

List of variables

Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2022

As of February 2024

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List of variables

1. Identification variables

No.	Name	Label	German description
1.1)	year	year	Jahr
1.2)	quarter	quarter	Quartal
1.3)	WZ	sector number (wz-classification)	Wirtschaftszweig
1.4)	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	Teilnahmeart
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
216)	agency_no	no agency workers	Zeitarbeitnehmer finden keine Anwendung
2.17)	free_tq	current relevance of freelancers	Derzeitige Bedeutung von freien Mitarbeitern
2.18)	free_lq	relevance of freelancers compared to last quarter	Bedeutung von freien Mitarbeitern im Vergleich mit dem Vorquartal
2.19)	free_nq	expected relevance of freelancers next quarter	Bedeutung von freien Mitarbeitern im nächsten Quartal
2.20)	free_no	no freelancers	Freie Mitarbeiter finden keine Anwendung
2.21)	outsour_tq	current relevance of outsourcing	Derzeitige Bedeutung von Outsourcing
2.22)	outsour_lq	relevance of outsourcing compared to last quarter	Bedeutung von Outsourcing im Vergleich mit dem Vorquartal
2.23)	outsour_nq	expected relevance of outsourcing next quarter	Bedeutung von Outsourcing im nächsten Quartal
2.24)	outsour_no	no outsourcing	Outsourcing findet keine Anwendung
2.25)	internal_tq	current relevance of internal realisations	Derzeitige Bedeutung von Überstunden
2.26)	internal_lq	relevance of internal realisations compared to last quarter	Bedeutung von innerbetrieblichen Umsetzungen im Vergleich mit dem 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: Zeitarbeitnehmer
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 qaulification/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 companys success: open trainin	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: offenes Training
2.1.24)	fore_succes_compspe	importance of qualification/training measures for companys success: company-spec	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: Untern.spez. Training
2.1.25)	fore_succes_cert	importance of qualification/training measures for companys success: certificatio	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: Zertifizierung
2.1.26)	fore_succes_inservice	importance of qualification/training measures for companys success: in-service q	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: berufsbegleitende Qualifizierung
2.1.27)	fore_succes_elearn	importance of qualification/training measures for companys success: e-learning	Bed. Qualifizierungs-/Ausbildungsmaßn. für Untern.erfolg: E-Learning-Angebote

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No.	Name	Label	German description
3.1)	sf_2008q1_1		
3.2)	sf_2008q1_1 sf_2008q2_1	financial crisis: impact on staff size (y/n)	Finanzkrise: Auswirkung auf Personalbestand (ja/nein)
	sf_2008q2_1 sf_2008q2_2		
3.3)		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		Auswirkung wirtschaftspolitischer Maßnahmen auf das mittelfristige Wirtschaftswachst
		impact of economic measures on economic growth in the medium run	
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 cf_2011q1_2	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_2		Rekrutierung über Stellenanzeigen online - Jobbörsen
	- '-	recruitment via job advertisement online - job markets	
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
	sf_2011q3_5		
3.44)		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. Stammbelegschaft
3.64)	sf_2012q4_4 sf_2012q4_5	reaction to economic slowdown, w.r.t core workforce	Reaktion auf schwache Konjunktur bzgl. Küberstunfen
	sf_2012q4_5 sf_2012q4_6		
3.65)		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_2013q2_2 sf_2013q3_1	home-office employment is part of company organisation	Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.74)	sf_2013q3_1 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
	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	Maßnahmen zur Besetzung von Auszubildendenstellen: neue Rekrutierungskanäle
3.92)			
	sf_2014q4_5	measures to fill trainee positions: foreign search	Maßnahmen zur Besetzung von Auszubildendenstellen: Suche im Ausland
3.92)		measures to fill trainee positions: foreign search measures to fill trainee positions: others	Maßnahmen zur Besetzung von Auszubildendenstellen: Suche im Ausland Maßnahmen zur Besetzung von Auszubildendenstellen: andere

3.96)	sf_2014q4_8	recruitment scecifically 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: Auslandserfahrung
3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Schprachkenntnisse
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 sf_2015q2_10	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
3.114) 3.115)	sf_2015q2_10 sf_2015q2_11	importance for preselection of personnel: photo importance for final selection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Foto Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.115)	sf_2015q2_11 sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_12	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	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: Auslandserfahrung
3.121)	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122)	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	Bedeutung für die finale Auswahl von Personal: Assessment center
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	Bedeutung für die finale Auswahl von Personal: Persönlichkeit
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	Bedeutung für die finale Auswahl von Personal: Sympathie
3.129)	sf_2015q2_25	searching info online	Suche nach Informationen online
3.130)	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
3.131)	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
3.132)	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
3.133)	sf_2015q3_1	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	Anforderungen im Hinblick auf Zusatzqualifikationen
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
3.136)	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
3.138)	sf_2015q3_6	challenges w.r.t. weekend work	Anforderungen im Hinblick auf Arbeit am Wochenende
3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	Anforderungen im Hinblick auf Reisebereitschaft
3.140)	sf_2015q3_8	challenges w.r.t. language skills	Anforderungen im Hinblick auf Sprachkenntnisse
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	Anforderungen im Hinblick auf lebenslanges lernen
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	Anforderungen im Hinblick auf Teamfähigkeit
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
3.144)	sf_2015q3_13	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
3.145)	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.146)	sf_2015q3_15	measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
3.147)	sf_2015q3_16	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
3.148)	sf_2015q3_17	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
3.149)	sf_2015q3_18	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges
3.150)	sf_2015q3_20	measure filling trainee positions: no special measure	Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	Beschäftigung von Asylbewerbern letzte 24 Monate
3.152) 3.153)	sf_2015q4_2 sf_2015q4_3	employment of asylum seekers currently employment of asylum seekers planned next 12 months	derzeitige Beschäftigung von Asylbewerbern Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_3 sf_2015q4_4	employment of asylum seekers planned next 12 months employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant hachste 12 Monate Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf 2015q4_4	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: Rectliche 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 Pflichtpraktinkanten an
3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	boten vor 2015 Praktika für frewillige Praktikanten an
3.164)	sf_2016q1_5		
3.165)		offering internships before 2015 for obligated interns	bothen vor 2015 Praktika für Pflichtpraktikanten an
3.103)	sf_2016q1_6	offering internships before 2015 for obligated interns average internship duration for voluntary interns	
3.166)	sf_2016q1_7		bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten
3.166) 3.167)	sf_2016q1_7 sf_2016q1_8	average internship duration for voluntary interns average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschntilliche Praktikumsdauer für freiswillige Praktikanten Durchschntilliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiswillige Praktikanten 2015 gegenüber Vorjahre
3.166) 3.167) 3.168)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9	average internship duration for voluntary interns average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahre
3.166) 3.167) 3.168) 3.169)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10	average internship duration for voluntary interns average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittlich Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument
3.166) 3.167) 3.168) 3.169) 3.170)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11	average internship duration for voluntary interns average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschntiliche Praktikumsdauer für freiheilige Praktikanten Durchschmtiliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freihrlige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikunten 2015 gegenüber Vorjahren Wichtigkelt Praktika als bewüsterungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot
3.166) 3.167) 3.168) 3.169) 3.170) 3.171)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1	average internship duration for voluntary interns average internship duration for obligated interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeite Praktika als Rekrutierungsinstrument Enfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation
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3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_3 sf_2016q2_3 sf_2016q2_4	average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings: no company presence home office offerings: no company presence home office offerings: occupany organization home office offerings: occupany presence home office offerings: occupany presence usage home office offerings: occasional presence	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für reiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeite Praktika als Rekrutierungsinstrument Enfluss von Mindestolnn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz: Nutzung Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz
3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5	average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings: no company presence: home office offerings: no company presence: usage home office offerings: occasional presence home office offerings: occasional presence home office offerings: occasional presence.	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freihulige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freihulige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freihulige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekutuferungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unternehmersorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: vereinzele Präsenz
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3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177)	sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_3 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7	average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings: no company presence home office offerings: occupany presence: usage home office offerings: occasional presence home office offerings: occasional presence home office offerings: requent presence home office offerings: requent presence home office offerings: frequent presence.	bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschntiliche Praktikumsdauer für Pflichtpraktikanten Durchschntiliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwflige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikinten 2015 gegenüber Vorjahre Wichtigkeit Praktika als Rekrutierungsinstrument Enfluss von Mindestlohn auf Praktikumsangebot Home-Offtee Angebote: ohne Präsen: Home-Offtee Angebote: ohne Präsen: Home-Offtee Angebote: vereinzelte Präsen: Home-Offtee Angebote: häufige Präsen: Home-Offtee Angebote: häufige Präsen: Home-Offtee Angebote: häufige Präsen: Home-Offtee Angebote: häufige Präsen:
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.197) .198)	sf_2016q2_27	reasons for no home office offering: unclear working time rules	Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung
	sf_2016q2_28	reasons for no home office offering: lower productivity	Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität
.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	Gründe für kein Home-Office Angebot: unzureichende IT-Ausstattung
.200)	sf_2016q2_30	reasons for no home office offering: IT security	Gründe für kein Home-Office Angebot: IT-Sicherheit
.201)	sf_2016q2_31	reasons for no home office offering: data protection	Gründe für kein Home-Office Angebot: Datenschutz
.202)	sf_2016q2_32	reasons for no home office offering: others	Gründe für kein Home-Office Angebot: sonstiges
.203)	sf 2016q2 33	reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: Beschreibung sonstiges
.204)	- '-		
	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	Einstellung von Bachelor/Master Absolventen letzte 10 Jahre
205)	sf_2016q3_2	employment of bachelor graduates last 10 years	Einstellung von Bachelor Absolventen letzte 10 Jahre
206)	sf_2016q3_3	employment of master graduates last 10 years	Einstellung von Master Absolventen letzte 10 Jahre
207)	sf_2016q3_4	employment of dimploma graduates last 10 years	Einstellung von Dimplom Absolventen letzte 10 Jahre
208)	sf_2016q3_5	employment of others last 10 years	Einstellung von anderen Absolventen letzte 10 Jahre
209)	sf_2016q3_6	most common graduation type among first-time employees	Häufigster abschluss unter Berufsanfängern
210)	sf 2016q3 7	new eployment adjusted for bachelor/master	Neubeschäftigung an Bachelor/Master Absolventen angepasst
211)	sf_2016q3_8	new eployment adjusted for bachelor/master: new job profiles	Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile
212)	sf_2016q3_9	new eployment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
213)			
	sf_2016q3_10	new eployment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst:Einstiegsprogramme
214)	sf_2016q3_11	new eployment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
215)	sf_2016q3_12	new eployment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
16)	sf_2016q3_13	satisfaction with education of graduates	Zufriedenheit mit Ausbildung von Hochschulabsolventen
17)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
18)	sf_2016q4_1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
19)	sf_2016q4_2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
20)	sf_2016q4_3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeitwer
221)	sf_2016q4_4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
222)	sf_2016q4_5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
23)			Mitarbeiter 55 oder älter
	sf_2016q4_6	55+ year olds employed	
24)	sf_2016q4_7	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
25)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
26)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
27)	sf_2016q4_10	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
28)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
29)	sf_2016q4_12	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch; wiederbesetzung; welche
231)	sf 2016q4 14	employees used 'retirement with 63': reemployment: change of job profile	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Anderung des
232)	sf_2016q4_15	employment of people receiving pension	Tätiøkeitsnrofils Beschäftigung von Rentenbeziehern
233)	sf_2016q4_15 sf_2016q4_16	employment of people receiving pension: employment of people receiving pension: mini job	Beschäftigung von Rentenbeziehern: Minijob
234)	sf_2016q4_17	employment of people receiving pension: part time employees	Beschäftigung von Rentenbeziehern: Teilzeitkraft
235)	sf_2016q4_18	employment of people receiving pension: freelancers	Beschäftigung von Rentenbeziehern: freie Mitarbeiter
236)	sf_2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbeziehern: sonstiges
237)	sf_2016q4_20	employment of people receiving pension: others description	Beschäftigung von Rentenbeziehern: Beschreibung sonstiges
238)	sf_2016q4_21	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	Flexi-Rente: Erwartung, dass Angestellte länger arbeiten
240)	sf_2016q4_23	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
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
242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplä
242)			Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
	sf_2016q4_26	measures to keep older employees in company: health promotion	
244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
245)	sf_2016q4_28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
246)	sf_2016q4_29	measures to keep older employees in company: others	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges
247)	sf_2016q4_30	measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges
248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	Anzahl Neueinstellungen (in letzten 24 Monaten)
249)	sf_2017q1_2	employment of refugees (in the past 24 month)	Beschäftigung von Geflüchteten (in letzten 24 Monaten)
250)	sf_2017q1_3	employment of refugees: if yes: How many?	Beschäftigung von Geflüchteten : ja: Anzahl
251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	Beschäftigung von Geflüchteten: ja: Auszubildende
252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	Beschäftigung von Geflüchteten: ja: Praktikanten
253)	sf_2017q1_6	employment of refugees: if yes: refugees are employed as: assistants	
254)		employment of refugees: if yes: refugees are employed as: assistants employment of refugees: if yes: refugees are employed as: seasonal workers	Beschäftigung von Geflüchteten: ja: Hilfskräfte
	sf_2017q1_7		Beschäftigung von Geflüchteten: ja: Saisonarbeitskräfte
255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	Beschäftigung von Geflüchteten: ja: Fachkräfte
256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	Beschäftigung von Geflüchteten: ja: sonstige
257)	sf_2017q1_10	employment of refugees: if yes: refugees are employed as: others description	Beschäftigung von Geflüchteten: ja: sonstige Beschreibung
258)	sf_2017q1_11	(planed) temporary employment of refugees	(geplante) Zeitarbeitbeschäftigung von Geflüchteten
259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment	Inanspruchnahme von Fördermöglichkeiten
260)	sf 2017q1 13	use of governmental measures of encouragement by refugee employment: if yes: description	Inanspruchnahme von Fördermöglichkeiten: ja: Beschreibung
261)	sf_2017q1_14	current obstacles of refugee employment: priority check	Hindernisse Beschäftigung Geflüchteter: Vorrangprüfung
262)	sf_2017q1_15	current obstacles of refugee employment: governmental approval	
263)	sf_2017q1_15 sf_2017q1_16	current obstacles of refugee employment: governmental approval current obstacles of refugee employment: employment ban (safe orin)	Hindernisse Beschäftigung Geflüchteter: Behördliche Zustimmung
			Hindernisse Beschäftigung Geflüchteter: Beschäftigungsverbot
264)	sf_2017q1_17	current obstacles of refugee employment: resident status	Hindernisse Beschäftigung Geflüchteter: Aufenthaltsstatus
265)	sf_2017q1_18	current obstacles of refugee employment: recognition of professional qualifikations/degrees	Hindernisse Beschäftigung Geflüchteter: Anerkennung Abschlüsse
	sf_2017q1_19	current obstacles of refugee employment: duration of the governmental procedure	Hindernisse Beschäftigung Geflüchteter: Verfahrensdauer
266)		the state of the s	
266) 267)	sf_2017q1_20	current obstacles of refugee employment: internal management of screening processes	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
:66) :67)		current obstacles of refugee employment: internal management of screening processes current obstacles of refugee employment: internal support	
66) 67)	sf_2017q1_20		Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
(66) (67) (68)	sf_2017q1_20 sf_2017q1_21	current obstacles of refugee employment: internal support	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung
266) 267) 268) 269) 270)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23	current obstacles of refugee employment: internal support current obstacles of refugee employment: others	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchterer sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung
(66) (67) (68) (69) (70)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1	current obstacles of refugee employment: internal support current obstacles of refugee employment: others current obstacles of refugee employment: others description	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig
266) 267) 268) 269) 270) 271)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2	current obstacles of refugee employment: internal support current obstacles of refugee employment: others current obstacles of refugee employment: others description development of the staffing level - medium term impact of digitisation on staffing level	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwickkung Personalbestand - mittelffristig Einfluss Digitalisierung auf Personalbestand
266) 267) 268) 269) 270) 271) 272)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3	current obstacles of refugee employment: internal support current obstacles of refugee employment: others current obstacles of refugee employment: others description development of the staffing level - medium term impact of digitisation on staffing level digitisation causes	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enflusso Digitalisierung auf Personalbestand Folgen von Digitalisierung
266) 267) 268) 269) 270) 271) 272) 273)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3 sf_2017q2_4	current obstacles of refugee employment: internal support current obstacles of refugee employment: others current obstacles of refugee employment: others description development of the staffing level - medium term impact of digitisation on staffing level digitisation causes employee turnover in company	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter sonstiges Hindernisse Beschäftigung Geflüchteter sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enfluss Digitaliserung auf Personalbestand Folgen von Digitaliserung auf Mararbeiterfluktuation
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666) 667) 668) 669) 770) 771) 772) 773) 774) 775)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3 sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_8	current obstacles of refugee employment: internal support current obstacles of refugee employment: others current obstacles of refugee employment others description development of the staffing level - medium term impact of digitisation on staffing level digitisation causes employee turnover in company importance of employee loyalty in company impact of digitisation can industry	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelffrittig Enflusse Digitalisierung auf Personalbestand Folgen von Digitalisierung auf Maraheterfluktuation Mitarbeiterbindung Betroffenheite der Branche durch Digitalisierung Betroffenheite der Branche durch Digitalisierung
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2666) 2670) 2771) 2772) 2773) 2774) 2775) 2776) 2777) 2780 2777) 2780 2781 2882) 2883) 2888)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3 sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_11 sf_2017q2_11 sf_2017q2_12 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q2_13 sf_2017q2_14 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6	current obstacles of refugee employment: internal support current obstacles of refugee employment others current obstacles of refugee employment others description development of the staffing level - medium term impact of digitisation on staffing level digitisation causes employee turnover in company importance of employee loyalty in company importance of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction of refusation of the legal framework on daily working hours impact of relevation of the legal framework on daily working hours impact on employment - medium term: reansparency law concerning remuneration impact on employment - medium term: realismination of unfounded fixed term employment impact on employment - medium term: realism for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enflusse Digitaliserung auf Personalbestand Folgen von Digitalisierung auf Personalbestand Marabeterfluktuation Marabeterfluktuation Marabeterfluktuation Marabeterfluktuation Marabeterfluktuation Personalbestand auf Digitalisierung vohereitet Reaktion auf Digitalisierung vohereitet Reaktion auf Digitalisierung: Neuerbildung Reaktion auf Digitalisierung: Westerbildung Reaktion auf Digitalisierung: Herene Versetzung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Sonstige Beschreibung Wissenszugewinn durch Neuerinstellungen tajiche Arbeitset bei Volteetbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Endgelttansparentgesetz Entwicklung Personalbestand: Anspruch auf Teilzeit
666) 677) 668) 679) 670) 671) 6772) 6773) 6774) 6777) 6778) 6777) 6778) 6777) 6778) 6777) 6788 6777) 6788 6777) 6788 6777) 6777) 6788 6777) 6788 6777) 6788 6777) 6777) 6778 6777) 6777) 6778 6777) 67	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_3 sf_2017q2_3 sf_2017q2_3 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_11 sf_2017q2_12 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_3 sf_2017q3_4 sf_2017q3_5 sf_2017q3_6 sf_2017q3_7	current obstacles of refugee employment: internal support current obstacles of refugee employment others current obstacles of refugee employment others description development of the staffing level - medium term impact of aligitation on staffing level digitation causes employee turnover in company importance of employee loyalty in company import of digitation in industry preperation of staffing level concerning changes due to digitation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: raish of return to full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of return to full-time employment	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enflusse Digitalisierung auf Personalbestand Folgen von Digitalisierung werden der Wildernisse Beschäftigung Geflüchteter Branche durch Digitalisierung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung worbereitet Reaktion auf Digitalisierung: Weiter bildung Reaktion auf Digitalisierung: sonstige Beschreibung Wissenszugewind nurch Neuenistellungen Lägliche Arbeitseit bei Vollzeit beschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Endgelttransparentgesetz Entwickkung Personalbestand: flexible Vollzeit Entwickkung Personalbestand: flexible Vollzeit Entwickkung Personalbestand: Rückkehrrecht in Vollzeit Entwickung Personalbestand: Rückkehrrecht in Vollzeit
666) 670 677 678 677 677 677 677 677 677 677 677	sf 2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_22 sf_2017q2_1 sf_2017q2_2 sf_2017q2_2 sf_2017q2_3 sf_2017q2_5 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_1 sf_2017q3_1 sf_2017q3_2 sf_2017q3_2 sf_2017q3_5 sf_2017q3_5 sf_2017q3_5 sf_2017q3_6 sf_2017q3_8	current obstacles of refugee employment: internal support current obstacles of refugee employment others current obstacles of refugee employment others description development of the staffing level - medium term impact of digitisation on staffing level digitisation causes employee turnover in company importance of employee loyalty in company importance of digitisation industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: others in experiment of the properties of the prope	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enfluxs Digitaliserung auf Personalbestand Folgen von Digitalisierung Beschäftigung Geflüchternisse Geschäftigung Geflüchternisse Geschäftigung Ges
2666) 2670) 2771) 2772) 2773) 2774) 2777)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3 sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_7 sf_2017q3_7 sf_2017q3_9	current obstacles of refugee employment: internal support current obstacles of refugee employment others description development of the staffing level -medium term impact of rigitisation on staffing level digitisation causes employee turnower in company importance of employee loyalty in company impact of gigitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: others reaction and valuation of the repuirements: others reaction and valuation of the valuation of the valuation of the valuation of the valuati	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enfluss Digitalisierung auf Personalbestand Folgen von Digitalisierung Marabeterfluktuation Marabeterfluktuation Marabeterfluktuation geschreiber Beschäftigung Personalbestand auf Digitalisierung wohereibet Reaktion auf Digitalisierung wohereibet Reaktion auf Digitalisierung: Westerbildung Reaktion auf Digitalisierung: Westerbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Sonstige Beschreibung Wissenszugewinn durch Neueinstellungen tajiche Arbeitset bei Volleetbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Endgelttansparentgesetz Entwicklung Personalbestand: Endgelttansparentgesetz Entwicklung Personalbestand: Rickkehrrecht in Volleet Entwicklung Personalbestand: Rickkehrrecht in Volleet Entwicklung Personalbestand: Streichung der 131sd. Ruhezeit Entwicklung Personalbestand: Streichung der 131sd.
666) 667) 668) 6770 7771) 7772) 7773) 7774) 7775) 7779) 880) 881) 882) 883 884) 885) 886) 887) 8888) 899) 999)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_3 sf_2017q2_3 sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_11 sf_2017q2_11 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_1 sf_2017q3_1 sf_2017q3_3 sf_2017q3_4 sf_2017q3_5 sf_2017q3_7 sf_2017q3_7 sf_2017q3_7 sf_2017q3_7 sf_2017q3_7 sf_2017q3_9 sf_2017q3_9 sf_2017q3_9 sf_2017q3_9 sf_2017q3_10	current obstacles of refugee employment: internal support current obstacles of refugee employment others current obstacles of refugee employment others description development of the staffing level - medium term impact of algistation on staffing level digitisation causes employee turnower in company importance of employee loyalty in company importance of employee loyalty in company importance of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: a valuace of training reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: ransparency law concerning remuneration impact on employment - medium term: lamination of 11 hours r	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enflusse Digitalisierung auf Personalbestand Folgen von Digitalisierung wordernisternis
2666) 2670) 2671) 2671) 2671) 2671) 2671) 2671) 2772) 2773) 2774) 2775) 2776) 2777) 2778) 2779) 28880) 2881) 2882) 2883) 2884) 28888) 28889) 2899) 2991)	sf_2017q1_20 sf_2017q1_21 sf_2017q1_22 sf_2017q1_23 sf_2017q2_1 sf_2017q2_2 sf_2017q2_3 sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_1 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_7 sf_2017q3_7 sf_2017q3_9	current obstacles of refugee employment: internal support current obstacles of refugee employment others description development of the staffing level -medium term impact of rigitisation on staffing level digitisation causes employee turnower in company importance of employee loyalty in company impact of gigitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: others reaction and valuation of the repuirements: others reaction and valuation of the valuation of the valuation of the valuation of the valuati	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung Entwicklung Personalbestand - mittelfristig Enfluss Digitalisierung auf Personalbestand Folgen von Digitalisierung Marabeterfluktuation Marabeterfluktuation Marabeterfluktuation geschreiber Beschäftigung Personalbestand auf Digitalisierung wohereibet Reaktion auf Digitalisierung wohereibet Reaktion auf Digitalisierung: Westerbildung Reaktion auf Digitalisierung: Westerbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Sonstige Beschreibung Wissenszugewinn durch Neueinstellungen tajiche Arbeitset bei Volleetbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Endgelttansparentgesetz Entwicklung Personalbestand: Endgelttansparentgesetz Entwicklung Personalbestand: Rickkehrrecht in Volleet Entwicklung Personalbestand: Rickkehrrecht in Volleet Entwicklung Personalbestand: Streichung der 131sd. Ruhezeit Entwicklung Personalbestand: Streichung der 131sd.

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: Berfuserfahrung
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 renumerations: fixed term employment Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung
3.309)	sf_2017q4_12	labor law explanations of different renumerations: full/part-time employment Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit
3.310)	sf_2017q4_13	labor law explanations of different renumerations: temporary employment Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit
3.311)	sf_2017q4_14	labor law explanations of different renumerations: differences in tariff agreements Entgeltunterschieden Arbeitsrechtliche Charakteristika: Tarifbindung
3.312)	sf_2017q4_15	labor law explanations of different renumerations: period of employment Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit
3.313)	sf_2017q4_16	labor law explanations of different renumerations: individual negotiating skills Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick
3.314)	sf_2017q4_17	labor law explanations of different renumerations: others Enterlimiters chiefen Arheits certificine Charakteristika: anderer
3.315)	sf_2017q4_18	labor law explanations of different renumerations: others description Entgetunerschieden Arbeitsrechtliche Characteristiks: andere Beschreibung
3.316)	sf_2017q4_19	measures for reduction of different renumerations: transparent renumeration system Entigenumers cliented in the state of
3.317)	sf_2017q4_19 sf_2017q4_20	measures for reduction of different renumerations: tariff agreement Entgeltunterschiede Maßnahmen: Tarifbindung
3.318)		Engenunterschiede wasstammen. Fambilituding
	sf_2017q4_21	
3.319)	sf_2017q4_22	measures for reduction of different renumerations: none Entgeltunterschiede Maßnahmen: keine
3.320)	sf_2017q4_23	measures for reduction of different renumerations: others Entgeltunterschiede Maßnahmen: andere
3.321)	sf_2017q4_24	measures for reduction of different renumerations: 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	faciliating strategies for a wage increase: further training Strategien zur Lohnerhöhung: Weiterbildung
3.326)	sf_2017q4_29	faciliating strategies for a wage increase: willingness to work more Strategien zur Lohnerhöhung: Mehrarbeit
3.327)	sf_2017q4_30	faciliating strategies for a wage increase: take voluntarily additional responsibility Strategien zur Lohnerhöhung: Verantwortugn
3.328)	sf_2017q4_31	faciliating strategies for a wage increase: always do a good job Strategien zur Lohnerhöhung: gute Arbeit leisten
3.329)	sf_2017q4_32	faciliating strategies for a wage increase: proactive wage negotiation Strategien zur Lohnerhöhung: Lohnverhandlungen
3.330)	sf_2017q4_33	faciliating strategies for a wage increase: others Strategien zur Lohnerhöhung: andere
3.331)	sf_2017q4_34	faciliating strategies for a wage increase: others description Strategien zur Lohnerhöhung: andere Beschreibung
3.332)	sf_2017q4_35	additional to faciliating 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. Sim/Frforderlichkeit von Datenschutz
3.334)	sf_2018q1_1	information regarding the targeted level of data privacy protection Informierung bzgl, des angestrebten Datenschutznieaus
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 :mployees Vorwiegende Nutzung pel sovientuezugerie Daten von Lewerderin
3.337)	sf_2018q1_5	mainly use personal data of: contact persons of suppliers Vorwiegende Nutzung personenbezogener Daten von Ansprechpartnern von Lieferanten
3.338)		mainly use personal data of: clients Vorwiegende Nutzung personenbezogener Daten von Kunden mainly use personal data of: clients Vorwiegende Nutzung personenbezogener Daten von Kunden
	sf_2018q1_6	
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
3.346) 3.347)	sf_2018q1_15	implementation of general data protection regulation caused the major effort in: contracts Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Verträge implementation of general data protection regulation caused the major effort in: documentations Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen
3.347)	sf_2018q1_15	implementation of general data protection regulation caused the major effort in: documentations Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen
3.347) 3.348)	sf_2018q1_15 sf_2018q1_16	implementation of general data protection regulation caused the major effort in: documentations Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen implementation of general data protection regulation caused the major effort in: other Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere
3.347) 3.348) 3.349)	sf_2018q1_15 sf_2018q1_16 sf_2018q1_17	implementation of general data protection regulation caused the major effort in: documentations Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen implementation of general data protection regulation caused the major effort in: other Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere implementation of general data protection regulation caused the major effort in: other description Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung
3.347) 3.348) 3.349) 3.350)	sf_2018q1_15 sf_2018q1_16 sf_2018q1_17 sf_2018q1_18	implementation of general data protection regulation caused the major effort in: documentations: Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen implementation of general data protection regulation caused the major effort in: other Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere implementation of general data protection regulation caused the major effort in: other description Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung impact of new general data protection regulation on your Social-Media-Activity Auswirkung der Datenschutzgrundverordung auf Social Media Aktivitäten
3.347) 3.348) 3.349) 3.350) 3.351)	sf_2018q1_15 sf_2018q1_16 sf_2018q1_17 sf_2018q1_18 sf_2018q1_19	implementation of general data protection regulation caused the major effort in: documentations Umsetzung der Datenschutzgrundverordnung - größter Aufwand in Dokumentationen implementation of general data protection regulation caused the major effort in: other Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere implementation of general data protection regulation caused the major effort in: other description Umsetzung der Datenschutzgrundverordnung - größter Aufwand: andere Beschreibung impact of new general data protection regulation on your Social-Media-Activity Auswirkung der Datenschutzgrundverordnung auf Social Media Aktivitäten Umsetzung der Datenschutzgrundverordnung
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400) 401) 402) 403) 404) 405)	sf_2018q2_41	Further Training: obstacle - controllability of utility	Weiterbildung: Hemmnisse - Überprüfbarkeit des Nutzens
402) 403) 404)	sf_2018q2_42	Further Training: obstacle - supply (programs)	Weiterbildung: Hemmnisse - Angebot (wg. Fehlender Programme)
403)	sf_2018q2_43	Further Training: obstacle - demand	Weiterbildung: Hemmnisse - Nachfrage
404)	sf_2018q2_44	Further Training: obstacle - suplly (Management)	Weiterbildung: Hemmnisse - Angebot (wg. Führungsebene)
	sf_2018q2_45	Further Training: obstacle - low state support	Weiterbildung: Hemmnisse - zu geringe staatliche Unterstützung
105)	sf_2018q3_1	different renumeration	Entgeltunterschiede
+05)	sf_2018q3_2	transparency law concerning remuneration: use	Entgelttransparenzgesetz: Verwendet
406)	sf_2018q3_3	transparency law concerning remuneration: use - yes, following adjustments	Entgelttransparenzgesetz: Verwendet - ja, darauffolgende Anpassungen
407)	sf_2018q3_4	transparency law concerning remuneration: wage adjustment - yes, current employees	Entgelttransparenzgesetz: Veränderung der Gehälter - ja, bestehender Mitarbeiter
408)	sf_2018q3_5	transparency law concerning remuneration: wage adjustment - yes, new hire	Entgelttransparenzgesetz: Veränderung der Gehälter -ja, Neueinstellungen
409)	sf_2018q3_6	transparency law concerning remuneration: wage adjustment - none	Entgelttransparenzgesetz: Veränderung der Gehälter - keine
410)	sf_2018q3_7	transparency law concerning remuneration: changed salary structure	Entgelttransparenzgesetz: Veränderte Gehaltsstruktur
411)	sf_2018q3_8	transparency law concerning remuneration: changed salary structure long-term	Entgelttransparenzgesetz: langfristig veränderte Gehaltsstruktur
412)	sf_2018q3_9		
		transparency law concerning remuneration: transparency wage in company	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne im Unternehmen
113)	sf_2018q3_10	transparency law concerning remuneration: transparency wage in industry	Entgelttransparenzgesetz: mehr Transparenz bzgl. Löhne in Branche
414)	sf_2018q3_11	transparency law concerning remuneration: trouble	Entgelttransparenzgesetz: Unruhe unter Mitarbeitern
415)	sf_2018q3_12	transparency law concerning remuneration: satisfied	Entgelttransparenzgesetz: Zufriedenheit der Mitarbeiter
116)	sf_2018q3_13	transparency law concerning remuneration: bureaucratic burden	Entgelttransparenzgesetz: Bürokratischer Aufwand beeinträchtigend
117)	sf_2018q4_1	Training in the company	Ausbildung in Betrieb
118)	sf_2018q4_2	dual vocational training: commercial	Duale Berufsausbildung: kaufmännisch
19)	sf_2018q4_3	daul vacotional training: craft	Duale Berufsausbildung: handwerklich
20)	sf_2018q4_4	dual vocational training: scientific / technical	Duale Berufsausbildung: naturwissenschaftlich-technisch
21)	sf_2018q4_5	daul vacotional training: hotelier & hospitality industry	Duale Berufsausbildung: Hotelier & Gastgewerbe
22)	sf_2018q4_6	dual vocational training: care professional	
			Duale Berufsausbildung: Pflegeberufe
23)	sf_2018q4_7	daul vacotional training: others	Duale Berufsausbildung: sonstige
24)	sf_2018q4_8	Desired number of apprentices vs. Current number	Wunschanzahl an Azubis vs. Aktuelle im Betrieb
25)	sf_2018q4_9	Number of applicants: Change in past 5 years	Anzahl der Bewerber: Veränderung in letzten 5 Jahren
26)	sf_2018q4_10	Quality of applicants: Change in past 5 years	Qualität der Bewerber: Veränderung in letzten 5 Jahren
27)	sf_2018q4_11	Quality of the apprentices in the company	Qualität der Auszubildenden im Betrieb
28)	sf_2018q4_12	Educational background of the trainees: Abitur	Bildungshintergrund der Auszubildenden: Abitur
29)	sf_2018q4_13	Educational background of the trainees: college dropouts	Bildungshintergrund der Auszubildenden: Studienabbrecher
30)	sf_2018q4_14	Educational background of the trainees: vocational baccalaureate diploma	Bildungshintergrund der Auszubildenden: Fachabitur
31)	sf_2018q4_15	Educational background of the trainees: Mittlere Reife	Bildungshintergrund der Auszubildenden: Mittlere Reife
32)	sf 2018q4_15	Educational background of the trainees: Mittele Relie	Bildungshintergrund der Auszubildenden: Mittlere Keire Bildungshintergrund der Auszubildenden: Hauptschule
33)	- '-	Educational background of the trainees: madpischale Educational background of the trainees: without school-leaving qualification	
	sf_2018q4_17		Bildungshintergrund der Auszubildenden: kein Schulabschluss
34)	sf_2018q4_18	Educational background of the trainees: don't know	Bildungshintergrund der Auszubildenden: weiß nicht
35)	sf_2018q4_19	Employing refugees as trainees	Beschäftigen von Geflüchteten als Auszubildende
36)	sf_2018q4_20	Digital competences of apprentices	Digitale Kompetenzen von Auszubildenden
37)	sf_2018q4_21	Digital competences of graduates	Digitale Kompetenzen von Hochschulabsolventen
38)	sf_2018q4_22	Most frequent degree of entrants in the company	Häufigster Hochschulabschluss von Berufsanfängern im Unternehmen
39)	sf_2018q4_23	new Hires: Bachelor-graduate specialized vs. broad-based degree preferred	Neueinstellung:Bachelorabsolvent mit breitgefächerten vs. sprzialisierten Abschluss bevorzu
40)	sf_2018q4_24	Satisfaction with the quality of education of graduates	Zufriedenheit mit Qualität der Ausbildung von Hochschulabsolventen
41)	sf_2018q4_25	new Hires: erxternal vs. Self-educated (through dual studies) university graduates	Neueinstellung: externe vs. Via dualen Studium selbst ausgebildete Hochschulabsolventen
42)	sf_2019q1_1a	classic job selection processes in your company: interview	Job-Auswahlprozesse: klassisches Vorstellungsgespräch
43)	sf_2019q1_1a sf_2019q1_1b	classic job selection processes in your company: assessment-center	Job-Auswahlprozesse: Assessment-Center
44)	sf_2019q1_1c	classic job selection processes in your company: phone interview	Job-Auswahlprozesse: Telefoninterview
45)	sf_2019q1_1d	classic job selection processes in your company: assessment + interview	Job-Auswahlprozesse: Assessment-Center + Vorstellungsgespräch
46)	sf_2019q1_1e	classic job selection processes in your company: others	Job-Auswahlprozesse: andere
47)	sf_2019q1_1f	classic job selection processes in your company: others text	Job-Auswahlprozesse: andere Beschreibung
48)	sf_2019q1_2	search for candidates in online job exchanges or online career networks	Kandidatensuche: online-Jobbörsen oder online-Karrierenetzwerke
49)	sf_2019q1_3a	data-driven recruiting methods: chatbots	Datengesteuerte Rekrutierungsmethoden: Chatbots
150)	sf_2019q1_3b	data-driven recruiting methods: matching algorithm	Datengesteuerte Rekrutierungsmethoden: Matching Algorithmen
151)	sf_2019q1_3c	data-driven recruiting methods: language analysis tools in phone interviews	Datengesteuerte Rekrutierungsmethoden: Sprachanalyse-Tools
152)	sf_2019q1_3d		
153)	sf_2019q1_3e	data-driven recruiting methods: gamification/online-games	Datengesteuerte Rekrutierungsmaßnahmen: Gamification\online-Spiele
,		data-driven recruiting methods: others	Datengesteuerte Rekrutierungsmaßnahmen: andere
154)	sf_2019q1_3f	data-driven recruiting methods: others text	Datengesteuerte Rekrutierungsmaßnahmen: andere Beschreibung
155)	sf_2019q1_3g	data-driven recruiting methods: no	Datengesteuerte Rekrutierungsmaßnahmen: keine
156)	sf_2019q1_4a	data-driven recruiting methods, what for: candidate search	Nutzung datengesteurter Rekrutierungsmaßnahmen: Kandidatensuche
157)	sf_2019q1_4b	data-driven recruiting methods, what for: automated preselection	Nutzung datengesteurter Rekrutierungsmaßnahmen: automatisierte Vorauswahl
58)	sf_2019q1_4c	data-driven recruiting methods, what for: interviews	Nutzung datengesteurter Rekrutierungsmaßnahmen: Kandidateninterviews
159)	sf_2019q1_4d	data-driven recruiting methods, what for: evaluation	Nutzung datengesteurter Rekrutierungsmaßnahmen: Kandidatenbewertung
160)	sf_2019q1_4e	data-driven recruiting methods, what for: identification of internal applicants	Nutzung datengesteurter Rekrutierungsmaßnahmen: Identifikation interner Bewerber
161)	sf_2019q1_5	data-driven recruiting methods experiences	Nutzung datengesteurter Rekrutierungsmaßnahmen: Erfahrungen
162)	sf_2019q1_6a	data-driven recruiting methods, why not: costs	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Kosten
63)	sf_2019q1_6b	data-driven recruiting methods, why not: effort	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Aufwand
C 41	sf_2019q1_6c		
65)		data-driven recruiting methods, why not: benefit	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Nutzen
65)	sf_2019q1_6d	data-driven recruiting methods, why not: lack of know-how	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Mangel Know-How
66)	sf_2019q1_6e	data-driven recruiting methods, why not: inefficiency	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Ineffizienz
67)	sf_2019q1_6f	data-driven recruiting methods, why not: technology not mature	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: Technologie nicht ausgereift
68)	sf_2019q1_6g	data-driven recruiting methods, why not: lack of knowledge about offers	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: mangelnde Angebotskenntnis
69)	sf_2019q1_6h	data-driven recruiting methods, why not: low acceptance among applicants	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: geringe Akzeptanz
70)	sf_2019q1_6i	data-driven recruiting methods, why not: no use	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: keine Verwendung
71)	sf_2019q1_6j	data-driven recruiting methods, why not: others	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: andere
72)	sf_2019q1_6k	data-driven recruiting methods, why not: others text	Keine Nutzung datengesteuerter Rekrutierungsmaßnahmen: andere Beschreibung
73)	sf_2019q1_7	type of selection interview	Bevorzugtes Auswahlprozedere
74)	sf_2019q1_8a	advantages of data-driven recruiting methods: cost saving	Vorteile datengesteuerter Rekrutierungsprozesse: Kosteneinsparungen
75)	sf_2019q1_8b	advantages of data-driven recruiting methods: increase of efficiency	Vorteile datengesteuerter Rekrutierungsprozesse: Küstenemsparungen Vorteile datengesteuerter Rekrutierungsprozesse: Effizienzsteigerung
76)	sf_2019q1_8c		
		advantages of data-driven recruiting methods: better identification	Vorteile datengesteuerter Rekrutierungsprozesse: bessere Identifikation
77)	sf_2019q1_8d	advantages of data-driven recruiting methods: increased objectivity	Vorteile datengesteuerter Rekrutierungsprozesse: erhöhte Objektivität
78)	sf_2019q1_8e	advantages of data-driven recruiting methods: less influence of subjective selec	Vorteile datengesteuerter Rekrutierungsprozesse: weniger Subjektivität
79)	sf_2019q1_8f	advantages of data-driven recruiting methods: promotion of diversity	Vorteile datengesteuerter Rekrutierungsprozesse: Vielfalt
80)	sf_2019q1_8g	advantages of data-driven recruiting methods: modern image	Vorteile datengesteuerter Rekrutierungsprozesse: Image
81)	sf_2019q1_8h	advantages of data-driven recruiting methods: others	Vorteile datengesteuerter Rekrutierungsprozesse: andere
82)	sf_2019q1_8i	advantages of data-driven recruiting methods: others text	Vorteile datengesteuerter Rekrutierungsprozesse: andere Beschreibung
	sf_2019q1_9a	risks from use of autonomously acting data-driven processes: worse selection	Risiken datengesteuerter Rekrutierungsprozesse: schlechtere Auswahl
	sf_2019q1_9b	risks from use of autonomously acting data-driven processes: devaluation of soft	Risiken datengesteuerter Rekrutierungsprozesse: Abwertung Soft-Skills
3)	sf_2019q1_9c	risks from use of autonomously acting data-driven processes: devaluation of soft	Risiken datengesteuerter Rekrutierungsprozesse: Datenschutz
(3) (4)	sf_2019q1_9d		
33) 34) 35)		risks from use of autonomously acting data-driven processes: unwanted selection	Risiken datengesteuerter Rekrutierungsprozesse: unerwünschte Auswahlmuster
3) 4) 5)	sf_2019q1_9e	risks from use of autonomously acting data-driven processes: others	Risiken datengesteuerter Rekrutierungsprozesse: andere
33) 34) 35) 36)		risks from use of autonomously acting data-driven processes: others text	Risiken datengesteuerter Rekrutierungsprozesse: andere Beschreibung
33) 34) 35) 36) 37)	sf_2019q1_9f	impact of data-driven methods on classical methods	Datengesteuerte Rekrutierungsprozesse vs. klassische Methoden
33) 34) 35) 36) 37) 38)	sf_2019q1_10	medium-term use of autonomously acting data-driven processes	Vorhaben zur Verwendung datengesteuerter Rekrutierungsverfahren
83) 84) 85) 86) 87) 88)	sf_2019q1_10 sf_2019q1_11	median term ase of autonomously acting acta divers processes	Arbeitszeitmodell
83) 84) 85) 86) 87) 88) 89) 90)	sf_2019q1_10	working time model: fixed working time	Arbeitszeitmodell
83) 84) 85) 86) 87) 88) 99)	sf_2019q1_10 sf_2019q1_11	working time model: fixed working time	
83) 84) 85) 86) 87) 88) 89) 90) 91)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b	working time model: fixed working time working time model: flexitime	Arbeitszeitmodell: andere Beschreibung
83) 84) 85) 86) 87) 88) 89) 90) 91) 92)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b sf_2019q2_1c	working time model: fixed working time working time model: flexitime working time model: working time accounts	Arbeitszeitmodell: andere Beschreibung Möglichkeiten zur Flexibilisierung: Gleitzeitrahmen
83) 84) 85) 86) 87) 88) 89) 90) 91) 92) 93)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b sf_2019q2_1c sf_2019q2_1d	working time model: fixed working time working time model: flexitime working time model: working time accounts working time accounts working time model: functional working time	Arbeitszeitmodell: andere Beschreibung Möglichkeiten zur Flexibilisierung: Gleitzeitrahmen Möglichkeiten zur Flexibilisierung: Überstunden
83) 84) 85) 86) 87) 88) 89) 90) 91) 92) 93) 94)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b sf_2019q2_1c sf_2019q2_1d sf_2019q2_1e	working time model: fixed working time working time model: flexitime working time model: working time accounts working time model: functional working time working time model: trust-based working time	Arbeitszeitmodell: andere Beschreibung Möglichkeiten zur Flecibilisierung: Gleitzeitrahmen Möglichkeiten zur Flecibilisierung: Überstunden Möglichkeiten zur Flezibilisierung: Homeoffice
33) 34) 35) 36) 37) 38) 39) 90) 91) 92) 93) 94)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b sf_2019q2_1c sf_2019q2_1d sf_2019q2_1e sf_2019q2_1e	working time model: fixed working time working time model: Mexitime working time model: working time accounts working time model: functional working time working time model: trust-based working time working time model: shift and right work	Arbeitszeitmodeli: andere Beschreibung Möglichkeiten zur Flesbillisierung: Gleitzeitrahmen Möglichkeiten zur Flesbillisierung: Überstunden Möglichkeiten zur Flesbillisierung: Homeoffice Möglichkeiten zur Flesbillisierung: Mobile Office
83) 84) 85) 86) 87) 88) 89) 90) 91) 92)	sf_2019q1_10 sf_2019q1_11 sf_2019q2_1a sf_2019q2_1b sf_2019q2_1c sf_2019q2_1d sf_2019q2_1e	working time model: fixed working time working time model: flexitime working time model: working time accounts working time model: functional working time working time model: trust-based working time	Arbeitszeitmodell: andere Beschreibung Möglichkeiten zur Flecibilisierung: Gleitzeitrahmen Möglichkeiten zur Flecibilisierung: Überstunden Möglichkeiten zur Flezibilisierung: Homeoffice

