify-content: space-between; align-items: center;"> home office offer <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;"> <input type="checkbox"/> </div> </div>	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.855) **sf_2022q3_6b** preparation for further covid waves: vaccination offers **3rd quarter 2022** once

Wording of question

3rd quarter 2022	Further information
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <div style="display: flex; justify-content: space-between; align-items: center;"> vaccination offers <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;"> <input type="checkbox"/> </div> </div>	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.856) **sf_2022q3_6c** preparation for further covid waves: workstation assignment software **3rd quarter 2022** once

Wording of question

3rd quarter 2022	Further information
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <div style="display: flex; justify-content: space-between; align-items: center;"> workstation assignment software <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;"> <input type="checkbox"/> </div> </div>	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.857) **sf_2022q3_6d** preparation for further covid waves: free covid tests **3rd quarter 2022** once

Wording of question

3rd quarter 2022	Further information
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <div style="display: flex; justify-content: space-between; align-items: center;"> free covid tests <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;"> <input type="checkbox"/> </div> </div>	

FREE LUNCH LESS	
-----------------	--

Nr.	Name	Label	Survey period	Survey frequency
3.858)	sf_2022q3_6e	preparation for further covid waves: visitor management	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information				
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>visitor management</td> <td></td> </tr> </table>		[1] yes	visitor management		
	[1] yes				
visitor management					

Nr.	Name	Label	Survey period	Survey frequency
3.859)	sf_2022q3_6f	preparation for further covid waves: training for home office tools	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information				
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>training for home office tools</td> <td></td> </tr> </table>		[1] yes	training for home office tools		
	[1] yes				
training for home office tools					

Nr.	Name	Label	Survey period	Survey frequency
3.860)	sf_2022q3_6g	preparation for further covid waves: nothing planned	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information				
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>nothing planned</td> <td></td> </tr> </table>		[1] yes	nothing planned		
	[1] yes				
nothing planned					

Nr.	Name	Label	Survey period	Survey frequency
3.861)	sf_2022q3_6h	preparation for further covid waves: others	3rd quarter 2022	once

Wording of question

3rd quarter 2022	Further information				
3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)	Variables belong together: sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>others</td> <td></td> </tr> </table>		[1] yes	others		
	[1] yes				
others					

Nr.	Name	Label	Survey period	Survey frequency
3.862)	sf_2022q3_6i	preparation for further covid waves: others text	3rd quarter 2022	once

Wording of question

4th quarter 2022	Further information
<p>3. How are you preparing for possible further Corona waves next fall/winter? (Multiple answers possible)</p>	<p>Variables belong together:</p> <ul style="list-style-type: none"> sf_2022q3_6a sf_2022q3_6b sf_2022q3_6c sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f sf_2022q3_6g sf_2022q3_6h sf_2022q3_6i

Nr.	Name	Label	Survey period	Survey frequency
3.863)	sf_2022q4_1	frequency of feedback discussion with employees	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information												
<p>1.a) Frequency of feedback discussions on average with employees.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] monthly</td> <td>[2] quarterly</td> <td>[3] semiannual</td> <td>[4] annual</td> <td>[5] less frequently than annually</td> <td>[6] never</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] monthly	[2] quarterly	[3] semiannual	[4] annual	[5] less frequently than annually	[6] never							
[1] monthly	[2] quarterly	[3] semiannual	[4] annual	[5] less frequently than annually	[6] never								

Nr.	Name	Label	Survey period	Survey frequency
3.864)	sf_2022q4_2a	content of feedback discussion: target agreements	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information				
<p>1.b) Frequency of feedback discussions on average with employees. Covered content: target agreements</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>target agreements</td> <td></td> </tr> </table>		[1] yes	target agreements		<p>Variables belong together:</p> <ul style="list-style-type: none"> sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
target agreements					

Nr.	Name	Label	Survey period	Survey frequency
3.865)	sf_2022q4_2b	content of feedback discussion: advancement	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information				
<p>1.b) Frequency of feedback discussions on average with employees. Covered content: advancement</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>advancement</td> <td></td> </tr> </table>		[1] yes	advancement		<p>Variables belong together:</p> <ul style="list-style-type: none"> sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
advancement					