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1.000 1.00	3.502)	sf_2019q2_2c	flexibilization options in your company: homeoffice	Intensität der Flexibilisierung: Homeoffice
1,200.2, 12 1,200.2, 12 1,200.2, 12 1,200.2, 13 1,200.2, 14	3.503)	sf 2019q2 2d	flexibilization options in your company: mobile office	Intensität der Flexibilisierung: Mobile Office
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10,000,000,000,000,000,000,000,000,000,			use of flexibilization options: overtime	Positive Effekte der Dokumentation: Gesundheit
1.00 1.00	3.509)	sf_2019q2_3b	use of flexibilization options: homeoffice	Positive Effekte der Dokumentation: andere
Section Company Comp	3.510)	sf_2019q2_3c	use of flexibilization options: mobile office	Positive Effekte der Dokumentation: andere Beschreibung
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1,000 1,00	,			Dokumentationsystem: ja andere Beschreibung
1,000 1,00		sf_2019q2_4f	positive effect of more precise documentation of working time: none	Dokumentationsystem: Vertrauensbasis
1,200 1,200 2,	3.519)	sf_2019q2_5a	documentation of working time: yes, analog time clock	Dokumentationsystem: Anwesenheitspflicht
2,00000_16 documentation of wording trees, not then Congrow Materian Anterian Street (1995) documentation of wording trees, or three Congrow Materian Anterian Anterian Street (1995) documentation of wording trees, or three Congrow Materian Anterian A	3.520)	sf_2019q2_5b	documentation of working time: yes, electronic time recording system	Dokumentationsystem: nein andere
2,709.02_16 Compression of configure sets and synoptime of configure methods and sets and	3.521)	sf_2019q2_5c		Dokumentationsystem: nein andere Beschreibung
1,509 2,59 1,509 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2,59 2	3.522)			
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1,509-12_6 1,509-12_6 2,509-12_6 3,509-12_6 4,509-12_6 4,509-12_6 5,509-12_6 4,509-12_6 4,509-12_6 5,509-12_6 5,509-12_6 6,509-12_6 6,509-12_6 7,509-12_6 7,509-12_6 8,509-12_6			documentation of working time: no, others	Auswirkungen neues Gesetz: Bürokratie
1,500.0012, Dec. London Communication of the control of the co	3.528)		documentation of working time: no, others text	Auswirkungen neues Gesetz: Flexibilität
1,200.02, 16 1,200.02, 16 1,200.02, 16 1,200.02, 17 1,200.02, 18 1,20	3.529)	sf_2019q2_6a	suitable variant for precise recording of working times: stationary time clock	Auswirkungen neues Gesetz: Outsourcing
1,20590_1_66	3.530)			
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1,2019-2,7				
2,00962_76	3.537)	sf_2019q2_7d	effect of law modification stricter documentation: significant increase bureaucr	Abgeltung Überstunden: Urlaub
14-001-001-002-002-002-002-002-002-002-002	3.538)	sf_2019q2_7e	effect of law modification stricter documentation: less flexibility	Abgeltung Überstunden: andere
14-10 12-2019-2, The state of the monotonic interfer documentation combon Problem on Documentation of Architecture	3.539)	sf_2019q2_7f	effect of law modification stricter documentation: outsourcing	Abgeltung Überstunden: andere Beschreibung
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1,2019-02_8 comparation of our time others text	3.547)	sf_2019q2_8d	compensation of overtime: conversion to vacation	Abgeltung Überstunden: Urlaub
1,209-2, 20 Interface makin informetific is working time back to problems	3.548)	sf_2019q2_8e	compensation of overtime: others	Abgeltung Überstunden: andere
1,201942_9 chapter_of process chapter_of proc	3.549)	sf 2019q2 8f	compensation of overtime: others text	Abgeltung Überstunden: andere Beschreibung
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1,2019-93, 74 group of employees making most use of the waterchiments women Gruppe mit hicknister harspruchablem bioEukersbeitscheft. Framen	,		employees 46-200: more requests for reduction of working time than law requires	46-200 Mitarbeiter/innen: Gewährung Brückenteilzeit
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3.599) sf_2020q1_4b measures for more sustainability have already been taken: use green electricity Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Ökostrom	3.570) 3.571) 3.573) 3.574) 3.573) 3.574) 3.575) 3.576) 3.576) 3.577) 3.578) 3.580) 3.581) 3.582) 3.583) 3.584) 3.583) 3.584) 3.583) 3.584) 3.585) 3.586) 3.587) 3.589) 3.5893) 3.593) 3.593) 3.593) 3.593) 3.593)	sf_2019q3_9 sf_2019q4_8 sf_2019q4_8a sf_2019q4_8b sf_2019q4_8d sf_2019q4_8d sf_2019q4_8d sf_2019q4_8d sf_2019q4_8f sf_2019q4_8g sf_2019q4_8a sf_2019q4_9a sf_2019q4_9a sf_2019q4_10 sf_2020q1_1 sf_2020q1_2 sf_2020q1_3a sf_2020q1_3c sf_2020q1_3c sf_2020q1_3d sf_2020q1_3e sf_2020q1_3e sf_2020q1_3e sf_2020q1_3e	compensation of reduced working time: no compensation sufficient information about law amendment affected by increase of minimum wage: adjustments of workforce consequences caused by increase of minimum wage: adjustments of workforce consequences caused by increase of minimum wage: adjustments of minipos consequences caused by increase of minimum wage: adjustments of minipos consequences caused by increase of minimum wage: adjustments of interns consequences caused by increase of minimum wage: adjustments of price importance of measures caused by increase of minimum wage: conversion of miniposition importance of measures caused by increase of minimum wage: use of technology/sof importance of measures caused by increase of minimum wage: norease of qualifica importance of measures caused by increase of minimum wage: no adjustments reason for not reduced workforce: binding of employees reason for not reduced workforce: binding of employees reason for not reduced workforce: chording of employees reason for not reduced workforce: chording of employees reason for not reduced workforce: chipher prices reason for not reduced workforce: chipher prices reason for not reduced workforce: chepts of the process of the processionals reason for not reduced workforce: chepts of the processionals reason for not reduced workforce: chepts of the processionals reason for not reduced workforce: corporate profits reason for not reduced workforce: subject prices reason for not reduced workforce: corporate profits reduced workforce: corporate profits reason for not reduced workforce: corporate profits reduced workforce: corporate profits reason for not reduced workforce: corpora	Kompensation der verringerten Arbeitszeit. Andere Kompensation der verringerten Arbeitszeit. Keine Kompensation Ausreichend informiert über das Pückenteilzeigsetzt Betroffenheit durch Mindestlohnerehöhung. Personalbestand Auswirkungen der Mindestlohnerhöhung. Personalbestand Auswirkungen der Mindestlohnerhöhung. Personalbestand Auswirkungen der Mindestlohnerhöhung. Präklikanten Auswirkungen der Mindestlohnerhöhung. Präklikanten Auswirkungen der Mindestlohnerhöhung: Präklikanten Auswirkungen der Mindestlohnerhöhung: Präklikanten Auswirkungen der Mindestlohnerhöhung: Präklikanten Auswirkungen on Anpassungen wegen der Mindestlohnerhöhung: Umwandlung Minijobs Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Umwandlung Minijobs Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Präken Anforderungen Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Reine Anpassungen Grund für keine Personalsenkungen: Bindung von Miarbeitern Grund für keine Personalsenkungen: Finnaleriern uss Untertehmensgewinen Grund für keine Personalsenkungen: Finnaleriern uss Untertehmensgewinen Grund für keine Personalsenkungen: Finnaleriern uss Untertehmensgewinen Grund für keine Personalsenkungen: Sonstige Gründe Umgehen des Mindestlohns: Text Wichtigkeit von Nachhaltigkeit zu erhöhen: Ressourcenfürien Möglichkeit die Nachhaltigkeit zu erhöhen: Andere
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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	3.570) 3.571) 3.573) 3.573) 3.574) 3.576) 3.576) 3.576) 3.576) 3.577) 3.578) 3.578) 3.578) 3.580) 3.581) 3.582) 3.583)	sf 2019q3 9 sf 2019q4 8a sf 2019q4 8a sf 2019q4 8b sf 2019q4 8c sf 2019q4 8d sf 2019q4 8d sf 2019q4 8d sf 2019q4 8g sf 2019q4 8g sf 2019q4 8g sf 2019q4 8a sf 2019q4 10 sf 2019q4 10 sf 2020q1 1 sf 2020q1 2 sf 2020q1 3a sf 2020q1 3a sf 2020q1 3d sf 2020q1 4d sf 2020q1 4d	compensation of reduced working time: no compensation sufficient information about law amendment affected by increase of minimum wage: adjustments of workforce consequences caused by increase of minimum wage: adjustments of working time consequences caused by increase of minimum wage: adjustments of minipob consequences caused by increase of minimum wage: adjustments of minipob consequences caused by increase of minimum wage: adjustments of interest consequences caused by increase of minimum wage: adjustments of princes importance of measures caused by increase of minimum wage: conversion of minipo importance of measures caused by increase of minimum wage: use of technology/sof importance of measures caused by increase of minimum wage: use of technology/sof importance of measures caused by increase of minimum wage: no adjustments reason for not reduced workforce: bind demand reason for not reduced workforce: bind demand reason for not reduced workforce: bind of employees reason for not reduced workforce: concerns about lack of professionals reason for not reduced workforce: corporate profits reason for not reduced workforce: corporate profits reason for not reduced workforce: corporate profits reason for not reduced workforce: high demand reason for not reduced workforce: orders advantage comment—text sustainability as nimportant issue knowledge and understanding sustainabile development goals (SDGs) of united nati potential to increase sustainability; cur activities potential to increase sustainability; cur activities potential to increase sustainability; others potential to increase sustainability; none measures for more sustainability have already been taken:	Kompensation der verringerten Arbeitszeit: Andere Kompensation der verringerten Arbeitszeit: Keine Kompensation Ausreichend informiert über das Pückenteilzeitgestert Betroffenheit durch Mindestlohnerehöhung. Personalbestand Auswirkungen der Mindestlohnerhöhung: Personalbestand Auswirkungen der Mindestlohnerhöhung: Mini-Jobs Auswirkungen der Mindestlohnerhöhung: Mini-Jobs Auswirkungen der Mindestlohnerhöhung: Praktikanten Auswirkungen der Mindestlohnerhöhung: Praktikanten Auswirkungen der Mindestlohnerhöhung: Praktikanten Auswirkungen der Mindestlohnerhöhung: Praktikanten Buswirkungen der Mindestlohnerhöhung: Um wandlung MiniJobs Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Verwendung Technologie Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: Verwendung Technologie Gedeutung von Anpassungen wegen der Mindestlohnerhöhung: keine Anforderungen Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: keine Anforderungen Bedeutung von Anpassungen wegen der Mindestlohnerhöhung: keine Anforderungen Grund für keine Personalsenkungen: Tilber von Matzehtern Grund für keine Personalsenkungen: Bindung von Märzehtern Grund für keine Personalsenkungen: Bindung von Märzehtern Grund für keine Personalsenkungen: Stoppen und Wärzehtern Grund für keine Personalsenkungen: Stoppen und Wärzehtern Grund für keine Personalsenkungen: Stoppen und Wärzehtern Grund für keine Personalsenkungen: Stoppen und höhere Preise

l.601) l.602)	sf_2020q1_4d	measures for more sustainability have already been taken: decrease emissions	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Senkung Schadstoffaustoß
	sf_2020q1_4e	measures for more sustainability have already been taken: decrease trips	Bereits ergriffene Maßnahmen für mehr Nachhaltigkei: Reduktion von Dienstreisen
1.603)	sf_2020q1_4f	measures for more sustainability have already been taken: waste separation	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mülltrennung
.604)	sf_2020q1_4g	measures for more sustainability have already been taken: compensation of emissi	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: CO2-Kompensation
605)	sf_2020q1_4h	measures for more sustainability have already been taken: paper-free office	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Papierfreies Büro
606)	sf_2020q1_4i	measures for more sustainability have already been taken: use recycling products	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Recyclingprodukte
507)	sf_2020q1_4j	measures for more sustainability have already been taken: increase staff retenti	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mitarbeiterbindung
608)	sf_2020q1_4k	measures for more sustainability have already been taken: increase diversity	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr Diversity
09)	sf_2020q1_4l	measures for more sustainability have already been taken: increase women in lead	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr Frauen in Führungsposition
10)	sf_2020q1_4m	measures for more sustainability have already been taken: increase fledged emplo	Bereits ergriffene Maßnahmen für mehr Nachhaltigkei: Mehr geflüchtete Mitarbeiter
11)	sf_2020q1_4n	measures for more sustainability have already been taken: increase mobile workin	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mobiles Areiten
12)	sf_2020q1_40	measures for more sustainability have already been taken: more flexible working	Bereits ergriffene Maßnahmen für mehr Nachhaltigkei: Flexibleres Arbeiten
13)	sf_2020q1_4p	measures for more sustainability have already been taken: increase severly disab	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Mehr schwerbehinderte Mitarbeit
14)	sf 2020q1_4p		
15)	sf_2020q1_4q sf_2020q1_4r	measures for more sustainability have already been taken: csr engagement	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: CSR Engagement
		measures for more sustainability have already been taken: increase online job in	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Digitale Bewerbungsgespräche
16)	sf_2020q1_4s	measures for more sustainability have already been taken: others	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Andere
17)	sf_2020q1_4t	measures for more sustainability have already been taken: others text	Bereits ergriffene Maßnahmen für mehr Nachhaltigkeit: Andere Text
18)	sf_2020q1_5a	reason for implemantation of measures: image of company	Motivation Maßnahmen zu ergreifen: Firmenimage
19)	sf_2020q1_5b	reason for implemantation of measures: staff retention	Motivation Maßnahmen zu ergreifen: Mitarbeiterbindung
20)	sf_2020q1_5c	reason for implementation of measures: customer retention	Motivation Maßnahmen zu ergreifen: Kundenbindung
21)	sf_2020q1_5d	reason for implementation of measures: environmental protection	Motivation Maßnahmen zu ergreifen: Umweltschutz
22)	sf_2020q1_5e	reason for implementation of measures: legal requirements	Motivation Maßnahmen zu ergreifen: Gesetzliche Vorgaben
23)	sf_2020q1_5f	reason for implementation of measures: others	Motivation Maßnahmen zu ergreifen: Andere
24)	sf_2020q1_5g	reason for implementation of measures: others text	Motivation Maßnahmen zu ergreifen: Andere Text
25)	sf_2020q1_6a	reason for no measures: costs	Grund weshalb keine Maßnahmen: Kosten
26)	sf_2020q1_6b	eason for no measures: no need	Grund weshalb keine Maßnahmen: keine Notwendigkeit
27)	sf_2020q1_6c	reason for no measures: to low input	Grund weshalb keine Maßnahmen; zu geringer Beitrag
28)	sf_2020q1_6d	reason for no measures: no activities with competitors	Grund weshalb keine Maßnahmen: Konkurrenten betätigen sich auch nicht
29)	sf_2020q1_6e	reason for no measures: no added value	Grund weshalb keine Maßnahmen: kein Mehrwert
30)	sf_2020q1_6e sf_2020q1_6f	reason for no measures: no added value reason for no measures: no awareness of the problem	Grund weshalb keine Maßnahmen: kein Menrwert Grund weshalb keine Maßnahmen: kein Problembewusstsein
31)	sf_2020q1_6f sf_2020q1_7	·	Grund weshalb keine Maßnahmen: kein Problembewusstsein Vermehrte Umweltdiskussion führt zu Veränderungen der Unternehmenskultur
		increased environmental discussion leads to change in corporate culture	
32)	sf_2020q2_1	sector of the company	Branche des Unternehmens
33)	sf_2020q2_2	sector of the company: WZ2008 number	Branche des Unternehmens: WZ2008 Nummer
34)	sf_2020q2_6	effect of covid to business situation	Effekt von Covid auf die Geschäftslage
35)	sf_2020q2_7a	share of workforce able to work in homeoffice	Anteil der Mitarbeiter die im Home-Office arbeiten
36)	sf_2020q2_7b	share of workforce worked in homeoffice before covid	Anteil der Mitarbeiter die bereits vor Covid im Home-Office arbeiteten
537)	sf_2020q2_7c	share of workforce is currently working in homeoffice	Anteil der Mitarbeiter die aktuell im Home-Office arbeiten
38)	sf_2020q2_8	change of productivity of employees when working in homeoffice	Veränderung der Produktivität im Home-Office
39)	sf_2020q2_9a	increased use of online tools for communication as a reaction to covid	Mehr Nutzung von digitalen Kommunikationstools wegen Covid
540)	sf_2020q2_9b	increased use of online tools for communication as a reaction to covid: yes	Mehr Nutzung von digitalen Kommunikationstools wegen Covid: Ja
541)	sf_2020q2_9c	increased use of online tools for communication as a reaction to covid: no	Mehr Nutzung von digitalen Kommunikationstools wegen Covid: Nein
542)	sf_2020q2_10a	lasting changes of processes in work routine because of covid: on-site meeting	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Vorort Meetings
643)	sf_2020q2_10b		
644)		lasting changes of processes in work routine because of covid: trips	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Dienstreisen
	sf_2020q2_10c	lasting changes of processes in work routine because of covid: virtual conferenc	Bleibende Änderungen in Arbeitsabläufen wegen Covid: virtuelle Konferenzen
545)	sf_2020q2_10d	lasting changes of processes in work routine because of covid: e-learning	Bleibende Änderungen in Arbeitsabläufen wegen Covid: eLearning
546)	sf_2020q2_10e	lasting changes of processes in work routine because of covid: homeoffice	Bleibende Änderungen in Arbeitsabläufen wegen Covid: Homeoffice
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
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"
649)	sf_2020q2_11	effect of covid to digitalisation in your company	Einfluss von Covid auf die Digitalisierung des Unternehmens
650)	sf_2020q2_12	new key positions because of covid	Neue Schlüsselpositionen wegen Covids
651)	sf_2020q2_12a	new key positions because of covid text	Neue Schlüsselpositionen wegen Covids
652)	sf_2020q3_1	your company is a training company	Unternehmen ist ausbildendes Unternehmen
653)	sf_2020q3_2	trainees in your company in 2019/2020	Auszubildende im Jahr 2019/20 im Unternehmen
654)	sf_2020q3_3	trainees in this year (2020): yes, with degree	Beendete Ausbildungen (in 2020): Ja, mit Abschluss
655)	sf_2020q3_3a	trainees in this year (2020): yes, termination by trainee	Beendete Ausbildungen (in 2020): Ja, Kündigung durch Auszubildenden
.656)	sf_2020q3_3b	trainees in this year (2020): yes, termination by worker	Beendete Ausbildungen (in 2020): Ja, Kündigung durch Arbeitgeber
657)	sf_2020q3_3c		Beendete Ausbildungen (in 2020): Ja, Koholgung dui en Albertgeber
658)	sf 2020q3_3c	trainees in this year (2020): yes, with degree and taken over	
659)	- '-	trainees in this year (2020): yes	Beendete Ausbildungen (in 2020): Ja
	sf_2020q3_4	operational restrictions for trainees because of covid	Betriebliche Einschränkungen für Auszubildende
660)	sf_2020q3_4a	operational restrictions for trainees because of covid: gaps	Betriebliche Einschränkungen für Auszubildende: Dadurch entstanden Bildungslücken
661)	sf_2020q3_5	trainees start in your company in 2020/2021	Neue Auszubildende im Jahr 2020/21
662)	sf_2020q3_6	problems concerning the search for trainees	Schwierigkeiten bei Auszubildendensuche
663)	sf_2020q3_6a	problems concerning the search for trainees: yes	Schwierigkeiten bei Auszubildendensuche: Ja
664)	sf_2020q3_6b	problems concerning the search for trainees: yes text	Schwieriekeiten hei Auszuhildendensuche: la Text
665)	sf_2020q4_8	share of workforce in short-time	
566)	sf_2020q4_9		Anteil an Beschäftigten in Kurzarbeit
		importance of workforce being on short-time in first quarter in 2021	Anteil an Beschäftigten in Kurzarbeit Erwartete Kurzarbeit im 1.Quartal 2021
	sf 2020n4 10a	importance of workforce being on short-time in first quarter in 2021 development of wages in 2021: entire workforce	Erwartete Kurzarbeit im 1.Quartal 2021
667)	sf_2020q4_10a sf_2020q4_10b	development of wages in 2021: entire workforce	Erwartete Kurzarbeit im 1.Quartal 2021 Lohnentwicklung: Belegschaft insgesamt
567) 568)	sf_2020q4_10b	development of wages in 2021: entire workforce development of wages in 2021: unskilled employees	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mitarbeiter
567) 568) 569)	sf_2020q4_10b sf_2020q4_10c	development of wages in 2021: entire workforce development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwichung: Belegschaft insgesamt Lohnentwicklung: ungelerne Matarbeiter Lohnentwicklung: selerne Matarbeiter Lohnentwicklung: selerne John 1 and 1
567) 568) 569) 570)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d	development of wages in 2021: entite workforce development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management.	Erwartete Kurzarbeit im 1.Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mitarbeiter Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen
567) 568) 569) 570)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11	development of wages in 2021: entire workforce development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020	Erwartete Kurzarbeit im 1.Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mäarbeitet Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Führungskräfte Sonderzahlungen in 2020
567) 568) 569) 570) 571)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a	development of wages in 2021: entire workforce development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020 special payments in 2020 in comparison with 2019	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentvichung, Belegschaft insgesamt Lohnentvichung, ungelerne Matarbeiter Lohnentvichung: Erachkräfte ohne Leitungsfunktionen Lohnentvichung: Fachkräfte ohne Leitungsfunktionen Lohnentvichung: Fibrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr
567) 568) 569) 570) 571) 572)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionable without performance functions development of wages in 2021: management special payments in 2020 in comparison with 2019 special payments in 2021	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mitarbeiter Lohnentwicklung: Sachkräfte ohne Leitungsfunktionen Lohnentwicklung: Führungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020. Veränderung zum Vorjahr Sonderzahlungen in 2020.
567) 568) 569) 570) 571) 572) 573)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11 sf_2020q4_11 sf_2020q4_12 sf_2020q4_12a	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020 special payments in 2020 in comparison with 2019 special payments in 2020 in comparison with 2019 special payments in 2021 in comparison with 2020	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: selgerlent Matzabeiter Lohnentwicklung: selbraite Matzabeiter Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Föhrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr
667) 668) 669) 670) 671) 672) 673) 674)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11 sf_2020q4_11a sf_2020q4_12a sf_2020q4_12a	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020 special payments in 2020 in comparison with 2019 special payments in 2021 in 2011 in 2	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentvichung: Belegschaft insgesamt Lohnentvichung: Egelerine Mitarbeiter Lohnentvichung: Egelerine Mitarbeiter Lohnentvichung: Fachkräfte ohne Leitungsfunktionen Lohnentvichung: Führungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt
667) 668) 669) 670) 671) 672) 673) 674) 675)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionable without performance functions development of wages in 2021: management special payments in 2020: management special payments in 2020 in comparison with 2019 special payments in 2021 in 2021: special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: homeoffice	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mitarbeiter Lohnentwicklung: Eschkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fichrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020 Sonderzahlungen in 2021 Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen
667) 668) 669) 670) 671) 672) 673) 674) 675) 676)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b sf_2020q4_13c	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020 special payments in 2020 in comparison with 2019 special payments in 2021 in 2011 in 2	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentvichung: Belegschaft insgesamt Lohnentvichung: Egelerine Mitarbeiter Lohnentvichung: Egelerine Mitarbeiter Lohnentvichung: Fachkräfte ohne Leitungsfunktionen Lohnentvichung: Führungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt
567) 568) 569) 570) 571) 572) 573) 574) 575)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionable without performance functions development of wages in 2021: management special payments in 2020: management special payments in 2020 in comparison with 2019 special payments in 2021 in 2021: special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: homeoffice	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: ungelernte Mitarbeiter Lohnentwicklung: Eschkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fichrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020 Sonderzahlungen in 2021 Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen
567) 568) 569) 570) 571) 572) 573) 574) 575) 576) 577)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b sf_2020q4_13c	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020 in 2021: management special payments in 2020 in comparison with 2019 special payments in 2020 in comparison with 2019 special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: employees with children: generating time special offers for employees with children: further care offers in company	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: belegschaft insgesamt Lohnentwicklung: selejerete Matzabeiter Lohnentwicklung: scahkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Führungskräfte Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: erweiterte Befreuungsangebote im Unternehn
567) 568) 570) 571) 572) 573) 574) 575) 576) 577) 578)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11 sf_2020q4_12 sf_2020q4_12s sf_2020q4_12a sf_2020q4_13a sf_2020q4_13c sf_2020q4_13c	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionab without performance functions development of wages in 2021: management special payments in 2020: more an expect of payments in 2020: more apprecial payments in 2020 in comparison with 2019 special payments in 2021 in 2021 in 2021 in 2022 i	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentvichung: Belegschaft insgesamt Lohnentvichung: Belegschaft insgesamt Lohnentvicklung: Fachkräfte ohne Leitungsfunktionen Lohnentvicklung: Fachkräfte ohne Leitungsfunktionen Lohnentvicklung: Fibrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: erderter Betreuungsangebote im Unternehn Unterstützung für Mitarbeiter mit Kindern: digitale Betreuungsangebote im Unternehn Unterstützung für Mitarbeiter mit Kindern: digitale Betreuungsangebote
567) 568) 569) 570) 571) 572) 573) 574) 575) 576) 577) 578) 579)	sf. 2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13e	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020: special payments in 2020 in comparison with 2019 special payments in 2021 in comparison with 2019 special payments in 2021 in comparison with 2020 special forfers for employees with children: equalize working-time special offers for employees with children: further care offers in company special offers for employees with children: further care offers in company special offers for employees with children: mediation of childcare facilities special offers for employees with children: mediation of childcare facilities	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: Belegschaft insgesamt Lohnentwicklung: gelente Matarbeiter Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fichkrafte ohne Leitungsfunktionen Lohnentwicklung: Fichkrafte ohne Leitungsfunktionen Lohnentwicklung: Fichkrafte ohne Leitungsfunktionen Lohnentwicklung: Fichkrafte ohne Sonderzahlungen in 2020: Sonderzahlungen in 2021: Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: erweiterte Betreuungsnagebote im Unternehn Unterstützung für Mitarbeiter mit Kindern: Vermittung von Betreuungsplätzen
(67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80)	sf_2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11 sf_2020q4_12 sf_2020q4_12a sf_2020q4_12a sf_2020q4_13a sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionals without performance functions development of wages in 2021: management special payments in 2020: management special payments in 2020 in comparison with 2019 special payments in 2021 in comparison with 2020 special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: further care offers in company special offers for employees with children: further care offers in company special offers for employees with children: further care offers special offers for employees with children: digital care offers special offers for employees with children: digital care offers special offers for employees with children: digital care offers special offers for employees with children: extra holiday	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: belegschaft insgesamt Lohnentwicklung: selejenter Matarbeiter Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fishrungskräfte Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mik Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mik Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mik Kindern: erweiterte Betreuungsangebote im Unterstützung für Mitarbeiter mik Kindern: verweiterte Betreuungsangebote Unterstützung für Mitarbeiter mik Kindern: digitale Betreuungsangebote Unterstützung für Mitarbeiter mik Kindern: Vermittlung von Betreuungslitzen Unterstützung für Mitarbeiter mik Kindern: Vermittlung von Betreuungslitzen Unterstützung für Mitarbeiter mik Kindern: Vermittlung von Betreuungslitzen
(67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81)	sf, 2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b sf_2020q4_13b sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionab without performance functions development of wages in 2021: management special payments in 2020: more and an employees with 2019 special payments in 2020 in comparison with 2019 special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: further care offers in company special offers for employees with children: further care offers in company special offers for employees with children: further care offers in special offers for employees with children: further care offers in special offers for employees with children: further care offers in special offers for employees with children: further care offers in special offers for employees with children: extra holiday new positions in 2021 in your company	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwichung: Belegschaft insgesamt Lohnentwichung: ragelare Matarbeiter Lohnentwicklung: ragelare Matarbeiter Lohnentwicklung: Fichtrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: erweiterbe Erterungsangebote im Unterenden Unterstützung für Mitarbeiter mit Kindern: Vermittlung von Betreuungsplätzen Unterstützung für Mitarbeiter mit Kindern: Sonderurlaub ermöglicht Neue Stellen im Unterenhenen in 2021 Besetzung der neuen Stellen über interne Stellenausschreibung
(67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81)	sf, 2020q4, 10b sf_2020q4, 10c sf_2020q4, 10d sf_2020q4, 11d sf_2020q4, 11a sf_2020q4, 12a sf_2020q4, 12a sf_2020q4, 13a sf_2020q4, 13b sf_2020q4, 13c sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2020q4, 13f sf_2021q1, 1ac sf_2021q1, 2ac sf_2021q1, 2ac sf_2021q1, 2ac	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionab without performance functions development of wages in 2021: management special payments in 2020: management special payments in 2020 in comparison with 2019 special payments in 2020 in comparison with 2020 special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: further care offers in company special offers for employees with children: further care offers in company special offers for employees with children: digital care offers special offers for employees with children: digital care offers special offers for employees with children: extra holiday new positions in 2021 in your company filling new positions: in 2021 in your company filling new positions: external	Erwartete Kurzarbeit im 1. Quartal 2021 Lohnentwicklung: belegschaft insgesamt Lohnentwicklung: selejente Matarbeiter Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fachkräfte ohne Leitungsfunktionen Lohnentwicklung: Fichtungskräfte Sonderzahlungen in 2020: Sonderzahlungen in 2021 Sonderzahlungen in 2021: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mik Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mik Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mik Kindern: erweiterte Betreuungsangebote im Unterstützung für Mitarbeiter mik Kindern: verweiterte Betreuungsangebote Unterstützung für Mitarbeiter mik Kindern: Vermittung von Betreuungslätzen Unterstützung für Mitarbeiter mik Kindern: Sonderufalug vermegslätzen Unterstützung für Mitarbeiter mik Kindern: Sonderufalug vermöglicht Neue Stellen im Unternehmen in 2021 Besetzung der neuen Stellen über interne Stellenausschreibung Besetzung der neuen Stellen über interne Stellenausschreibung
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567) 568) 569) 770) 771) 772) 773) 774) 775) 776) 7777) 778) 779) 880) 881) 882)	sf, 2020q4_10b sf_2020q4_10c sf_2020q4_10d sf_2020q4_11 sf_2020q4_11a sf_2020q4_12 sf_2020q4_12a sf_2020q4_13a sf_2020q4_13b sf_2020q4_13b sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2020q4_13d sf_2021q1_1 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2 sf_2021q1_2	development of wages in 2021: unskilled employees development of wages in 2021: unskilled employees development of wages in 2021: professionable without performance functions development of wages in 2021: professionable without performance functions development of wages in 2021: management special payments in 2020: separation with 2019 special payments in 2021 in comparison with 2019 special payments in 2021 in comparison with 2020 special offers for employees with children: equalize working-time special offers for employees with children: homeoffice special offers for employees with children: depta care offers in company special offers for employees with children: mediation of childcare facilities special offers for employees with children: mediation of childcare facilities special offers for employees with children: mediation of childcare facilities special offers for employees with children: mediation of childcare facilities special offers for employees with children: certar holiday new positions: internal filling new positions: internal filling new positions: external filling new positions: job agency filling new positions: positions: recruter	Erwartete Kurzarbeit im 1.Quartal 2021 Lohnentwichtung: belegschaft insgesamt Lohnentwichtung: speleren Matarbeiter Lohnentwichtung: ragelerine Matarbeiter Lohnentwichtung: rejeriner Matarbeiter Lohnentwichtung: ribrungskräfte Sonderzahlungen in 2020 Sonderzahlungen in 2020: Veränderung zum Vorjahr Sonderzahlungen in 2021: Veränderung zum Vorjahr Unterstützung für Mitarbeiter mit Kindern: Arbeitszeiten entzerrt Unterstützung für Mitarbeiter mit Kindern: Homeoffice Regelungen Unterstützung für Mitarbeiter mit Kindern: erweiterte Betreunugsangebote im Untersdutzung für Mitarbeiter mit Kindern: erweiterte Betreunugsangebote Unterstützung für Mitarbeiter mit Kindern: Vermittlung von Betreuungsplätzen Unterstützung für Mitarbeiter mit Kindern: Sonderurlaub ermöglicht Neue Stellen im Unternehmen in 2021 Besetzung der neuen Stellen über interne Stellenausschreibung Besetzung der neuen Stellen über erkens Stellenausschreibung Besetzung der neuen Stellen über erkens Estelenausschreibung Besetzung der neuen Stellen über der Arbeitsagentur Besetzung der neuen Stellen über Personalwernitter
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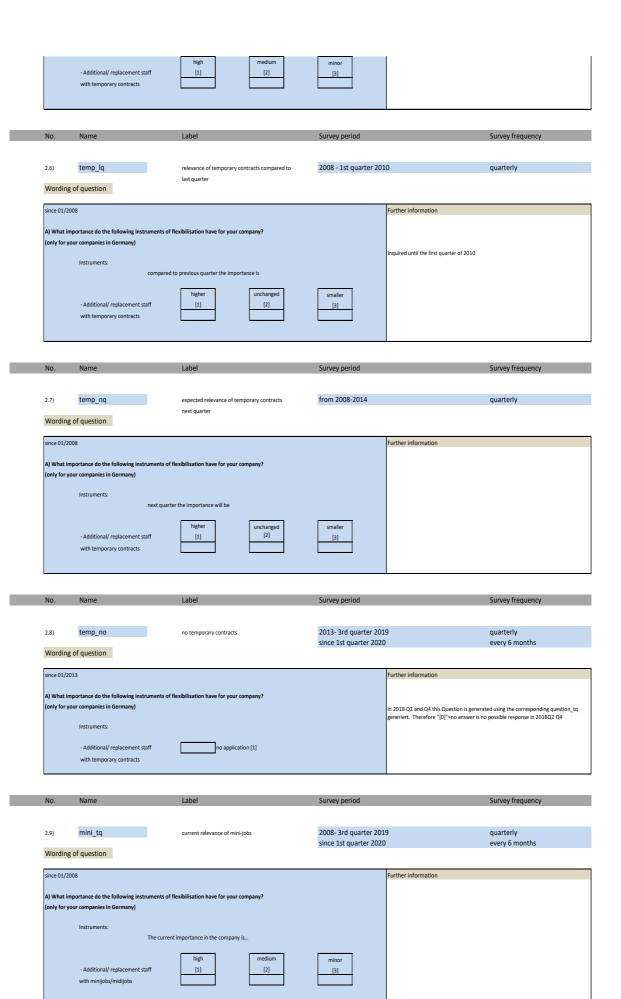
	sf_2021q1_7a	expected challenges with upcoming restructuring: suitable staff for new position	Herausforderung der Umstrukturierung: passendes Personal für neue Stellen
702) 703)	sf_2021q1_7b	expected challenges with upcoming restructuring: satisface start for new position	Herausforderung der Umstrukturierung: erfolgreiche Umschichtung aktueller Mitarbeiter
704)	sf_2021q1_7c	expected challenges with upcoming restructuring; coordination with works council	Herausforderung der Umstrukturierung: Abstimmung mit dem Betriebsrat
705)	sf_2021q1_7d	expected challenges with upcoming restructuring: difficult staff appraisals	Herausforderung der Umstrukturierung: schwierige Personalgespräche
06)	sf_2021q1_7e	expected challenges with upcoming restructuring: unitcut stari appraisass expected challenges with upcoming restructuring: maintain employee motivation	Herausforderung der Umstrukturierung: Mitarbeitermotivation aufrechterhalten
07)	sf_2021q1_7e sf_2021q1_7f		
		expected challenges with upcoming restructuring: protection of employer image	Herausforderung der Umstrukturierung: Schutz des Arbeitgeberimages
8)	sf_2021q1_7g	expected challenges with upcoming restructuring: no restructuring planned	Herausforderung der Umstrukturierung: keine Umstrukturierungen geplant
9)	sf_2021q2_1	branche of company	Branche des Unternehmens
0)	sf_2021q2_5a	proportion of workforce: age less than 30	Anteil der Belegschaft: jünger als 30J.
1)	sf_2021q2_5b	proportion of workforce: age between 30 and 40	Anteil der Belegschaft: 30-40J.
2)	sf_2021q2_5c	proportion of workforce: age between 41 and 50	Anteil der Belegschaft: 41-50J.
3)	sf_2021q2_5d	proportion of workforce: age between 51 and 60	Anteil der Belegschaft: 51-60J.
1)	sf_2021q2_5e	proportion of workforce: age greater than 60	Anteil der Belegschaft: älter als 60J.
5)	sf 2021q2_5c	proportion of workforce: gender women	Anteil der Belegschaft: Frauen
5)	sf_2021q2_6b	· · ·	
		proportion of workforce: gender men	Anteil der Belegschaft: Männer
7)	sf_2021q2_6c	proportion of workforce: gender diverse	Anteil der Belegschaft: Divers
3)	sf_2021q2_7a	proportion of part-time workforce: gender women	Anteil der Belegschaft: Frauen in Teilzeit
9)	sf_2021q2_7b	proportion of part-time workforce: gender men	Anteil der Belegschaft: Männer in Teilzeit
0)	sf_2021q2_7c	proportion of part-time workforce: gender diverse	Anteil der Belegschaft: Divers in Teilzeit
1)	sf_2021q2_7aa	proportion of part-time workforce in lead positions: gender women	Anteil der weiblichen Teilzeitkräfte in Führungspositionen
2)	sf_2021q2_7bb	proportion of part-time workforce in lead positions: gender men	Anteil der männlichen Teilzeitkräfte in Führungspositionen
3)	sf_2021q2_7cc	proportion of part-time workforce in lead positions: gender diverse	Anteil der diversen Teilzeitkräfte in Führungspositionen
1)	sf_2021q2_8a	assessment of variation/diversity in workforce regarding internationality	Vielfältigkeit der Belegschaft: Internationalität
5)	sf_2021q2_8b	assessment of variation/diversity in workforce regarding physical/mental limitat	Vielfältigkeit der Belegschaft: Körperliche/ geistige Einschränkungen
5)			
	sf_2021q2_8c	assessment of variation/diversity in workforce regarding education background	Vielfältigkeit der Belegschaft: Bildungshintergrund
7)	sf_2021q2_9a	proportion of severly disabled employees	Anteil der Belegschaft: Schwerbehindert
3)	sf_2021q2_9b	working environment (partially) furnished barrier-free	Barrierefreie Arbeitsumgebung
9)	sf_2021q2_9c	company website (partially) barrier-free (for example simple language)	Barrierefreier Internetauftritt (z.B. leichte Sprache)
0)	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
1)	sf_2021q2_11a	use of gender-neutral language: external communication	Genderneutrale Sprache bei externer Kommunikation
2)	sf_2021q2_11b	use of gender-neutral language: internal communication	Genderneutrale Sprache bei interner Kommunikation
3)	sf_2021q2_12a	expected effect of actively practicing diversity management: access to professio	Erwartete Wirkung von aktivem Diversity Management: Zugang zu Fachkräften
1)	sf_2021q2_12b	expected effect of actively practicing diversity management: problem solving	Erwartete Wirkung von aktivem Diversity Management: Problemlösung
	sf_2021q2_12c		Erwartete Wirkung von aktivem Diversity Management: Problemiosung Erwartete Wirkung von aktivem Diversity Management: Innovation
5)		expected effect of actively practicing diversity management: innovation	
5)	sf_2021q2_12d	expected effect of actively practicing diversity management: team spirit	Erwartete Wirkung von aktivem Diversity Management: Teamgeist
')	sf_2021q2_12e	expected effect of actively practicing diversity management: productivity	Erwartete Wirkung von aktivem Diversity Management: Produktivität
3)	sf_2021q2_12f	expected effect of actively practicing diversity management: competitiveness	Erwartete Wirkung von aktivem Diversity Management: Wettbewerbsfähigkeit
9)	sf_2021q3_1	training organisation	Unternehmen ist ausbildendes Unternehmen
0)	sf_2021q3_2a	apprentices finish training in company in 2020/21: yes, with degree	Beendete Ausbildungen in 2020/21: Ja, mit Abschluss
1)	sf_2021q3_2b	apprentices finish training in company in 2020/21: yes, termination by trainee	Beendete Ausbildungen in 2020/21: Ja, Abbruch durch Auszubildenden
2)	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)	sf_2021q3_2d	apprentices finish training in company in 2020/21: no	Beendete Ausbildungen in 2020/21: Nein
4)			
	sf_2021q3_3a	apprentices are taken on in company after complete training: yes	Auszubildende wurden übernommen: Ja
5)	sf_2021q3_3b	apprentices are taken on in company after complete training: yes, unlimited	Auszubildende wurden übernommen: Ja, unbefristet
6)	sf_2021q3_3c	apprentices are taken on in company after complete training: yes, fixed-term	Auszubildende wurden übernommen: Ja, befristet
7)	sf_2021q3_3d	apprentices are taken on in company after complete training: no	Auszubildende wurden übernommen: Nein
8)	sf_2021q3_3e	apprentices are taken on in company after complete training: no, bad economic si	Auszubildende wurden übernommen: Nein, wegen schlechter wirtschaftlicher Lage
9)	sf_2021q3_3f	apprentices are taken on in company after complete training: no, inadequate work	Auszubildende wurden übernommen: Nein, wegen ungenügender Leistung
0)	sf_2021q3_3g	apprentices are taken on in company after complete training: no, no suitable job	Auszubildende wurden übernommen: Nein, keine passenden Stellen verfügbar
1)	sf_2021q3_3h	apprentices are taken on in company after complete training: no, others	Auszubildende wurden übernommen: Nein, Sonstiges
2)	sf_2021q3_3i	apprentices are taken on in company after complete training: no, others text	Auszubildende wurden übernommen: Nein, Sonstiges Text
3)	sf_2021q3_4	change in trainees well-beeing due to covid	Veränderungen des Wohlbefindens der Auszubildenden durch Covid
4)	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
5)	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
6)	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
7)	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
8)	sf_2021q3_5e	assessment of trainees change in well-being due to covid based on: others	Einschätzung über Wohlbefinden der Auszubildenden beruht auf: Sonstiges
9)	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
iO)	sf_2021q3_6	offer assistence due to trainees well-beeing due to covid	Hilfsangebote an Auszubildende wegen Covids
1)	sf_2021q3_6a	offer assistence due to trainees well-beeing due to covid: yes, coaching	
			Hilfsangebote an Auszubildende wegen Covids: Mentorenprogramm
2)	sf_2021q3_6b	offer assistence due to trainees well-beeing due to covid: yes, health offer	Hilfsangebote an Auszubildende wegen Covids: Gesundheitliches Angebot
i3)	sf_2021q3_6c	offer assistence due to trainees well-beeing due to covid: yes, care by company	Hilfsangebote an Auszubildende wegen Covids: Betreuung durch Betriebsarzt
4)	sf_2021q3_6d	offer assistence due to trainees well-beeing due to covid: yes, office hours	Hilfsangebote an Auszubildende wegen Covids: Persönliche Sprechstunde
5)	sf_2021q3_6e	offer assistence due to trainees well-beeing due to covid; yes, tec, support for	Hilfsangebote an Auszubildende wegen Covids: Technische Ausstattung für mobiles Arbeit
5)	sf_2021q3_6f	offer assistence due to trainees well-beeing due to covid: yes, others	Hilfsangebote an Auszubildende wegen Covids: Sonstiges
7)	(0004 0 6	offer assistence due to trainees well-beeing due to covid: yes, others offer assistence due to trainees well-beeing due to covid: yes, others text	Hilfsangebote an Auszubildende wegen Covids: Sonstiges Hilfsangebote an Auszubildende wegen Covids: Sonstiges Text
3)	sf_2021q3_bg		
1)	sf_2021q3_7	performance of trainees due to covid compared to normal situations	Leistungen der Auszubildenden während Covids im Vergleich zur Normalsituation Neue Auszubildende im Jahr 2021/22
	sf_2021q3_8	start of trainees in your company in 2021/22	
0)	sf_2021q3_9	difficulties in finding trainees	Schwierigkeiten bei der Suche nach neuen Auszubildenden
L)	sf_2021q3_9a	difficulties in finding trainees: reasons	Schwierigkeiten bei der Suche nach neuen Auszubildenden: Gründe
2)	sf_2021q3_9b	difficulties in finding trainees: reasons others text	Schwierigkeiten bei der Suche nach neuen Auszubildenden: Gründe Text
3)	sf_2021q4_6	special training offers for employees with low level of education or vocational	Weiterbildungsangebote speziell für Beschäftigte mit geringer Schul- bzw. Berufsausbildur
1)	sf_2021q4_9	development wages in 2022: total workforce	Vorraussichtliche Entwicklung der Löhne in 2022: Belegschaft insgesamt
5)	sf_2021q4_9a	development wages in 2022: total workforce increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Belegschaft insgesamt Anstieg in %
5)	sf_2021q4_10	development wages in 2022: unskilled employees	Vorraussichtliche Entwicklung der Löhne in 2022: Ungelernte Beschäftigte
7)	sf_2021q4_10a	development wages in 2022: unskilled employees increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Ungelernte Beschäftigte Anstieg in %
3)	sf_2021q4_11	development wages in 2022: professionals without leading role	Vorraussichtliche Entwicklung der Löhne in 2022: Fachkräfte ohne Leitungsfunktion
9)	sf_2021q4_11a	development wages in 2022: professionals without leading role increase percentag	Vorraussichtliche Entwicklung der Löhne in 2022: Fachkräfte ohne Leitungsfkt. Anstieg in
)	sf_2021q4_12	development wages in 2022: executives	Vorraussichtliche Entwicklung der Löhne in 2022: Führungskräfte
.)	sf_2021q4_12a	development wages in 2022: executives increase percentage	Vorraussichtliche Entwicklung der Löhne in 2022: Führungskräfte Anstieg in %
2)	sf_2021q4_13	percentage of workforce affected by 12 euro min. wage	Anteil der Belegschaft der von der Mindestlohnerhöhung betroffen ist
()	sf_2021q4_14a	suitability for combating short. of professionals: faciliating immigration of pr	Eignung zur Bekämpfung des Fachkräftemangels: Erleichterte Zuwanderung
)	sf_2021q4_14b	suitability for combating short. of professionals: increase retirement age	Eignung zur Bekämpfung des Fachkräftemangels: Erhöhtes Renteneintrittsalter
)	sf_2021q4_14c	suitability for combating short, of professionals; increase remembering short, of professionals; increase compatibility of fam	Eignung zur Bekämpfung des Fachkräftemangels: Vereinbarkeit Familie und Beruf stärken
i)	sf_2021q4_14d		
		suitability for combating short. of professionals: expansion of support programs	Eignung zur Bekämpfung des Fachkräftemangels: Ausbau der Förderprogramme der BAFA
')	sf_2021q4_14e	suitability for combating short. of professionals: increase attractiveness of vo	Eignung zur Bekämpfung des Fachkräftemangels: Attraktivität von Ausbildungen erhöhen
()	sf_2021q4_14f	suitability for combating short. of professionals: advertising shortage occupati	Eignung zur Bekämpfung des Fachkräftemangels: Engpassberufe stärker bewerben
	sf_2021q4_14g	suitability for combating short. of professionals: others text	Eignung zur Bekämpfung des Fachkräftemangels: Sonstiges
")	sf_2021q4_14h	suitability for combating short. of professionals: others	Eignung zur Bekämpfung des Fachkräftemangels: Sonstiges Text
	sf_2021q4_15	most important task of new government from companys point of view	Wichtigste Aufgabe der Bundesregierung aus Unternehmenssicht
1)		omikron impact on original workforce plan	Auswirkungen von Omikron auf ursprüngliche Personalplanung
) .)			
D) 1) 2)	sf_2022q1_1a sf_2022q1_1b	due to omikron special measures importance of channels for advertising vacancies in company: intern	Spezielle Maßnahmen aufgrund von Omikron
0) 1) 2) 3)	sf_2022q1_1b		Bedeutung dieser Kanäle für Stellenausschreibung: Intern
0) 1) 2) 3)	sf_2022q1_1b sf_2022q1_2a		
)) ;) ;) ;)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b	importance of channels for advertising vacancies in company: attern	Bedeutung dieser Kanäle für Stellenausschreibung: Extern
0) 1) 2) 3) 4)	sf_2022q1_1b sf_2022q1_2a		Bedeutung dieser Kanäle für Stellenausschreibung: Extern Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung
0) 1) 2) 3) 4) 5)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b sf_2022q1_2c	importance of channels for advertising vacancies in company: extern importance of channels for advertising vacancies in company: recruitment	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung
0) 1) 2) 8) 1) 5) 5)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b sf_2022q1_2c sf_2022q1_2c	importance of channels for advertising vacancies in company: extern importance of channels for advertising vacancies in company: recruitment importance of channels for advertising vacancies in company: job agency	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung Bedeutung dieser Kanäle für Stellenausschreibung: Arbeitsagentur
0) 1) 2) 3) 4) 5) 5) 7)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b sf_2022q1_2c sf_2022q1_2c sf_2022q1_2d sf_2022q1_2e	importance of channels for advertising vacancies in company: extern importance of channels for advertising vacancies in company: recruitment importance of channels for advertising vacancies in company; abb agency importance of channels for advertising vacancies in company; active sourcing	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung Bedeutung dieser Kanäle für Stellenausschreibung: Arbeitsagentur Bedeutung dieser Kanäle für Stellenausschreibung: Active Sourcing
0) 1) 2) 3) 4) 5) 5) 7)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b sf_2022q1_2c sf_2022q1_2c sf_2022q1_2d sf_2022q1_2e sf_2022q1_3a	importance of channels for advertising vacancies in company; extern importance of channels for advertising vacancies in company; recruitment importance of channels for advertising vacancies in company; job agency importance of channels for advertising vacancies in company; active sourcing importance of active sourcing tools for recruitments: career networks	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittung Bedeutung dieser Kanäle für Stellenausschreibung: Arbeitsagentur Bedeutung dieser Kanäle für Stellenausschreibung: Active Sourcing Bed. von Active Sourc. Instru. für Stellenbes.: Karrierenetzwerke
9) 1) 2) 3) 4) 5) 6) 7) 8) 9)	sf_2022q1_1b sf_2022q1_2a sf_2022q1_2b sf_2022q1_2c sf_2022q1_2c sf_2022q1_2d sf_2022q1_2e	importance of channels for advertising vacancies in company: extern importance of channels for advertising vacancies in company: recruitment importance of channels for advertising vacancies in company; abb agency importance of channels for advertising vacancies in company; active sourcing	Bedeutung dieser Kanäle für Stellenausschreibung: Personalvermittlung Bedeutung dieser Kanäle für Stellenausschreibung: Arbeitsagentur Bedeutung dieser Kanäle für Stellenausschreibung: Active Sourcing

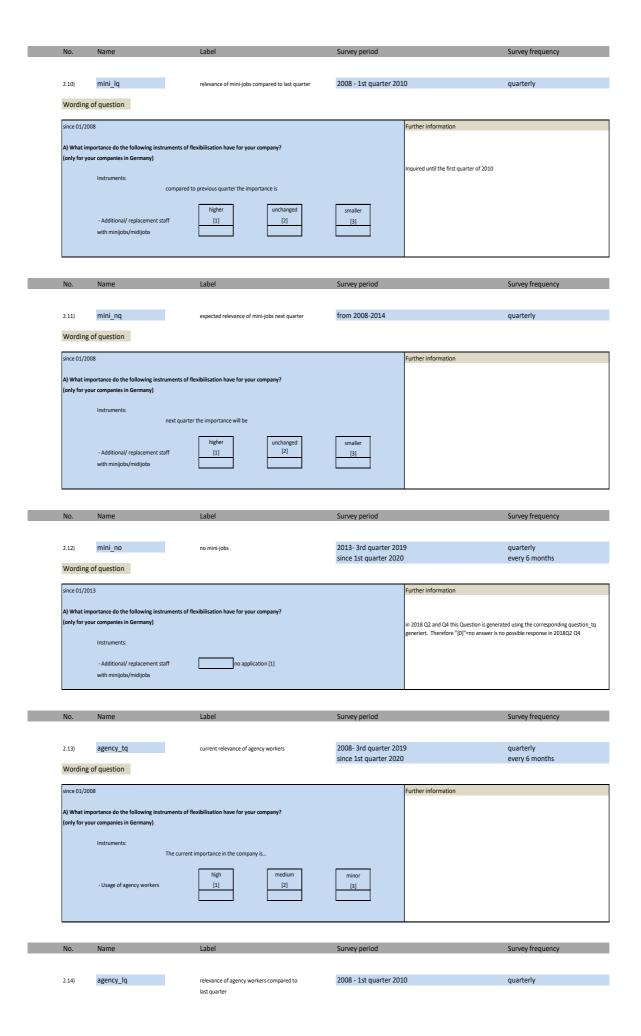
3.803)	sf_2022q1_3e	importance of active sourcing tools for recruitments: career fairs	Bed. von Active Sourc. Instru. für Stellenbes.: Karrieremessen
3.804)	sf_2022q1_3f	importance of active sourcing tools for recruitments: others	Bed. von Active Sourc. Instru. für Stellenbes.: Sonstiges
3.805)	sf_2022q1_3g	importance of active sourcing tools for recruitments; others	Bed. von Active Sourc. Instru. für Stellenbes.: Sonstiges 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		oyees 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/univ	versitie: 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: Fahrtkostenzuschuss
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 2022g2 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 barriers to the recruitment of refugees from Ukraine text	Hindernisse für die Einstellung von Flüchtlingen aus der Oktaine 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.	
3.845)	sf_2022q3_3e sf_2022q3_3f	probability of measures if an energy shortage occurs: reduction building temp. probability of measures if an energy shortage occurs: increased home-office	Wahrsch. von Maßnahmen bei Energieengpass: Senkung der Gebäudetemperatur 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_6a	preparation for further covid waves: home office offer	Vorbereitung auf weitere Covid-Wellen: Homeoffice-Angebot
3.855)	sf_2022q3_6b	preparation for further covid waves: vaccination offers	Vorbereitung auf weitere Covid-Wellen: Impfangebote
3.856)	sf_2022q3_6c	preparation for further covid waves: workstation assignment software	Vorbereitung auf weitere Covid-Wellen: Arbeitsplatzbelegungs-Software
3.857)	sf_2022q3_6d		
3.858)		preparation for further covid waves: free covid tests	Vorbereitung auf weitere Covid-Wellen: Gratis Corona-Test
	sf_2022q3_6e	preparation for further covid waves: visitor management	Vorbereitung auf weitere Covid-Wellen: Besuchermanagement
3.859)	sf_2022q3_6f	preparation for further covid waves: training for home office tools	Vorbereitung auf weitere Covid-Wellen: Schulungen für Homeoffice Tools
3.860)	sf_2022q3_6g	preparation for further covid waves: nothing planned	Vorbereitung auf weitere Covid-Wellen: nichts geplant
3.861)	sf_2022q3_6h	preparation for further covid waves: others	Vorbereitung auf weitere Covid-Wellen: Sonstiges
3.862)	sf_2022q3_6i	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
	(0000 4 0(
3.869)	sf_2022q4_2f sf_2022q4_2g	content of feedback discussion: satisfaction/motivation content of feedback discussion: feedback to employees	Inhait des Feedbackgesprächs: Zufriedenheit/Motivation Inhait des Feedbackgesprächs: Feedback an Mitarbeiter*in
3.870)			
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 Feedbackges.
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
	sf_2022q4_3g	survey of general satisfaction of employees: others text	Umfrage zur allgemeinen Zufriedenheit der Arbeitnehmer: Sonstiges Text
3.880)	520224+_3g	consequences for company from feedback: increasing productivity	Folgen des Feedbacks für das Unternehmen: Steigerung Produktivität
3.880)	cf 2022a4 4a	consequences for company from feedback: increasing productivity consequences for company from feedback: improving corporate climate	
3.881)	sf_2022q4_4a		Folgen des Feedbacks für das Unternehmen: Verbesserung Unternehmensklima
3.881) 3.882)	sf_2022q4_4b		
3.881) 3.882) 3.883)	sf_2022q4_4b sf_2022q4_4c	consequences for company from feedback: evaluation of managers	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften
3.881) 3.882) 3.883) 3.884)	sf_2022q4_4b sf_2022q4_4c sf_2022q4_4d	consequences for company from feedback: evaluation of managers consequences for company from feedback: organizational development	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung
3.881) 3.882) 3.883)	sf_2022q4_4b sf_2022q4_4c	consequences for company from feedback: evaluation of managers	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften
3.881) 3.882) 3.883) 3.884)	sf_2022q4_4b sf_2022q4_4c sf_2022q4_4d	consequences for company from feedback: evaluation of managers consequences for company from feedback: organizational development	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung
3.881) 3.882) 3.883) 3.884) 3.885)	sf_2022q4_4b sf_2022q4_4c sf_2022q4_4d sf_2022q4_4e	consequences for company from feedback: evaluation of managers consequences for company from feedback: organizational development consequences for company from feedback: process improvement	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung Folgen des Feedbacks für das Unternehmen: Prozessverbesserung
3.881) 3.882) 3.883) 3.884) 3.885) 3.886)	sf_2022q4_4b sf_2022q4_4c sf_2022q4_4d sf_2022q4_4e sf_2022q4_4f sf_2022q4_4g	consequences for company from feedback: evaluation of managers consequences for company from feedback: organizational development consequences for company from feedback: process improvement consequences for company from feedback: others	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung Folgen des Feedbacks für das Unternehmen: Porzessverbesserung Folgen des Feedbacks für das Unternehmen: Sonstiges
3.881) 3.882) 3.883) 3.884) 3.885) 3.886) 3.887)	sf_2022q4_4b sf_2022q4_4c sf_2022q4_4d sf_2022q4_4e sf_2022q4_4f	consequences for company from feedback: evaluation of managers consequences for company from feedback: organizational development consequences for company from feedback: process improvement consequences for company from feedback: others consequences for company from feedback: others text	Folgen des Feedbacks für das Unternehmen: Bewertung von Führungskräften Folgen des Feedbacks für das Unternehmen: Organisationsentwicklung Folgen des Feedbacks für das Unternehmen: Prozessverbesserung Folgen des Feedbacks für das Unternehmen: Sonstiges Folgen des Feedbacks für das Unternehmen: Sonstiges Text

No.	Name	Label	Survey period	Survey frequency
1.1)	year	year	since 2008	quarterly
Further in	nformation			
No.	Name	Label	Survey period	Survey frequency
1.2)	quarter	quarter	since 2008	quarterly
Further in	nformation			
No.	Name	Label	Survey period	Survey frequency
1.3)	wz	sector number (wz03-classification)	since 2008	quarterly
Further in	nformation			
No.	Name	Label	Survey period	Survey frequency
1.4)	wz08	sector number (wz08-classification)	since 2022	quarterly
	nformation			
No.	Name	Label	Survey period	Survey frequency
1.5)	wgroup	weightgroup	since 2008	quarterly
	nformation			
	od products, bev. and tobacco xtiles and textile products	[30] DL electrical and optical equipment [33] DL Med. Technol.; watches	[60] I transp., storage and communication [61] IA Shipping	[74] K-74 lawyers / market research / business consulting
	E wood and paper products	[34] DM transport equipment	[64] K-70~71 real est. act. and renting	[99] K-73/0-90~92~93 other service act.
	nemicals and chemical products Abber and plastic goods	[45] F/FA Construction [50] G/GA Trade	Verm. bewegl. Sachen [70] K-70 Real estate and housing	
	I/DJ/DN metal products etc.	[51] GA wholesale and retail trade	[72] K-72 computer and related activities	
[29] DK ma	achinery and equipment n.e.c.	[55] H hotels and restaurants		
No.	Name	Label	Survey period	Survey frequency
No.	Name	Label	Survey period	Survey frequency
No. 1.6)	wgroupnew	Label weightgroup new	Survey period since 2022	Survey frequency quarterly
1.6)				
1.6) Further in [10] C-10 p	wgroupnew Information Information	weightgroup new [26] C-26 prod. Computer, electr.	since 2022	
1.6) Further in [10] C-10 p [13] C-13 p	wgroupnew Information Information Information Information Information Information	weightgroup new	since 2022 [55] I accommodation [58] J publishing	
1.6) Further in [10] C-10 p [13] C-13 p [16] C-16 p [19] C-19 c	wgroupnew Information prod. Food prod. Textile prod. Wood coking plants and mineral oil	weightgroup new [26] C-26 prod. Computer, electr. [28] C-28 mechanical engineering [29] C-29 prod. Motor vehicles [33] C-33 repair and install. Machinery	[55] I accommodation [58] J publishing [68] L real estate and housing [69] M legal advice, auditing	
1.6) Further in [10] C-10 p [13] C-13 p [16] C-16 p [19] C-19 c [22] C-22 p	wgroupnew information prod. Food prod. Textile prod. Wood coking plants and mineral oil prod. Rubber and plastic	weightgroup new [26] C-26 prod. Computer, electr. [28] C-28 mechanical engineering [29] C-29 prod. Motor vehicles [33] C-33 repair and install. Machinery [45] G trade, mainten. Motor vehicl.	[55] I accommodation [58] J publishing [68] L real estate and housing	
1.6) Further in [10] C-10 p [13] C-13 p [16] C-16 p [19] C-19 c [22] C-22 p	wgroupnew Information prod. Food prod. Textile prod. Wood coking plants and mineral oil	weightgroup new [26] C-26 prod. Computer, electr. [28] C-28 mechanical engineering [29] C-29 prod. Motor vehicles [33] C-33 repair and install. Machinery	[55] I accommodation [58] J publishing [68] L real estate and housing [69] M legal advice, auditing	
1.6) Further in [10] C-10 p [13] C-13 p [16] C-16 p [19] C-19 c [22] C-22 p	wgroupnew information prod. Food prod. Textile prod. Wood coking plants and mineral oil prod. Rubber and plastic	weightgroup new [26] C-26 prod. Computer, electr. [28] C-28 mechanical engineering [29] C-29 prod. Motor vehicles [33] C-33 repair and install. Machinery [45] G trade, mainten. Motor vehicl.	[55] I accommodation [58] J publishing [68] L real estate and housing [69] M legal advice, auditing	
1.6) Further in 10] C-10 p 13] C-13 p 16] C-16 p 19] C-19 c 22] C-22 p	wgroupnew Information prod. Food prod. Textile prod. Wood coking plants and mineral oil prod. Rubber and plastic metal processing	weightgroup new [26] C-26 prod. Computer, electr. [28] C-28 mechanical engineering [29] C-29 prod. Motor vehicles [33] C-33 repair and install. Machinery [45] G trade, mainten. Motor vehicl. [49] H land, pipeline transport	[55] I accommodation [58] J publishing [68] L real estate and housing [69] M legal advice, auditing [77] N rental movable property	quarterly

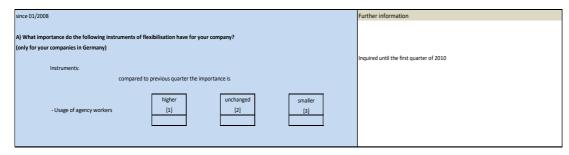
	No.	Name	Label	Survey period	Survey frequency
	1.8)	szrg	size range	since 2008	quarterly
					4.5
	Further info	,			
	[0] [1] 1 - 49 [2] 50 - 249	[3] 250 - 499 [4] 500+			
	No.	Name	Label	Survey period	Survey frequency
	4.0)	weight	20	2008-2012	a.cortorle.
	1.9)	weight	weight	2008-2012	quarterly
	Further info	ormation			
	No.	Name	Label	Survey period	Survey frequency
	1.10)	weightnew	weight new	since 1th quarter 2021	quarterly
	Further info	ormation			
		of the target distribution with the actual distr			
	"weightnew" observations		al ("weightnew" = "target distribution of the economic sect	ors in the survey" / "weight_ist"; "weight_ist" = "number of responses sepa	arately by NACE and GKL" / "number of
	If the target a	and actual distribution were exactly the same	e, 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 info	ormation			
	[10] producti	ion of food and animal feed (C1)		[77] other economic services (N)	
	1				
		ehicle construction (C2)	ides (C)		
	[45] trade m		nicles (G)		
	[45] trade mi [49] transpor [55] hospitali	chicle construction (C2) otor vehicles; maintenance/repair motor veh			
	[45] trade mi [49] transpor [55] hospitali	ehicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) ity industry (I)			
	[45] trade mi [49] transpor [55] hospitali [68] real esta	chicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) ity industry (I) ste/housing; freelance/scientific/technical ser	vices (L,M)		
_	[45] trade mi [49] transpor [55] hospitali	ehicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) ity industry (I)		Survey period	Survey frequency
_	[45] trade mi [49] transpor [55] hospitali [68] real esta No.	whicle construction (C2) otor wehicles; maintenance/repair motor veh rtation and warehousing (H) itiy industry (I) ster/housing; freelance/scientific/technical ser	vvices (L,M) Label		
_	[45] trade m [49] transpor [55] hospitali [68] real esta No.	shicle construction (C2) otor vehicles; maintenance/repair motor vehication and warehousing (H) ity industry (I) ste/housing; freelance/scientific/technical ser Name parttype	vices (L,M)	Survey period since 4th quarter 2018	Survey frequency quarterly
-	[45] trade mi [49] transpor [55] hospitali [68] real esta No.	shicle construction (C2) otor vehicles; maintenance/repair motor vehication and warehousing (H) ity industry (I) ste/housing; freelance/scientific/technical ser Name parttype	vvices (L,M) Label		
-	[45] trade mi [49] transpor [55] hospitali [68] real esta No. 1.12)	whicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) itiy industry (I) stet/housing; freelance/scientific/technical ser Name parttype participation via online-survey	vvices (L,M) Label		
_	[45] trade mi [49] transpor [55] hospitali [68] real esta No.	whicle construction (C2) otor vehicles; maintenance/repair motor vehictation and warehousing (H) itty industry (I) ste/housing; freelance/scientific/technical ser Name parttype primation	vvices (L,M) Label		
-	[45] trade mi [49] transpor [55] hospitali [68] real esta No. 1.12)	whicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) itiy industry (I) stet/housing; freelance/scientific/technical ser Name parttype participation via online-survey	vvices (L,M) Label		
_	[45] trade mi [49] transpor [55] hospitali [68] real esta No. 1.12)	whicle construction (C2) otor vehicles; maintenance/repair motor veh rtation and warehousing (H) itiy industry (I) stet/housing; freelance/scientific/technical ser Name parttype participation via online-survey	vvices (L,M) Label		
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper	chicle construction (C2) otor vehicles; maintenance/repair motor vehicitation and warehousing (H) itiy industry (I) ste/housing; freelance/scientific/technical ser Name parttype prinction participation via online-survey participation via paper-survey	Label participation type	since 4th quarter 2018 Survey period	quarterly
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper	chicle construction (C2) otor vehicles; maintenance/repair motor vehicitation and warehousing (H) itiy industry (I) ste/housing; freelance/scientific/technical ser Name parttype prinction participation via online-survey participation via paper-survey	Label participation type	since 4th quarter 2018	quarterly
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper	whicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ate/housing, freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	whicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ate/housing, freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	whicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ate/housing, freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	whicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ate/housing, freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	shicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ote/housing; freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	whicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ate/housing, freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13) Further info	chicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ote/housing; freelance/scientific/technical service/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/h	Label Label participation type Label participation date	Survey period since 4th quarter 2018	quarterly Survey frequency quarterly
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13)	shicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ote/housing; freelance/scientific/technical ser Name parttype participation via online-survey participation via paper-survey Name partdate partdate	Label participation type Label	since 4th quarter 2018 Survey period	quarterly Survey frequency
_	[45] trade mr [49] transpor [55] hospitali [68] real esta No. 1.12) Further info [1]=Online [2]= Paper No. 1.13) Further info	chicle construction (C2) otor vehicles, maintenance/repair motor vehication and warehousing (H) ity industry (I) ote/housing; freelance/scientific/technical service/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/housing; freelance/h	Label Label participation type Label participation date	Survey period since 4th quarter 2018	quarterly Survey frequency quarterly

since 01/20						
	008				Further information	
	mportance do the following	g instruments of flexibilisation have for your company?				
	Instruments:					
		The current importance in the company is				
		high medium [2]	minor			
	- extra hours					
No.	Name	Label		Survey period	Su	rvey frequency
2.2)	extrah_lq	relevance of extra hours compared to	o last quarter	2008 - 1st quarter 201	10 qu	arterly
Wording	g of question					
					Further information	
		g instruments of flexibilisation have for your company?				
(only for y	our companies in Germany	y)			Inquired until the first quarter of 2010	
	Instruments:	compared to previous quarter the importance is				
		higher unchanged	smaller			
	- extra hours	[1] [2]	[3]	}		
No.	Name	Label		Survey period	Su	rvey frequency
2.3)	extrah_nq	expected relevance of extra hours ne	ert augstar	from 2008-2014	qu	arterly
	g of question	expected relevance of extra flours fre	xt quarter	110111 2008-2014	qu	arterry
since 01/20	g of question					
		g instruments of flexibilisation have for your company?			Further information	
A) What in		next quarter the importance will be		7	Further information	
A) What in	nportance do the following	y)	smaller [3]]	Further information	
A) What in	mportance do the following rour companies in Germany Instruments:	next quarter the importance will be higher unchanged		Survey period		rvey frequency
A) What in	mportance do the following our companies in Germany Instruments: - extra hours	next quarter the importance will be higher		Survey period		rvey frequency
A) What in	mportance do the following our companies in Germany Instruments: - extra hours	next quarter the importance will be higher		Survey period 2013- 3rd quarter 201 since 1st quarter 2020	Su 19 qu	rvey frequency arterly ery 6 months
A) What in (only for your for	mportance do the following our companies in Germany Instruments: - extra hours Name	next quarter the importance will be higher [1] Label		2013- 3rd quarter 201	Su 19 qu	arterly
A) What in (only for your for	Instruments: -extra hours Name extrah_no g of question	next quarter the importance will be higher [1] Label		2013- 3rd quarter 201	Su 19 qu	arterly
No. No. 2.4) Wording since 01/20	Instruments: - extra hours Name extrah_no g of question	next quarter the importance will be higher		2013- 3rd quarter 201	Su 19 qu 19 ev	arterly ery 6 months
No. No. 2.4) Wording since 01/20	Instruments: - extra hours Name extrah_no g of question 013	next quarter the importance will be higher		2013- 3rd quarter 201	Su 19 qu 0 ev	arterly ery 6 months
No. No. 2.4) Wording since 01/20	Instruments: -extra hours Name extrah_no g of question ona of question mportance do the following four companies in Germany	next quarter the importance will be higher		2013- 3rd quarter 201	Su 19 qu 19 evi Further information In 2018 Q2 and Q4 this Question is generated us	arterly ery 6 months
No. No. 2.4) Wording since 01/20	Instruments: Name extrah_no g of question our companies in Germany Instruments:	next quarter the importance will be higher		2013- 3rd quarter 201	Su 19 qu 19 evi Further information In 2018 Q2 and Q4 this Question is generated us	arterly ery 6 months
No. No. 2.4) Wording since 01/20	Instruments: Name extrah_no g of question our companies in Germany Instruments:	next quarter the importance will be higher		2013- 3rd quarter 201	Further information in 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss	arterly ery 6 months
No. No. 2.4) Wording since 01/2(A) What in (only for y)	nportance do the following our companies in Germany Instruments: - extra hours Name extrah_no g of question 1013 Instruments: - extra hours Name	next quarter the importance will be higher [1] Label no extra hours g instruments of flexibilisation have for your company? y) Label Label	[3]	2013- 3rd quarter 201 since 1st quarter 2020	Further information In 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss	arterly ery 6 months sing the corresponding q ible response in 2018Q2
No. No. 2.4) Wording since 01/2(A) What in (only for y)	nportance do the following our companies in Germany Instruments: - extra hours Name extrah_no g of question 113 mportance do the following our companies in Germany Instruments: - extra hours Name temp_tq	next quarter the importance will be higher [1] Label no extra hours g instruments of flexibilisation have for your company? y)	[3]	2013- 3rd quarter 201 since 1st quarter 2020	Further information in 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss Su 9	arterly ery 6 months ing the corresponding q tible response in 201802
No. No. 2.4) Wording since 01/2((only for y) Wording since 10/2(Only for y) No.	nsportance do the following our companies in Germany Instruments: - extra hours Name extrah_no ag of question 1013 Instruments: - extra hours Name Linstruments: - extra hours	next quarter the importance will be higher [1] Label no extra hours g instruments of flexibilisation have for your company? y) Label Label	[3]	2013- 3rd quarter 201 since 1st quarter 2020 Survey period 2008- 3rd quarter 201	Further information In 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss Su 19 qu 19 qu 19 qu 19 qu	arterly ery 6 months sing the corresponding q ible response in 2018Q2 rvey frequency arterly
No. No. 2.4) Wording since 01/2(A) What in (lonly for y) No. No.	nportance do the following our companies in Germany Instruments: - extra hours Name extrah_no g of question 113 Instruments: - extra hours Name temp_tq g of question 108	next quarter the importance will be higher [1] unchanged [2] Label no extra hours g instruments of flexibilisation have for your company? y) Label Label current relevance of temporary contributions and the second	[3]	2013- 3rd quarter 201 since 1st quarter 2020 Survey period 2008- 3rd quarter 201	Further information in 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss Su 9	arterly ery 6 months sing the corresponding quito the response in 201802 rvey frequency arterly
No. No. 2.4) Wording for yellow to the since 01/2(2) No. 2.5) Wording since 01/2(2) No.	nportance do the following our companies in Germany Instruments: - extra hours Name extrah_no g of question 113 Instruments: - extra hours Name temp_tq g of question 108	next quarter the importance will be higher	[3]	2013- 3rd quarter 201 since 1st quarter 2020 Survey period 2008- 3rd quarter 201	Further information In 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss Su 19 qu 19 qu 19 qu 19 qu	arterly ery 6 months sing the corresponding q ible response in 2018Q2 rvey frequency arterly
No. No. 2.4) Wording since 01/2(No. 2.5) Wording since 01/2(A) What in the since 01/2(A) What A) What A white A what A white A what A white A what A white A what A wh	nportance do the following our companies in Germany Instruments: - extra hours Name extrah_no ag of question 113 Instruments: - extra hours Name temp_tq ag of question 1008 Importance do the following our companies in Germany Instruments: - extra hours	next quarter the importance will be higher	[3]	2013- 3rd quarter 201 since 1st quarter 2020 Survey period 2008- 3rd quarter 201	Further information In 2018 Q2 and Q4 this Question is generated us generiert. Therefore "[0]"=no answer is no poss Su 19 qu 19 qu 19 qu 19 qu	arterly ery 6 months sing the corresponding quible response in 2018Q2 rvey frequency arterly





Wording of question



No.	Name	Label	Survey period		Survey frequency
2.15)	agency_nq	expected relevance of agency workers next quarter	from 2008-2014		quarterly
Wordin	ng of question				
since 01/	2008			Further information	
A) 14/b-4	:	ments of flexibilisation have for your company?			
	importance do the following instru	iments or nexibilisation have for your company?			
(only for	your companies in Germany)				
(only for	your companies in Germany) Instruments:				
(only for	Instruments:	next quarter the importance will be			
(only for	Instruments:	next quarter the importance will be higher	smaller [3]		

No.	Name	Label	Survey period	Survey frequency
2.16)	agency_no	no agency workers	2013- 3rd quarter 2019	quarterly
			since 1st quarter 2020	every 6 months
Wording	of question			
since 01/20	113		Further infor	mation
			Further infor	mation
A) What im	portance do the following instr	uments of flexibilisation have for your company?		
A) What im		uments of flexibilisation have for your company?	in 2018 Q2 an	d Q4 this Question is generated using the corresponding question_tq
A) What im	portance do the following instr	uments of flexibilisation have for your company?	in 2018 Q2 an	
A) What im	oportance do the following instruction companies in Germany) Instruments:		in 2018 Q2 an	d Q4 this Question is generated using the corresponding question_tq
A) What im	portance do the following instr our companies in Germany)	uments of flexibilisation have for your company?	in 2018 Q2 an	d Q4 this Question is generated using the corresponding question_tq

2.17) free_tq	current relevance of freelancers	2008- 3rd quarter 2019 since 1st quarter 2020	quarterly every 6 months
Wording of question since 01/2008		Further information	on
(only for your companies in Germany) Instruments:	ments of flexibilisation have for your company?		
- Usage of freelancers	he current importance in the company is high	minor [3]	

No. Name Label Survey period Survey frequency

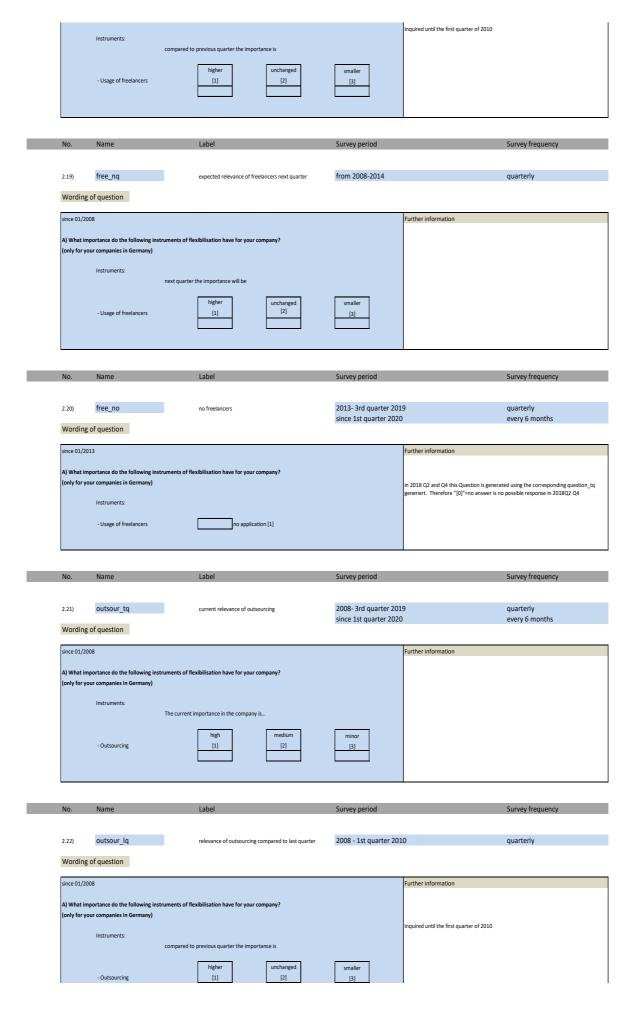
2.18) free lq relevance of freelancers compared to last quarter 2008 - 1st quarter 2010 quarterly	No.	Name	Label	Survey period	Survey frequency
	2.18)	free_lq	relevance of freelancers compared to last quarter	2008 - 1st quarter 2010	quarterly

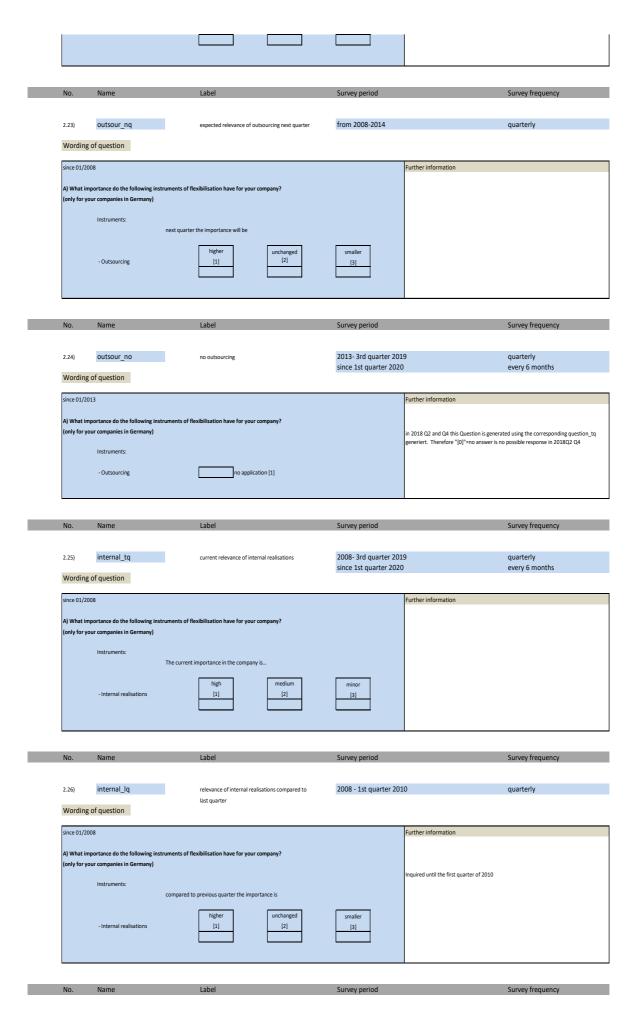
since 01/2008

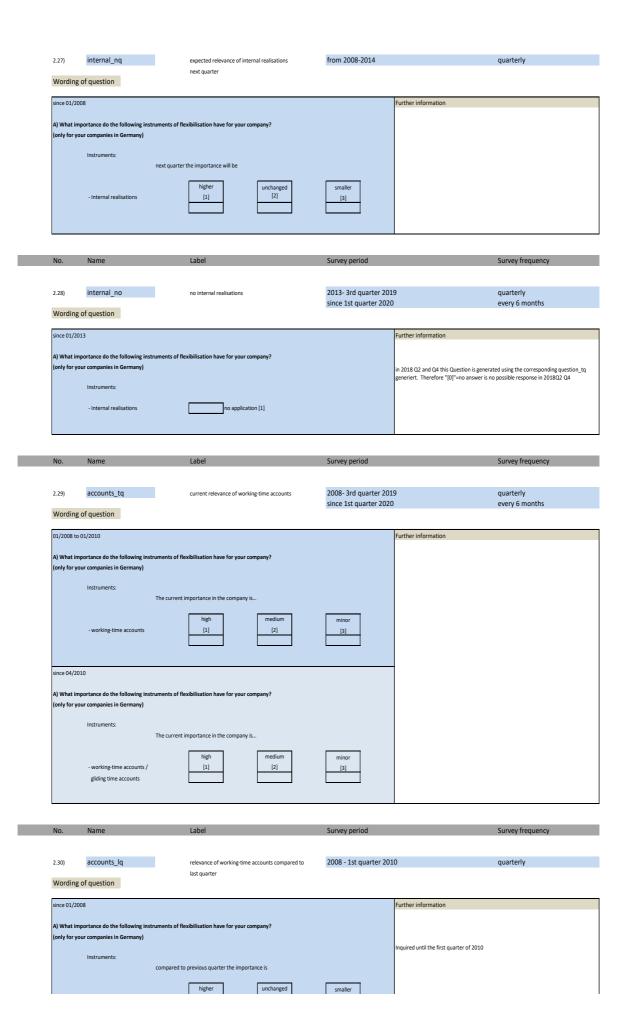
Further information

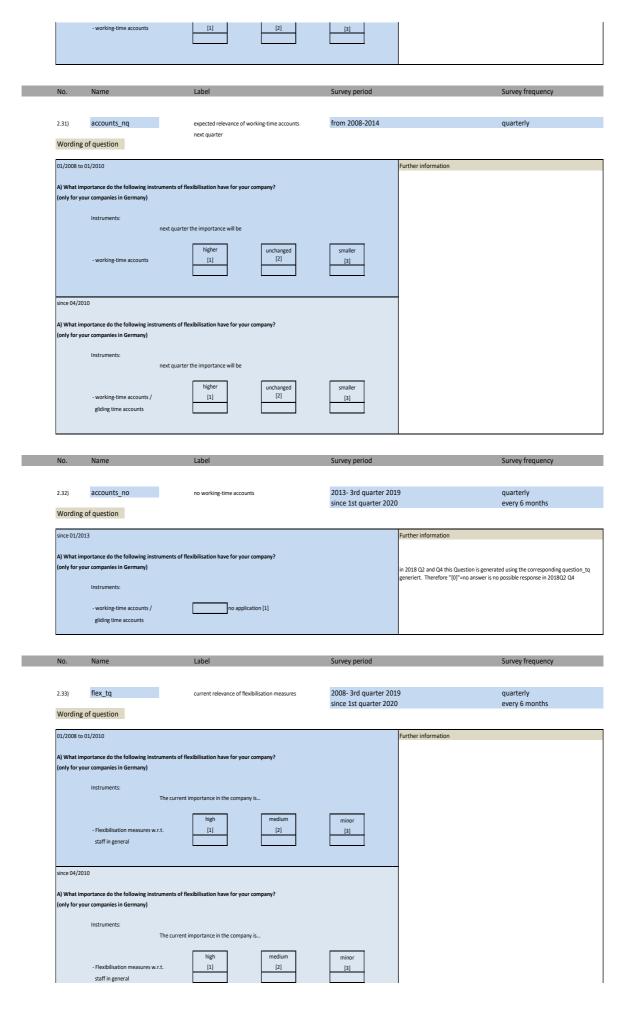
A) What importance do the following instruments of flexibilisation have for your company?