Nr.	Name	Label	Survey period	Survey frequency
3.866)	sf_2022q4_2c	content of feedback discussion: feedback from employee	4th quarter 2022	once

Wording of question

4th quarter 2022 1.b) Frequency of feedback discussions on average with employees. Covered content: feedback from employee <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">feedback from employee</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	feedback from employee		Further information Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
feedback from employee					

Nr.	Name	Label	Survey period	Survey frequency
3.867)	sf_2022q4_2d	content of feedback discussion: external/self-assessment	4th quarter 2022	once

Wording of question

4th quarter 2022 1.b) Frequency of feedback discussions on average with employees. Covered content: external/self-assessment <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">external/self-assessment</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	external/self-assessment		Further information Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
external/self-assessment					

Nr.	Name	Label	Survey period	Survey frequency
3.868)	sf_2022q4_2e	content of feedback discussion: corporate goals	4th quarter 2022	once

Wording of question

4th quarter 2022 1.b) Frequency of feedback discussions on average with employees. Covered content: corporate goals <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">corporate goals</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	corporate goals		Further information Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
corporate goals					

Nr.	Name	Label	Survey period	Survey frequency
3.869)	sf_2022q4_2f	content of feedback discussion: satisfaction/motivation	4th quarter 2022	once

Wording of question

4th quarter 2022 1.b) Frequency of feedback discussions on average with employees. Covered content: satisfaction/motivation <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 100px;"></td> <td style="text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: center;">satisfaction/motivation</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	satisfaction/motivation		Further information Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
	[1] yes				
satisfaction/motivation					

Nr.	Name	Label	Survey period	Survey frequency
3.870)	sf_2022q4_2g	content of feedback discussion: feedback to employees	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information				
1.b) Frequency of feedback discussions on average with employees. Covered content: feedback to employees	Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>feedback to employees</td> <td></td> </tr> </table>		[1] yes	feedback to employees		
	[1] yes				
feedback to employees					

Nr.	Name	Label	Survey period	Survey frequency
3.871)	sf_2022q4_2h	content of feedback discussion: others	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information				
1.b) Frequency of feedback discussions on average with employees. Covered content: Others	Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i				
<table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] yes	Others		
	[1] yes				
Others					

Nr.	Name	Label	Survey period	Survey frequency
3.872)	sf_2022q4_2i	content of feedback discussion: others text	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information
1.b) Frequency of feedback discussions on average with employees. Covered content: Others text	Variables belong together: sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i
<p>_____</p>	

Nr.	Name	Label	Survey period	Survey frequency
3.873)	sf_2022q4_3	survey of general satisfaction of employees	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information				
2.a) Does your company conduct a survey of the general satisfaction/motivation of employees?					
<table border="1"> <tr> <td>[1] no</td> <td>[2] yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] no	[2] yes			
[1] no	[2] yes				

Nr.	Name	Label	Survey period	Survey frequency
3.874)	sf_2022q4_3a	survey of general satisfaction of employees: own survey	4th quarter 2022	once

Wording of question

4th quarter 2022	Further information
2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: own survey	Variable belongs to: sf_2022q4_3

own survey	[1] Yes

Nr.	Name	Label	Survey period	Survey frequency
3.875)	sf_2022q4_3b	survey of general satisfaction of employees: survey by external service providers	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: survey by external service providers</p>	<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
survey by external service providers	[1] Yes

Nr.	Name	Label	Survey period	Survey frequency
3.876)	sf_2022q4_3c	survey of general satisfaction of employees: during feedback conversation	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: during feedback conversation</p>	<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
during feedback conversation	[1] Yes

Nr.	Name	Label	Survey period	Survey frequency
3.877)	sf_2022q4_3d	survey of general satisfaction of employees: suggestion box	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: suggestion box</p>	<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
suggestion box	[1] Yes

Nr.	Name	Label	Survey period	Survey frequency
3.878)	sf_2022q4_3e	survey of general satisfaction of employees: representative	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: Representative</p>	<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
---	--

	[1] Yes
Representative	

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.879)	sf_2022q4_3f	survey of general satisfaction of employees: others	4th quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: Others</p> <table border="1"> <tr> <td></td> <td>[1] Yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] Yes	Others		<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
	[1] Yes				
Others					

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.880)	sf_2022q4_3g	survey of general satisfaction of employees: others text	4th quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

<p>4th quarter 2022</p> <p>2.a) Does your company conduct a survey of the general satisfaction/motivation of employees. Yes: Other text</p> <p>_____</p>	<p>Further information</p> <p>Variable belongs to: sf_2022q4_3</p>
--	--

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.881)	sf_2022q4_4a	consequences for company from feedback: increasing productivity	4th quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>4th quarter 2022</p> <p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: increasing productivity</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>increasing productivity</td> <td></td> </tr> </table>		[1] yes	increasing productivity		<p>Further information</p>
	[1] yes				
increasing productivity					

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.882)	sf_2022q4_4b	consequences for company from feedback: improving corporate climate	4th quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

<p>4th quarter 2022</p> <p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: improving corporate climate</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>improving corporate climate</td> <td></td> </tr> </table>		[1] yes	improving corporate climate		<p>Further information</p>
	[1] yes				
improving corporate climate					

improving corporate culture	
-----------------------------	--

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.883)	sf_2022q4_4c	consequences for company from feedback: evaluation of managers	4th quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2022	Further information		
<p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: evaluation of managers</p> <table border="1"> <tr> <td>evaluation of managers</td> <td>[1] yes</td> </tr> </table>	evaluation of managers	[1] yes	
evaluation of managers	[1] yes		

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.884)	sf_2022q4_4d	consequences for company from feedback: organizational development	4th quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2022	Further information		
<p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: organizational development</p> <table border="1"> <tr> <td>organizational development</td> <td>[1] yes</td> </tr> </table>	organizational development	[1] yes	
organizational development	[1] yes		

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.885)	sf_2022q4_4e	consequences for company from feedback: process improvement	4th quarter 2022	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2022	Further information		
<p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: process improvement</p> <table border="1"> <tr> <td>process improvement</td> <td>[1] yes</td> </tr> </table>	process improvement	[1] yes	
process improvement	[1] yes		

Nr.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.886)	sf_2022q4_4f	consequences for company from feedback: others	4th quarter 2022	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2022	Further information		
<p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: Others</p> <table border="1"> <tr> <td>Others</td> <td>[1] yes</td> </tr> </table>	Others	[1] yes	
Others	[1] yes		

Nr.	Name	Label	Survey period	Survey frequency
3.887)	sf_2022q4_4g	consequences for company from feedback: others text	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>2.b) Company survey the general satisfaction/motivation of employees: What expectations/consequences/conclusions do you draw for your company from this feedback: Others text</p> <p>_____</p>	<p>Further information</p>
--	----------------------------

Nr.	Name	Label	Survey period	Survey frequency
3.888)	sf_2022q4_5	assessment of feedback culture in the company	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>3) How do you generally assess the feedback culture in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very positive</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] very negative</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very positive	[2]	[3]	[4]	[5] very negative						<p>Further information</p>
[1] very positive	[2]	[3]	[4]	[5] very negative							

Nr.	Name	Label	Survey period	Survey frequency
3.889)	sf_2022q4_6a	change feedback culture in last three years	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>4) Change of feedback culture in last three years.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] more positive</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] more negative</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] more positive	[2]	[3]	[4]	[5] more negative						<p>Further information</p>
[1] more positive	[2]	[3]	[4]	[5] more negative							

Nr.	Name	Label	Survey period	Survey frequency
3.890)	sf_2022q4_6b	change feedback culture in last three years text	4th quarter 2022	once

Wording of question

<p>4th quarter 2022</p> <p>4) Change of feedback culture in last three years: Concrete changes</p> <p>_____</p>	<p>Further information</p>
--	----------------------------