(only for your companies in Germany)









(incl. Measures not mentioned above

Name under the control of the contro						
Wording of questions	No.	Name	Label	Survey period		Survey frequency
A) What importance do the folioning instruments of floatification have for your company? (only for your company) (only				2008 - 1st quarter 201	.0	quarterly
No. Name Label Survey period Survey period Survey frequency Topic period Survey frequency No. Name Label Survey period Survey frequency 12.10 Fine _ nq	since 01/20	08 portance do the following instruments of	flexibilisation have for your company?		Further information	
More Market Survey period Survey frequency		compared - Flexibilisation measures w.r.t.	higher unchanged		Inquired until the first quarter of 2010	
Wording of question 1.2008 to 91,7010 II. A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: Instruments	No.	Name	Label	Survey period		Survey frequency
A) What importance do the following instruments of Reubilisation have for your company? (only for your companies in Germany) Instruments: - Reubilisation measures w.r.t staff in general A) What importance do the following instruments of Reubilisation have for your company? (only for your companies in Germany) Instruments: - Reubilisation measures w.r.t staff in general (mod. Measures not measures w.r.t staff i				from 2008-2014		quarterly
Feebilitation measures w.r.t. [1] [2] [3] [3] [3] [3] [4] [4] [5	A) What im	portance do the following instruments of ur companies in Germany) Instruments:			Further information	
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		staff in general				
next quarter the importance will be Flexibilisation measures w.r.t. Signer Flexibilisation measures w.r.t. Signer Flexibilisation measures w.r.t. Signer Survey period Survey frequency	A) What im	portance do the following instruments of	flexibilisation have for your company?			
2.36) If lex_no no flexibilisation measures 2015- 3rd quarter 2019 quarterly since 1st quarter 2020 every 6 months Since 1/2015 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: - Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above 2015- 3rd quarter 2019 quarterly since 1st quarter 2020 every 6 months Further information 1 2018 Q2 and Q4 this Question is generated using the corresponding question generiert. Therefore "[0]"-no answer is no possible response in 2018Q2 Q4		next quart - Flexibilisation measures w.r.t. staff in general (incl. Measures not	higher unchanged			
Since 1/2015 Since 1/2015 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: - Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above Since 1st quarter 2020 every 6 months	No.	Name	Label	Survey period		Survey frequency
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) In 2018 Q2 and Q4 this Question is generated using the corresponding question, generiert. Therefore "[0]"=no answer is no possible response in 2018Q2 Q4 Instruments: - Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above			no flexibilisation measures			
2.1 Recurring special questions	A) What im	portance do the following instruments of ur companies in Germany) Instruments: - Flexibilisation measures w.r.t. staff in general (incl. Measures not			in 2018 Q2 and Q4 this Question is gener	
	2.:	1 Recurring special questions				

Nr. Name Label Survey period Survey frequency

	of question		ļ.,,,,	
Wording				
2nd quarte	r 2020		Further information	
	y is family business?		Recurring special question	
	, ,			
	[1] yes	[2] no		
Nr.	Name	Label	Survey period	Survey frequency
		headcount of company		
2.1.2)	stru_empltotal	neaccount of company	since 2nd quarter 2020	annual
Wording	of question			
2nd quarte	r 2020		Further information Recurring special question	
2) How ma	ny employees work in your company:		Recurring special question	
				
Nr.	Name	Label	Survey period	Survey frequency
	diic	Luber	Survey period	Julyey frequency
2.1.3)	stru_emplfull	headcount of company: full-time	since 2nd quarter 2020	annual
Wording	of question			
	of question		Europe information	
2nd quarte	r 2020		Further information Recurring special question	
2nd quarte		Full-time:		
2nd quarte	r 2020	Full-time:		
2nd quarte	r 2020	Full-time:		
2nd quarte	r 2020	Full-time:		
2nd quarte	r 2020	Full-time:		
2nd quarte	r 2020	Full-time:		
2nd quarte	r 2020	Full-time: Label		Survey frequency
2nd quarte 2) How ma	r 2020 Iny employees work in your company. Name	Label	Recurring special question Survey period	
2nd quarte 2) How ma Nr.	ny employees work in your company. Name stru_emplhalf		Recurring special question	Survey frequency annual
2nd quarte 2) How ma Nr.	r 2020 Iny employees work in your company. Name	Label	Recurring special question Survey period	
2nd quarte 2) How ma Nr.	r 2020 Iny employees work in your company. Name stru_emplhalf of question	Label	Survey period Since 2nd quarter 2020 Further information	
2nd quarte 2) How ma Nr. Wording	r 2020 Iny employees work in your company. Name stru_emplhalf of question	Label headcount of company: part-time	Survey period since 2nd quarter 2020	
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
Nr. 2.1.4) Wording 2nd quarte	Name Stru_emplhalf of question r 2020 ny employees work in your company. I	Label headcount of company: part-time Part-time:	Survey period Since 2nd quarter 2020 Further information Recurring special question	annual
2nd quarte 2) How ma Nr. Wording	ny employees work in your company. Name stru_emplhalf	Label headcount of company: part-time	Survey period Since 2nd quarter 2020 Further information	
Nr. 2.1.4) Wording 2nd quarte	Name Stru_emplhalf of question r 2020 ny employees work in your company. I	Label headcount of company: part-time Part-time:	Survey period Since 2nd quarter 2020 Further information Recurring special question	annual
2nd quarte 22) How ma Nr. 2.1.4) Wording 2nd quarte Nr. Nr.	Name stru_emplhalf c of question r 2020 Name Name Name Name Name	Label headcount of company: part-time Part-time:	Survey period Since 2nd quarter 2020 Further information Recurring special question	annual Survey frequency
2nd quarte Nr. 22.1.4) Wording Nr. Nr. Wr. Www. Ww. Www. Ww. Www. Www.	Name stru_emplhalf r 2020 Name stru_emplhalf r 2020 Name stru_empltemp of question	Label headcount of company: part-time Part-time:	Survey period Since 2nd quarter 2020 Further information Recurring special question Survey period Survey period	annual Survey frequency
2nd quarte Nr. 2.1.4) Wording 2nd quarte Wording 2nd quarte	Name stru_emplhalf r 2020 Name stru_emplhalf r 2020 Name stru_empltemp of question	Label Part-time: Label headcount of company: temporary work	Survey period Since 2nd quarter 2020 Further information Recurring special question	annual Survey frequency
2nd quarte Nr. 2.1.4) Wording 2nd quarte Wording 2nd quarte	Name stru_emplhalf r 2020 Name stru_emplhalf r 2020 Name stru_empltemp of question	Label Part-time: Label headcount of company: temporary work	Survey period Since 2nd quarter 2020 Further information Recurring special question Survey period Since 2nd quarter 2020	annual Survey frequency
end quarte Nr. Wording Phow ma Phow ma Phow ma Phow ma Phow ma Phow ma	Name stru_emplhalf r 2020 Name stru_emplhalf r 2020 Name stru_empltemp of question	Label Part-time: Label headcount of company: temporary work	Survey period Since 2nd quarter 2020 Further information Recurring special question Survey period Since 2nd quarter 2020	annual Survey frequency
Ir. 1.1.4) Vording duarte Ir. 1.1.5)	Name stru_emplhalf r 2020 Name stru_emplhalf r 2020 Name stru_empltemp of question	Label Part-time: Label headcount of company: temporary work	Survey period Since 2nd quarter 2020 Further information Recurring special question Survey period Since 2nd quarter 2020	annual Survey frequency

		—				
_	Nr.	Name	Label	Survey period	9	Survey frequency
	2.1.6)	stru_empltrainee	headcount of company: trainees	since 2nd quarter 2020) :	annual
	Wording 2nd quarter	of question			Further information	
	2) How mar	ny employees work in your company. Train	ees:		Recurring special question	
		<u> </u>				
	Nr.	Name	Label	Survey period		Survey frequency
	2.1.7) Wording	stru_emplmarg	headcount of company: marginally employed	since 2nd quarter 202) .	annual
	2nd quarter	·	inally employed (up to £450):		Further information Recurring special question	
		<u> </u>				
	Nr.	Name	Label	Survey period	2	Survey frequency
	Nr. 2.1.8)	Name stru_saleslj	Label company sales last year	Survey period since 2nd quarter 202		Survey frequency
_	2.1.8)					
	2.1.8) Wording	stru_saleslj				
	2.1.8) Wording	stru_sales j of question r 2020 y sales last year?) c	
	2.1.8) Wording	stru_sales j of question r 2020 y sales last year?	company sales last year 5.5 [3] 5 mil - < [4] 25 mil - < [5] > 100 mil) c	
_	2.1.8) Wording	stru_sales j of question r 2020 y sales last year?	company sales last year 5.5 [3] 5 mil - < [4] 25 mil - < [5] > 100 mil		Further information Recurring special question	
_	2.1.8) Wording 2nd quarter 3) Company Nr.	stru_sales j of question r2020 y sales last year? [1] < 1 mil € (2) 1 mil = < mil €	company sales last year 5 [3] 5 mil - < [4] 25 mil - < [5] > 100 mil €	since 2nd quarter 2020	Further information Recurring special question	annual
	2.1.8) Wording 2nd quarter 3) Company Nr. 2.1.9) Wording 2nd quarter	stru_sales j of question r 2020 y sales last year? [1] < 1 mil € [2] 1 mil − € mil € Name stru_homeoff of question	company sales last year 1.5 [3] 5 mil −< [4] 25 mil −< [5] > 100 mil 25 mil € 100 mil € Label company offers homeoffice	since 2nd quarter 2020	Further information Recurring special question	Survey frequency
	2.1.8) Wording 2nd quarter 3) Company Nr. 2.1.9) Wording 2nd quarter	stru_sales j of question r 2020 y sales last year? [1] < 1 mil € (2) 1 mil - € mil € Name stru_homeoff of question	company sales last year 1.5 [3] 5 mil −< [4] 25 mil −< [5] > 100 mil 25 mil € 100 mil € Label company offers homeoffice	since 2nd quarter 2020	Further information Recurring special question	Survey frequency
	2.1.8) Wording 2nd quarter 3) Company Nr. 2.1.9) Wording 2nd quarter	stru_salesij of question r2020 y sales last year? [1] < 1 mil € [2] 1 mil ← mil € Name stru_homeoff of question r2022	company sales last year S [3] 5 mil - < [4] 25 mil - < [5] > 100 mil 25 mil €	since 2nd quarter 2020	Further information Recurring special question	Survey frequency
	2.1.8) Wording 2nd quarter 3) Company Nr. 2.1.9) Wording 2nd quarter	stru_salesij of question r2020 y sales last year? [1] < 1 mil € [2] 1 mil ← mil € Name stru_homeoff of question r2022	company sales last year S [3] 5 mil - < [4] 25 mil - < [5] > 100 mil 25 mil €	since 2nd quarter 2020	Further information Recurring special question	Survey frequency

	Wording	of question									
	2nd quarter	2022							Further information		
	4) Do you of	fer remote work	k/home office i	in vour compa	inv. If ves. how	many days on ave	rage per month:		Recurring special question		
	,, == ,===		,	,	,,	,,-	-8				
			•								
	Nr.	Name			Label			Survey period		Survey frequency	
	2.1.11)	fore_empl_	_nhj		development o	of headcount in you	ır company in next 6	since 4th quarter 201	9	annual	
	Wording	of question			monuis						
	wording	or question									
	4th quarter 2	2019							Further information Recurring special question		
	1) How do y	ou expect the he	eadcount in you	ur company to	develop over t	the next six month	s?		Recurring special question		
			[1] strong increase	[2] slight increase	[3] no change] strong ecrease				
	Nr.	Name			Label			Survey period		Survey frequency	
	2.1.12)	fore_prof_t	text		search for type	of professionals in	next year: text	since 4th quarter 201	.9	annual	
	Wording	of question									
	4th quarter 2	2019									
									Further information Recurring special question		
	2) What typ	e of professiona	ls do you expe	ct to search fo	or in the next ye	ar?					
	2) What typ	e of professiona	ls do you expe	ct to search fo	r in the next ye	ar?					
	2) What typ	e of professiona	ls do you expec	ct to search fo	r in the next ye	ar?					
	2) What typ	e of professiona	is do you expec	ct to search fo	or in the next ye	ar?					
	2) What typ	e of professiona	ls do you expec	ct to search fo	r in the next ye:	ar?					
	2) What typ	e of professiona	ls do you expec	ct to search fo	r in the next ye	ar?					
	2) What typ	e of professiona	ls do you expec	ct to search fo	r in the next ye	ar?					
			ls do you expec	ct to search fo		ar?		Survey paried		Survey framioney	
	2) What typ	e of professiona	ls do you expec	ct to search fo	r in the next ye.	ar?		Survey period		Survey frequency	
	Nr.	Name		ct to search fo	Label		inext year: no		Recurring special question		
_				ct to search fo	Label	ar?	next year: no	Survey period since 4th quarter 201	Recurring special question	Survey frequency annual	
	Nr. 2.1.13)	Name		ct to search fo	Label		next year: no		Recurring special question		
_	Nr. 2.1.13)	Name fore_prof_tof question		ct to search fo	Label		next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no		Label search for type	e of professionals in	i next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no		Label search for type	e of professionals in	i next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no		Label search for type	e of professionals in	next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no Is do you expec	ct to search fo	Label search for type	e of professionals in	i next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no	ct to search fo	Label search for type	e of professionals in	ı next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no Is do you expec	ct to search fo	Label search for type	e of professionals in	next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no Is do you expec	ct to search fo	Label search for type	e of professionals in	next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no Is do you expec	ct to search fo	Label search for type	e of professionals in	next year: no		Recurring special question		
	Nr. 2.1.13) Wording (4th quarter)	Name fore_prof_tof question	no Is do you expec	ct to search fo	Label search for type	e of professionals in	next year: no		Recurring special question		
	Nr. 2.1.13) Wording 4th quarter: 2) What typ	Name fore_prof_ of question 2019 e of professiona	no Is do you expec	ct to search fo	Label search for type	e of professionals in	i next year: no	since 4th quarter 201	Recurring special question	annual	
	Nr. 2.1.13) Wording 4th quarter: 2) What typ	Name fore_prof_ of question 2019 e of professiona	no Is do you expec	ct to search fo	Label search for type or in the next yes Label	e of professionals in		since 4th quarter 201	Per Further information Recurring special question	annual	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14)	Name fore_prof_ of question 2019 e of professiona Name fore_prob_	no Is do you expec	ct to search fo	Label search for type or in the next yes Label	e of professionals in		since 4th quarter 201	Per Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14)	Name fore_prof_t of question 2019 of professiona	no Is do you expec	ct to search fo	Label search for type or in the next yes Label	e of professionals in		since 4th quarter 201	Per Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14)	Name fore_prof_i of question 2019 Name fore_prob_of question	no Is do you expec	ct to search fo	Label search for type or in the next yes Label	e of professionals in		since 4th quarter 201	Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14) Wording (4th quarter:	Name fore_prof_i of question 2019 Name fore_prob_of question	ls do you expect	ct to search fo	Label search for type or in the next year Label difficulties findi	e of professionals in		since 4th quarter 201	Purther information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14) Wording (4th quarter:	Name fore_prof_ of question 2019 Name fore_prob_ of question	ls do you expect	ct to search fo	Label search for type or in the next year Label difficulties findi	e of professionals in		since 4th quarter 201	Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14) Wording (4th quarter:	Name fore_prof_ of question 2019 Name fore_prob_ of question	ls do you expect	ct to search fo	Label search for type or in the next year Label difficulties findi	e of professionals in		since 4th quarter 201	Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14) Wording (4th quarter:	Name fore_prof_ of question 2019 Name fore_prob_ of question	ls do you expect	ct to search fo	Label search for type or in the next year Label difficulties findi	e of professionals in		since 4th quarter 201	Further information Recurring special question	annual Survey frequency	
	Nr. 2.1.13) Wording (4th quarter: 2) What typ Nr. 2.1.14) Wording (4th quarter:	Name fore_prof_ of question 2019 Name fore_prob_ of question	Is do you expec	ct to search fo	Label Label difficulties findi	e of professionals in	next year	since 4th quarter 201	Further information Recurring special question	annual Survey frequency	

Nr.	Name		Label		Survey period		Survey frequency
2.1.15)	fore_wages	s ny	development wages on avera	ge in next year	since 4th quarter 2022	2	annual
	of question						
4th quarter						Further information Recurring special question	
4) How are	wages in your co	mpany expected to develop	on average in the coming yea	ar?			
	İ				T		
		[1] increase	[2] no change	[3] decrease			
					+		
					J		
Nr.	Name		Label		Survey period		Survey frequency
	_		t t				
2.1.16)	fore_wages	s_inc_ny	development wages on avera	ge in next year: increase	since 4th quarter 2022	2	annual
Wording	of question						
4th quarter	r 2022					Further information	
4) How are	wages in your co	mpany expected to develop	on average in the coming yea	r: Increase by approximate	ly	Recurring special question	
		%					
Nr.	Name	_	Label	_	Survey period		Survey frequency
					outro, parios		
2.1.17)	fore_wages	s_dec_ny	development wages on avera	ge in next year: decrease	since 4th quarter 2022	2	annual
Wording	g of question						
4th quarter	r 2022					Further information	
		mpany expected to develor	on average in the coming yea	ar: Decrease by approximate	»lv	Recurring special question	
,		,,			,		
		%					
Nr.	Name		Label		Survey period		Survey frequency
2.1.18)	fore_comp	ro.	pay out tax-free inflation con	npensation premium	since 4th quarter 2022)	annual
		ie	, , , , , , , , , , , , , , , , , , , ,	· · · · · · · · · · · · · · · · · · ·	Since 4th quarter 2022	•	aiiiuai
Wording	g of question						
4th quarter	r 2022					Further information Recurring special question	
Are you pla	anning to pay the	"tax-free inflation compens	ation premium "* ?			* In 2022:	
					_	Relief package: up to €3000 tax-free until t	he end of 2024
		[1] yes	[2] no	[3] unclear			
					_		
Nr.	Name		Label		Survey period		Survey frequency
2.1.19)	fore_comp	re_perc	pay out tax-free inflation com percentage	npensation premium	since 4th quarter 2022	2	annual
Maradia -	of question						

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4th quarter 2		nflation comp	ensation prem	nium "*. If yes,	average amount .				Recurring special question * In 2022:	
									Relief package: up to €3000 tax-fi	ree until the end of 2024
		%								
Nr.	Name			Label			Survey per	iod		Survey frequency
2.1.20)	fore_tempv	V		next 6 months	temporary employ	ment in you	ur company in since 4th q	uarter 2019	9	annual
Wording o	of question									
4th quarter 2	019								Further information Recurring special question	
6) How will t	he demand for t	emporary em	ployment in yo	our company d	evelop in the nex	t six month	s?			
	Г			1			1			
		[1] strong increase	[2] slight increase	[3] no change		[5] strong decrease				
	•									
Nr.	Name			Label			Survey per	iod		Survey frequency
2 1 24)	fore trainer	ut.	ı	importance of	external partners	regarding	air dal	uarter 2019	n	annual
2.1.21)	tore_traine	Xt			raining in next 6 m		since 4th q	Juarter 2015)	annual
Wording o	of question									
Wording of									Further information Recurring special question	
4th quarter 2	019	portance of ex	ternal partner	rs in qualification	on and further tra	ining in the	next six months?		Further information Recurring special question	
4th quarter 2	019	portance of ex	iternal partner	rs in qualification	on and further tra	ining in the	next six months?	7		
4th quarter 2	019			rs in qualification	on and further tra		next six months? [4] development not assessable			
4th quarter 2	019 ou assess the imp						[4] development not			
4th quarter 2	019 ou assess the imp						[4] development not			
4th quarter 2	019 ou assess the imp						[4] development not			
4th quarter 2	019 ou assess the imp						[4] development not	iod		Survey frequency
4th quarter 2 7) How do ye	pu assess the imp	rease	[2] no	change	[3] decre	ase	[4] development not assessable Survey per		Recurring special question	
4th quarter 2 7) How do yu Nr.	pu assess the imp	rease	[2] no	change	[3] decre	ase	[4] development not assessable Survey per	iod	Recurring special question	Survey frequency annual
4th quarter 2 7) How do yu Nr.	pu assess the imp	rease	[2] no	change Label importance of	[3] decre	ase	[4] development not assessable Survey per		Recurring special question	
4th quarter 2 7) How do yu Nr.	pu assess the implementation of question	rease	[2] no	change Label importance of	[3] decre	ase	[4] development not assessable Survey per		Recurring special question	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	[1] inc	mpl	[2] no	Label importance of company succ	[3] decrea	ase	[4] development not assessable Survey per		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	[1] inc	mpl	[2] no	Label importance of company succ	[3] decrea	ase	[4] development not assessable Survey per		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	[1] inc	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decrea	ase ication/train	[4] development not assessable Survey per		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	pu assess the imp	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decres	ase ication/train	[4] development not assessable Survey per sing for since 4th quality success of your company?		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	pu assess the imp	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decres	ase ication/train	[4] development not assessable Survey per sing for since 4th quality success of your company?		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	pu assess the imp	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decres	ase ication/train	[4] development not assessable Survey per sing for since 4th quality success of your company?		Recurring special question Further information	
Ath quarter 2 7) How do yo Nr. 2.1.22) Wording C	pu assess the imp	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decres	ase ication/train	[4] development not assessable Survey per sing for since 4th quality success of your company?	guarter 2019	Recurring special question Further information	
Nr. 2.1.22) Wording C 4th quarter 2 8) How impo	[1] become me	mpl nk qualificatio	[2] no	Label importance of company succ	[3] decree	ccation/train	[4] development not assessable Survey per since 4th quality success of your company? [4] development not assessable Survey per	juarter 2019	Further information Recurring special question	annual Survey frequency
Nr. 2.1.22) Wording 6 4th quarter 2 8) How impo	Name [1] inc Name fore_trainer of question [1] become mc	mpl nk qualificatio	n and further	Label importance of company succ	[3] decres	ccation/train	[4] development not assessable Survey per since 4th quality success of your company? [4] development not assessable Survey per	guarter 2019	Further information Recurring special question	annual
Nr. 2.1.22) Wording (4th quarter 2 8) How impo	[1] become me	mpl nk qualificatio	n and further	Label importance of company succ	[3] decres f employees qualifiess [3] become less	ccation/train	[4] development not assessable Survey per since 4th quality success of your company? [4] development not assessable Survey per	juarter 2019	Further information Recurring special question	annual Survey frequency
Nr. 2.1.22) Wording (4th quarter 2 8) How impo	pu assess the implementation of question [1] become model of question Name fore_success of question	mpl nk qualificatio	n and further	Label importance of company succ	[3] decres f employees qualifiess [3] become less	ccation/train	[4] development not assessable Survey per since 4th quality success of your company? [4] development not assessable Survey per	juarter 2019	Further information Further information	annual Survey frequency
Nr. 2.1.22) Wording of the quarter 2 8) How impose the quarter 2 9) How impose the qua	pu assess the implementation of question o	mpl nk qualificatio ore important	on and further	Label Importance of company successions and company successions are company successions. Label Importance of companys successions are companys successions.	[3] decres femployees qualifiess ployees will be for [3] become less fiqualification/trair cess: open trainin	tcation/train	[4] development not assessable Survey per since 4th quality success of your company? [4] development not assessable Survey per	iod	Further information Recurring special question	annual Survey frequency
Nr. 2.1.22) Wording of the quarter 2 8) How impose the quarter 2 9) How impose the qua	Name [1] inc Name fore_trainer for question Name [1] become mo	mpl nk qualification ore important	on and further	Label Importance of company successions and company successions are company successions. Label Importance of companys successions are companys successions.	[3] decres femployees qualifiess ployees will be for [3] become less fiqualification/trair cess: open trainin	cation/train r the future important	[4] development not assessable Survey per since 4th quality assessable [4] development not assessable Survey per es for since 4th quality assessable	iod	Further information Further information	annual Survey frequency
Nr. 2.1.22) Wording of the quarter 2 8) How impose the quarter 2 9) How impose the qua	pu assess the implementation of question o	mpl mk qualificatio ore important open (1) significantly	[2] no in and further [2] no	Label importance of company succ training of emp	[3] decres f employees qualifi ess [3] become less [4] raher more	tcation/train r the future important [S] gnificantly	[4] development not assessable Survey per since 4th quality assessable [4] development not assessable Survey per es for since 4th quality assessable	iod	Further information Further information	annual Survey frequency
Nr. 2.1.22) Wording of the quarter 2 8) How impose the quarter 2 9) How impose the qua	pu assess the implementation of question o	mpl nk qualificatio ore important -open	n and further [2] no	Label Importance of company succ training of employments and the company successory and the company	[3] decres femployees qualification/trair cess: open trainin [4] raher more important si important	r the future simportant	[4] development not assessable Survey per since 4th quality assessable [4] development not assessable Survey per es for since 4th quality assessable	iod	Further information Further information	annual Survey frequency

	Name			Label				Survey period		Survey frequency
2.1.24)	fore_succe	es_compspe		importance of companys suc		training measu /-spec	res for	since 4th quarter 201	9	annual
Wording	g of question									
4th quarte	r 2019								Further information	
		nink the follow	ing training an	d qualification	offers will he	for the future s	urress of voi	ır company: Company-	Recurring special question	
	aining and further			- 1						
		[1]			[4] raher	[5]	1			
		significantly less important	[2] rather less important	[3] no change	more important	significantly more important				
		important				Important				
Nr.	Name			Label				Survey period		Survey frequency
2.1.25)	fore_succe	es cert		importance of	qualification/	training measu	res for	since 4th quarter 201	q	annual
		.5_00.10		companys suc	cess: certificat	io		Since itii quartei 202		a.m.da.
	g of question									
4th quarte	r 2019								Further information Recurring special question	
9) How im	portant do you th	nink the follow	ing training an	d qualification	offers will be	for the future s	success of you	r company: certifications		
		[1]		1	1	[5]	1			
		significantly less	[2] rather less important	[3] no change	[4] raher more	significantly more				
		important			important	important				
Nr.	Name			Label				Survey period		Survey frequency
										Survey frequency
			_							Survey frequency
2.1.26)	fore_succe	es_inservice		importance of companys suc		training measu e q	res for	since 4th quarter 201	9	annual
	fore_succe	es_inservice	ı				res for		9	
	g of question	es_inservice					res for		Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow		companys suc	cess: in-service	e q				
Wording 4th quarte 9) How im	g of question	nink the follow alification)		companys suc	cess: in-service	e q for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow alification) [1] significantly	ing training an	d qualification	cess: in-service	for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow alification)	ing training an	d qualification	offers will be	for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow alification) [1] significantly less	ing training an	d qualification	offers will be to [4] raher more	for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow alification) [1] significantly less	ing training an	d qualification	offers will be to [4] raher more	for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im	g of question r 2019 portant do you th	nink the follow alification) [1] significantly less	ing training an	d qualification	offers will be to [4] raher more	for the future s		since 4th quarter 201	Further information	
Wording 4th quarte 9) How im qualification	c of question r 2019 portant do you th on (vocational que	nink the follow alification) [1] significantly less	ing training an	d qualification	offers will be to [4] raher more	for the future s		since 4th quarter 201	Further information	annual
Wording 4th quarte 9) How im qualification	c of question r 2019 portant do you th on (vocational que	inink the follow alification) [1] significantly less important	ing training an	d qualification	offers will be	for the future s [5] significantly more important	success of you	since 4th quarter 201	Further information Recurring special question	annual
Wording 4th quarte 9) How im qualification Nr. 2.1.27)	g of question r 2019 portant do you th	inink the follow alification) [1] significantly less important	ing training an	d qualification [3] no change	offers will be	for the future s [5] significantly more important	success of you	since 4th quarter 201 or company: In-service Survey period	Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. 2.1.27)	r 2019 portant do you thon (vocational que Name fore_success of question	inink the follow alification) [1] significantly less important	ing training an	d qualification [3] no change	offers will be	for the future s [5] significantly more important	success of you	since 4th quarter 201 or company: In-service Survey period	Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be	for the future s [5] significantly more important	success of you	since 4th quarter 201 or company: In-service Survey period	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be	for the future s [5] significantly more important	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important es_elearn	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be [4] raher more important f qualification/vicess: e-learnin offers will be !	for the future : [5] [5] [5] [6] Itraining measure [7] Itraining measure [8]	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	inink the follow alification) [1] [2] [3] [4] [5] [6] [7] [8] [8] [9] [9] [9] [9] [9] [9	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be [4] raher more important f qualification/vicess: e-learnin offers will be !	for the future : [5] significant more important training measur g	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important as elearn [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be ! [4] raher more important offers will be ! [4] raher more important	for the future s [5] significantly more important [6] for the future s [6] significantly more	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important as elearn [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be ! [4] raher more important offers will be ! [4] raher more important	for the future s [5] significantly more important [6] for the future s [6] significantly more	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succes g of question	ink the follow alification) [1] significantly less important as elearn [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be ! [4] raher more important offers will be ! [4] raher more important	for the future s [5] significantly more important [6] for the future s [6] significantly more	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succe g of question r 2019	ink the follow alification) [1] significantly less important as elearn [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be ! [4] raher more important offers will be ! [4] raher more important	for the future s [5] significantly more important [6] for the future s [6] significantly more	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency
Wording 4th quarte 9) How im qualification Nr. Nr. 2.1.27) Wording 4th quarte	n r 2019 Name fore_succe g of question r 2019	ink the follow alification) [1] significantly less important as elearn [1] significantly less important	[2] rather less important	d qualification [3] no change Label importance of companys suc	offers will be ! [4] raher more important offers will be ! [4] raher more important	for the future s [5] significantly more important [6] for the future s [6] significantly more	success of you	since 4th quarter 201 or company: In-service Survey period since 4th quarter 201	Further information Recurring special question 9 Further information Recurring special question	annual Survey frequency

3.1) sf	_2008q1_1		1st quarter 2008		once
Wording of q	uestion				
				Further information	
<question av<="" not="" td=""><td>railable yet></td><td></td><td></td><td>Further information</td><td></td></question>	railable yet>			Further information	
			\neg		
No. Na	ame	Label	Survey period		Survey frequency
3.2) sf	_2008q2_1	financial crisis: impact on staff size (y/n)	2nd quarter 2008		once
Wording of q	uestion				
2nd quarter 2008	,			Further information	
znu quarter zooo	,			rutier information	
	tional financial crisis directly or indirect mployees in your company? (in Germa				
	, , , , , , , , , , , , , , , , , , ,	"			
	yes [1]	no [2]			
No. Na	ame	Label	Survey period	_	Survey frequency
			,.		
3.3) sf	_2008q2_2	financial crisis: impact on staff size (direction)	2nd quarter 2008		once
Wording of q	uestion				
				I	
2nd quarter 2008	3			Further information	
	tional financial crisis directly or indirect				
the number of er	mployees in your company? (in German	ny)			
	yes	no			
If yes: Ho	ow is the number of employees going to	change due to the international financial crisis?			
B2) Due to the fin	nancial cricic				
bz) bue to the ini	ianciai crisis				
the change of our	r number of employees is going to be a	. during the next 6 months			
str	rong increase [1]				
slig	ght increase [2]				
ale	most no change [3]				
slig	ght reduction [4]				
str	rong reduction [5]				
No N	ame	Lahel	Survey period		Survey frequency
No. Na	ame	Label	Survey period		Survey frequency
3.4) sf	_2008q3_1	Label reduction in shortage of skilled labour	Survey period 3rd quarter 2008		Survey frequency once
	_2008q3_1				
3.4) sf	_2008q3_1 uestion			Further information	
3.4) sf Wording of quarter 2008	_2008q3_1 uestion			Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	2008q3_1 uestion m ten new EU countries are supposed 01/2009 on (see supplementary sheet	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	_2008q3_1 uestion mten new EU countries are supposed	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	2008q3_1 uestion m ten new EU countries are supposed 01/2009 on (see supplementary sheet	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	2008q3_1 uestion In ten new EU countries are supposed 101/2009 on (see supplementary sheet are shortage of skilled labour in your contribution of the shortage of skilled labour in your contribution of the shortage of skilled labour in your contribution.	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	2008q3_1 uestion m ten new EU countries are supposed 01/2009 on (see supplementary sheet ne shortage of skilled labour in your cor	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	
3.4) sf Wording of qi 3rd quarter 2008 B) Academics fro market from 01/	2008q3_1 uestion In ten new EU countries are supposed of 1/2009 on (see supplementary sheet the shortage of skilled labour in your corrections of the shortage of skilled labour in your corrections.	reduction in shortage of skilled labour to have easier access to the German job for explanations). Is this measure going		Further information	

3.5) S	sf_2008q4_1	expenditures on further education in 2009	4th quarter 2008	once
Wording of	question	compared to current state		
	4.00.00			
4th quarter 200	08		Fu	urther information
B) A structural s	shortage of skilled labour is discussed p	publicly.		
	y going to the expenditures for furth			
	increase [1	1		
	unchanged	[2]		
	reduction [3]		
No.	Name	Label	Survey period	Survey frequency
			, , , , , , , , , , , , , , , , , , ,	· · ·
3.6)	of 2000~1 1		1st quarter 2000	
3.6) S	sf_2009q1_1	reduction of operational dismissals	1st quarter 2009	once
Wording of	question			
2.1	20		5.	andh an Informania
2nd quarter 200			Fu	rther information
	t period for short-time allowance is pro			
Does this prolo	ngation help to avoid operational dism	isses in your industry?		
	yes, signific	antly [1]		
	yes, slightly	[2]		
	no [3]			
	operationa	l dismissals generally rare [4]		
No.	Name	Label	Survey period	Survey frequency
3.7) S	sf_2009q2_1	assessment of measures for easing the burden	2nd quarter 2009	once
Wording of		of social security contributions		
Wording of		of social security contributions		
Wording of o	question	of social security contributions	Fu	urther information
2nd quarter 200	question 09		Fu	orther information
2nd quarter 200	question 09 ic-growth package II of the Federal Gov	rernment also contains measures to relieve the	Fu	irther information
2nd quarter 200 B) The economicompanies and	question 09 ic-growth package II of the Federal Gov	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 19 ic-growth package II of the Federal Gor employees with the social insurance or ributions are reduced by 0,6 percentage	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 09 10:-growth package II of the Federal Go	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 19 ic-growth package II of the Federal Gor employees with the social insurance or ributions are reduced by 0,6 percentage	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 109 116-growth package II of the Federal Good remployees with the social insurance cributions are reduced by 0,6 percentages sess these measures for your company big relief [1]	vernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 109 109 109 109 109 109 109 10	vernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 109 11c-growth package II of the Federal Government of the	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 109 116-growth package II of the Federal Good remployees with the social insurance cributions are reduced by 0,6 percentages sess these measures for your company big relief [1]	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
2nd quarter 200 B) The economi companies and insurance contr	question 109 11c-growth package II of the Federal Government of the	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu	orther information
B) The economic companies and insurance contr How do you ass	question 109 11c-growth package II of the Federal Government of the	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Fu Survey period	urther information Survey frequency
B) The economic companies and insurance contr How do you ass	question 109 100 100 100 100 100 100 10	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).		
2nd quarter 200 B) The economic companies and insurance contrements the down do you asson. No.	question 109 100 100 100 100 100 100 10	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).		
2nd quarter 200 B) The economism of the companies and insurance control How do you ass No. No. S. S. S. S. S. S. S. S. S.	question 109 11c-growth package II of the Federal Government of the	rernment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points).	Survey period	Survey frequency
2nd quarter 200 B) The economic companies and insurance contrements the down do you asson. No.	question 109 11c-growth package II of the Federal Government of the	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] Label development of staff size in 2nd half of 2009	Survey period	Survey frequency
2nd quarter 200 B) The economism of the companies and insurance control How do you ass No. No. S. S. S. S. S. S. S. S. S.	question 109 109 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] Label development of staff size in 2nd half of 2009	Survey period 3rd quarter 2009	Survey frequency
2nd quarter 200 B) The economic ompanies and insurance contre How do you ass No. No. Wording of o	question 109 109 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] Label development of staff size in 2nd half of 2009	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economism of the companies and insurance control How do you ass No. No. No. No. Additional and the control of th	question ic-growth package II of the Federal Gov lemployees with the social insurance or ributions are reduced by 0,6 percentag sess these measures for your company big relief [1] slight relief almost no. Name sf_2009q3_1 question pg mic indicators (e.g. incoming orders) as	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economism of the companies and insurance control How do you ass No. No. No. No. Additional and the control of th	question 109 100 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economism of the companies and insurance control How do you ass No. No. No. No. Additional and the control of th	question ic-growth package II of the Federal Gov lemployees with the social insurance or ributions are reduced by 0,6 percentag sess these measures for your company big relief [1] slight relief almost no. Name sf_2009q3_1 question pg mic indicators (e.g. incoming orders) as	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. \$\begin{align*} No. \$\begin{align*} \text{No.} \text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$\text{\$}\$\text{\$\te	question ic-growth package II of the Federal Gov lemployees with the social insurance or ributions are reduced by 0,6 percentag sess these measures for your company big relief [1] slight relief almost no. Name sf_2009q3_1 question pg mic indicators (e.g. incoming orders) as	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. \$\begin{align*} No. \$\begin{align*} \text{No.} \text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$\text{\$}\$\text{\$\te	question 199 100 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. \$\begin{align*} No. \$\begin{align*} \text{No.} \text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$\text{\$}\$\text{\$\te	question ic-growth package II of the Federal Gor employees with the social insurance or ributions are reduced by 0,6 percentag sess these measures for your company big relief [1 slight relief almost no Name f_2009q3_1 question greation greating indicators (e.g. incoming orders) and order of employees likely to be changed	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. \$\begin{align*} No. \$\begin{align*} \text{No.} \text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$\text{\$}\$\text{\$\te	question 199 100 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] [2] [4] [6] [7] [8] Label [8] Label [9] development of staff size in 2nd half of 2009 compared to current state [9] [9] [10] [11] [12] [12] [13] [14] [15] [16] [17] [18]	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. \$\begin{align*} No. \$\begin{align*} \text{No.} \text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$}}}} \text{\$\text{\$\text{\$\text{\$\text{\$\text{\$}\$\text{\$\te	question 199 100 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] [3] Label development of staff size in 2nd half of 2009 compared to current state divert to an economic stabilisation. compared to the current state?	Survey period 3rd quarter 2009	Survey frequency once
No. No. No. No. No. No. No. No.	question Discreption package II of the Federal Govern places with the social insurance or ributions are reduced by 0,6 percentage sess these measures for your company big relief [1] slight relief almost not place to the place of the place	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] [3] Label development of staff size in 2nd half of 2009 compared to current state divert to an economic stabilisation. compared to the current state?	Survey period 3rd quarter 2009	Survey frequency once
2nd quarter 200 B) The economicompanies and insurance control How do you ass No. No. No. No. No. No. No. N	question 199 100 100 100 100 100 100 10	remment also contains measures to relieve the ontributions by about 12 bn. (especially the health e points). [2] [2] [2] Label development of staff size in 2nd half of 2009 compared to current state divert to an economic stabilisation. compared to the current state? ur company is going to	Survey period 3rd quarter 2009	Survey frequency once

	cannot	roc stated [4]		
No.	Name	Label	Survey period	Survey frequency
3.9)	sf_2009q3_2	development of staff size in 1st half of 2010	3rd quarter 2009	once
Wordin	g of question	compared to current state		
3rd quarte	er 2009		Further informat	ion
	economic indicators (e.g. incoming order e number of employees likely to be char			
now is th	e number or employees likely to be char	nged <u>compared to the current state</u> r		
	In the the number of employees	in our company is going to		
	1st half year 2010			
	increas	se [1]		
	no cha	inge [2]		
	reduct	ion [3]		
	cannot	t be stated [4]		
NI-	Mana	t a bad	Consequented	Company (
No.	Name	Label	Survey period	Survey frequency
3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010	3rd quarter 2009	once
Wordin	g of question	compared to current state		
Brd quarte	er 2009		Further informat	ion
	economic indicators (e.g. incoming order e number of employees likely to be char			
	In the the number of employees	in our company is going to		
	2nd half year 2010			
	increas			
		inge [2]		
	reduct	t be stated [4]		
	Califor	t de stated [4]		
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
	g of question			
and quart				
	er 2009		Further informat	ion
B) Some 6	er 2009 economic indicators (e.g. incoming order e number of employees likely to be char		Further informat	ion
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char	nged <u>compared to the current state</u> ?	Further informat	ion
B) Some e	economic indicators (e.g., incoming order e number of employees likely to be char In the the number of employees	nged <u>compared to the current state</u> ?	Further informat	ion
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char In the the number of employees year 2011	nged <u>compared to the current state</u> ? in our company is going to	Further informat	ion
B) Some e	economic indicators (e.g. incoming order e number of employees likely to be char In the the number of employees year 2011	nged <u>compared to the current state</u> ? In our company is going to See [1]	Further informat	ion
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char In the the number of employees year 2011	nged <u>compared to the current state?</u> in our company is going to se [1]	Further informat	ion
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char in the the number of employees year 2011	nged <u>compared to the current state?</u> in our company is going to se [1]	Further informat	ion
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char in the the number of employees year 2011	nged <u>compared to the current state</u> ? In our company is going to se [1] In our [2] In our [3]	Further informat	ion
B) Some e	economic indicators (e.g. incoming order e number of employees likely to be char in the the number of employees year 2011	nged <u>compared to the current state</u> ? In our company is going to se [1] In our [2] In our [3]	Further informat	Survey frequency
B) Some 6	economic indicators (e.g. incoming order e number of employees likely to be char in the the number of employees year 2011	nged compared to the current state? In our company is going to In our company is going t		

Wordi	ding of question			
3rd qua	arter 2009			Further information
B) Some	ne economic indicator	s (e.g. incoming orders) advert to an economic stabilisa	ion.	
How is t	the number of emplo	oyees likely to be changed <u>compared to the current stat</u>	27	
	In the then	umber of employees in our company is going to		
		year 2012		
		increase [1]		
		no change [2]		
		reduction [3]		
		cannot be stated [4]		
No.	Name	Label	Survey period	Survey frequency
			53.15/ p3.155	ount, majorna,
3.13)	sf_2009q3_	_6 development of staff size in	2013 3rd quarter 2009	once
Wordi	ding of question	compared to current state		
3rd qua	arter 2009	•		Further information
		s (e.g. incoming orders) advert to an economic stabilisa byees likely to be changed <u>compared to the current stat</u>		
	In the the n	umber of employees in our company is going to		
		year 2013		
		increase [1]		
		no change [2]		
		reduction [3]		
		reduction [5]		
		cannot be stated [4]		
No.	Name	cannot be stated [4] Label	Survey period	Survey frequency
		Label		
3.14)	sf_2009q4_	Label		Survey frequency once
3.14)		Label Impact of economic meass		
3.14) Wordi	sf_2009q4_	Label Impact of economic meass		
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label impact of economic measures. How do you	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measu growth in the medium run	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label impact of economic measures. How do you	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measurement discusses future economic measures. How do you ic growth in the meduim run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures growth in the medium run ment discusses future economic measures. How do you is growth in the medulm run (next 3 to 4 years)? strongly positive [1]	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures for the medium run growth in the medium run ment discusses future economic measures. How do you ic growth in the medium run (next 3 to 4 years)? Interpretation of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures for the medium run growth in the medium run ment discusses future economic measures. How do you ic growth in the medium run (next 3 to 4 years)? Interpretation of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures growth in the medium run growth in the medium run ment discusses future economic measures. How do you ic growth in the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua	sf_2009q4_ding of question arter 2009	Label Impact of economic measures growth in the medium run growth in the medium run ment discusses future economic measures. How do you ic growth in the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)? Interpolation of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009	once
3.14) Wordi 4th qua B) The re going to	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interest of the medium run (next 3 to 4 years)?	think are these measures Survey period	Further information Survey frequency
3.14) Wordi 4th qua B) The r going to	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interest of the medium run (next 3 to 4 years)?	res on economic 4th quarter 2009 think are these measures Survey period	once Further information
3.14) Wordi 4th qua B) The r going to	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interest of the medium run (next 3 to 4 years)?	think are these measures Survey period	Further information Survey frequency
3.14) Wordi 4th qua B) The r going to	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom Name sf_2010q1_	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interest of the medium run (next 3 to 4 years)?	think are these measures Survey period	Further information Survey frequency
3.14) Wordi 4th qua B) The r going to No. 3.15) Wordi 1st quar	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom Name sf_2010q1_ ding of question arter 2010	Label Impact of economic measures growth in the medium run growth in the medium run the medium run (next 3 to 4 years)? Interest of the medium run (next 3 to 4 years)?	think are these measures Survey period in 2010 1st quarter 2010	Further information Survey frequency once
3.14) Wordi 4th qua B) The r going to No. 3.15) Wordi 1st quar	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom Name sf_2010q1_ ding of question arter 2010	Label Impact of economic measures growth in the medium run growth in the medium run to the medium run to the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)?	think are these measures Survey period in 2010 1st quarter 2010	Further information Survey frequency once
3.14) Wordi 4th qua B) The r going to No. 3.15) Wordi 1st quar	sf_2009q4_ ding of question arter 2009 new Federal Governr to impact the econom Name sf_2010q1_ ding of question arter 2010	Label Impact of economic measures growth in the medium run growth in the medium run to the medium run to the medium run (next 3 to 4 years)? Interpretable of the medium run (next 3 to 4 years)?	think are these measures Survey period in 2010 1st quarter 2010	Further information Survey frequency once

		work [2]		
No.	Name	Label	Survey period	Survey frequency
3.16)	sf_2010q1_2	currently no short-time work:	1st quarter 2010	once
Wording	g of question			
1st quarter	r 2010		Further informa	ation
B) What ar	re the plans for the year 2010 of your compa	any regarding short-time work?		
	currently no short-time	currently employing	cannot be stated [3]	
	work [1]	short-time work [2]	stated [J]	
it "current	ly no short-time work"			
	no introduction intended	[1]		
	introduction intended [2]			
No.	Name	Label	Survey period	Survey frequency
			20.10, period	ours, magazine,
3.17)	sf_2010q1_3	currently employing short-time work:	1st quarter 2010	once
Wording	g of question			
Lst quarter	r 2010		Further informa	ation
B) What ar	re the plans for the year 2010 of your compa	any regarding short-time work?		
	currently no short-time	currently employing	cannot be stated [3]	
		currently employing short-time work [2]		
if "current	short-time work [1]	employing short-time		
if "current	short-time	emploving short-time work [2]	stated [3]	
if "current	short-time work [1]	employing short-time work [2] extension of short-time w	stated [3] work [1]	
if "current	short-time work [1]	employing short-time work [2] extension of short-time was keeping current extent [2]	stated [3] vork [1]	
f "current	short-time work [1]	employing short-time work [2] extension of short-time work [2] keeping current extent [2]	stated [3] vork [1] 2] vork: [3]	
f "current	short-time work [1]	employing short-time work [2] extension of short-time w keeping current extent [2] reduction of short-time w	stated [3] vork [1] 2] vork: [3]	
f "current"	short-time work [1]	employing short-time work [2] extension of short-time w keeping current extent [2] reduction of short-time w	stated [3] vork [1] 2] vork: [3]	
	short-time work [1] dy employing short-time work"	employing short-time work [2] extension of short-time work [2] extension of short-time work expering current extent [2] reduction of short-time work expering current extent [2] without displayed the short-time work expering current extent [2]	stated [3] vork [1] 2] vork: [3] al [4] ismissal [5]	Survey frequency
	short-time work [1]	employing short-time work [2] extension of short-time w keeping current extent [2] reduction of short-time w	stated [3] vork [1] 2] vork: [3]	Survey frequency
No.	short-time work [1] dy employing short-time work"	employing short-time work [2] extension of short-time work [2] extension of short-time work expering current extent [2] reduction of short-time work expering current extent [2] without displayed the short-time work expering current extent [2]	stated [3] vork [1] 2] vork: [3] al [4] ismissal [5]	Survey frequency once
No.	short-time work [1] dy employing short-time work"	employing short-time work [2] extension of short-time work [2] extension of short-time with extent [2] reduction of short-time with your dismiss without dismiss	stated [3] voork [1] 2] vork: [3] al [4] Survey period	
No. 3.18) Wording	short-time work [1] dy employing short-time work" Name sf_2010q2_1 g of question	employing short-time work [2] extension of short-time work [2] extension of short-time with extent [2] reduction of short-time with your dismiss without di	stated [3] voork [1] 2] vork: [3] al [4] Survey period	once
No. 3.18) Wording	short-time work [1] ly employing short-time work" Name sf_2010q2_1 g of question or 2010 f the matches of the football world-cup that	employing short-time work [2] extension of short-time work [2] extension of short-time work experience continued with the continued without discovered the continued without discovered by the continued by the continued without discovered by the continued without discovered by the continued by the con	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. Wording 2nd quarte	short-time work [1] dy employing short-time work" Name sf_2010q2_1 g of question er 2010	employing short-time work [2] extension of short-time work [2] extension of short-time work experience continued with the continued without discovered the continued without discovered by the continued by the continued without discovered by the continued without discovered by the continued by the con	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. Wording 2nd quarte	short-time work [1] ly employing short-time work" Name sf_2010q2_1 g of question or 2010 f the matches of the football world-cup that	employing short-time work [2] extension of short-time work [2] extension of short-time work experience continued with the continued without discovered the continued without discovered by the continued by the continued without discovered by the continued without discovered by the continued by the con	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. 3.18) Wording	short-time work [1] sy employing short-time work" Name sf_2010q2_1 g of question er 2010 f the matches of the football world-cup that rking hours. How does your company deal w	employing short-time work [2] extension of short-time work [2] extension of short-time work exping current extent [2] reduction of short-time work dismiss without dismission with di	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. Wording 2nd quarte	Name Sf_2010q2_1 g of question er 2010 f the matches of the football world-cup that king hours. How does your company deal w	employing short-time work [2] extension of short-time work [2] extension of short-time work exping current extent [2] reduction of short-time work dismiss without dismission with di	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. 3.18) Wording	short-time work [1] Name Sf_2010q2_1 g of question er 2010 If the matches of the football world-cup that rking hours. How does your company deal was breaks are allowed [1] world-cup cannot be taken	employing short-time work [2] extension of short-time work [2] extension of short-time work exping current extent [2] reduction of short-time work dismiss without dismission with di	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once
No. 3.18) Wording	short-time work [1] Name Sf_2010q2_1 g of question er 2010 If the matches of the football world-cup that rking hours. How does your company deal was breaks are allowed [1] world-cup cannot be taken	employing short-time work [2] extension of short-time work [2] extension of short-time work exping current extent [2] reduction of short-time work dismiss without dismission with di	stated [3] vork [1] 2] vork: [3] al [4] Survey period 2nd quarter 2010 Further informa	once

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2nd quarte	er 2010			Further information	
B) Many o	f the matches of the football world-cup tha	at stats in June are going to take place during the			
classic wor	rking hours. How does your company deal v	with that?			
	breaks are allowed				
	·····				
	the breaks are considered				
	working tir	me [1]			
	leisure [2]				
No.	Name	Label	Survey period		Survey frequency
3.20)	sf_2010q2_3	allowance to interrupt applies for	2nd quarter 2010		once
Wording	g of question				
2nd quarte	er 2010			Further information	
		at stats in June are going to take place during the			
	rking hours. How does your company deal v				
	breaks are allowed				
	allowance to interrupt applies for				
	all employ	ees [1]			
	certain em	nployees/departments only [2]			
		F - 1 - 2 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3			
No.	Name	Label	Survey period		Survey frequency
3.21)	sf_2010q3_1	tendency towards short-term contracts among	3rd quarter 2010		once
		recruitments in the next 12 months			
Wording	g of question				
3rd quarte	r 2010			Further information	
	the next 12 months is your company going truitments?	to the tendency towards short-term contracts			
uniong rec					
	increase [1]				
	remain unchanged [2]				
	decrease [3]				
	not decided on yet [4]				
	no recruitments [5]				
	no recruitments (5)				
No.	Name	Label	Survey period		Survey frequency
3.22)	sf_2010q4_1	voluntary extrapayments have been made	4th quarter 2010		once
	g of question	, , . ,	,		
4th quarte	r 2010			Further information	
	the past months the German economy reco to be participated?	overed significantly from the financial crisis. How is your			
Stan going					
	1) voluntary extrapayments have alread	y been made			
	-have already been made				
	yes [1]	no[2]			
No.	Name	Label	Survey period		Survey frequency
3.23)	sf_2010q4_2	voluntary extrapayments will be made	4th quarter 2010		once
Wording	g of question				
	r 2010			Further information	
4th quarte					

B) During t staff going					
	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	g of question				
4th quarter	r 2010			Further information	
		overed significantly from the financial crisis. How is your			
starr going	to be participated? 2) next payround				
	significant wage increase	[1]			
	moderate wage increase				
	slight wage increase [3]				
	no wage increase [4]				
	noge mercos [4]				
No.	Name	Label	Survey period		Survey frequency
3.25)	sf_2011q1_1	tendency towards longer employment of senior	1st quarter 2011		once
,	SI_2011q1_1	employees			
	g of question				
	of question			Further information	
Wording 1st quarter B) A prolon	of question			Further information	
Wording 1st quarter B) A prolon	2011 regation of the working lifetime is dicussed the surplement of the working lifetime is dicussed the working lifetime i	employees publicly. Is there a tendency in your company to		Further information	
Wording 1st quarter B) A prolon	of question 2011 agation of the working lifetime is dicussed	employees		Further information	
Wording 1st quarter B) A prolor retain elde	2011 regation of the working lifetime is dicussed virly employees? yes [1]	employees publicly. Is there a tendency in your company to no [2]		Further information	- Company Resources
Wording 1st quarter B) A prolon	2011 regation of the working lifetime is dicussed the surplement of the working lifetime is dicussed the working lifetime i	employees publicly. Is there a tendency in your company to	Survey period	Further information	Survey frequency
Wording 1st quarter B) A prolor retain elde	2011 regation of the working lifetime is dicussed virly employees? yes [1]	employees publicly. Is there a tendency in your company to no [2]		Further information	Survey frequency once
Wording 1st quarter B) A prolor retain elde No. 3.26)	r of question 2011 regation of the working lifetime is dicussed striy employees? yes [1] Name	employees publicly. Is there a tendency in your company to no [2] Label	Survey period	Further information	
Wording 1st quarter B) A prolor retain elde No. 3.26)	yes [1] Name sf_2011q1_2 of question	employees publicly. Is there a tendency in your company to no [2] Label	Survey period	Further information	
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	region of question 2011 ngation of the working lifetime is dicussed striy employees? yes [1] Name sf_2011q1_2 g of question 2011 ngation of the working lifetime is dicussed	employees publicly. Is there a tendency in your company to no [2] Label	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	region of question 2011 Ingation of the working lifetime is dicussed striy employees? Ves [1] Name sf_2011q1_2 cof question 2011 Ingation of the working lifetime is dicussed striy employees?	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	reg of question 2011 ngation of the working lifetime is dicussed strip employees? yes [1] Name sf_2011q1_2 g of question 2011 ngation of the working lifetime is dicussed strip employees?	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	regotion regotion of the working lifetime is dicussed strip employees? Ves [1] Name sf_2011q1_2 regotion of the working lifetime is dicussed strip employees? yes [1] yes [1]	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	regotion regotion of the working lifetime is dicussed strip employees? Ves [1] Name sf_2011q1_2 regotion of the working lifetime is dicussed strip employees? yes [1] yes [1]	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor retain elde	rof question 2011 Ingation of the working lifetime is dicussed striy employees? yes [1] Name sf_2011q1_2 g of question 2011 Ingation of the working lifetime is dicussed with employees? yes If yes, which measures are implemented the strip employees?	publicly. Is there a tendency in your company to	Survey period 1st quarter 2011		once
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor	regotion regotion of the working lifetime is dicussed strip employees? Ves [1] Name sf_2011q1_2 regotion of the working lifetime is dicussed strip employees? yes [1] yes [1]	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to	Survey period		
Wording 1st quarter B) A prolor retain elde No. 3.26) Wording 1st quarter B) A prolor retain elde	rof question 2011 Ingation of the working lifetime is dicussed striy employees? yes [1] Name sf_2011q1_2 g of question 2011 Ingation of the working lifetime is dicussed with employees? yes If yes, which measures are implemented the strip employees?	publicly. Is there a tendency in your company to	Survey period 1st quarter 2011		once
Wording 1st quarter B) A prolorier retain elde No. 3.26) Wording 1st quarter B) A prolorier retain elde	rof question 2011 Ingation of the working lifetime is dicussed striy employees? yes [1] Name sf_2011q1_2 of question 2011 Ingation of the working lifetime is dicussed striy employees? If yes, which measures are implemented flexible working lifexible worki	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to riving hours [1]	Survey period 1st quarter 2011 Survey period		once Survey frequency
Wording 1st quarter B) A prolorier retain elde No. 3.26) Wording 1st quarter B) A prolorier retain elde	regotion regotion of the working lifetime is dicussed strive employees? yes [1] Name sf_2011q1_2 regotion of the working lifetime is dicussed strive employees? yes [1] Name sf_2011q1_2 regotion of the working lifetime is dicussed strive employees? If yes, which measures are implemented flexible working lifetime is dicussed strive employees?	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to riving hours [1]	Survey period 1st quarter 2011 Survey period		once Survey frequency
Wording 1st quarter B) A prolorier retain elde No. 3.26) Wording 1st quarter B) A prolorier retain elde Vocation elde Solution elle Solution e	regation of the working lifetime is dicussed strip employees?	publicly. Is there a tendency in your company to no [2] Label yes, via flexible working hours publicly. Is there a tendency in your company to riving hours [1]	Survey period 1st quarter 2011 Survey period	Further information	once Survey frequency
Wording 1st quarter B) A prolorier retain elde No. 3.26) Wording 1st quarter B) A prolorier retain elde Vocation elde Solution elle Solution e	regation of the working lifetime is dicussed strip employees?	publicly. Is there a tendency in your company to	Survey period 1st quarter 2011 Survey period	Further information	once Survey frequency

				monetary in	centives [1]			
	No.	Name			Label	Survey period		Survey frequency
	3.28)	sf_2011q1	4		yes, via age-appropriate workstations	1st quarter 2011		once
		of question	- 		,,	200 400000 2022		
	1st quarter 2						Further information	
							ruther information	
	-	y employees?	rking lifetime i	s dicussed pu	blicly. Is there a tendency in your company to			
		v///////	1		[//////]			
			='		no			
		If yes, which	measures are ir	mplemented?	,			
				age-appropri	ate workstations [1]			
	No.	Name			Label	Survey period		Survey frequency
	3.29)	sf_2011q1	5	ı	yes, via adjustment of assignments	1st quarter 2011		once
		of question	_ - 		yes, via aujustinent or assignments	13t quarter 2011		once
							1	
	1st quarter 2	1011					Further information	
		ation of the wo y employees?	rking lifetime i	s dicussed pu	blicly. Is there a tendency in your company to			
			_					
			yes		no			
		If yes, which	measures are ir	mplemented	,			
				adjustment o	of assignments [1]			
	No.	Name			Label	Survey period		Survey frequency
	3.30)	sf_2011q1	_6		Label yes, via other measures	Survey period 1st quarter 2011		Survey frequency once
	3.30)		_6					
	3.30)	sf_2011q1 of question	_6				Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1		s dicussed pu		1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1 of question		s dicussed pu	yes, via other measures	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1	rking lifetime i:	s dicussed pu	yes, via other measures	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1 of question	rking lifetime i:		yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1 of question	rking lifetime is		yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1 of question	rking lifetime is	mplemented	yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong	sf_2011q1 of question	rking lifetime is	mplemented	yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	
	3.30) Wording (1st quarter 2 B) A prolong retain elder	sf_2011q1, of question tot1 tot1 tation of the wo by employees?	rking lifetime is	mplemented	yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	once
	3.30) Wording (1st quarter 2 B) A prolong retain elder	sf_2011q1, of question tot1 tot1 tation of the wo by employees?	yes wessures are in	mplemented	yes, via other measures blicly. Is there a tendency in your company to	1st quarter 2011	Further information	once
	3.30) Wording 1st quarter 2 B) A prolong retain elderi	sf_2011q1, of question total	yes wessures are in	mplemented	yes, via other measures blicly. Is there a tendency in your company to no res [1]	1st quarter 2011 Survey period	Further information	once Survey frequency
	3.30) Wording 1st quarter 2 B) A prolong retain elderi	sf_2011q1, of question 1011 sation of the wo by employees? If yes, which if Name sf_2011q1, of question	yes wessures are in	mplemented	yes, via other measures blicly. Is there a tendency in your company to no res [1]	1st quarter 2011 Survey period	Further information Further information	once Survey frequency
	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question total station of the wo ly employees? If yes, which is Name sf_2011q1, of question total question total question	yes measures are in	mplemented i	yes, via other measures blicly. Is there a tendency in your company to no res [1]	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency
_	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question continues of the work of the wo	yes measures are in	mplemented i	yes, via other measures blicly. Is there a tendency in your company to res [1] Label no measures	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency
	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question total station of the wo ly employees? If yes, which is Name sf_2011q1, of question total question total question	yes measures are in	mplemented i	yes, via other measures blicly. Is there a tendency in your company to res [1] Label no measures	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency
	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question rotto graph of the wo ty employees? If yes, which is Name sf_2011q1, of question rotto graph of the wo ty employees?	yes measures are in	other measu	yes, via other measures bilicly. Is there a tendency in your company to no res [1] Label no measures bilicly. Is there a tendency in your company to	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency
	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question rotto graph of the wo ty employees? If yes, which is Name sf_2011q1, of question rotto graph of the wo ty employees?	yes 7 7 7 7 7 7 7 7	other measu	yes, via other measures blicly. Is there a tendency in your company to res [1] Label no measures blicly. Is there a tendency in your company to	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency
	3.30) Wording (Ist quarter 2 B) A prolong retain elder! No. 3.31) Wording (Ist quarter 2 B) A prolong and a prolong are also a prolong a pro	sf_2011q1, of question rotto graph of the wo ty employees? If yes, which is Name sf_2011q1, of question rotto graph of the wo ty employees?	yes 7 7 7 7 7 7 7 7	other measu s dicussed pu	yes, via other measures blicly. Is there a tendency in your company to res [1] Label no measures blicly. Is there a tendency in your company to	1st quarter 2011 Survey period 1st quarter 2011		once Survey frequency

Wording	g of question			
zna quarte	er 2011		Further informatio	n
		loyees, which measures of recruitment are predominantly		
implemen	ited? (multiple answers possible)			
		job advertisement in print media [1]		
No.	Name	Label	Survey period	Survey frequency
3.33)	sf_2011q2_2	recruitment via job advertisement online - own homepage	2nd quarter 2011	once
Wording	g of question			
2nd quarte	er 2011		Further informatio	n
	company is looking for new empl ited? (multiple answers possible)	loyees, which measures of recruitment are predominantly		
		link advantion and soling and beautiful		
		job advertisement online - own homepage [1]		
No.	Name	Label	Survey period	Survey frequency
3.34)	sf_2011q2_3	recruitment via job advertisement online -	2nd quarter 2011	once
Mordin	g of question	job markets		
worum	g of question			
2nd quarte	er 2011		Further informatio	n
B) If your	company is looking for new empl	loyees, which measures of recruitment are predominantly		
implemen	ited? (multiple answers possible)			
		job advertisement online - job markets [1]		
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	g of question			
			Further informatio	n
2nd quarte	er 2011	lovees which measures of recruitment are predominantly	Further informatio	n
2nd quarte	er 2011	loyees, which measures of recruitment are predominantly	Further informatio	n
2nd quarte	er 2011 company is looking for new empl sted? (multiple answers possible)		Further informatio	n
2nd quarte	er 2011 company is looking for new empl sted? (multiple answers possible)		Further informatio	n
2nd quarte	er 2011 company is looking for new empl sted? (multiple answers possible)		Further informatio	n
2nd quarte B) If your (implemen	er 2011 company is looking for new empl sted? (multiple answers possible)		Further informatio	n Survey frequency
2nd quarte	er 2011 company is looking for new empl tted? (multiple answers possible) Name	soicial media/social networks on the internet [1]	Survey period	
2nd quarte B) If your of implemen No.	er 2011 company is looking for new empl tted? (multiple answers possible)	soicial media/social networks on the internet [1]		
2nd quarte B) If your of implemen No.	er 2011 company is looking for new empl tted? (multiple answers possible) Name	soicial media/ social networks on the internet [1] Label	Survey period	Survey frequency
2nd quarte B) If your of implemen No. 3.36) Wording	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question	soicial media/ social networks on the internet [1] Label	Survey period 2nd quarter 2011	Survey frequency once
2nd quarte B) If your implemen No. 3.36) Wording	company is looking for new emploted? (multiple answers possible) Name sf_2011q2_5 g of question er 2011	soicial media/ social networks on the internet [1] Label recruitment via personal contacts	Survey period	Survey frequency once
2nd quarte B) If your implemen No. 3.36) Wording 2nd quarte B) If your a	company is looking for new empleted? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new empl	soicial media/ social networks on the internet [1] Label recruitment via personal contacts	Survey period 2nd quarter 2011	Survey frequency once
2nd quarte B) If your implemen No. 3.36) Wording 2nd quarte B) If your implement	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly	Survey period 2nd quarter 2011	Survey frequency once
2nd quarte B) If your implemen No. 3.36) Wording 2nd quarte B) If your	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	soicial media/ social networks on the internet [1] Label recruitment via personal contacts	Survey period 2nd quarter 2011	Survey frequency once
2nd quarte B) If your implemen No. 3.36) Wording 2nd quarte B) If your a	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly	Survey period 2nd quarter 2011	Survey frequency once
2nd quarter B) If your nimplemen No. 3.36) Wording 2nd quarter implemen	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1]	Survey period 2nd quarter 2011 Further informatio	Survey frequency once
2nd quarter B) If your notes that the second of the second	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly	Survey period 2nd quarter 2011	Survey frequency once
2nd quarter No. 3.36) Wording 2nd quarter implemen No.	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible) Name	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1]	Survey period 2nd quarter 2011 Further informatio Survey period	Survey frequency once n Survey frequency
2nd quarter B) If your implemen No. 3.36) Wording 2nd quarter B) If your implemen	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible)	Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1]	Survey period 2nd quarter 2011 Further informatio	Survey frequency once
2nd quarter B) If your unimplemen No. 3.36) Wording 2nd quarter B) If your unimplemen No. 3.37)	company is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible) Name	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1]	Survey period 2nd quarter 2011 Further informatio Survey period	Survey frequency once n Survey frequency
2nd quarter B) If your unplemen No. 3.36) Wording 2nd quarter B) If your unplemen No. 3.37)	nompany is looking for new empleted? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new empleted? (multiple answers possible) Name sf_2011q2_6 g of question	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1]	Survey period 2nd quarter 2011 Further informatio Survey period	Survey frequency once Survey frequency once
2nd quartet B) If your unimplemen No. 3.36) Wording 2nd quartet No. 2nd quartet 2nd quartet 2nd quartet	ncompany is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible) Name sf_2011q2_6 g of question er 2011	Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1] Label recruitment via universities	Survey period 2nd quarter 2011 Further informatio Survey period 2nd quarter 2011	Survey frequency once Survey frequency once
2nd quartet B) If your on No. 3.36) Wording Implemen No. Wording Wording Implemen No. 3.37)	ncompany is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible) Name sf_2011q2_6 g of question er 2011	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1] Label recruitment via universities	Survey period 2nd quarter 2011 Further informatio Survey period 2nd quarter 2011	Survey frequency once Survey frequency once
2nd quarte B) If your (No. 3.36) Wording In your (No. No. 2nd quartet No.	ncompany is looking for new emplited? (multiple answers possible) Name sf_2011q2_5 g of question er 2011 company is looking for new emplited? (multiple answers possible) Name sf_2011q2_6 g of question er 2011 company is looking for new emplited? (multiple answers possible) company is looking for new emplited? (multiple answers possible)	soicial media/ social networks on the internet [1] Label recruitment via personal contacts loyees, which measures of recruitment are predominantly personal contacts [1] Label recruitment via universities	Survey period 2nd quarter 2011 Further informatio Survey period 2nd quarter 2011	Survey frequency once Survey frequency once

	lo.	Name	Label	Survey period		Survey frequency
2.	20)	sf_2011q2_7	the set of federal and services.	2nd quarter 2011		once
3.3	38)	31_201142_/	recruitment via federal employment agency	zna quarter zorr		once
W	Vording o	of question				
2n	nd quarter 2	2011			Further information	
в)) If your con	mpany is looking for new employe	ees, which measures of recruitment are predominantly			
		d? (multiple answers possible)	, , , , , , , , , , , , , , , , , , ,			
		fed	leral employment agency [1]			
N	lo.	Name	Label	Survey period		Survey frequency
3.3	39)	sf_2011q2_8	recruitment via recruitment events/ fairs	2nd quarter 2011		once
3	.55)	31_E0114E_0	reconstruction reconstruction (and	zna quarter zozz		Office
W	Vording o	of question				
2n	nd quarter 2	2011			Further information	
в)) If your con	mpany is looking for new employe	ees, which measures of recruitment are predominantly			
		d? (multiple answers possible)				
			the set of			
		reci	rruitment events/fairs [1]			
					1	
N	lo.	Name	Label	Survey period		Survey frequency
3.4	.40)	sf_2011q3_1	demand of applicants from Greece as compared	3rd quarter 2011		once
	,	4	to the past	4		
W	Vording o	of question				
31	rd quarter 2	011			Further information	
в)) Do you ser	nse a <u>changed</u> demand of applicar	nts from the following EU countries - in the light of			
		c problems in some EU countries -				
		the describer of the control of the				
		the demand of applicants from G	reece as compared to the past			
		increased ur	nchanged decreased			
		[1]	[2] [3]			
_						
N	lo.	Name	Label	Survey period		Survey frequency
N	lo.	Name	Label	Survey period		Survey frequency
				Survey period 3rd quarter 2011		Survey frequency once
		Name sf_2011q3_2	Label demand of applicants from Ireland as compared to the past			
3.4	41)		demand of applicants from Ireland as compared			
3.4 W	⁴¹⁾ Vording o	sf_2011q3_2 of question	demand of applicants from Ireland as compared			
3.4 W	41)	sf_2011q3_2 of question	demand of applicants from Ireland as compared		Further information	
3.4 W	41) Vording o	sf_2011q3_2 of question	demand of applicants from Ireland as compared to the past		Further information	
3.4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of		Further information	
3.4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 ose a changed demand of applicar	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of		Further information	
3.4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 onse a changed demand of applicar c problems in some EU countries -	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of -as of late?		Further information	
3,4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 ose a changed demand of applicar	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of -as of late?		Further information	
3,4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question on on on on on on on on on	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of -as of late?		Further information	
3,4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question on on on on on on on on on	demand of applicants from Ireland as compared to the past nts from the following EU countries - in the light of -as of late? reland as compared to the past		Further information	
3.4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 onse a changed demand of applicate problems in some EU countries— the demand of applicants from Ir increased ur	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of - as of late? The land as compared to the past Inchanged decreased		Further information	
3,4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 onse a changed demand of applicate problems in some EU countries— the demand of applicants from Ir increased ur	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of - as of late? The land as compared to the past Inchanged decreased		Further information	
3,4 W	41) Vording o rd quarter 2	sf_2011q3_2 of question 011 onse a changed demand of applicate problems in some EU countries- the demand of applicants from Ir	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of - as of late? The land as compared to the past Inchanged decreased		Further information	
3,4 W	Vording o	sf_2011q3_2 of question 011 onse a changed demand of applicate problems in some EU countries- the demand of applicants from Ir	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of - as of late? The land as compared to the past Inchanged decreased		Further information	
3.4 W	Vording o	sf_2011q3_2 of question 011 nse a changed demand of applicar c problems in some EU countries the demand of applicants from ir increased [1]	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of as of late? Treland as compared to the past Inchanged decreased [3]	3rd quarter 2011	Further information	once
3.4 W	Vording o	sf_2011q3_2 of question one a changed demand of applicate problems in some EU countries the demand of applicants from Ir increased [1] Name	demand of applicants from Ireland as compared to the past Ints from the following EU countries - In the light of -as of late? The compared to the past countries - In the light of -as compared to the past -achanged [3] Label	3rd quarter 2011 Survey period	Further information	once Survey frequency
3.4 W	Vording o	sf_2011q3_2 of question 011 nse a changed demand of applicar c problems in some EU countries the demand of applicants from ir increased [1]	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? The land as compared to the past compared to	3rd quarter 2011	Further information	once
3.4 WW 3rrs and 3.4 WW No. No. No. 3.4 WW NO	441) ording of duarter 2 Do you sere economic	sf_2011q3_2 of question one a changed demand of applicate problems in some EU countries the demand of applicants from Ir increased [1] Name	demand of applicants from Ireland as compared to the past Ints from the following EU countries - In the light of -as of late? The compared to the past countries - In the light of -as compared to the past -achanged [3] Label	3rd quarter 2011 Survey period	Further information	once Survey frequency
3.4 WW	41) Vording of duarter 2 J Do you see economic	sf_2011q3_2 of question one a changed demand of applicate problems in some EU countries the demand of applicants from Ir increased [1] Name sf_2011q3_3	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? The land as compared to the past compared to	3rd quarter 2011 Survey period		once Survey frequency
3.4 WW	441) ording of duarter 2 Do you sere economic	sf_2011q3_2 of question one a changed demand of applicate problems in some EU countries the demand of applicants from Ir increased [1] Name sf_2011q3_3	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? The land as compared to the past compared to	3rd quarter 2011 Survey period	Further information Further information	once Survey frequency
3.4 WW	Vording of duarter 2	sf_2011q3_2 of question 011 nse a changed demand of applicant problems in some EU countries— the demand of applicants from Ir increased [1] Name sf_2011q3_3 of question 011	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of as of late? The land as compared to the past compared to t	3rd quarter 2011 Survey period		once Survey frequency
3.4 WW Since the second secon	Vording of quarter 2) Do you see economia vording of quarter 2 Vording of quarter 2 d quarter 2	sf_2011q3_2 of question on onse a changed demand of applicar c problems in some EU countries the demand of applicants from Ir increased [1] Name sf_2011q3_3 of question on on on on on on on on on	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? Teland as compared to the past Inchanged [2] Label Label demand of applicants from Italy as compared to the past	3rd quarter 2011 Survey period		once Survey frequency
3.4 WW Since the second secon	Vording of quarter 2) Do you see economia vording of quarter 2 Vording of quarter 2 d quarter 2	sf_2011q3_2 of question 011 nse a changed demand of applicant problems in some EU countries— the demand of applicants from Ir increased [1] Name sf_2011q3_3 of question 011	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? Teland as compared to the past Inchanged [2] Label Label demand of applicants from Italy as compared to the past	3rd quarter 2011 Survey period		once Survey frequency
3.4 WW Since the second secon	Vording of quarter 2) Do you see economia vording of quarter 2 Vording of quarter 2 d quarter 2	sf_2011q3_2 of question on onse a changed demand of applicar c problems in some EU countries the demand of applicants from Ir increased [1] Name sf_2011q3_3 of question on on on on on on on on on	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? Teland as compared to the past Inchanged [2] Label Label demand of applicants from Italy as compared to the past	3rd quarter 2011 Survey period		once Survey frequency
3.4 WW Since the second secon	Vording of quarter 2) Do you see economia vording of quarter 2 Vording of quarter 2 d quarter 2	sf_2011q3_2 of question on onse a changed demand of applicar c problems in some EU countries the demand of applicants from Ir increased [1] Name sf_2011q3_3 of question on on on on on on on on on	demand of applicants from Ireland as compared to the past Ints from the following EU countries - in the light of -as of late? The land as compared to the past inchanged [3] Label Label demand of applicants from Italy as compared to the past inchanged for the past inchanged [4] demand of applicants from Italy as compared to the past inchanged for the past inchanged inchanged for the past inchanged for	3rd quarter 2011 Survey period		once Survey frequency

	increased unchan	decreased [3]			
No.	Name	Label	Survey period	_	Survey frequency
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared	3rd quarter 2011		once
Wording	of question	to the past			
3rd quarter	2011			Further information	
R) Do you s	ense a changed demand of annicants fro	om the following EU countries - in the light of			
	nic problems in some EU countries - as of				
	the demand of applicants from Portug	al as compared to the past			
	increased unchan	ged decreased [3]			
		[3]			
No.	Name	Label	Survey period		Survey frequency
			.,,,.		
3.44)	sf_2011q3_5	demand of applicants from Spain as compared	3rd quarter 2011		once
Wording	of question	to the past			
3rd quarter				Further information	
				ruther information	
	ense a <u>changed</u> demand of applicants fro nic problems in some EU countries - as of	om the following EU countries - in the light of late?			
	the demand of applicants from Spanier	n as compared to the past			
	increased unchan	ged decreased			
	[1] [2]	[3]			
	**				
No.	Name	Label	Survey period		Survey frequency
3.45)					
	sf 2011q4 1	relevance of regulations on approval of foreign	4th quarter 2011		once
Wording	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	4th quarter 2011		once
	of question		4th quarter 2011		once
Wording 4th quarter	of question		4th quarter 2011	Further information	once
4th quarter	of question		4th quarter 2011		once
4th quarter	of question	vocational education (y/n)	4th quarter 2011	Further information *Regulations as of mid October 2011	once
4th quarter	of question	vocational education (y/n) egulations* on approval of foreign vocational education?	4th quarter 2011		once
4th quarter	of question 2011 ur company feel affected by the current regulations are relevant	vocational education (y/n) egulations* on approval of foreign vocational education?	4th quarter 2011		once
4th quarter	of question 2011 company feel affected by the current in	vocational education (y/n) egulations* on approval of foreign vocational education?	4th quarter 2011		once
4th quarter	of question 2011 ur company feel affected by the current regulations are relevant	vocational education (y/n) egulations* on approval of foreign vocational education? [1]			
4th quarter	of question 2011 ur company feel affected by the current regulations are relevant	vocational education (y/n) egulations* on approval of foreign vocational education?	4th quarter 2011 Survey period		once Survey frequency
4th quarter B) Does you No.	of question 2011 2011 ur company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] vant [2] Label	Survey period		Survey frequency
Ath quarter B) Does you No. 3.46)	of question 2011 ur company feel affected by the current of regulations are relevant of regulations are not relevant of regu	vocational education (y/n) egulations* on approval of foreign vocational education? [1]			
Ath quarter B) Does you No. 3.46)	of question 2011 2011 ur company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign	Survey period		Survey frequency
Ath quarter B) Does you No. 3.46)	of question 2011 ur company feel affected by the current of regulations are relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign	Survey period		Survey frequency
No. No. 3.46) Wording	of question 2011 2011 Ir company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. No. 3.46) Wording	of question 2011 2011 Ir company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction)	Survey period	*Regulations as of mid October 2011	Survey frequency
No. No. 3.46) Wording	of question 2011 2011 Ir company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations. Name Sf_2011q4_2 of question 2011	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. No. 3.46) Wording	of question 2011 2011 Ir company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations.	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. No. 3.46) Wording	of question 2011 2011 Ir company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations. Name Sf_2011q4_2 of question 2011	vocational education (y/n) egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. No. 3.46) Wording	regulations are relevant regulations are not relevant regulations are relevant regulations regulatio	egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. 3.46) Wording	of question 2011 ur company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are relevant regulations r	egulations* on approval of foreign vocational education? [1] rant [2] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency
No. No. Wording	of question 2011 ur company feel affected by the current of regulations are relevant regulations are not relevant regulations are not relevant regulations are not relevant regulations are relevant regulations r	egulations* on approval of foreign vocational education? [1] Label relevance of regulations on approval of foreign vocational education (direction) egulations* on approval of foreign vocational education?	Survey period	*Regulations as of mid October 2011 Further information	Survey frequency

3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as	1st quarter 2012	once
Wording	g of question	compared to end of 2011		
1st quarter	2012		Fu	rther information
	the number of employees in your company			
In the nu	umber of employees in our company is goin	ng to be		
	1st half year 2012			
	as compared to end of 2011			
	higher [1]			
	unchanged [2]			
	anchanges (2)			
	lower [3]			
	cannot be stated [4]			
No.	Name	Label	Survey period	Survey frequency
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as	1st quarter 2012	once
Wording	g of question	compared to 1st half		
1st quarter	2012		Fu	rther information
	the number of employees in your company			
In the nu	umber of employees in our company is goin	ng to be		
	2nd half year 2012			
	as compared to end of 1st half year 2012	2		
	higher [1]			
	unchanged [2]			
	lower [3]			
	cannot be stated [4]			
	cannot be stated [4]			
	cannot be stated [4]			
No.	cannot be stated [4] Name	Label	Survey period	Survey frequency
No.	Name	Label		Survey frequency
		development of staff size in 2013 as compared	Survey period 1st quarter 2012	Survey frequency once
3.49)	Name			
3.49) Wording	Name sf_2012q1_3 of question	development of staff size in 2013 as compared	1st quarter 2012	once
3.49) Wording	Name sf_2012q1_3 of question	development of staff size in 2013 as compared	1st quarter 2012	
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 higher [1]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 higher [1]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
1st quarter	Name sf_2012q1_3 g of question 2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
3.49) Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question 2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3]	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
Wording 1st quarter B) How is t	Name sf_2012q1_3 g of question r2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012 ingher [1] unchanged [2] lower [3] cannot be stated [4]	development of staff size in 2013 as compared to the end of 2012 likely to be changed?	1st quarter 2012	once surther information
Wording 1st quarter B) How is the number of the number o	Name sf_2012q1_3 g of question r2012 the number of employees in your company is goin forecast for the year 2013 as compared to end of 2012	development of staff size in 2013 as compared to the end of 2012 likely to be changed?	1st quarter 2012	once surther information
Wording 1st quarter B) How is t In the nu	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1	development of staff size in 2013 as compared to the end of 2012 likely to be changed? Ig to be	1st quarter 2012 Fu Survey period	once wher information Survey frequency
Wording 1st quarter B) How is the number of the number o	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question	development of staff size in 2013 as compared to the end of 2012 likely to be changed? Ig to be	Survey period 2nd quarter 2012	once wher information Survey frequency once
Wording 1st quarter B) How is the number of the number o	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question	development of staff size in 2013 as compared to the end of 2012 likely to be changed? Ig to be	Survey period 2nd quarter 2012	once wher information Survey frequency
Wording 1st quarter B) How is ti in the nu No. 3.50) Wording 2nd quarte	Name sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question	development of staff size in 2013 as compared to the end of 2012 likely to be changed? Ig to be Label flexible working hours via gliding time	Survey period 2nd quarter 2012	once wher information Survey frequency once
No. No. 3.50) Wording 1st quarter B) How is the nu No. 2nd quarter B) The com Which me	sf_2012q1_3 g of question 2012 the number of employees in your company amber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question or 2012 apatibility of family and work is an importan assures of flexible organisation of working the state of the s	development of staff size in 2013 as compared to the end of 2012 likely to be changed? g to be Label flexible working hours via gliding time	Survey period 2nd quarter 2012	once wher information Survey frequency once
No. No. 3.50) Wording 1st quarter B) How is the number of the numbe	sf_2012q1_3 g of question 2012 the number of employees in your company umber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question or 2012 apatibility of family and work is an importate of the property of the propert	development of staff size in 2013 as compared to the end of 2012 likely to be changed? g to be Label flexible working hours via gliding time	Survey period 2nd quarter 2012	once wher information Survey frequency once
No. No. 3.50) Wording 1st quarter B) How is the nu No. 2nd quarter B) The com Which me	sf_2012q1_3 g of question 2012 the number of employees in your company amber of employees in our company is goin forecast for the year 2013 as compared to end of 2012 higher [1] unchanged [2] lower [3] cannot be stated [4] Name sf_2012q2_1 g of question or 2012 apatibility of family and work is an importan assures of flexible organisation of working the state of the s	development of staff size in 2013 as compared to the end of 2012 likely to be changed? g to be Label flexible working hours via gliding time	Survey period 2nd quarter 2012	once wher information Survey frequency once

3.51)	sf_2012q2_2	flexible working hours via homeoffice	2nd quarter 2012		once
Wording	g of question				
Which me	mpatibility of family and work is an imp easures of flexible organisation of work answers possible) homeoffice [1]			Further information	
No.	Name	Label	Survey period		Survey frequency
3.52)	sf_2012q2_3	flexible working hours via jobsharing	2nd quarter 2012		once
Wording	g of question				
2nd quarte	er 2012			Further information	
Which me	mpatibility of family and work is an imp easures of flexible organisation of work answers possible) jobsharing [1]				
No.	Name	Label	Current poriod		Current frequency
NO.	Name	Label	Survey period		Survey frequency
3.53)	sf_2012q2_4	flexible working hours via partial retirement	2nd quarter 2012		once
Wording	g of question				
Which me	mpatibility of family and work is an impeasures of flexible organisation of work			Further information	
B) The cor Which me	mpatibility of family and work is an imp	ing time does your company offer?		Further information	
B) The cor Which me (multiple :	mpatibility of family and work is an imp easures of flexible organisation of work answers possible) partial retirement [1]	ing time does your company offer?		Further information	Cupurfoculance
B) The cor Which me	mpatibility of family and work is an imp easures of flexible organisation of work answers possible)	ing time does your company offer?	Survey period	Further information	Survey frequency
B) The cor Which me (multiple :	mpatibility of family and work is an imp easures of flexible organisation of work answers possible) partial retirement [1]	ing time does your company offer?		Further information	Survey frequency once
B) The cor Which me (multiple :	mpatibility of family and work is an imp easures of flexible organisation of work answers possible)	ing time does your company offer?	Survey period	Further information	
B) The cor Which me (multiple :	mpatibility of family and work is an impeasures of flexible organisation of work answers possible) partial retirement [1] Name sf_2012q2_5 g of question	ing time does your company offer?	Survey period 2nd quarter 2012	Further information	
No. 3.54) Wording 2nd quarte B) The cor Which me	mpatibility of family and work is an impeasures of flexible organisation of work answers possible) partial retirement [1] Name sf_2012q2_5 g of question	ing time does your company offer? Label flexible working hours via freelancing ortant subject for many employees.	Survey period 2nd quarter 2012		
No. 3.54) Wording 2nd quarte B) The cor Which me	mpatibility of family and work is an impeasures of flexible organisation of work answers possible) partial retirement [1] Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impeasures of flexible organisation of work answers possible)	ing time does your company offer? Label flexible working hours via freelancing ortant subject for many employees.	Survey period 2nd quarter 2012		
No. 3.54) Wording 2nd quarte B) The cor Which me	mpatibility of family and work is an impeasures of flexible organisation of work answers possible) partial retirement [1] Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impeasures of flexible organisation of work answers possible)	ing time does your company offer? Label flexible working hours via freelancing ortant subject for many employees.	Survey period 2nd quarter 2012		
B) The cor Which mm (multiple : No. 3.54) Wording 2nd quarte B) The cor Which mm (multiple :	mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Partial retirement [1] Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) freelancing [1]	Label flexible working hours via freelancing ortant subject for many employees. ling time does your company offer?	Survey period 2nd quarter 2012		once
B) The core which me (multiple is a second of the core	mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Dartial retirement [1] Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) freelancing [1]	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer?	Survey period 2nd quarter 2012 Survey period		once Survey frequency
B) The core which me (multiple is a second of the core	mpatibility of family and work is an impeasures of flexible organisation of work answers possible)	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer?	Survey period 2nd quarter 2012 Survey period 2nd quarter 2012		once Survey frequency
B) The core Which multiple No. 3.54) Wording 2nd quartet Which multiple 2nd quartet Wording 2nd quartet No. 2nd quartet No.	mpatibility of family and work is an impeasures of flexible organisation of work answers possible)	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer? Label flexible working hours via working-time accounts	Survey period 2nd quarter 2012 Survey period 2nd quarter 2012	Further information	once Survey frequency
B) The core Which multiple No. 3.54) Wording 2nd quartet Which multiple 2nd quartet Wording 2nd quartet No. 2nd quartet No.	mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) freelancing [1] Name sf_2012q2_6 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) mpatibility of family and work is an impleasures of flexible organisation of work answers possible)	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer? Label flexible working hours via working-time accounts	Survey period 2nd quarter 2012 Survey period 2nd quarter 2012	Further information	once Survey frequency
B) The core Which multiple No. 3.54) Wording 2nd quartet Which multiple 2nd quartet Wording 2nd quartet No. 2nd quartet No.	mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) freelancing [1] Name sf_2012q2_6 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) mpatibility of family and work is an impleasures of flexible organisation of work answers possible)	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer? Label flexible working hours via working-time accounts	Survey period 2nd quarter 2012 Survey period 2nd quarter 2012	Further information	once Survey frequency
B) The core Which multiple: No. 3.54) Wording 2nd quarter (multiple: No. No. No. 1.55) Wording (multiple: 2nd quarter	mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Name sf_2012q2_5 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) Name sf_2012q2_6 g of question er 2012 mpatibility of family and work is an impleasures of flexible organisation of work answers possible) mpatibility of family and work is an impleasures of flexible organisation of work answers possible) working-time account	Label flexible working hours via freelancing ortant subject for many employees. ing time does your company offer? Label flexible working hours via working-time accounts ortant subject for many employees. ing time does your company offer?	Survey period 2nd quarter 2012 Survey period 2nd quarter 2012	Further information	Survey frequency once

2nd quarte	ter 2012			Further information
	mpatibility of family and work is an importa			
	easures of flexible organisation of working answers possible)	time does your company offer?		
	sabbatical [1]			
	Sabbaucai[1]			
No.	Name	Label	Survey period	Survey frequency
3.57)	sf_2012q2_8	flexible working hours via other measures	2nd quarter 2012	once
Wording	g of question			
2nd quarte	ter 2012			Further information
B) The cor	mpatibility of family and work is an importa	ant subject for many employees.		
	easures of flexible organisation of working answers possible)	time does your company offer?		
	other measures [1]			
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	g of question	,		
3rd quarte	er 2012			Further information
B) Does th	he Euro-crisis affect the personnel planning	of your company during the next 6 months?		
	yes [1]	no[2]		
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				
	g of question			
3rd quarte				Further information
	er 2012	of your company during the next 6 months?		Further information
	er 2012	of your company during the next 6 months?		Further information
	er 2012 he Euro-crisis affect the personnel planning	of your company during the next 6 months?		Further information
	er 2012	of your company during the next 6 months?		Further information
	er 2012 the Euro-crisis affect the personnel planning yes If yes:	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of	of your company during the next 6 months? femployees in our company is likely to undergo a		Further information
	er 2012 the Euro-crisis affect the personnel planning yes If yes:	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number	no		Eurther information
	re 2012 the Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] slight reduction [2]	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] slight reduction [2] almost no change [3] slight increase [4]	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of slight reduction [1] slight reduction [2] almost no change [3] slight increase [4]	no		Further information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] slight reduction [2] almost no change [3] slight increase [4]	no		Eurther information
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of slight reduction [1] slight reduction [2] almost no change [3] slight increase [4]	no		Further information
B) Does th	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] slight reduction [2] almost no change [3] slight increase [4] strong increase [5] cannot be stated [6]	no of employees in our company is likely to undergo a		
	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of slight reduction [1] slight reduction [2] almost no change [3] slight increase [4]	no	Survey period	Further information Survey frequency
B) Does th	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number	no of employees in our company is likely to undergo a Label		Survey frequency
No. 3.60)	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] slight reduction [2] almost no change [3] slight increase [4] strong increase [5] cannot be stated [6] Name	no of employees in our company is likely to undergo a	Survey period 4th quarter 2012	
No. 3.60)	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number	no of employees in our company is likely to undergo a Label reaction to economic slowdown, w.r.t		Survey frequency
No. 3.60)	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] almost no change [3] slight increase [4] strong increase [5] cannot be stated [6] Name sf_2012q4_1 g of question	no of employees in our company is likely to undergo a Label reaction to economic slowdown, w.r.t		Survey frequency
No. No. 4th quarte	he Euro-crisis affect the personnel planning yes If yes: because of the Euro-crisis the number of strong reduction [1] almost no change [3] slight reduction [2] almost no change [4] strong increase [5] cannot be stated [6] Name sf_2012q4_1 g of question	no of employees in our company is likely to undergo a Label reaction to economic slowdown, w.r.t		Survey frequency once

	working-time accounts			
	reduction [1]			
	no change [2]			
	increase [3]			
	not applicable [4]			
No.	Name	Label	Survey period	Survey frequency
140.	Name	Lauci	Survey periou	Survey frequency
3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t	4th quarter 2012	once
Wording	g of question	temporary contracts		
4th quarte	er 2012			Further information
		onomy is (further) weakening in the next half year		
(multiple a	answers possible)			
	temporary contracts			
	reduction [1]			
	no change [2]			
	increase [3]			
	not applicable [4]			
No.	Name	Label	Survey period	Survey frequency
3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t	4th quarter 2012	once
Wording	g of question	agency workers		
4th quarte	er 2012			Further information
		onomy is (further) weakening in the next half year		Further information
		onomy is (further) weakening in the next half year		Further information
B) How is	your company going to ract in case the ecc answers possible)	onomy is (further) weakening in the next half year		Further information
B) How is	your company going to ract in case the ecc answers possible) agency workers	onomy is (further) weakening in the next half year		Further information
B) How is	your company going to ract in case the ecc answers possible)	onomy is (further) weakening in the next half year		Further information
B) How is	your company going to ract in case the ecc answers possible) agency workers	onomy is (further) weakening in the next half year		Further information
B) How is	ayour company going to ract in case the ecc answers possible) agency workers reduction [1]	onomy is (further) weakening in the next half year		Further information
B) How is	agency workers reduction [1] no change [2]	onomy is (further) weakening in the next half year		Further information
B) How is	agency workers reduction [1] no change [2]	onomy is (further) weakening in the next half year		Further information
B) How is	agency workers reduction [1] no change [2]	onomy is (further) weakening in the next half year	Survey period	Further information Survey frequency
B) How is (multiple a	agency workers agency workers reduction [1] no change [2] increase [3] Name			
B) How is (multiple a	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name	Label	Survey period 4th quarter 2012	Survey frequency
B) How is (multiple a)	agency workers agency workers reduction [1] no change [2] increase [3] Name sf_2012q4_4 g of question	Label reaction to economic slowdown, w.r.t		Survey frequency once
No. No. 4th quarter	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 g of question er 2012	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency
No. No. 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 g of question er 2012	Label reaction to economic slowdown, w.r.t		Survey frequency once
No. No. 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 ag of question er 2012	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 ag of question er 2012	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. Wording 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 g of question er 2012 your company going to ract in case the eccanswers possible)	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. Wording 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 ag of question er 2012 your company going to ract in case the eccanswers possible)	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. Wording 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 g of question er 2012 your company going to ract in case the eccanswers possible) core workforce reduction [1]	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 g of question er 2012 core workforce reduction [1] no change [2] increase [3]	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once
No. No. 4th quarte	agency workers agency workers reduction [1] no change [2] increase [3] not applicable [4] Name sf_2012q4_4 ag of question er 2012 vour company going to ract in case the eccanswers possible) core workforce reduction [1] no change [2]	Label reaction to economic slowdown, w.r.t core workforce		Survey frequency once

3.64) sf_2012q	4_3	reaction to economic slowdown, w.r.t	4th quarter 2012		once
Wording of question		extra hours			
4th quarter 2012				Further information	
B) How is your company g	oing to ract in case the econo	my is (further) weakening in the next half year			
(multiple answers possible					
extra hours					
extra riours	_				
	reduction [1]				
	no change [2]				
	increase [3]				
	not applicable [4]				
No. Name		Label	Survey period		Survey frequency
3.65) sf 2012q	1.6	reaction to aconomic cloudown, w.r.t.	4th quarter 2012		once
		reaction to economic slowdown, w.r.t short-time work	4tii quartei 2012		Office
Wording of question					
4th quarter 2012				Further information	
		my is (further) weakening in the next half year			
(multiple answers possible	·)				
short-time v	vork				
	reduction [1]				
	no change [2]				
	=				
	increase [3]				
	not applicable [4]				
No Namo		Lahal	Curvey period		Survey frequency
No. Name		Label	Survey period		Survey frequency
No. Name 3.66) sf_2013q	1_1	demand of applicants from Greece during last	Survey period 1st quarter 2013		Survey frequency once
3.66) sf_2013q		demand of applicants from Greece during last		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013		demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013	applicants from the followin,	demand of applicants from Greece during last		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the followin,	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? pplicants from Greece	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? pplicants from Greece reduction [1] no change [2]	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? pplicants from Greece reduction [1] no change [2] increase [3]	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? pplicants from Greece reduction [1] no change [2]	demand of applicants from Greece during last 12 months		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? pplicants from Greece reduction [1] no change [2] increase [3]	demand of applicants from Greece during last 12 months	1st quarter 2013	Further information	once
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of :	applicants from the following months? pplicants from Greece reduction [1] no change [2] increase [3]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems -		Further information	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of :	applicants from the following months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last	1st quarter 2013	Further information	once
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 6	applicants from the followin, months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems -	1st quarter 2013 Survey period	Further information	once Survey frequency
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of change during the last 12 demand of change during the last 12 separate to the demand of change during the last 12 applicants from the followin, months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last	1st quarter 2013 Survey period	Further information Further information	once Survey frequency	
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 5. No. Name 3.67) sf_2013q Wording of question 1st quarter 2013	applicants from the following months? pplicants from Greece reduction [1] no change [2] Increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last	1st quarter 2013 Survey period		once Survey frequency
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 5. No. Name 3.67) sf_2013q Wording of question 1st quarter 2013	applicants from the followin months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last 12 months	1st quarter 2013 Survey period		once Survey frequency
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 5: No. Name 3.67) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the followin months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last 12 months	1st quarter 2013 Survey period		once Survey frequency
3.66) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 5: No. Name 3.67) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12	applicants from the following months? production [1] no change [2] increase [3] not applicable [4] 1_2 applicants from the following months?	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last 12 months	1st quarter 2013 Survey period		once Survey frequency
Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 demand of 3.67) No. Name 3.67) sf_2013q Wording of question 1st quarter 2013 B) How did the demand of change during the last 12 change during the last 12	applicants from the followin months? pplicants from Greece reduction [1] no change [2] increase [3] not applicable [4] 1_2 applicants from the followin months? pplicants from Ireland	demand of applicants from Greece during last 12 months g EU countries - in the light of the economic problems - Label demand of applicants from Ireland during last 12 months	1st quarter 2013 Survey period		once Survey frequency

No.					
140.	Name	Label	Survey period		Survey frequency
3.68)	sf 2013q1 3	demand of applicants from Italy during last	1st quarter 2013		once
	g of question	12 months	13t quarter 2015		Office
				Fronth as Information	
1st quarte				Further information	
	id the demand of applicants from the follouring the last 12 months?	owing EU countries - in the light of the economic problems -			
	demand of applicants from Italy				
	reduction [1]				
	no change [2]				
	increase [3]				
	not applicable [4]				
No.	Name	Label	Survey period		Survey frequency
3.69)	sf_2013q1_4	demand of applicants from Portugal during last	1st quarter 2013		once
Wordin	g of question	12 months			
1st quarte	er 2013			Further information	
		owing EU countries - in the light of the economic problems -			
change du	uring the last 12 months?				
	demand of applicants from Portugal				
	reduction [1]				
	no change [2]				
	increase [3]				
	not applicable [4]				
	not applicable [4]				
No.	not applicable [4]	Label	Survey period		Survey frequency
	Name				
3.70)	Name sf_2013q1_5	Label demand of applicants from Spain during last 12 months	Survey period 1st quarter 2013		Survey frequency
3.70) Wordin	Name sf_2013q1_5 g of question	demand of applicants from Spain during last			
3.70) Wordin	Name sf_2013q1_5 g of question er 2013	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013	demand of applicants from Spain during last		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the follo	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question pr 2013 d the demand of applicants from the follouring the last 12 months?	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the follouring the last 12 months? demand of applicants from Spain	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folk uring the last 12 months? demand of applicants from Spain reduction [1] no change [2]	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the follouring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3]	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folk uring the last 12 months? demand of applicants from Spain reduction [1] no change [2]	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte B) How di	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folkeuring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3]	demand of applicants from Spain during last 12 months bowing EU countries - in the light of the economic problems -	1st quarter 2013	Further information	once
3.70) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the follouring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3]	demand of applicants from Spain during last 12 months		Further information	
3.70) Wordin 1st quarte B) How di	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folkeuring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3]	demand of applicants from Spain during last 12 months wing EU countries - in the light of the economic problems - Label actively searching for applicants form	1st quarter 2013	Further information	once
Wordin 1st quarte B) How di change dt	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folic uring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3] not applicable [4]	demand of applicants from Spain during last 12 months owing EU countries - in the light of the economic problems -	1st quarter 2013 Survey period	Further information	once Survey frequency
Wordin 1st quarte B) How di change dt	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folicy uring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3] not applicable [4] Name sf_2013q1_6 g of question	demand of applicants from Spain during last 12 months wing EU countries - in the light of the economic problems - Label actively searching for applicants form	1st quarter 2013 Survey period	Further information Further information	once Survey frequency
Wordin 1st quarte B) How di change di Wordin No. 3.71) Wordin 1st quarte	Name sf_2013q1_5 g of question er 2013 id the demand of applicants from the folic uring the last 12 months? demand of applicants from Spain reduction [1] no change [2] increase [3] not applicable [4] Name sf_2013q1_6 g of question er 2013	demand of applicants from Spain during last 12 months wing EU countries - in the light of the economic problems - Label actively searching for applicants form	1st quarter 2013 Survey period		once Survey frequency

	yes [1]	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				
2nd quarte	r 2013			Further information	
B) Are you	planning to change the number of part-ti	me jobs until the end of 2014?			
	We are planning to the supply of par	:-time jobs next year			
	increase [1]				
	no change [2]				
	reduction[3]				
	no part-time jobs [4]				
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
Nording	of question				
2nd quarte	r 2013			Further information	
B) Are you	planning to change the number of part-ti	me jobs until the end of 2014?			
	During the last 2 to 3 years we have 1	he number of part-time jobs			
	increase [1]				
	no change [2]				
	reduction[3]				
	no part-time jobs [4]				
No.	Name	Label	Survey period		Survey frequency
2 74)	cf 2012a2 1	home office employment is part of company y	3rd quarter 2013		once
	sf_2013q3_1	home-office employment is part of company x organisation	3rd quarter 2013		once
Wording	of question		3rd quarter 2013	Eurther information	once
Wording 3rd quarter	of question	organisation	3rd quarter 2013	Further information	once
Wording 3rd quarter	of question	organisation	3rd quarter 2013	Further information	once
Wording 3rd quarter	of question	organisation	3rd quarter 2013	Further information	once
Wording Brd quarter	of question 2013 eeoffice workstations part of your compan	organisation ny organisation?	3rd quarter 2013	Further information	once
Wording 3rd quarter 3) Are hom	of question 2013 eeoffice workstations part of your compan	organisation ny organisation?	3rd quarter 2013 Survey period	Further information	once Survey frequency
Wording 3rd quarter B) Are hom	reoffice workstations part of your comparation yes [1]	organisation? ny organisation? no [2] Label	Survey period	Further information	Survey frequency
3rd quarter B) Are hom No.	of question 2013 eeoffice workstations part of your company yes [1] Name sf_2013q3_2	organisation? ny organisation?		Further information	
Wording 3rd quarter B) Are hom No. 3.75) Wording	of question 2013 2013 2016 2017 2018	ny organisation? no [2] Label development of number of home-office	Survey period		Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	of question 2013 eeoffice workstations part of your company yes [1] Name sf_2013q3_2 of question	organisation? ny organisation? no [2] Label development of number of home-office employments during last 4-5 years	Survey period	Further information Further information	Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	of question 2013 2013 2016 2017 2018	organisation? ny organisation? no [2] Label development of number of home-office employments during last 4-5 years	Survey period		Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	of question 2013 eeoffice workstations part of your company yes [1] Name sf_2013q3_2 of question	organisation? ny organisation? no [2] Label development of number of home-office employments during last 4-5 years	Survey period		Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	of question 2013 2013 yes [1] Name sf_2013q3_2 of question 2013 seoffice workstations part of your company 2013	organisation? no [2] Label development of number of home-office employments during last 4-5 years	Survey period		Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	ves [1] Name sf_2013q3_2 of question ves [1] ves [1] ves [1]	organisation? no [2] Label development of number of home-office employments during last 4-5 years ny organisation?	Survey period		Survey frequency
Wording Brd quarter B) Are hom No. 3.75) Wording	ves [1] Name sf_2013q3_2 of question yes [1] ves [1] ves [1] ves [1]	organisation? no [2] Label development of number of home-office employments during last 4-5 years ny organisation?	Survey period		Survey frequency

No.	Name	Label	Survey period		Survey frequency
3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments	3rd quarter 2013		once
Wordin	g of question	by the end of 2014			
3rd quarte	r 2013			Further information	
B) Are hor	neoffice workstations part of your com	pany organisation?			
	yes	///////no			
	If yes:				
	As compared to the current state we	e are planning to the supply of homeoffice until the end of 2	2014		
	increased [1]				
	unchanged [2]				
	reduced [3]				
No.	Name	Label	Survey period		Survey frequency
No.					
	Name sf_2013q3_4	intend to introduce home-office employment	Survey period 3rd quarter 2013		Survey frequency once
3.77)					
3.77) Wording	sf_2013q3_4 g of question	intend to introduce home-office employment		Further information	
3rd quarte	sf_2013q3_4 g of question	intend to introduce home-office employment in the future		Further information	
3.77) Wording Brd quarte	sf_2013q3_4 g of question	intend to introduce home-office employment in the future		Further information	
3.77) Wording 3rd quarte	sf_2013q3_4 g of question	intend to introduce home-office employment in the future		Further information	
3.77) Wording Brd quarte	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com	intend to introduce home-office employment in the future pany organisation?		Further information	
3.77) Wording 3rd quarte	sf_2013q3_4 g of question pr 2013 meoffice workstations part of your com yes If no:	intend to introduce home-office employment in the future pany organisation?		Further information	
3.77) Wording Brd quarte	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com	intend to introduce home-office employment in the future pany organisation?		Further information	
3.77) Wording Brd quarte	sf_2013q3_4 g of question pr 2013 meoffice workstations part of your com yes If no:	intend to introduce home-office employment in the future pany organisation?		Further information	
3.77) Wording Brd quarte	sf_2013q3_4 g of question pr 2013 meoffice workstations part of your com yes If no:	intend to introduce home-office employment in the future pany organisation?		Further information	
Wording Grd quarte B) Are hos	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com we see planning to n Name	intend to introduce home-office employment in the future pany organisation? ewly offer homeoffice Label	3rd quarter 2013 Survey period	Further information	once Survey frequency
3.77) Wording Brd quarte	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com yes If no: We are planning to n	intend to introduce home-office employment in the future pany organisation? movement in the future	3rd quarter 2013	Further information	once
Wording Grd quarte B) Are hor	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com we see planning to n Name	intend to introduce home-office employment in the future pany organisation? ewly offer homeoffice Label euro crisis: impact on personnel planning	3rd quarter 2013 Survey period	Further information	once Survey frequency
Wording Wording Wording Wording Wording Wording	sf_2013q3_4 g of question rr 2013 rr 2013 yes If no: We are planning to n Name sf_2013q4_1 g of question	intend to introduce home-office employment in the future pany organisation? ewly offer homeoffice Label euro crisis: impact on personnel planning	3rd quarter 2013 Survey period	Further information Further information	once Survey frequency
Wording No. Wording Wording Wording	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com we are planning to n Name sf_2013q4_1 g of question rr 2013	intend to introduce home-office employment in the future pany organisation? ewly offer homeoffice Label euro crisis: impact on personnel planning	3rd quarter 2013 Survey period		once Survey frequency
Wording No. Wording Wording Wording	sf_2013q3_4 g of question rr 2013 meoffice workstations part of your com we are planning to n Name sf_2013q4_1 g of question rr 2013	intend to introduce home-office employment in the future pany organisation? ewly offer homeoffice Label euro crisis: impact on personnel planning next 6 months (y/n)	3rd quarter 2013 Survey period		once Survey frequency

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	g of question				
4th quarte	er 2013			Further information	
B) Does th	ne Euro-crisis affect the personnel planning	g of your company during the next 6 months?			
	Yes	no			
	<u>If yes:</u>				
	Because of the Euro-crisis the number	of employees in our company is likely to undergo a			
	strong re	duction [1]			
	slight red	uction [2]			
	no chang	e [3]			
	slight inco	rease [4]			
	strong in	crease [5]			
	cannot b	e stated [6]			
No.	Name	Label	Survey period		Survey frequency
			carro, parros		
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	1. quarter 2014		once
Wording	g of question				
1. quarter	2014			Further Information	
The coaliti	ion agreement declares the implementation	of the all-encompassing minimum wage starting from 1/1/2	2015.		
	vay will this affect the head count of your co ling economic cycle development)	mpany?			
Due to mi	nimum wage our personnel will presumab	lv			
Duc to III	2014	·,•.			
	[1] increase				
	[2] no change				
	[3] decrease				
	[4] no statement				
No.	Name	Label	Survey period		Survey frequency
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	1. quarter 2014		once
	g of question	minimum wage. Impact on personner starting 2013	1. quarter 2014		onec
	- ·				
1. quarter	2014			Further Information	
	ion agreement declares the implementation vay will this affect the head count of your co	of the all-encompassing minimum wage starting from $1/1/2$ mpany?	2015.		
(disregard	ling economic cycle development)				
Due to mi	nimum wage our personnel will presumab	ly			
	ab 2015				
	[1] increase				
	[2] no change				
	[3] decrease				
	[4] no statement				
No.	Name	Label	Survey period		Survey frequency
3.82)	sf 2014q2 1	early retirement: more early retirement expected	2. quarter 2014		once

					Further Information		
	2. quarter 20	014			Further Information		
	The federal g	government currently discusses regulations r	regarding retirement with 63 to allow for early entering ret	irement			
		uction presumably already from summer 20					
		ect early retirement to be utilised more fre ext two years compared to before?	quently in your company				
	during the n	text two years compared to before:					
		[1] yes					
		[a]					
		[2] no					
		[3] no statement					
	No.	Name	Label	Survey period	Survey frequency		
	1101	Heme	Laber	Survey period	Saire, nequency		
	3.83)	sf_2014q2_2	early retirement: expected shortage of personnel	2. quarter 2014	once		
	Wording	of question					
	Wording !	or question					
	2. quarter 20	014			Further Information		
		government currently discusses regulations r uction presumably already from summer 20:	regarding retirement with 63 to allow for early entering ret	irement			
	with no dead	action presumably aready from summer 20.	14011				
	Do you expe	ect early retirement to be utilised more fre	quently in your company				
	during the n	ext two years compared to before?					
	If yes: do yo	u expect shortage of personnel?					
	ii yes. uo yo	a expect shortage of personner:					
		[1] yes					
		[2]					
		[2] no					
		[3] no statement					
	No.	Name	Label	Survey period	Survey frequency		
	1101	Heme	Laber	Survey period	Saire, nequency		
	3.84)	sf_2014q3_1	obstacles to reach female quota in company	3. quarter 2014	once		
	Wording	of question					
	Wording	of question					
	Wording of				Further Information		
	3. quarter 20	014	200/ is the supposizors boards of supral companies from	016 an	Further Information		
	3. quarter 20	014	30% in the supervisory boards of several companies from 2	016 on	Further Information		
	3. quarter 20	014		016 on	Further Information		
	3. quarter 20	O14 I provides for a mandatory female quota of: obstacles to reach a quota in the higher ma	anagement of your company?	016 on	Further Information		
	3. quarter 20	014 I provides for a mandatory female quota of :		016 on	Further Information		
	3. quarter 20	O14 I provides for a mandatory female quota of: obstacles to reach a quota in the higher ma	anagement of your company?	016 on	Further Information		
	3. quarter 20 A current bil	I provides for a mandatory female quota of : obstacles to reach a quota in the higher ma	anagement of your company?				
	3. quarter 20	O14 I provides for a mandatory female quota of: obstacles to reach a quota in the higher ma	anagement of your company?	016 on Survey period	Further Information Survey frequency		
_	3. quarter 20 A current bil	I provides for a mandatory female quota of : obstacles to reach a quota in the higher ma	anagement of your company?				
_	3. quarter 20 A current bil	I provides for a mandatory female quota of : obstacles to reach a quota in the higher ma	anagement of your company?				
_	3. quarter 20 A current bil Do you see 0 No.	old provides for a mandatory female quota of : provides for a	[2] no	Survey period	Survey frequency		
-	3. quarter 20 A current bil Do you see 0 No.	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma	[2] no	Survey period	Survey frequency		
-	3. quarter 20 A current bil Do you see (Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question	[2] no	Survey period	Survey frequency once		
_	3. quarter 20 A current bil Do you see 0 No.	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question	[2] no	Survey period	Survey frequency		
_	3. quarter 20 A current bil Do you see o No. 3.85) Wording o	obstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question	[2] no	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see (No. 3.85) Wording (3. quarter 20 A current bil	I provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114	Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see (No. 3.85) Wording (3. quarter 20 A current bil	obstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question	Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see (No. 3.85) Wording (3. quarter 20 A current bil	I provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording 3. quarter 20 A current bil Do you see of	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording 3. quarter 20 A current bil Do you see of	I provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording 3. quarter 20 A current bil Do you see of	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once		
_	No. 3.85) Wording (A current bil Do you see (A current bil Do you see (If yes:	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once Further Information		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording 3. quarter 20 A current bil Do you see of	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once		
_	No. 3.85) Wording (A current bil Do you see (A current bil Do you see (If yes:	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once Further Information		
_	No. 3.85) Wording (A current bil Do you see (A current bil Do you see (If yes:	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in the higher mandatory female quota of sobstacles to reach a quota in	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014	Survey frequency once Further Information		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording of A current bil Do you see of If yes: No.	obstacles for a mandatory female quota of stacles to reach a quota in the higher ma [13] yes Name sf_2014q3_2 of question provides for a mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quota of stacles to reach a quota in the higher mandatory female quo	[2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company?	Survey period 3. quarter 2014 0016 on	Survey frequency once Further Information Survey frequency		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording of A current bil Do you see of If yes: No.	provides for a mandatory female quota of substacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 14 I provides for a mandatory female quota of substacles to reach a quota in the higher ma few women in sections.	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company? Label Label female quota obstacles: no qualified	Survey period 3. quarter 2014 0016 on	Survey frequency once Further Information Survey frequency		
_	No. No. No. No. No. No. No. No.	provides for a mandatory female quota of substacles to reach a quota in the higher ma [11] yes Name Sf_2014q3_2 of question 2014 Il provides for a mandatory female quota of substacles to reach a quota in the higher ma few women in sect Name Sf_2014q3_3 of question	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company? Label Label female quota obstacles: no qualified	Survey period 3. quarter 2014 0016 on	Survey frequency once Further Information Survey frequency once		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording of A current bil Do you see of If yes: No.	provides for a mandatory female quota of substacles to reach a quota in the higher ma [11] yes Name Sf_2014q3_2 of question 2014 Il provides for a mandatory female quota of substacles to reach a quota in the higher ma few women in sect Name Sf_2014q3_3 of question	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company? Label Label female quota obstacles: no qualified	Survey period 3. quarter 2014 0016 on	Survey frequency once Further Information Survey frequency		
_	3. quarter 20 A current bil Do you see of No. 3.85) Wording of A current bil Do you see of If yes: No. 3.86) Wording of 3. quarter 20	Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma [1] yes Name sf_2014q3_2 of question 114 Il provides for a mandatory female quota of sobstacles to reach a quota in the higher ma few women in sectors where the sectors of the sectors women in sectors and sectors women in sectors where the sectors women in sectors women in sectors women in sectors where the sectors women in sectors women in sectors where the sectors women in sectors women in sectors with the sectors women in sectors with the sectors women in sectors women in sectors where the sectors women in sectors women in sectors with the sectors women in sectors with the sectors w	Label [2] no Label female quota obstacles: few women in sector 30% in the supervisory boards of several companies from 2 anagement of your company? Label Label female quota obstacles: no qualified	Survey period 3. quarter 2014 016 on Survey period 3. quarter 2014	Survey frequency once Further Information Survey frequency once		

Wording of question

	nanagement of your company?		
If yes:	[1] yes		
no qualified female applica			
No. Name	Label	Survey period	Survey frequency
3.87) sf_2014q3_4	female quota obstacles: decision based	3. quarter 2014	once
Wording of question	on qualification only	2-4-2-10-2-2-	
3. quarter 2014		Further Infor	mation
A current bill provides for a mandatory female quota o	£ 200/ in the ruppoison, boards of reveral companies		matori
Do you see obstacles to reach a quota in the higher m		10111 2010 011	
If yes:	anagement or your company:		
decision based on qualification o	[1] yes		
decision based on quantitation of	,		
No. Name	Label	Survey period	Survey frequency
NO. Name	Label	Survey period	Survey frequency
sf_2014q3_5	female quota obstacles: other reasons	3. quarter 2014	once
Wording of question			
3. quarter 2014		Further Infor	mation
A current bill provides for a mandatory female quota o	f 30% in the supervisory boards of several companies	from 2016 on	
Do you see obstacles to reach a quota in the higher m	nanagement of your company?		
If yes:			
other reas	[1] yes		
No. Name	Label	Survey period	Survey frequency
sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
Wording of question			
4. quarter 2014			
		Further Infor	mation
In september the new year of training has started.		Further Infor	mation
		Further Infor	mation
In september the new year of training has started.		Further Infor	mation
In september the new year of training has started. Did your comapany have difficulties finding trainees?		Further Infor	mation
In september the new year of training has started. Did your comapany have difficulties finding trainees?		Further infor	mation
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no		Further Infor	mation
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no		Further Infor	Survey frequency
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o	ffered Label	Survey period	Survey frequency
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2	ffered		
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2 Wording of question	ffered Label measures to fill trainee positions:	Survey period 4. quarter 2014	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2 Wording of question 4. quarter 2014	Label measures to fill trainee positions: underwriting guarantee	Survey period	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee positions of the position	Label measures to fill trainee positions: underwriting guarantee	Survey period 4. quarter 2014	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2 Wording of question 4. quarter 2014	Label measures to fill trainee positions: underwriting guarantee	Survey period 4. quarter 2014	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions o No. Name 3.90) sf_2014q4_2 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee positions of the position	Label measures to fill trainee positions: underwriting guarantee sitions?	Survey period 4. quarter 2014	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions of training has started. No. Name 3.90) sf_2014q4_2 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee positions are possible)	Label measures to fill trainee positions: underwriting guarantee sitions?	Survey period 4. quarter 2014 Further Infor	Survey frequency once mation
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions of training trai	Label measures to fill trainee positions: underwriting guarantee sitions?	Survey period 4. quarter 2014	Survey frequency once
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions of training positions of tr	Tabel measures to fill trainee positions: underwriting guarantee sitions?	Survey period 4. quarter 2014 Further Infor	Survey frequency once mation
In september the new year of training has started. Did your comapany have difficulties finding trainees? [1] yes [2] no [3] no trainee positions of training positions of tr	Label measures to fill trainee positions: underwriting guarantee ititions? [1] yes Label	Survey period 4. quarter 2014 Further Infor	Survey frequency once mation Survey frequency

	4. quarter 2014			Further Information	
	Did you take special measures to fill open trainee posit	ions?			
	bid you take special measures to fill open trainee posi-	ions:			
	(multiple nominations are possible)	[1]			
	mentoring program	[1] yes			
	No. Name	Label	Survey period		Survey frequency
	3.92) sf_2014q4_4	measures to fill trainee positions:	4. quarter 2014		once
	5E51 Iq	new recruitment channels	n quarter 2021		Office
	Wording of question				
	4. quarter 2014			Further Information	
	Did you take special measures to fill open trainee posi	tions?			
	(multiple nominations are possible)	. <u></u>			
		[1] yes			
	new recruitment channels (eg. Onlin	e)			
	No. Name	Label	Survey period		Survey frequency
	No. Name	Label	Survey period		Survey frequency
			4		
	3.93) sf_2014q4_5	measures to fill trainee positions: foreign search	4. quarter 2014		once
	Wording of question	To eight search			
	4. quarter 2014			Further Information	
	Did you take special measures to fill open trainee posit	tions?			
	(
	(multiple nominations are possible)	[1] yes			
	search in foreign countri	es			
	No. Name	Label	Survey period		Survey frequency
	3.94) sf_2014q4_6	measures to fill trainee positions:	4. quarter 2014		once
	3.94) sf_2014q4_6 Wording of question	measures to fill trainee positions: others	4. quarter 2014		once
	Wording of question		4. quarter 2014		once
			4. quarter 2014	Further Information	once
	Wording of question	others	4. quarter 2014	Further Information	once
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit	others	4. quarter 2014	Further Information	once
	Wording of question 4. quarter 2014	others	4. quarter 2014	Further Information	once
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit	others ions? [1] yes	4. quarter 2014	Further Information	once
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible)	others ions? [1] yes	4. quarter 2014	Further Information	once
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) other	others ions? [1] yes		Further Information	
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible)	others ions? [1] yes	4. quarter 2014 Survey period	Further Information	once Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) other No. Name	others ions? [1] yes	Survey period	Further Information	
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) other	others ions? [1] yes rs Label measures to fill trainee positions:		Further Information	
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) other No. Name	others ions? [1] yes rs	Survey period	Further Information	Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question	others ions? [1] yes rs Label measures to fill trainee positions:	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7	others ions? [1] yes rs Label measures to fill trainee positions:	Survey period	Further Information Further Information	Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question	others ions? [1] yes tabel measures to fill trainee positions: no measures	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position	others ions? [1] yes tabel measures to fill trainee positions: no measures	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014	others ions? [1] yes tabel measures to fill trainee positions: no measures	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position	others ions? [1] yes rs Label measures to fill trainee positions: no measures ions?	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) Sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible)	others ions? [1] yes rs Label measures to fill trainee positions: no measures ions?	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) Sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) no special measure	others ions? [1] yes Label measures to fill trainee positions: no measures ions?	Survey period 4. quarter 2014		Survey frequency once
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) Sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible)	others ions? [1] yes rs Label measures to fill trainee positions: no measures ions?	Survey period		Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) no special measure. No. Name	others ilons? Label measures to fill trainee positions: no measures ilons? Label Label Label	Survey period 4. quarter 2014 Survey period		Survey frequency once Survey frequency
_	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) Sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) no special measure	others ions? [1] yes Label measures to fill trainee positions: no measures ions?	Survey period 4. quarter 2014		Survey frequency once
_	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee posit (multiple nominations are possible) no special measure. No. Name	others ilons? Label measures to fill trainee positions: no measures ilons? Label Label Label	Survey period 4. quarter 2014 Survey period		Survey frequency once Survey frequency
_	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name No. Name 3.96) sf_2014q4_8 Wording of question	others ilons? Label measures to fill trainee positions: no measures ilons? Label Label Label	Survey period 4. quarter 2014 Survey period	Further Information	Survey frequency once Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) no special measure No. Name 3.96) sf_2014q4_8	others ilons? Label measures to fill trainee positions: no measures ilons? Label Label Label	Survey period 4. quarter 2014 Survey period		Survey frequency once Survey frequency
	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name No. Name 3.96) sf_2014q4_8 Wording of question	others ions? [1] yes tabel measures to fill trainee positions: no measures [1] yes Label recruitment specifically in euro crisis countries	Survey period 4. quarter 2014 Survey period	Further Information	Survey frequency once Survey frequency
_	Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name 3.95) sf_2014q4_7 Wording of question 4. quarter 2014 Did you take special measures to fill open trainee position (multiple nominations are possible) No. Name No. Name 3.96) sf_2014q4_8 Wording of question 4. quarter 2014	others ions? [1] yes tabel measures to fill trainee positions: no measures [1] yes Label recruitment specifically in euro crisis countries	Survey period 4. quarter 2014 Survey period	Further Information	Survey frequency once Survey frequency

				Survey period	
	3.97)	sf_2015q1_1	offering contracts for work	1st quarter 2015	once
	Wording o	of question			
	1st quarter 2	015		Further information	1
	Is your comp	pany offering contracts for work?			
		[1] yes	[2] no		
	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 o	of question			
		045		Frush as la face as also	
	1st quarter 2	015		Further information	1
	ls your comp	pany offering contracts for work?			
	If yes:				
	During the la	st 3 years the number of contracts for	r work in our company		
			[1] increased		
			[2] did not change		
		_			
			[3] decreased		
	No.	Name	Label	Survey period	Survey frequency
	3.99)	sf_2015q1_3	share of employees with university degree	1st quarter 2015	once
	P				
	Wording o	of question			
	1st quarter 2	015		Further information	1
				Further information	1
	Employee sc		ees with university degree?	Further information	1
	Employee sc	hool degree	ees with university degree?	Further information	
	Employee sc	hool degree	[1] less than 5%	Further information	
	Employee sc	hool degree		Further information	
	Employee sc	hool degree	[1] less than 5%	Further information	1
	Employee sc	hool degree	[1] less than 5%	Further information	
	Employee sc	hool degree	[1] less than 5% [2] 5% - 25% [3] 25% - 50%	Further information	
	Employee sc What is the e	hool degree estimated percentage of your employ	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50%		
	Employee sc	hool degree	[1] less than 5% [2] 5% - 25% [3] 25% - 50%	Further information	Survey frequency
	Employee sc What is the e	hool degree estimated percentage of your employe	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50%	Survey period	Survey frequency
	Employee sc What is the e	hool degree estimated percentage of your employ	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with:		
	Employee sc What is the e	hool degree estimated percentage of your employe	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label	Survey period	Survey frequency
	No. 3.100) Wording c	hool degree sstimated percentage of your employe Name sf_2015q1_4 of question	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with:	Survey period 1st quarter 2015	Survey frequency once
	Employee sc What is the e	hool degree sstimated percentage of your employe Name sf_2015q1_4 of question	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with:	Survey period	Survey frequency once
	No. No. Strong of the strong	hool degree sstimated percentage of your employe Name sf_2015q1_4 of question one se with the following school degree to	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. Strong of the property of the proper	hool degree sstimated percentage of your employe Name sf_2015q1_4 of question one se with the following school degree to	[2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. Strong of the strong	Name Sf_2015q1_4 of question 015 se with the following school degree to lower secondary	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. Strong of the strong	Name Sf_2015q1_4 of question 015 es with the following school degree to set 5 years?	[2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. Strong of the strong	Name Sf_2015q1_4 of question 015 se with the following school degree to lower secondary	[2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. Strong of the strong	Name Sf_2015q1_4 of question 015 se with the following school degree to lower secondary	[2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education	Survey period 1st quarter 2015	Survey frequency once
	No. No. 3.100) Wording of the law traineed during t	Name Sf_2015q1_4 of question 015 lower secondary education	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education been employed in your company	Survey period 1st quarter 2015 Further information	Survey frequency once
_	No. No. 3.100) Wording of the law traineed during t	Name Sf_2015q1_4 of question 015 lower secondary education	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education been employed in your company	Survey period 1st quarter 2015 Further information	Survey frequency once
_	No. No. 3.100) Wording of the law trained during the law trained	Name Sf_2015q1_4 of question lower secondary education Name Sf_2015q1_5	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education been employed in your company [1] yes Label	Survey period 1st quarter 2015 Further information Survey period	Survey frequency once Survey frequency
_	No. No. 3.100) Wording of the law trained during the law trained	Name Sf_2015q1_4 Of question 1015 ses with the following school degree to set 5 years? Iower secondary education Name	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education been employed in your company [1] yes Label in last 5 years employed trainees with:	Survey period 1st quarter 2015 Further information Survey period	Survey frequency once Survey frequency
	No. No. 3.100) Wording of the law trained during the law trained	Name Sf_2015q1_4 of question lower secondary education Name sf_2015q1_5 of question	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label in last 5 years employed trainees with: lower secondary education been employed in your company [1] yes Label in last 5 years employed trainees with:	Survey period 1st quarter 2015 Further information Survey period	Survey frequency once Survey frequency once
	No. No. 3.100) Wording of the late of t	Name Sf_2015q1_4 of question lower secondary education Name sf_2015q1_5 of question	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label In last 5 years employed trainees with: lower secondary education been employed in your company [1] yes Label In last 5 years employed trainees with: secondary school leaving certificate	Survey period 1st quarter 2015 Further information Survey period 1st quarter 2015	Survey frequency once Survey frequency once
	No. No. 3.100) Wording of the late of t	Name Sf_2015q1_4 of question lower secondary education Name Sf_2015q1_5 lower secondary education Name Sf_2015q1_5 secondary education Name	[1] less than 5% [2] 5% - 25% [3] 25% - 50% [4] more than 50% Label In last 5 years employed trainees with: lower secondary education been employed in your company [1] yes Label In last 5 years employed trainees with: secondary school leaving certificate	Survey period 1st quarter 2015 Further information Survey period 1st quarter 2015	Survey frequency once Survey frequency once

	secondary sch leaving certifi			
No.	Name	Label	Survey period	Survey frequency
3.102)		in last 5 years employed trainees with: high-school diploma	1st quarter 2015	once
wordi	ling of question			
Have tra	arter 2015 rainees with the following school do the last 5 years?	egree been employed in your company	Further inform	nation
	high school di	ploma [1] yes		
No.	Name	Label	Survey period	Survey frequency
3.103)	sf_2015q1_7	in last 5 years employed trainees with:	1st quarter 2015	once
	ling of question	no trainees		
1st quar	arter 2015		Further inform	nation
	rainees with the following school do	egree been employed in your company		
	no trainees employed	[1] yes		
No.	Name	Label	Survey period	Survey frequency
3.104)	sf_2015q1_8	majority of trainees	1st quarter 2015	once
	ling of question	gry or connect	400.00 2020	0.100
1st quar	arter 2015		Further inform	nation
Which g	group forms the majority of your tr			
		[1] lower secondary education		
		[2] secondary school leaving certificate		
		[3] high school diploma		
		[4] no trainee company		
No.	Name	Label	Survey period	Survey frequency
3.105)	sf_2015q2_1	importance for preselection of personnel:	2nd quarter 2015	once
	ling of question	school grades		
2nd qua	arter 2015		Further inform	nation
How im	nportant are the following factors fo	or selection of nersonnel to you?		
	inportant are the following factors in	preselection		
		[1] [2] rather [3] rather		
	school degree grades	unimportant unimportant important	[14] Important	
No.	Name	Label	Survey period	Survey frequency
3.106)	sf_2015q2_2	importance for preselection of personnel:	2nd quarter 2015	once
Wordi	ling of question	apprenticeship grades		
2nd qua	arter 2015		Further inform	nation
	arter 2015 nportant are the following factors fo	or selection of personnel to you?	Further inform	nation
		or selection of personnel to you?	Further inform	action

	Name	Label	Survey period		
3.107)	sf_2015q2_3	importance for preselection of personnel:	2nd quarter 2015		once
Wording	of question	university grades			
2nd quarter	2015			Further information	
low import	ant are the following factors for selection	of personnel to you?			
		preselection	1		
		[1] [2] rather [3] rather unimportant unimportant important [4] important	t		
	university grades				
No.	Name	Label	Survey period		Survey frequency
3.108)	sf_2015q2_4	importance for preselection of personnel:	2nd quarter 2015		once
		internships	Zilu quarter 2015		Office
Wording (of question				
nd quarter	2015			Further information	
low import	ant are the following factors for selection	of personnel to you?			
		preselection	1		
		[1] [2] rather [3] rather [4] importan	t		
	completed internships	unimportant unimportant important [14] important			
No.	Name	Label	Survey period		Survey frequency
	None				carrey mequency
	sf_2015q2_5	importance for preselection of personnel:	2nd quarter 2015		once
:.109)	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	2nd quarter 2015		
.109) Wording (sf_2015q2_5 of question		2nd quarter 2015	F-4	
Nording o	sf_2015q2_5 of question	relevant professional experience	2nd quarter 2015	Further information	
Nording o	sf_2015q2_5 of question	relevant professional experience	2nd quarter 2015	Further information	
Nording o	sf_2015q2_5 of question	relevant professional experience of personnel to you? preselection	2nd quarter 2015	Further information	
Nording o	sf_2015q2_5 of question 2015 ant are the following factors for selection	relevant professional experience	1	Further information	
Nording o	sf_2015q2_5 of question	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] importations [4] importati	1	Further information	
Nording o	sf_2015q2_5 of question 2015 ant are the following factors for selection	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] importations [4] importati	1	Further information	
.109) Wording (Ind quarter Now import	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimportant unimportant important [4] important	t	Further information	once
.109) Vording (nd quarter low import	sf_2015q2_5 of question 2015 ant are the following factors for selection	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] importations [4] importati	1	Further information	
.109) Wording of the control of the	sf_2015q2_5 of question 2015 ant are the following factors for selection relevant professional experience Name	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimportant important important Label	t Survey period	Further information	once Survey frequency
(Vording of the control of the contr	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimportant unimportant important [4] important	t	Further information	once
Vording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection relevant professional experience Name	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimpor	t Survey period	Further information	once Survey frequency
Vording (sf_2015q2_5 of question 2015 ant are the following factors for selection relevant professional experience Name sf_2015q2_6 of question	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimpor	t Survey period	Further information Further information	once Survey frequency
Wording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection relevant professional experience Name sf_2015q2_6 of question	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimportant unimportant important [4] important Label importance for preselection of personnel: foreign experience	t Survey period		once Survey frequency
Wording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important important for preselection of personnel: foreign experience	t Survey period		once Survey frequency
Wording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you?	Survey period 2nd quarter 2015		once Survey frequency
Wording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important important for preselection of personnel: foreign experience	Survey period 2nd quarter 2015		once Survey frequency
Wording (Wordin	sf_2015q2_5 of question 2015 cant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 cant are the following factors for selection:	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you?	Survey period 2nd quarter 2015		once Survey frequency
Wording of the state of the sta	sf_2015q2_5 of question 2015 cant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 cant are the following factors for selection:	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you?	Survey period 2nd quarter 2015		once Survey frequency
Wording (Mording (Mordin	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 ant are the following factors for selection: foreign experience	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant important important important [4] important unimportant important [4] impor	Survey period 2nd quarter 2015		Survey frequency once
No. No. No. No. Indiquarter No. Indiquarter	sf_2015q2_5 of question 2015 cant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 cant are the following factors for selection:	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you?	Survey period 2nd quarter 2015		once Survey frequency
Wording (Months)	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 ant are the following factors for selection: foreign experience	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant important important important [4] important unimportant important [4] impor	Survey period 2nd quarter 2015		Survey frequency once
Vording of the state of the sta	sf_2015q2_5 of question 2015 ant are the following factors for selection: relevant professional experience Name sf_2015q2_6 of question 2015 ant are the following factors for selection: foreign experience	relevant professional experience of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant important foreign experience Label importance for preselection of personnel: foreign experience of personnel to you? preselection [1] [2] rather [3] rather unimportant unimportant important important [4] important unimportant important [4] important unimportant important [4] important [4] important Label	Survey period 2nd quarter 2015		Survey frequency once Survey frequency

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:	2nd quarter 2015	once
Wording	g of question	IT-skills		
2nd quarte	201E			Further information
				rutter mormaton
How impo	rtant are the following factors for selection	of personnel to you?		
		preselection (2)	\exists	
		[1] [2] rather [3] rather unimportant unimportant important [4] import	ant	
	IT skills		_	
				•
No.	Name	Label	Survey period	Survey frequency
3.113)	sf_2015q2_9	importance for preselection of personnel:	2nd quarter 2015	once
		cover letter	,	
wording	g of question			
2nd quarte	er 2015			Further information
How impo	rtant are the following factors for selection	of personnel to you?		
		preselection		
		[1] [2] rather [3] rather unimportant unimportant important [4] import	ant	
	cover letter			
No.	Name	Label	Survey period	Survey frequency
3.114)	sf_2015q2_10	Label importance for preselection of personnel: photo	Survey period 2nd quarter 2015	Survey frequency once
3.114)				
3.114)	sf_2015q2_10 g of question			
3.114) Wording 2nd quarte	sf_2015q2_10 g of question	importance for preselection of personnel: photo		once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question	importance for preselection of personnel: photo		once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question	importance for preselection of personnel: photo of personnel to you?	2nd quarter 2015	once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question	of personnel to you? preselection preselection preselection preselection grather grathe	2nd quarter 2015	once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection	of personnel to you? preselection preselection preselection preselection grather grathe	2nd quarter 2015	once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection	of personnel to you? preselection preselection preselection preselection grather grathe	2nd quarter 2015	once
3.114) Wording 2nd quarte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection	of personnel to you? preselection preselection preselection preselection grather grathe	2nd quarter 2015	once
3.114) Wording 2nd quarte How import	sf_2015q2_10 g of question pr 2015 rtant are the following factors for selection photo Name	of personnel to you? Preselection preselection	2nd quarter 2015 ant Survey period	Further information Survey frequency
Wording 2nd quarte Whow impo	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11	of personnel to you? Preselection preselection preselection preselection	2nd quarter 2015	once Further information
Wording 2nd quarte Whow impo	sf_2015q2_10 g of question pr 2015 rtant are the following factors for selection photo Name	of personnel to you? Preselection Preselection	2nd quarter 2015 ant Survey period	Further information Survey frequency
Wording 2nd quarte Whow impo	sf_2015q2_10 g of question photo Name sf_2015q2_11 g of question	of personnel to you? Preselection Preselection	2nd quarter 2015 ant Survey period	Further information Survey frequency
Wording No. No. Wording arte	sf_2015q2_10 g of question photo Name sf_2015q2_11 g of question	of personnel to you? Preselection Preselection	2nd quarter 2015 ant Survey period	Further information Survey frequency once
Wording No. No. Wording arte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11 g of question er 2015	of personnel to you? Preselection Preselection	2nd quarter 2015 ant Survey period	Further information Survey frequency once
Wording No. No. Wording arte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11 g of question er 2015	of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant of personnel: school grades of personnel to you?	2nd quarter 2015 ant Survey period 2nd quarter 2015	Further information Survey frequency once
Wording No. No. Wording arte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11 g of question er 2015	of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant important school grades Label importance for final selection of personnel: school grades of personnel to you?	2nd quarter 2015 ant Survey period 2nd quarter 2015	Further information Survey frequency once
Wording No. No. Wording arte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11 g of question er 2015 rtant are the following factors for selection	of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant of personnel: school grades of personnel to you?	2nd quarter 2015 ant Survey period 2nd quarter 2015	Further information Survey frequency once
Wording No. No. Wording arte	sf_2015q2_10 g of question er 2015 rtant are the following factors for selection photo Name sf_2015q2_11 g of question er 2015 rtant are the following factors for selection	of personnel to you? preselection [1] [2] rather [3] rather [4] important unimportant unimportant of personnel: school grades of personnel to you?	2nd quarter 2015 ant Survey period 2nd quarter 2015	Further information Survey frequency once

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

Wording of question

2	quarter 2015						Further information
ŀ	low important are the following factors for selection of p						
			final se	lection			
		[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 fo	r final selection	of personnel:		2nd quarter 2015		once
		university grad	des					
Wording	g of question							
2nd quart	er 2015						Further information	
How impo	ortant are the following factors for sele	ction of personnel to y	ou?					
How impo	ortant are the following factors for sele	ection of personnel to y	ou?					
How impo	ortant are the following factors for sele	ection of personnel to y	ou? final se	lection]		
How impo	ortant are the following factors for sele	[1]	final se	[3] rather	[4] important			
How impo	ortant are the following factors for sele	[1]	final se	[2] rather	[4] important			
How impo	ortant are the following factors for sele	[1]	final se	[3] rather	[4] important			
How impo		[1]	final se	[3] rather	[4] important			
How impo		[1]	final se	[3] rather	[4] important			
How impo		[1]	final se	[3] rather	[4] important			
How impo		[1]	final se	[3] rather	[4] important			

3.118)	sf_2015q2_14	importance fo	r final selection of	personnel:	2nd quarter 2015		once
Wording o	of question	internships					
2nd quarter	2015					Further information	
Line qualter.	2013						
	tant are the following factors fo	or selection of personnel to y	ou?				
		for selection of personnel to y	ou? final selec	ition			
		for selection of personnel to y	final selec	ition [3] rather important [4] import	int		

	Name	Labei			Survey period		Survey frequency
3.119)	sf_2015q2_15	importance for	r final selection of perso	nnel:	2nd quarter 2015		once
		relevant profes	ssional experience				
Wording o	of question						
2nd quarter 2	2015					Further information	
How importa	ant are the following factors fo	or selection of personnel to yo	ou?				
How importa	ant are the following factors fo	or selection of personnel to yo	ou?				
How importa	ant are the following factors fo	or selection of personnel to yo	ou?]		
How importa	ant are the following factors fo	or selection of personnel to yo		ner (4) important]		
How importa	ant are the following factors fo	[1]	final selection [2] rather [3] rat				
How importa	relevant professional experies	[1] unimportant	final selection [2] rather [3] rat				

No.	Name	Label				Survey period		Survey frequency
3.120)	sf_2015q2_16	importance for	final selection of	of personnel:		2nd quarter 2015		once
		foreign experies	nce					
Wording	g of question							
2nd quarte	er 2015						Further information	
How impo	rtant are the following factors for se	election of personnel to vo	iu?					
How impo	ertant are the following factors for se	election of personnel to yo	u?					
How impo	ortant are the following factors for se	election of personnel to yo	final selec	ction]		
How impo	ortant are the following factors for se	[1] unimportant	final select	[2] rather	[4] important			
How impo	rtant are the following factors for se	[1]	final select	[3] rather	[4] important			
How impo		[1]	final select	[3] rather	[4] important			

Secretary of Control of Secretary Interest to Produce the Control of Control	3.121)					
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No. Name Lipid School of process of property in process of proces	Wording o		iangauge sams			
No. Name Lipid School of process of property in process of proces	2nd number 1	2015			Further information	
The first decision of parameter and the following factors for selection of parameter to first decision of parameter and the following factors for selection of parameter to first decision of parameter and the following factors for selection of parameter and the factors of parameter and the factors of parameter and the factors of parameter and parameter and parameter and the factors of parameter and parameter and parameter and parameter and parameter and the factors of parameter and paramete	znu quarter z	1015			ruttier information	
Bit Control Properties	How importa	ant are the following factors for selection of	personnel to you?			
Bit Control Properties			final selection	1		
The content of the content of parameter and proportion of parameter and parameter an			[1] [2] rather [2] rather			
No. Name Label Survey period Survey frequency 1.122 St. 2015(2), 18 Insponses for first section of personnel period section of period section of personnel period section of period section of period section of period sec			unimportant unimportant important [4] important			
Part		language skills]		
Part						
### Properties are the following factors for selection of generated to year? Properties are the following factors for selection of generated to year?						
### Part of Quarter 2015 ### Part of Quarte	No	Name	Lahel	Survey period		Survey frequency
Wording of question To date: Involve important are the following factors for selection of generated to you? Involve important are the following factors for selection of generated for your important impor	1101	Hame	Label	Survey period		Janey nequency
Wording of question Variable Survey frequency		£ 2045 2 40		2 1 1 2015		
No. Name Label Survey period Survey frequency 121 Following focus for selection of personnel to year? 122 Wording of question No. Name Label Survey period Survey frequency 123 Following factors for selection of personnel to year? 124 Wording of question No. Name Label Survey period Survey frequency 125 Following factors for selection of personnel to year? 126 Private Survey frequency No. Name Label Survey frequency 127 Following factors for selection of personnel to year? No. Name Label Survey frequency No. Name Label Survey frequency 126 Private Survey frequency No. Name Label Survey frequency No. Name Label Survey frequency No. Name Label Survey frequency 127 Following factors for selection of personnel to year? No. Name Label Survey frequency No. Name Label Survey frequency 128 Private Information No. Name Label Survey period Survey frequency 129 Private Information No. Name Label Survey period Survey frequency 129 Private Information No. Name Label Survey period Survey frequency No. Name Label Survey period Survey frequency 129 Private Information Survey frequency 120 Private Information Survey frequency 120 Private Information Survey frequency 121 Private Information Survey frequency 122 Private Information Survey frequency 123 Private Information Survey frequency 124 Private Information Survey frequency 125 Private Information Survey frequency 126 Private Information Survey frequency 126 Private Information Survey frequency 127 Private Information Survey frequency 128 Private Information Survey frequency 129 Private Information Survey frequency 129 Private Information Survey frequency 120 Private Information Survey frequency 120 Private Information Survey frequency 121 Private Information Survey frequency 122 Private Information Survey frequency 123 Private Information Survey frequency 124 Private Information Survey frequency 125 Private Information Survey frequency 126 Private Information S	3.122)			2nd quarter 2015		once
No. Name Label Survey period Survey frequency No. Name Label Survey period Survey frequency III Districtor of personet: 2nd quarter 2015 once Wording of question No. Name Label Survey period Survey frequency No insportant are the following factors for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No Name Label Survey period Survey frequency No Name Label Survey period Survey frequency Period Question No Name Label Survey period Survey frequency Period Question No Name Label Survey period Survey frequency No insportant are the following factors for valuetion of personet to you? No Name Label Survey period Survey frequency No Insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant are the following factor for valuetion of personet to you? No insportant	Wording o		11-36113			
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Total state con- In Director Operation Opera	2nd quarter 2	2015			Further information	
Size Disease	How importa	ant are the following factors for selection of	personnel to you?			
District			-	7		
Part			[1] [2] rather [2] rather	-		
No. Name Label Survey period Survey frequency 2.123) \$\frac{1}{2}01562_19\$ important for final electron of personnel: cover letter Wording of question 1.20 quarter 2015 1.20 quarte				ŧ		
Section Sect		IT skills]		
Section Section Survey Section S						
Section Section Survey Section S						
Section Section Survey Section S						
Wording of question No. Name Label Survey period Survey frequency Moding of question No. Name Label Survey period Survey frequency And quarter 2015 For all selection of personnet: photo photo No. Name Label Survey period Survey frequency And quarter 2015 For all selection of personnet: photo photo No. Name Label Survey period Survey frequency And quarter 2015 For all selection of personnet: photo photo No. Name Label Survey period Survey frequency For all selection of personnet: photo photo For all selection of personnet: quimportant are the following factors for selection of personnet: minoportant important i	No.	Name	Label	Survey period		Survey frequency
Wording of question 2nd quarter 2015 No. Name Label Survey period Survey period Survey frequency 2nd quarter 2015 No. Name Label Survey period Survey frequency 2nd quarter 2015 No. Name Label Survey period Survey frequency Analysis once Survey period Survey frequency 2nd quarter 2015 No. Name Label Survey period Survey frequency Analysis once Survey frequency Analysis once Survey frequency Analysis once Survey frequency Survey frequency Survey frequency Analysis once Survey frequency Analysis once Survey frequency Further information Survey frequency Analysis once Survey frequency Survey frequency Analysis once Survey frequency Further information Further information Further information No. Name Label Survey frequency Analysis once Survey frequency Further information						
No. Name Label Survey period Survey frequency Survey frequency Survey frequency	3.123)	sf_2015q2_19	importance for final selection of personnel:	2nd quarter 2015		once
Author information No. Name Label Survey period Survey frequency	Wording		cover letter			
No. Name Label Survey period Survey frequency Survey frequency Survey frequency Survey frequency	wording	ii question				
Inal selection	2nd quarter 2	2015			Further information	
The properties Cover letter Co	How imports	ont are the following factors for coloction of	parconnel to you?			
No. Name Label Survey period Survey frequency 3.124) sf_2015q2_20 importance for final selection of personnel: 2nd quarter 2015 once Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? Final selection important	now importa	int are the following factors for selection of	personnel to your			
No. Name Label Survey period Survey frequency 3.124) sf_2015q2_20 importance for final selection of personnel: 2nd quarter 2015 once Wording of question 2nd quarter 2015 No. Name Label Survey period Survey frequency Further information Further information Further information No. Name Label Survey period Survey frequency And quarter 2015 Survey frequency Further information Further information Survey frequency And quarter 2015 Survey period Survey frequency And quarter 2015 Survey frequency Further information Further information Survey frequency And quarter 2015 No. Name Label Survey period Survey frequency And quarter 2015 No. Name Label Survey period Survey frequency 2nd quarter 2015 And quarter 2015 Now important are the following factors for selection of personnel to you? Further information Further information						
No. Name Label Survey period Survey frequency 3.124) In a selection of personnel: 2nd quarter 2015 once Wording of question Further information				ŧ		
3.124) Sf_2015q2_20 importance for final selection of personnel: photo Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you?		cover letter				
St_2015q2_20 Importance for final selection of personnel: 2nd quarter 2015 Once						
St_2015q2_20 Importance for final selection of personnel: photo						
3.124) Sf_2015q2_20 importance for final selection of personnel: photo Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you?						
Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? Total selection						
Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? 13	No.	Name	Label	Survey period		Survey frequency
2nd quarter 2015 How important are the following factors for selection of personnel to you? Interpretation	No.	Name	Label	Survey period		Survey frequency
Further information Further information						
How important are the following factors for selection of personnel to you? Tinal selection	3.124)	sf_2015q2_20	importance for final selection of personnel:			
Survey frequency Survey frequency	3.124)	sf_2015q2_20	importance for final selection of personnel:			
Survey frequency Survey frequency	3.124) Wording o	sf_2015q2_20 of question	importance for final selection of personnel:		Further information	
No. Name Label Survey period Survey frequency 3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? final selection [3] rather [4] important [4]	3.124) Wording c	sf_2015q2_20 of question 2015	importance for final selection of personnel: photo		Further information	
No. Name Label Survey period Survey frequency 3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? final selection final select	3.124) Wording c	sf_2015q2_20 of question 2015	importance for final selection of personnel: photo		Further information	
No. Name Label Survey period Survey frequency 3.125) sf_2015q2_21 importance for final selection of personnel: personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you? final selection [1] [2] rather [3] rather [4] important import	3.124) Wording c	sf_2015q2_20 of question 2015	importance for final selection of personnel: photo personnel to you?		Further information	
No. Name Label Survey period Survey frequency 3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you?	3.124) Wording c	sf_2015q2_20 of question 2015	importance for final selection of personnel: photo personnel to you? final selection [1] [2] rather [3] rather [4] important	2nd quarter 2015	Further information	
3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? final selection	3.124) Wording c	sf_2015q2_20 of question 2015 ant are the following factors for selection of part of the factors for the factors for selection of part of the factors for the factors fo	importance for final selection of personnel: photo personnel to you? final selection [1] [2] rather [3] rather [4] important	2nd quarter 2015	Further information	
3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once Personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you? Total selection Further information	3.124) Wording c	sf_2015q2_20 of question 2015 ant are the following factors for selection of part of the factors for the factors for selection of part of the factors for the factors fo	importance for final selection of personnel: photo personnel to you? final selection [1] [2] rather [3] rather [4] important	2nd quarter 2015	Further information	
3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once Personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you? Total selection Further information	3.124) Wording c	sf_2015q2_20 of question 2015 ant are the following factors for selection of part of the factors for the factors for selection of part of the factors for the factors fo	importance for final selection of personnel: photo personnel to you? final selection [1] [2] rather [3] rather [4] important	2nd quarter 2015	Further information	
3.125) sf_2015q2_21 importance for final selection of personnel: 2nd quarter 2015 once personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you? Total selection (1) (2) (2) (3) (4)	3.124) Wording c	sf_2015q2_20 of question 2015 ant are the following factors for selection of part of the factors for the factors for selection of part of the factors for the factors fo	importance for final selection of personnel: photo personnel to you? final selection [1] [2] rather [3] rather [4] important	2nd quarter 2015	Further information	
Personal conversation 2nd quarter 2015 How important are the following factors for selection of personnel to you? Tend Te	Wording c 2nd quarter 2 How importa	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo	personnel to you? final selection final selection [1] [2] rather unimportant unimportant unimportant important [4] importan	2nd quarter 2015	Further information	once
Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? The personal conversation Further information	3.124) Wording c 2nd quarter 2 How importa	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo	personnel to you? final selection final selection [1] [2] rather unimportant unimportant unimportant important [4] importan	2nd quarter 2015	Further information	once
2nd quarter 2015 How important are the following factors for selection of personnel to you? Total selection	3.124) Wording C 2nd quarter 2 How imports	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name	personnel to you? final selection [1] [2] rather unimportant uni	2nd quarter 2015	Further information	once Survey frequency
How important are the following factors for selection of personnel to you? The property of	3.124) Wording C 2nd quarter 2 How imports	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21	personnel to you? final selection of personnel:	2nd quarter 2015	Further information	once Survey frequency
How important are the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the following factors for selection of personnel to you? The properties of the properties of the factors for selection of personnel to you? The properties of the proper	3.124) Wording c 2nd quarter 2 How importa No. 3.125)	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21	personnel to you? final selection of personnel:	2nd quarter 2015	Further information	once Survey frequency
final selection [1] [2] rather unimportant unimportant important [4] important	3.124) Wording C 2nd quarter 2 How imports No. 3.125) Wording C	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question	personnel to you? final selection of personnel:	2nd quarter 2015		once Survey frequency
final selection [1] [2] rather unimportant unimportant important [4] important	3.124) Wording C 2nd quarter 2 How imports No. 3.125) Wording C	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question	personnel to you? final selection of personnel:	2nd quarter 2015		once Survey frequency
[1] [2] rather unimportant unimportant important [4] important	3.124) Wording c 2nd quarter 2 How imports No. 3.125) Wording c 2nd quarter 2	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question 2015	personnel to you? final selection final selection [1] [2] rather unimportant unimportan	2nd quarter 2015		once Survey frequency
unimportant unimportant important laj important	3.124) Wording c 2nd quarter 2 How imports No. 3.125) Wording c 2nd quarter 2	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question 2015	personnel to you? State Content of the personnel importance for final selection	2nd quarter 2015		once Survey frequency
personal conversation	3.124) Wording c 2nd quarter 2 How imports No. 3.125) Wording c 2nd quarter 2	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question 2015	personnel to you? Tinal selection Tinal sel	2nd quarter 2015		once Survey frequency
	3.124) Wording c 2nd quarter 2 How imports No. 3.125) Wording c 2nd quarter 2	sf_2015q2_20 of question 2015 ant are the following factors for selection of photo Name sf_2015q2_21 of question 2015	personnel to you? final selection final selection final selection [1] [2] rather unimportant unimp	2nd quarter 2015 Survey period 2nd quarter 2015		once Survey frequency

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	assessment center			
2nd quarte	r 2015			Further information	
How impor	rtant are the following factors for selection	on of personnel to you?			
nou impo	rations are the rollowing rations for selection		_		
		final selection [1] [2] rather [3] rather [4] important	ant		
	Assessment Center	unimportant unimportant important			
				_	
No.	Name	Label	Survey period		Survey frequency
3.127)	sf_2015q2_23	importance for final selection of personnel:	2nd quarter 2015		once
Wording	of question	personality			
2nd quarte	r 2015			Further information	
How impoi	rtant are the following factors for selection		_		
		final selection [1] [2] rather [3] rather [41 import	-		
	personality	unimportant unimportant important [4] import	ant		
	personancy				
No.	Name	Label	Survey period		Survey frequency
			ourrey period		ourse, requeste,
3.128)	sf_2015q2_24	importance for final selection of personnel:	2nd quarter 2015		once
		importance for final selection of personnel: sympathy	2nd quarter 2015		once
Wording	of question		2nd quarter 2015	Further information	once
Wording 2nd quarte	of question	sympathy	2nd quarter 2015	Further information	once
Wording 2nd quarte	of question	sympathy on of personnel to you?	2nd quarter 2015	Further information	once
Wording 2nd quarte	of question	on of personnel to you? final selection [1] [2] rather [3] rather [4] imposed	7	Further information	once
Wording 2nd quarte	r of question r 2015 rtant are the following factors for selection	sympathy on of personnel to you? final selection	7	Further information	once
Wording 2nd quarte	of question	on of personnel to you? final selection [1] [2] rather [3] rather [4] imports	7	Further information	once
Wording 2nd quarte	r of question r 2015 rtant are the following factors for selection	on of personnel to you? final selection [1] [2] rather [3] rather [4] imports	7	Further information	once
Wording 2nd quarte How impor	r 2015 rtant are the following factors for selectionsympathy	on of personnel to you? The selection The	ent	Further information	
Wording 2nd quarte	r of question r 2015 rtant are the following factors for selection	on of personnel to you? final selection [1] [2] rather [3] rather [4] imports	7	Further information	once Survey frequency
Wording 2nd quarte How impor	r 2015 rtant are the following factors for selectionsympathy	on of personnel to you? The selection The	ent	Further information	
Wording 2nd quarte How impos No. 3.129)	r 2015 rrant are the following factors for selectionsympathy Name	on of personnel to you? Time	ant Survey period	Further information	Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording	r 2015 rtant are the following factors for selection sympathy Name sf_2015q2_25 of question	on of personnel to you? Time	ant Survey period		Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording 2nd quarte	rof question r 2015 rtant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015	sympathy on of personnel to you? final selection [1] [2] rather important important important important important searching info online	ant Survey period	Further information Further information	Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording 2nd quarte	r 2015 rant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015 arching online for information about your	on of personnel to you? Table	ant Survey period		Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording 2nd quarte	rof question r 2015 rtant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015	sympathy on of personnel to you? final selection [1] [2] rather important important important important important searching info online	ant Survey period		Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording 2nd quarte	r 2015 rant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015 arching online for information about your	on of personnel to you? Table	ant Survey period		Survey frequency
Wording 2nd quarte How impos No. 3.129) Wording 2nd quarte	r 2015 rant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015 arching online for information about your	on of personnel to you? Table	ant Survey period		Survey frequency
No. 3.129) Wording 2nd quarte How impose No. 2nd quarte Are you see	r 2015 rant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015 arching online for information about your [1] yes	on of personnel to you? Table	Survey period 2nd quarter 2015		Survey frequency once
No. 3.129) Wording 2nd quarte How impos	r 2015 rant are the following factors for selection sympathy Name sf_2015q2_25 of question r 2015 arching online for information about your [1] yes	on of personnel to you? Table	Survey period 2nd quarter 2015		Survey frequency once
No. No. No. 2nd quarte How imposition in the position in th	r 2015 Name sf_2015q2_25 of question r 2015 arching online for information about your [1] yes	on of personnel to you? Table Tab	Survey period 2nd quarter 2015 Survey period		Survey frequency once Survey frequency
No. No. No. 2nd quarte How imposition in the position in th	r 2015 sympathy Name sf_2015q2_25 of question r 2015 Arching online for information about your [1] yes Name sf_2015q2_26 of question	on of personnel to you? Table Table Table Table Table	Survey period 2nd quarter 2015 Survey period		Survey frequency once Survey frequency
No. No. 3.129) Wording 2nd quarte Are you se. No. 3.130) Wording	r 2015 Name sf_2015q2_25 of question [1] yes Name sf_2015q2_26 of question r 2015	on of personnel to you? Table Compare C	Survey period 2nd quarter 2015 Survey period	Further information	Survey frequency once Survey frequency
No. 3.129) Wording 2nd quarte Are you se.	r 2015 sympathy Name sf_2015q2_25 of question r 2015 Arching online for information about your [1] yes Name sf_2015q2_26 of question	on of personnel to you? Table Compare C	Survey period 2nd quarter 2015 Survey period	Further information	Survey frequency once Survey frequency
No. 3.129) Wording 2nd quarte Are you se. If yes:	r 2015 Name sf_2015q2_25 of question r 2015 arching online for information about your confidence of question r 2015 arching online for information about your confidence of question r 2015 Ame sf_2015q2_26 of question r 2015 arching online for information about your confidence of question r 2015 arching online for information about your confidence of question r 2015	on of personnel to you? Table Compare C	Survey period 2nd quarter 2015 Survey period	Further information	Survey frequency once Survey frequency
No. No. 3.129) Wording 2nd quarte Are you se.	r 2015 Name sf_2015q2_25 of question r 2015 arching online for information about your confidence of question r 2015 arching online for information about your confidence of question r 2015 Ame sf_2015q2_26 of question r 2015 arching online for information about your confidence of question r 2015 arching online for information about your confidence of question r 2015	on of personnel to you? Table Compare C	Survey period 2nd quarter 2015 Survey period	Further information	Survey frequency once Survey frequency

No.	Name	Label	Survey period		Survey frequency
3.131)	sf_2015q2_27	searching info online: social networks	2nd quarter 2015		once
	of question				
2nd quarter				Further information	
				ruther illionnation	
	rching online for information about your ap	plicants?			
If yes: Are you sear	rching				
	In social networks	[1] yes			
	(Facebook, Twitter etc.)				
No.	Name	Label	Survey period		Survey frequency
IVO.	Name	Laber	Survey period		Survey frequency
3.132)	sf_2015q2_28	searching info online: other info	2nd quarter 2015		once
Wording o	of question				
2nd quarter	2015			Further information	
Are you sear	rching online for information about your ap	plicants?			
If yes:					
Are you sear	rching				
	other information	[1] yes			
No.	Name	Label	Survey period		Survey frequency
3.133)	sf_2015q3_1	change of challenges in everyday	3rd quarter 2015		once
	of question	professional life			
3rd quarter 2				Further information	
				ruttler illionnation	
during the la	lenges in everyday professional life change ast 5 years?	tor your employees			
	[1] yes	[2] no			
No.	Name	Label	Survey period	_	Survey frequency
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	3rd quarter 2015		once
Wording o	of question				
3rd quarter 2	2015			Further information	
	lenges in everyday professional life change	for your employees			
during the la	ast 5 years?				
If yes:					
the challeng	es with respect to				
		[1] increased [2] unchanged [3] decreased [4] not relevant			
	additional qualifications		_		
				1	
No.	Name	Label	Survey period		Survey frequency
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	3rd quarter 2015		once
Wording o	of question				
3rd quarter 2	2015			Further information	
				1	

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-unders	tanding	3rd quarter 2015		once
Wording	g of question					
3rd quarte					Further information	
Did the ch	r 2015 allenges in everyday professional lif · last 5 years?	e change for your employees			Further information	
Did the ch during the If yes:	allenges in everyday professional lif	e change for your employees			Further information	
Did the ch during the If yes:	allenges in everyday professional lifi · last 5 years?	e change for your employees [1] increased [2] unchange	d [3] decreased [4] not relevant	7	Further information	

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	
	llenges in everyday professional	life change for your employ	rees				
during the I	last 5 years?						
If yes:							
ii yes.							
the challeng	ges with respect to						
		[1] increased	[2] unchanged [3] decrease	d [4] not relevant			
	temporal flexibility				•		
	temporarnexionity						

No.	Name	Label			Survey period		Survey frequency
3.138)	sf_2015q3_6	challenges w.r	t. weekend work		3rd quarter 2015		once
Wording o	of question						
3rd quarter 2	2015					Further information	
						Tartier mormation	
Did the chall	llenges in everyday professional lif	fe change for your employ	/ees				
during the la	ast 5 years?						
If yes:							
the challeng	ges with respect to						
					•		
		[1] increased	[2] unchanged [3] decrea	ised [4] not relevant			
	weekend work						
					•	1	

3.139) sf_2015q3_7 challenges w.r.t. willingness to travel 3rd quarter 2015 once Wording of question 3rd quarter 2015 Further information bid the challenges in everyday professional life change for your employees during the last 5 years?	No.	Name	Label	Survey period	Survey frequency
Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years?					
3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years?	3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	3rd quarter 2015	once
3rd quarter 2015 Further information Did the challenges in everyday professional life change for your employees during the last 5 years?	Mondia	fti			
Did the challenges in everyday professional life change for your employees during the last 5 years?	Wordin	g or question			
during the last 5 years?					
during the last 5 years?	3rd quarte	er 2015		Further inform	nation
			l life change for your employees	Further inform	nation
If ves:	Did the ch	nallenges in everyday professiona	l life change for your employees	Further information of the control o	nation

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

No.	Name	Label	Survey period	t	Survey frequency
3.140)	sf_2015q3_8	challenges w.r.t. language skills	3rd quarter 2	015	once
Wording	g of question				
3rd quarte	r 2015			Further information	
				Further information	
Did the ch	allenges in everyday professional lif	e change for your employees		Further information	
Did the ch		e change for your employees		Further information	
Did the ch	allenges in everyday professional lif	e change for your employees		Further information	
Did the ch during the If yes:	allenges in everyday professional lif	e change for your employees		Further information	
Did the ch during the If yes:	allenges in everyday professional lif last 5 years?			Further information	
Did the ch during the If yes:	allenges in everyday professional lif last 5 years?	e change for your employees [1] increased [2]	[4] not relevant	Further information	

						outro, poster		
3.141)	sf_2015q3_9	challenges w.r	t. lifelong lear	ning		3rd quarter 2015		once
Wording o	of question							
2.1	2015						Further information	
3rd quarter 2	2015						ruttier information	
	lenges in everyday professional life change	for your employ	rees					
during the la	ast 5 years?							
If yes:								
the challenge	es with respect to							
		[1] increased	[2] unchanged	[3] decreased	[4] not relevant			

				our rey periou		
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities		3rd quarter 2015		once
Wording	of question					
3rd quarter	2015				Further information	
Did the chal	llenges in everyday professional lif	e change for your employees				
	llenges in everyday professional lif ast 5 years?	e change for your employees				
		e change for your employees				
during the la		e change for your employees				
during the la	ast 5 years?	[n]	[4] not	1		
during the la	ast 5 years?	[n]	creased [4] not relevant]		

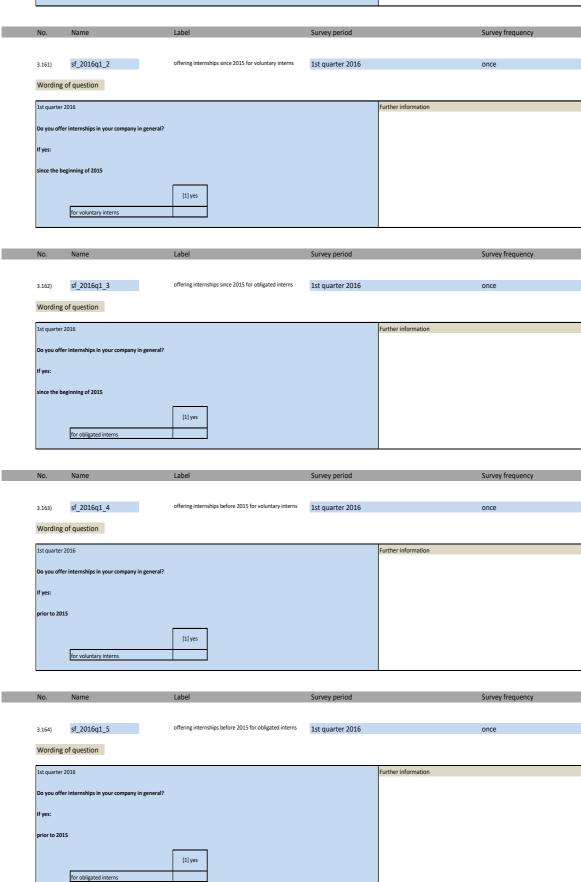
No.	Name	Label	Survey period	Survey frequency
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	3rd quarter 2015	once
Wording	g of question			
2.1	2045		Fundamental	Alan
3rd quarte	er 2015		Further informa	ation
Did the ch	allenges in everyday professional	life change for your employees		
	allenges in everyday professional e last 5 years?	life change for your employees		
		life change for your employees		

No.	Name	Label	Survey period	Survey frequency
3.144)	sf_2015q3_13	difficulties finding trainees	3rd quarter 2015	once
Wording	s of question			
3rd quarter	r 2015		Furthe	r information
In fall the r	new apprenticeship year begins. Di	d your company have difficulties		
illiullig trai	ees.	[1] yes		
	L			
	_	[2] no		
	L	[3] no trainee positions were offered		
No.	Name	Label	Survey period	Survey frequency
3.145)	sf_2015q3_14	measure filling trainee positions: promotion at schools	3rd quarter 2015	once
Wording	g of question			
3rd quarter	r 2015		Furthe	rinformation
Did you tal	ke special measures to fill open tra	inee positions?		
	promotion at schools	[1] yes		
No.	Name	Label	Survey period	Survey frequency
3.146)	sf_2015q3_15	measure filling trainee positions: fairs	3rd quarter 2015	once
Wording	g of question			
3rd quarter	r 2015		Furthe	rinformation
Did you tal	ke special measures to fill open tra	inee positions?		
	visiting fairs	[1] yes		
No.	Name	Label	Survey period	Survey frequency
	6 2045 2 46		2 1 2045	
3.147)	sf_2015q3_16	measure filling trainee positions: new chann	els 3rd quarter 2015	once
	g of question			
3rd quarter	r 2015		Furthe	r information
Did you tal	ke special measures to fill open tra	inee positions?		
	new recruitment channels (e.g. online)	[1] yes		
	,			
No.	Name	Label	Survey period	Survey frequency
NU.	INGILIE	Lauei	Survey periou	Survey frequency
3.148)	sf_2015q3_17	measure filling trainee positions: foreign sea	3rd quarter 2015	once
Wording	s of question			
3rd quarter	r 2015		Furthe	r information
	ke special measures to fill open tra	inee positions?		
	foreign search	[1] yes		
	oreign scarcif	151100		
No	Namo	Labol	Cupion pariad	Cup ou fra
No.	Name	Label	Survey period	Survey frequency

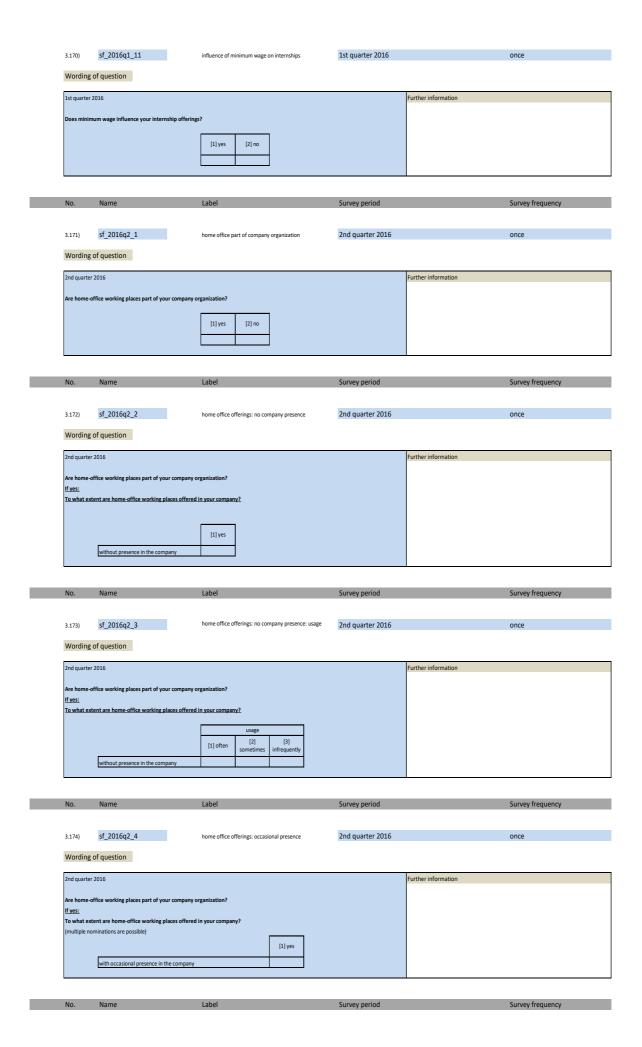
	3.149)	sf_2015q3_18	measure filling trainee positions: other	3rd quarter 2015		once
	Wording	of question				
	3rd quarter	2015			Further information	
		e special measures to fill open trainee posit	ione?			
	Did you take					
		other	[1] yes			
	No.	Name	Label	Survey period		Survey frequency
	2.150\	sf_2015q3_20	mazura filling trainea poritions	3rd quarter 2015		once
	3.150)		measure filling trainee positions: no special measure	Sid quarter 2015		once
	Wording	of question				
	3rd quarter	2015			Further information	
	Did you take	e special measures to fill open trainee posit	ions?			
		no special measures	[1] yes			
-	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	
		ploy asylum seekers during the last 24 mon	the?			
	Dia you emp					
		[1] yes	[2] no			
	No.	Name	Label	Survey period		Survey frequency
	2.452)	sf_2015q4_2		4th quarter 2015		once
	3.152)		employment of asylum seekers currently	4tii quarter 2015		once
	Wording	of question				
	4th quarter	2015			Further information	
	Are you cur	rently employing asylum seekers?				
		[1] yes	[2] no			
	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	nex as monais			
	4th quarter	2015			Further information	
	Are you pla	nning to employ asylum seekers?				
	In the next	12 months				
		[1] yes	[2] no			
	No.	Name	Label	Survey period		Survey frequency
	3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	4th quarter 2015		once
	3.154)	sf_2015q4_4 of question	employment of asylum seekers planned from 2017 on	4th quarter 2015		once
	3.154)	of question		4th quarter 2015	Further information	once
	3.154) Wording 4th quarter	of question		4th quarter 2015	Further information	once
	3.154) Wording 4th quarter	of question 2015 nning to employ asylum seekers?		4th quarter 2015	Further information	once
	3.154) Wording 4th quarter Are you plan	of question 2015 nning to employ asylum seekers?		4th quarter 2015	Further information	once
	3.154) Wording 4th quarter Are you plan	of question 2015 nning to employ asylum seekers?	from 2017 on	4th quarter 2015	Further information	once

14/	6	asylum seekers pla	anned 12 mo	onths				
wording	of question	asylum seekers pia						
4th quarter	2015						Further information	
	anning to invest into qualification measu	res for asylum seekers ir	n your comp	pany				
during the	next 12 months?							
	[1] yes	[2]	no					
No.	Name	Label	-	-	_	Survey period		Survey frequency
	Hame	2000				Survey period		Survey mequency
3.156)	sf_2015q4_6	obstacles to emplo	oying asylum	n seekers: lan	guage	4th quarter 2015		once
Wording	of question							
4th quarter	2015						Further information	
Which obst	tacles do you see with regard to employi	ng asylum seekers?						
			[2] small	[3] no	[4] not	1		
	language	obstacle o	obstacle	obstacle	relevant			
	iungauge					J.		
No.	Name	Label				Survey period		Survey frequency
3.157)	sf_2015q4_7	obstacles to emplo qualification	oying asylum	n seekers:		4th quarter 2015		once
Wording	of question							
4th quarter	2015						Further information	
Which obst	tacles do you see with regard to employi	ng asvlum seekers?						
	,			(-)		1		
			[2] small obstacle	[3] no obstacle	[4] not relevant			
	qualification]		
No.	Name	Label				Survey period		Survey frequency
No.	Name	Label		_		Survey period		Survey frequency
No. 3.158)	Name sf_2015q4_8	obstacles to emplo	oying asylum	n seekers:	-	Survey period 4th quarter 2015		Survey frequency
3.158)			oying asylum	n seekers:				
3.158)	sf_2015q4_8 of question	obstacles to emplo	oying asylum	n seekers:			Further information	
3.158) Wording 4th quarter	sf_2015q4_8 of question	obstacles to emplc minimum wage	oying asylum	n seekers:			Further information	
3.158) Wording 4th quarter	sf_2015q4_8 of question	obstacles to emplo minimum wage ng asylum seekers?					Further information	
3.158) Wording 4th quarter	sf_2015q4_8 of question	obstacles to emplo minimum wage ng asylum seekers?	oying asylum [2] small obstacle	n seekers:	[4] not relevant		Further information	
3.158) Wording 4th quarter	sf_2015q4_8 of question	obstacles to emplo minimum wage ng asylum seekers?	[2] small	[3] no			Further Information	
3.158) Wording 4th quarter	sf_2015q4_8 of question 2015 tacles do you see with regard to employi	obstacles to emplo minimum wage ng asylum seekers?	[2] small	[3] no			Further information	
3.158) Wording 4th quarter Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employi	obstacles to emplo minimum wage ng asylum seekers?	[2] small	[3] no			Further information	
3.158) Wording 4th quarter Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employi	obstacles to emplo minimum wage ng asylum seekers?	[2] small	[3] no		4th quarter 2015	Further information	once
3.158) Wording 4th quarter Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employi	obstacles to emplo	[2] small obstacle	[3] no obstacle		4th quarter 2015	Further information	once
3.158) Wording 4th quarter Which obst No.	sf_2015q4_8 of question 2015 tacles do you see with regard to employi	obstacles to emplo minimum wage ng asylum seekers? [1] large [[2] small obstacle	[3] no obstacle		4th quarter 2015 Survey period	Further information	once Survey frequency
Wording Which obst No. 3.159)	sf_2015q4_8 of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question	obstacles to emplo	[2] small obstacle	[3] no obstacle		4th quarter 2015 Survey period		once Survey frequency
3.158) Wording 4th quarter Which obst No.	sf_2015q4_8 of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question	obstacles to emplo	[2] small obstacle	[3] no obstacle		4th quarter 2015 Survey period	Further information	once Survey frequency
Wording Which obst No. Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question	obstacles to emplo	[2] small obstacle	[3] no obstacle		4th quarter 2015 Survey period		once Survey frequency
Wording Which obst No. Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employing the seed of question of question 2015	obstacles to emplominimum wage Ing asylum seekers? [1] large [1] obstacle constacle constacle constacle constacle constacle constacle constacles to emploit legal frameworks Ing asylum seekers?	[2] small obstacle or open control of the control o	[3] no obstacle	relevant	4th quarter 2015 Survey period		once Survey frequency
Wording Which obst No. Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employing the seed of question of question 2015	obstacles to emplo	[2] small obstacle	[3] no obstacle	relevant	4th quarter 2015 Survey period		once Survey frequency
Wording Which obst No. Wording Which obst	of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question 2015 tacles do you see with regard to employi	obstacles to emplominimum wage Ing asylum seekers? [1] large [1] obstacle constacle constacle constacle constacle constacle constacle constacles to emploit legal frameworks Ing asylum seekers?	[2] small obstacle over the control of the control	[3] no obstacle	relevant	4th quarter 2015 Survey period		once Survey frequency
Wording Which obst No. 3.159) Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employing the second seed of the second second seed of the second second seed of the second se	obstacles to emplor minimum wage Ing asylum seekers? [1] large obstacle c Label obstacles to emplor legal frameworks [1] large obstacle c [1] large obstacle c	[2] small obstacle over the control of the control	[3] no obstacle	relevant	4th quarter 2015 Survey period 4th quarter 2015		Survey frequency once
Wording Which obst No. Wording Which obst	of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question 2015 tacles do you see with regard to employi	obstacles to emplominimum wage Ing asylum seekers? [1] large [1] obstacle constacle constacle constacle constacle constacle constacle constacles to emploit legal frameworks Ing asylum seekers?	[2] small obstacle over the control of the control	[3] no obstacle	relevant	4th quarter 2015 Survey period		once Survey frequency
Wording Wording No. No. Wording Which obst Wording Wording Wording Wording No.	sf_2015q4_8 of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question 2015 tacles do you see with regard to employi legal frameworks Name	obstacles to emple minimum wage ng asylum seekers? [1] large obstacle cobstacle cobstacles to emple legal frameworks [1] large obstacle cobstacle cobstac	[2] small obstacle opying asylum [2] small obstacle	[3] no obstacle	relevant	4th quarter 2015 Survey period 4th quarter 2015 Survey period		Survey frequency once Survey frequency
Wording Which obst No. 3.159) Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employing the second seed of the second second seed of the second second seed of the second se	obstacles to emplor minimum wage Ing asylum seekers? [1] large obstacle c Label obstacles to emplor legal frameworks [1] large obstacle c [1] large obstacle c	[2] small obstacle opying asylum [2] small obstacle	[3] no obstacle	relevant	4th quarter 2015 Survey period 4th quarter 2015		Survey frequency once
Wording No. No. Wording Which obst Which obst Wording No. No. No.	sf_2015q4_8 of question 2015 tacles do you see with regard to employi minimum wage Name sf_2015q4_9 of question 2015 tacles do you see with regard to employi legal frameworks Name	obstacles to emple minimum wage ng asylum seekers? [1] large obstacle cobstacle cobstacles to emple legal frameworks [1] large obstacle cobstacle cobstac	[2] small obstacle opying asylum [2] small obstacle	[3] no obstacle	relevant	4th quarter 2015 Survey period 4th quarter 2015 Survey period		Survey frequency once Survey frequency
Wording Which obst NO. 1.159) Wording Which obst	sf_2015q4_8 of question 2015 tacles do you see with regard to employing the seed of the	obstacles to emple minimum wage ng asylum seekers? [1] large obstacle cobstacle cobstacles to emple legal frameworks [1] large obstacle cobstacle cobstac	[2] small obstacle opying asylum [2] small obstacle	[3] no obstacle	relevant	4th quarter 2015 Survey period 4th quarter 2015 Survey period		Survey frequency once



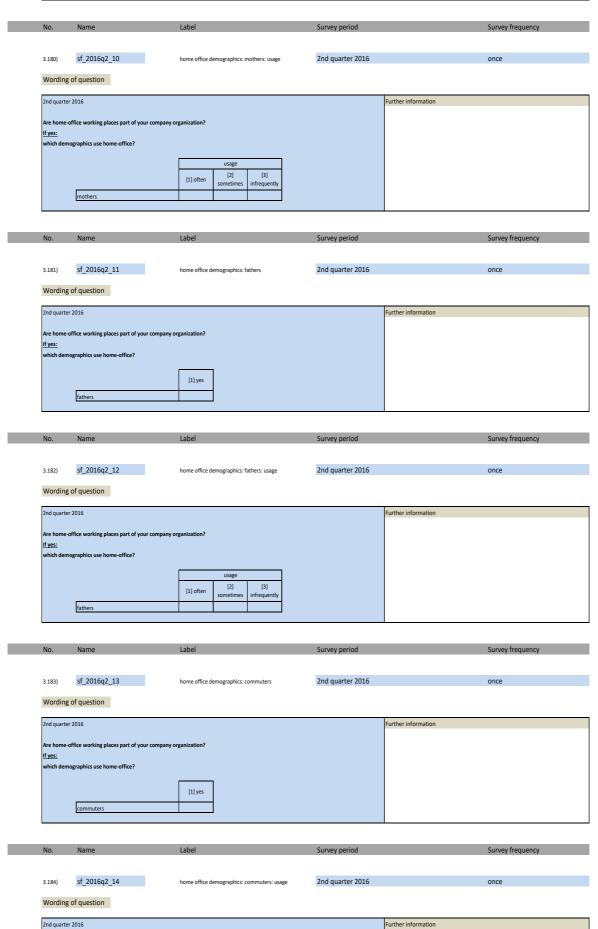


			1st quarter 2016	once
			1st quarter 2016	once
3.165)	sf_2016q1_6	average internship duration for voluntary interns		
Wording	of question			
1st quarter	2016			Further information
The averag	ge duration of internships in our company is			
		[1] up to 3 [2] between 3 [3] more than months and 6 months 6 months		
	for voluntary interns			
No.	Name	Label	Survey period	Survey frequency
3.166)	sf_20161_7	average internship duration for obligated interns	1st quarter 2016	once
		•	131 quarter 2010	5.100
Wording	of question			
1st quarter	2016			Further information
The averag	ge duration of internships in our company is			
		[1] up to 3 [2] between 3 [3] more than and 6 months 6 months		
	for obligated interns			
No.	Name	Lahal	Survey period	Cupyoufraguage
NU.	Name	Label	Survey period	Survey frequency
3.167)	sf_2016q1_8	internship duration for voluntary interns in 2015 versus	1st quarter 2016	once
	sf_2016q1_8	internship duration for voluntary interns in 2015 versus previous years	1st quarter 2016	once
Wording	of question		1st quarter 2016	
Wording	of question		1st quarter 2016	Once Further information
Wording 1st quarter	of question	previous years	1st quarter 2016	
Wording 1st quarter	of question	previous years	1st quarter 2016	
Wording 1st quarter	of question 2016 on of internships in 2015 compared to pre	previous years	1st quarter 2016	
Wording 1st quarter	of question	previous years	1st quarter 2016	
Wording 1st quarter The durati	of question 2016 on of internships in 2015 compared to pro for voluntary interns	previous years [1] increased [2] no change [3] decreased		Further information
Wording 1st quarter The durati	of question 2016 on of internships in 2015 compared to pre	previous years	1st quarter 2016 Survey period	
Wording 1st quarter The duration	of question 2016 on of internships in 2015 compared to pre for voluntary interns	previous years [1] increased [2] no change [3] decreased	Survey period	Further information Survey frequency
Wording 1st quarter The duration No. 3.168)	of question 2016 on of internships in 2015 compared to pre for voluntary interns Name sf_2016q1_9	evious years [1] increased [2] no change [3] decreased Label	Survey period	Further information
Wording 1st quarter The duration No. 3.168)	of question 2016 on of internships in 2015 compared to pre for voluntary interns	previous years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus	Survey period	Further information Survey frequency
Wording 1st quarter The duration No. 3.168) Wording	of question 2016 on of internships in 2015 compared to present the prese	previous years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus	Survey period	Further information Survey frequency
Wording 1st quarter The duration No. Wording Wording	of question 2016 on of internships in 2015 compared to present the prese	[1] increased [2] no change [3] decreased	Survey period	Further information Survey frequency once
Wording 1st quarter The duration No. Wording Wording	for voluntary interns Name sf_2016q1_9 of question	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years	Survey period	Further information Survey frequency once
Wording 1st quarter The duration No. Wording Wording	for voluntary interns Name sf_2016q1_9 of question 2016 on of internships in 2015 compared to pre	[1] increased [2] no change [3] decreased	Survey period	Further information Survey frequency once
Wordings The duration No. Wordings Wordings	for voluntary interns Name sf_2016q1_9 of question	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years	Survey period	Further information Survey frequency once
Wordings The duration No. Wordings Wordings	for voluntary interns Name sf_2016q1_9 of question 2016 on of internships in 2015 compared to pre	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years	Survey period	Further information Survey frequency once
Wording St quarter No. No. 3.168) Wording St quarter The duration The duration The duration The duration The duration The duration	for voluntary interns Name sf_2016q1_9 of question 2016 on of internships in 2015 compared to pre	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years	Survey period	Further information Survey frequency once
Wording St quarter No. No. 3.168) Wording St quarter The duration The duration The duration The duration The duration The duration	of question 2016 on of internships in 2015 compared to profession of internships in 2015 compared to profession of question 2016 on of internships in 2015 compared to profession of	[1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period	Survey frequency once
No. No. No. No. No. No. No. No.	for voluntary interns Name sf_2016q1_9 of question 2016 on of internships in 2015 compared to present the	[1] increased [2] no change [3] decreased	Survey period 1st quarter 2016	Survey frequency once
Wording Ist quarter The duration No. Wording Wording No. No.	of question 2016 on of internships in 2015 compared to profession of internships in 2015 compared to profession of question 2016 on of internships in 2015 compared to profession of	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years [1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period	Further information Survey frequency once Further information Survey frequency
No. No. No. No. No. No. No. No.	tor voluntary interns Name sf_2016q1_9 of question for obligated interns Name sf_2016q1_10 of question	evious years [1] increased [2] no change [3] decreased Label internship duration for voluntary interns in 2015 versus previous years [1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period	Further information Survey frequency once Further information Survey frequency once
Wording No. No. No. No. No. No. No. No	for voluntary interns Name sf_2016q1_9 of question 2016 for obligated interns Name sf_2016q1_10 of question 2016 of question 2016 for obligated interns	[1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period	Further information Survey frequency once Further information Survey frequency
Wording Ist quarter No. No. Wording Ist quarter Wording Ist quarter Ist quarter Ist quarter	tor voluntary interns Name sf_2016q1_9 of question for obligated interns Name sf_2016q1_10 of question	[1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period	Further information Survey frequency once Further information Survey frequency once
No. No. No. No. No. No. No. No.	for voluntary interns Name sf_2016q1_9 of question 2016 for obligated interns Name sf_2016q1_10 of question 2016 of question 2016 for obligated interns	[1] increased [2] no change [3] decreased	Survey period 1st quarter 2016 Survey period 1st quarter 2016	Further information Survey frequency once Further information Survey frequency once



3.175)	sf_2016q2_5	home office offerings: occasional presence: usage	2nd quarter 2016	once	
Wording	of question				
2nd quarter	2016			Further information	
Are home-o	office working places part of your compar	ny organization?			
If yes: To what ext	tent are home-office working places offe	red in your company?			
	ominations are possible)		200		
		[1] often	age 2] [3]		
	with occasional presence in the compa	Some	etimes infrequently		
		·1	<u> </u>		
No.	Name	Label	Survey period	Survey frequen	icy
3.176)	sf_2016q2_6	home office offerings: frequent presence	2nd quarter 2016	once	
Wording	of question				
2nd quarter	2016			Further information	
Are home-o	office working places part of your compar	ny organization?			
If yes:					
	tent are home-office working places offer ominations are possible)	red in your company?			
		[1] yes			
	with frequent phases of presence in the	ecompany			
	Name	t als al	Company	Common formance	
	Name	Label	Survey period	Survey frequen	icy
No.					
	sf 2016a2 7	home office offerings: frequent presence: usage	2nd quarter 2016	once	
3.177)	sf_2016q2_7	home office offerings: frequent presence: usage	2nd quarter 2016	once	
3.177)	sf_2016q2_7 of question	home office offerings: frequent presence: usage	2nd quarter 2016	once	
3.177)	of question	home office offerings: frequent presence: usage	2nd quarter 2016	once Further information	
3.177) Wording 2nd quarter	of question		2nd quarter 2016		
3.177) Wording 2nd quarter Are home-o	of question 2016 Office working places part of your compar	ny organization?	2nd quarter 2016		
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question	ny organization? red in your company?			
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question -2016 office working places part of your compartent are home-office working places offe	ny organization? red in your company?	age		
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question 2016 Conflict working places part of your compart tent are home-office working places offer minations are possible)	ny organization? red in your company? [1] often some			
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question -2016 office working places part of your compartent are home-office working places offe	ny organization? red in your company? US [1] often some	age 2] [3]		
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question 2016 Conflict working places part of your compart tent are home-office working places offer minations are possible)	ny organization? red in your company? US [1] often some	age 2] [3]		
3.177) Wording 2nd quarter Are home-out yes: To what ext	of question 2016 Conflict working places part of your compart tent are home-office working places offer minations are possible)	ny organization? red in your company? US [1] often some	age 2] [3]		icy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 ffice working places part of your compartent are home-office working places offe minations are possible) with frequent phases of presence in the	red in your company? In the company is a company is	age 2] 2] [3] 2times infrequently	Further information	су
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 ffice working places part of your compartent are home-office working places offe minations are possible) with frequent phases of presence in the	red in your company? In the company is a company is	age 2] [3] Etimes infrequently Survey period	Further information	усу
3.177) Wording 2nd quarter Are home-off yess: To what ext (multiple no	of question 2016 2016 Office working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Name	uy organization? red in your company? [1] often some company Label	age 2] [3] stimes infrequently Survey period	Further information Survey frequen	ocy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 office working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Name sf_2016q2_8 of question	uy organization? red in your company? [1] often some company Label	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	су
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording	of question 2016 2016 2016 tent are home-office working places offerminations are possible) with frequent phases of presence in the Name \$f_2016q2_8 of question 2016	ty organization? red in your company? to the some secompany Label home office offerings: variable presence frequencies	age 2] [3] stimes infrequently Survey period	Further information Survey frequen	ıcy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording 2nd quarter Are home-o	of question 2016 office working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Name sf_2016q2_8 of question	ty organization? red in your company? to the some secompany Label home office offerings: variable presence frequencies	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	icy
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3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 2016 Office working places part of your compartent are home-office working places offer minations are possible) with frequent phases of presence in the Name Sf_2016q2_8 of question 2016 Soffice working places part of your compartent are home-office working places offer minations are possible)	ty organization? ted in your company? [2] often some some some some some some some some	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	су
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016	ty organization? red in your company? [1] often som [2] often som [3] the som [4] often som [5] the som [6] the som [7] the som [8] the som [9] the som	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	icy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 2016 2016 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Sf_2016q2_8 of question 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) Phases of presence are handled variable phases of presence are handled variable.	ty organization? red in your company? [1] often som [2] often som [3] the som [4] often som [5] the som [6] the som [7] the som [8] the som [9] the som	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	icy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording 2nd quarter Are home-o If yes: To what ext	of question 2016 2016 2016 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Sf_2016q2_8 of question 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) Phases of presence are handled variable phases of presence are handled variable.	ty organization? red in your company? [1] often som [2] often som [3] the som [4] often som [5] the som [6] the som [7] the som [8] the som [9] the som	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	icy
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording 2nd quarter Are home-o If yes: To what ext	of question 2016 2016 2016 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Sf_2016q2_8 of question 2016 Sffice working places part of your compartent are home-office working places offerminations are possible) Phases of presence are handled variable phases of presence are handled variable.	ty organization? red in your company? [1] often som [2] often som [3] the som [4] often som [5] the som [6] the som [7] the som [8] the som [9] the som	age 2] [3] stimes infrequently Survey period	Further information Survey frequen once	
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o If yes: To what ext (multiple no	of question 2016 Office working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the Name Sf_2016q2_8 of question 2016 Office working places part of your compartent are home-office working places offerminations are possible) Phases of presence are handled variable compa	ty organization? Ted in your company? [1] often some some some some some some some some	Survey period 2 2 [3] Survey period 2 2nd quarter 2016	Survey frequen once Further information	
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3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o if yes: To what ext (multiple no No. 3.178) No. No.	of question 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 2016 Phases of presence are handled variable compa	red in your company? In your company? It is company Label home office offerings: variable presence frequencially organization? red in your company? In your company? In your company? In your company? Label	Survey period Survey period Survey period	Further information Survey frequen once Further information	
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.179) No.	of question 2016 2016 office working places part of your compartent are home-office working places offer initiations are possible) with frequent phases of presence in the original phases of presence are handled variable ph	red in your company? In your company? It is company Label home office offerings: variable presence frequencially organization? red in your company? In your company? In your company? In your company? Label	Survey period Survey period Survey period	Further information Survey frequen once Survey frequen once	
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o if yes: To what ext (multiple no No. 3.178) No. No.	of question 2016 2016 office working places part of your compartent are home-office working places offer initiations are possible) with frequent phases of presence in the original phases of presence are handled variable ph	red in your company? In your company? It is company Label home office offerings: variable presence frequencially organization? red in your company? In your company? In your company? In your company? Label	Survey period Survey period Survey period	Further information Survey frequen once Further information	
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no 3.178) Wording 2nd quarter Are home-o No. 3.179) Wording 2nd quarter Are home-o 2nd quarter Are home-o	of question 2016 2016 office working places part of your compartent are home-office working places offer initiations are possible) with frequent phases of presence in the original phases of presence are handled variable ph	ty organization? Ted in your company? Label home office offerings: variable presence frequencially organization? Ted in your company? Label home office demographics: mothers	Survey period Survey period Survey period	Further information Survey frequen once Survey frequen once	
3.177) Wording 2nd quarter Are home-o If yes: To what ext (multiple no No. 3.178) Wording 2nd quarter Are home-o tf yes: To what ext (multiple no No. 3.179) Wording 2nd quarter Are home-o If yes: 2nd quarter Are home-o If yes:	of question 2016 office working places part of your compartent are home-office working places offerminations are possible) with frequent phases of presence in the with frequent phases of presence in the state of the places of presence in the state of the places of presence in the state of the places of presence working places part of your compartent are home-office working places offerminations are possible) Phases of presence are handled variable compared the places of presence are handled variable places.	ty organization? Ted in your company? Label home office offerings: variable presence frequencially organization? Ted in your company? Label home office demographics: mothers	Survey period Survey period Survey period	Further information Survey frequen once Survey frequen once	





,	are home-office working places part of your company org	ganization?			
	f yes: which demographics use home-office?				
	mich demographics ase nome-office:				1
			usage		
		[1] often	[2] sometimes	[3] infrequently	
	commuters				

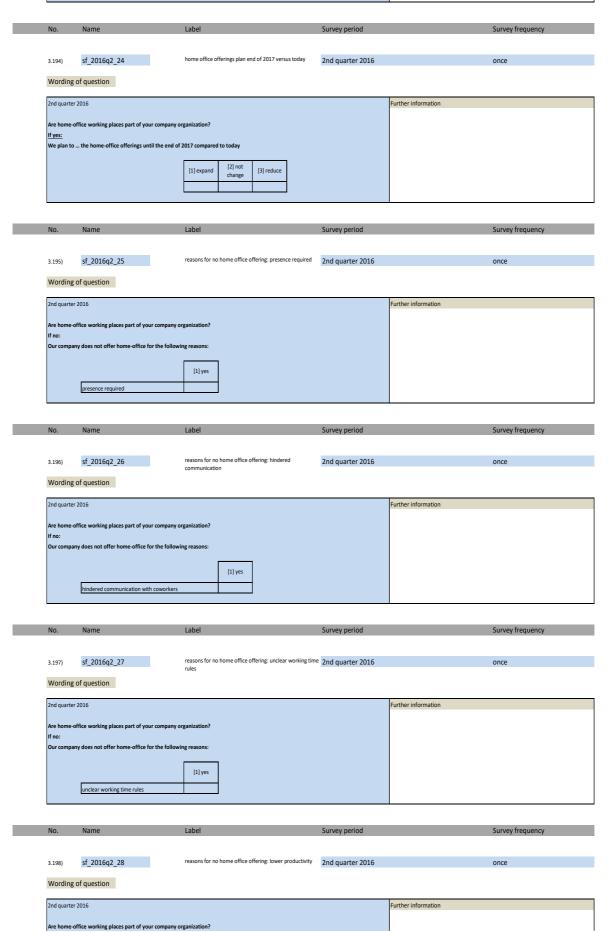
No.	Name	Label	Survey period		Survey frequency
3.185)	sf 2016q2 15	home office demographics: part time employees	2nd quarter 2016		once
Wordin	g of question				
2004 00000	2016		Cont	ther information	
2nd quart	er 2016		Furi	ther information	
		omnany organization?	Furi	ther information	
Are home	er 2016 -office working places part of your o	ompany organization?	Furi	ther information	
Are home	-office working places part of your c	ompany organization?	Fur	ther information	
Are home		ompany organization?	Fun	ther information	
Are home	-office working places part of your c	ompany organization? [1] yes	Fun	ther information	
Are home	-office working places part of your c		Fun	ther information	

No.	Name	Label		Survey period		Survey frequency
3.186)	sf_2016q2_16	home office de	emographics: part time employees: usag	2nd quarter 2016		once
Wording	of question					
2nd quarter	2016				Further information	
Are home-o	office working places part of your co	empany organization?				
Are home-o		empany organization?				
Are home-o	office working places part of your co	mpany organization?				
Are home-o		empany organization?	usage			
Are home-o		impany organization?	usage [2] [3] sometimes infrequently			
Are home-o			[2] [3]			

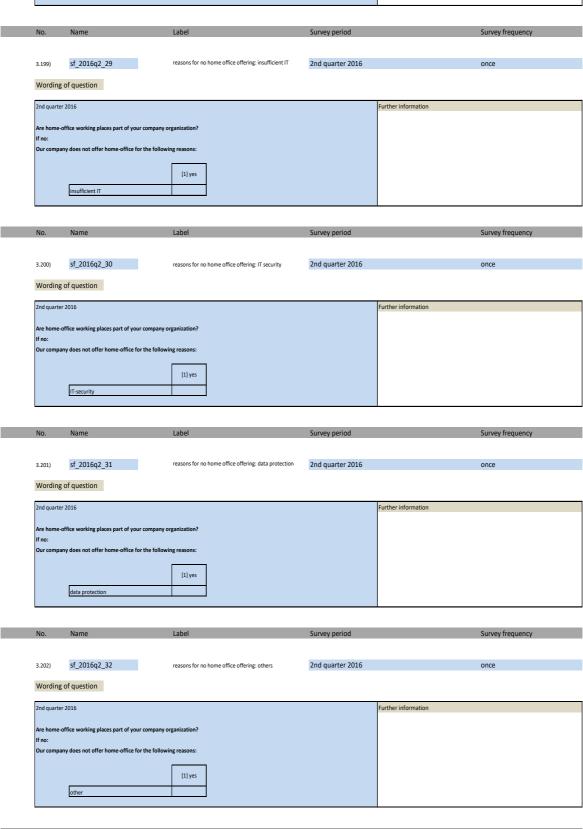
3.187)	sf_2016q2_17	home office demographics: full time employees	2nd quarter 2016	once
Wording o	of question			
2nd quarter 2	2016			Further information
	fice working places part of your com	pany organization?		
If yes:	graphics use home-office?			
willcifueillog	graphics use nome-orncer			
		[1] yes		
	full-time employees			

No.	Name	Label		Survey period		Survey frequency
3.188)	sf_2016q2_18	home office d	demographics: full time employees: usag	2nd quarter 2016		once
Wording	g of question					
2nd quart	er 2016				Further information	
Ziio quare						
·	office working places part of your cor	mpany organization?				
Are home		mpany organization?				
Are home		mpany organization?				
Are home	office working places part of your cor	mpany organization?	usage			
Are home	office working places part of your cor	mpany organization?	usage [3] sometimes infrequently			
Are home	office working places part of your cor		[2] [3]			

3.189)	sf_2016q2_19	home office demographics: younger employees (<40 years)	2nd quarter 2016		once	
Wording o	of question					
2nd quarter 2	2016			Further information		I
Are home-of	ffice working places part of your company of	organization?				
	ographics use home-office?					
		[1] yes				
	younger employees (<40 years)					
						J
No.	Name	Label	Survey period		Survey frequency	
3.190)	sf_2016q2_20	home office demographics: younger employees (<40	2nd quarter 2016		once	
		years): usage	Zhu quarter 2010		Office	
	of question			1		1
2nd quarter 2	2016			Further information		
Are home-of	ffice working places part of your company o	organization?				
which demo	ographics use home-office?					
		usage [2] [3]				
	younger employees (<40 years)	[1] often sometimes infrequently				
						l
	Name	Label	Survey period		Survey frequency	
No.			565		, , , , , , , , , , , , , , , , , , , ,	1
No.						
No. 3.191)	sf_2016q2_21	home office demographics: older employees (40+ years)	2nd quarter 2016		once	1
3.191)	sf_2016q2_21 of question	home office demographics: older employees (40+ years)	2nd quarter 2016		once	
3.191)	of question	home office demographics: older employees (40+ years)	2nd quarter 2016	Further information	once	
3.191) Wording (2nd quarter: Are home-of	of question		2nd quarter 2016	Further information	once	
3.191) Wording (2nd quarter: Are home-of If yes:	of question		2nd quarter 2016	Further information	once	
3.191) Wording of the control of th	of question 2016 ffice working places part of your company of	organization?	2nd quarter 2016	Further information	once	
3.191) Wording of the control of th	of question 2016 ffice working places part of your company of		2nd quarter 2016	Further information	once	
3.191) Wording (2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company or graphics use home-office?	organization?	2nd quarter 2016	Further information	once	
3.191) Wording (2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company or graphics use home-office?	organization?	2nd quarter 2016 Survey period	Further information	once Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo	of question 2016 ffice working places part of your company o	[1] yes	Survey period	Further information		
3.191) Wording 6 2nd quarter: Are home-of If yes: which demo	of question 2016 ffice working places part of your company o	organization? [1] yes	Survey period	Further information		
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192)	of question 2016 ffice working places part of your company o	organization? [1] yes Label home office demographics: older employees (40+ years):	Survey period	Further information	Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo	of question 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question	organization? [1] yes Label home office demographics: older employees (40+ years):	Survey period	Further information	Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demonstrates which demonstrates which demonstrates are the second of	of question 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question	Il yes Label home office demographics: older employees (40+ years): usage	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company of paraphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016	Il yes Label home office demographics: older employees (40+ years): usage	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of the compan	organization? [1] yes Label home office demographics: older employees (40+ years): usage organization?	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company of graphics use home-office? older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of graphics use home-office?	In the land of the	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of the compan	corganization? [1] yes Label home office demographics: older employees (40+ years): usage organization?	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes: which demo.	of question 2016 ffice working places part of your company of graphics use home-office? older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of graphics use home-office?	organization? [1] yes Label home office demographics: older employees (40+ years): usage organization? [1] often [2] [3] sometimes infrequently	Survey period 2nd quarter 2016		Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes:	of question 2016 ffice working places part of your company of graphics use home-office? older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of graphics use home-office?	corganization? [1] yes Label home office demographics: older employees (40+ years): usage organization?	Survey period		Survey frequency	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes: which demo.	of question 2016 ffice working places part of your company of graphics use home-office? older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of graphics use home-office?	organization? [1] yes Label home office demographics: older employees (40+ years): usage organization? [1] often [2] [3] sometimes infrequently	Survey period 2nd quarter 2016		Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. 3.192) Wording of 2nd quarter: Are home-of If yes: which demo.	of question 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name 2016 ffice working places part of your company of graphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22	corganization? [1] yes Label home office demographics: older employees (40+ years): usage usage [1] often	Survey period 2nd quarter 2016 Survey period		Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demon 3.192) Wording of 2nd quarter: Are home-of If yes: which demon 3.193) No. 3.193)	of question 2016 ffice working places part of your company of orgraphics use home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company o	corganization? [1] yes Label home office demographics: older employees (40+ years): usage usage [1] often	Survey period 2nd quarter 2016 Survey period	Further information	Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.192) Wording of 2nd quarter: Are home-of If yes: which demo. No. 3.193) Wording of 2nd quarter: 2nd quarter: 2nd quarter: 2nd quarter: 2nd quarter:	of question 2016 ffice working places part of your company of operation suse home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of operation suse home-office? Older employees (ab 40 years) Name sf_2016q2_23 of question 2016	corganization? [1] yes Label home office demographics: older employees (40+ years): usage organization? [1] often	Survey period 2nd quarter 2016 Survey period		Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo 2nd quarter: Are home-of If yes: which demo 3nd quarter: Are home-of If yes: which demo 2nd quarter: Are home-of If yes: 2nd quarter: Are home-of If yes: 3nd quarter: Are home-of If yes: 3nd quarter: Are home-of If yes: 3nd quarter:	of question 2016 ffice working places part of your company of operation suse home-office? Name sf_2016q2_22 of question 2016 ffice working places part of your company of operation suse home-office? older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of operation suse home-office?	corganization? Label home office demographics: older employees (40+ years): usage organization? Label Label home office offerings last 5 years organization?	Survey period 2nd quarter 2016 Survey period	Further information	Survey frequency once	
3.191) Wording of 2nd quarter: Are home-of If yes: which demo 2nd quarter: Are home-of If yes: which demo 3nd quarter: Are home-of If yes: which demo 2nd quarter: Are home-of If yes: 2nd quarter: Are home-of If yes: 3nd quarter: Are home-of If yes: 3nd quarter: Are home-of If yes: 3nd quarter:	of question 2016 ffice working places part of your company of operation suse home-office? Older employees (ab 40 years) Name sf_2016q2_22 of question 2016 ffice working places part of your company of operation suse home-office? Older employees (ab 40 years) Name sf_2016q2_23 of question 2016	corganization? Label home office demographics: older employees (40+ years): usage organization? Label Label home office offerings last 5 years organization?	Survey period 2nd quarter 2016 Survey period	Further information	Survey frequency once	



If no:		
Our company does not offer home-office for the following reasons		
	_	
[1] ye:		
lower productivity		



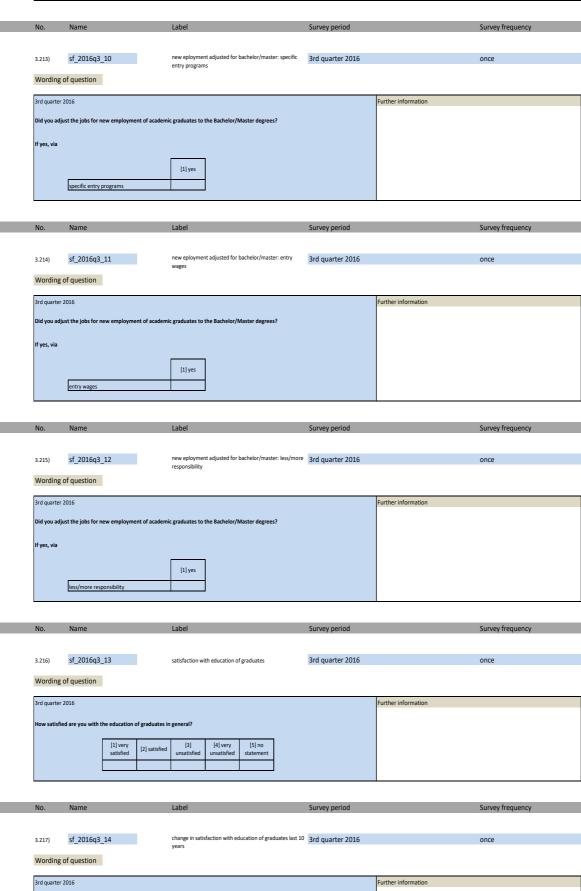
 No.
 Name
 Label
 Survey period
 Survey frequency

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

2nd quarte	er 2016			Further information
	-office working places part of your company	organization?		These comments are not part of the PL-Dataset. For access they have to be rec
If no: Our compa	any does not offer home-office for the follo	wing reasons:		at EBDC, seperately.
	other			
	other			
No.	Name	Label	Survey period	Survey frequency
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last :	3rd quarter 2016	once
	g of question	years		
3rd quarter				Further information
academics	with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you last 10 years?	employ	
(Trainees e	excluded)			
	[1] yes			
	[2] no			
	[3] we do n	ot employ academics in general		
				•
No.	Name	Label	Survey period	Survey frequency
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	3rd quarter 2016	once
Wording	g of question			
3rd quarte	er 2016			Further information
		n and introduced the Bachelor and Master degrees. Did you	employ	
academics (Trainees e	with one of the following degrees within the excluded)	last 10 years?		
		[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
		employment of master graduates last 10 years	Sid quarter 2010	once
Wording	g of question			
3rd quarte	er 2016			Further information
	na process has reformed the academic system with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you last 10 years?	employ	
(Trainees e	excluded)			
		[1] yes		
	Master	[2] (2)		
				<u> </u>
Na	News	1-6-1	Communicati	Company for company
No.	Name	Label	Survey period	Survey frequency
			2-d	once
3.207)	sf_2016q3_4	employment of dimploma graduates last 10 years	3rd quarter 2016	
		employment of dimploma graduates last 10 years	3rd quarter 2016	one:
Wording	g of question	employment of dimploma graduates last 10 years	3rd quarter 2016	
Wording 3rd quarter	g of question			Further information
Wording 3rd quarter The bologn academics	g of question r 2016 na process has reformed the academic systen with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you		
Wording 3rd quarter The bologn	g of question r 2016 na process has reformed the academic systen with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you		
Wording 3rd quarter The bologn academics	g of question r 2016 na process has reformed the academic systen with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you last 10 years?		
Wording 3rd quarter The bologn academics	g of question r 2016 na process has reformed the academic systen with one of the following degrees within the	n and introduced the Bachelor and Master degrees. Did you		

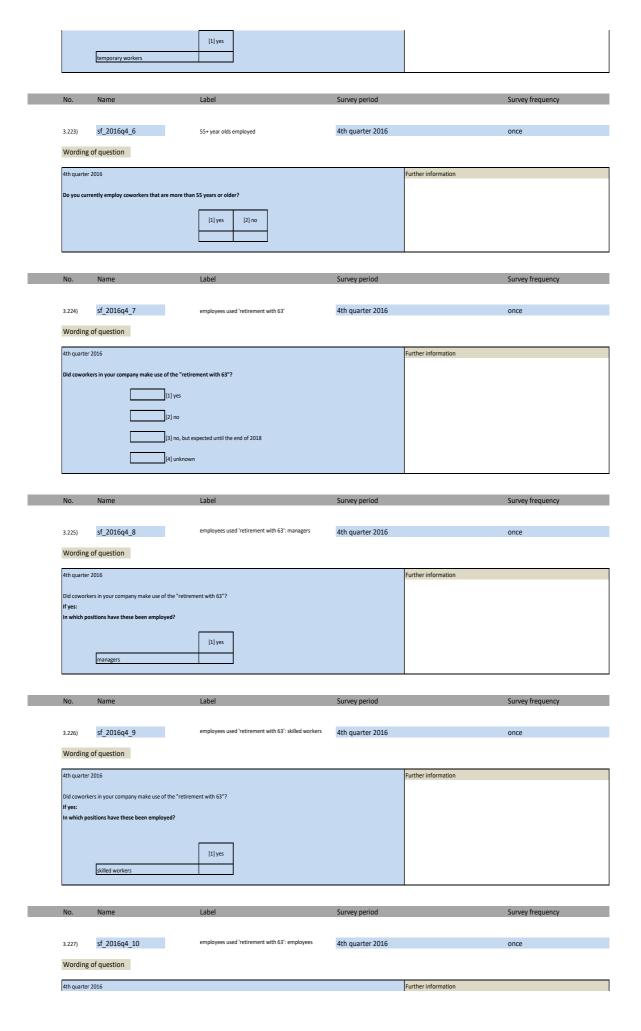
3.208) Wording (
Wording of	sf_2016q3_5	employment of others last 10 years	3rd quarter 2016		once
	of question				
	or question				
3rd quarter 2	2016			Further information	
The bologna	process has reformed the academic system	and introduced the Bachelor and Master degrees. Did you	employ		
academics w (Trainees exc	with one of the following degrees within the I	ast 10 years?			
(**************************************	,				
		[1] yes			
	other				
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				
Tronung (or question				
3rd quarter 2	2016			Further information	
Which is the	e most common degree of first-time emplo	wees in your company?			
willen is the	e most common degree of mist-time emplo	yees iii your company:			
		٦			
		[1] Bachelor			
		[2] Master			
		[3] others			
		[4] no comparison possible			
No.	Name	Label	Survey period	!	Survey frequency
3.210)	sf_2016q3_7	new eployment adjusted for bachelor/master	3rd quarter 2016		once
Wording of	of question				
3rd quarter 2	2016			Further information	
		nic graduates to the Backelor/Master degrees?		Further information	
		nic graduates to the Bachelor/Master degrees?		Further information	
		nic graduates to the Bachelor/Master degrees?		Further information	
		nic graduates to the Bachelor/Master degrees? [1] yes [2] no		Further information	
				Further information	
				Further information	
				Further information	
	ust the jobs for new employment of acader		Survey period		Survey frequency
Did you adju		[1] yes [2] no	Survey period		Survey frequency
Did you adju	ust the jobs for new employment of acader	[1] yes [2] no Label			
Did you adju	ust the jobs for new employment of acader	[1] yes [2] no	Survey period 3rd quarter 2016		Survey frequency
Did you adju No. 3.211)	ust the jobs for new employment of acader	[1] yes [2] no Label new eployment adjusted for bachelor/master: new job			
No. 3.211) Wording of	Name sf_2016q3_8 of question	[1] yes [2] no Label new eployment adjusted for bachelor/master: new job			
No.	Name sf_2016q3_8 of question	[1] yes [2] no Label new eployment adjusted for bachelor/master: new job			
No. 3.211) Wording of Grid quarter 2	Name sf_2016q3_8 of question	[1] yes [2] no Label new eployment adjusted for bachelor/master: new job			
No. 3.211) Wording of Judyou adju	Name sf_2016q3_8 of question	Label new eployment adjusted for bachelor/master: new job profiles			
No. 3.211) Wording of Grid quarter 2	Name sf_2016q3_8 of question	Label new eployment adjusted for bachelor/master: new job profiles			
No. 3.211) Wording of June 10	Name sf_2016q3_8 of question	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?			
No. 3.211) Wording of June 10	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader	Label new eployment adjusted for bachelor/master: new job profiles			
No. 3.211) Wording of Judyou adju	Name sf_2016q3_8 of question	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?			
No. 3.211) Wording of Judyou adju	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?			
No. 3.211) Wording of July Land Land Land Land Land Land Land Land	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader changed job profiles	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?	3rd quarter 2016	Further information	once
No. 3.211) Wording of Judyou adju	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?		Further information	
No. 3.211) Wording of July Land Land Land Land Land Land Land Land	Name Sf_2016q3_8 of question 2016 ust the jobs for new employment of acader changed job profiles	Label new eployment adjusted for bachelor/master: new job profiles [1] yes [2] no Label Label Label	3rd quarter 2016 Survey period	Further information	once
No. 3.211) Wording of July 2015 July	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader changed job profiles	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees?	3rd quarter 2016	Further information	once
No. 3.211) Wording of State of	Name sf_2016q3_8 of question 2016 ust the jobs for new employment of acader changed job profiles Name sf_2016q3_9	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees? [1] yes Label new eployment adjusted for bachelor/master: new jobs	3rd quarter 2016 Survey period	Further information	once Survey frequency
No. 3.211) Wording of State of	Name Sf_2016q3_8 of question 2016 ust the jobs for new employment of acader changed job profiles	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees? [1] yes Label new eployment adjusted for bachelor/master: new jobs	3rd quarter 2016 Survey period	Further information	once Survey frequency
No. 3.211) Wording of State of	Name sf_2016q3_8 of question 2016 changed job profiles Name sf_2016q3_9 of question	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees? [1] yes Label new eployment adjusted for bachelor/master: new jobs	3rd quarter 2016 Survey period	Further information	once Survey frequency
No. 3.211) Wording of Did you adjuicter 2 Did you adjuicter 2 Did you adjuicter 3 Di	Name sf_2016q3_8 of question 2016 changed job profiles Name sf_2016q3_9 of question	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees? [1] yes Label new eployment adjusted for bachelor/master: new jobs	3rd quarter 2016 Survey period	Further information	once Survey frequency
No. 3.211) Wording of State of	Name sf_2016q3_8 of question 2016 changed job profiles Name sf_2016q3_9 of question	Label new eployment adjusted for bachelor/master: new job profiles nic graduates to the Bachelor/Master degrees? [1] yes Label new eployment adjusted for bachelor/master: new jobs created	3rd quarter 2016 Survey period	Further information	once

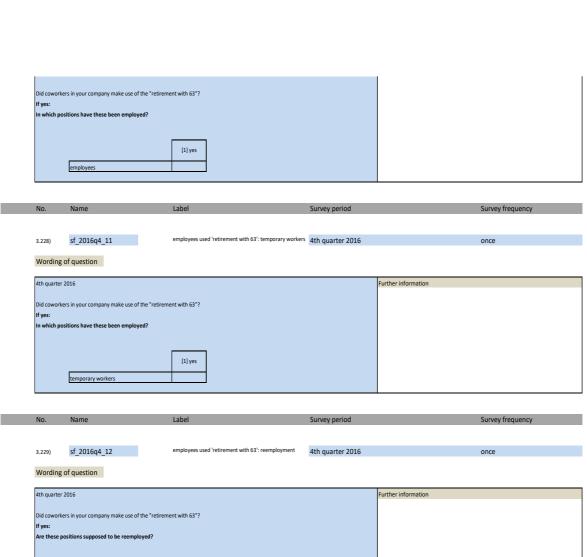


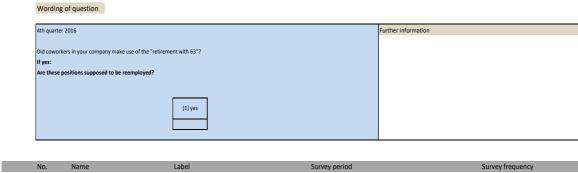


Did your staisfaction with th	e education of	f graduates cha	ange over the la	ast 10 years?				
	[1] increased	[2] no change	[3] decreased	[4] no statement				

No.	Name	Label	Survey period		Survey frequency
			7, 1		., ., .,
3.218)	sf_2016q4_1	problems filling vacancies	4th quarter 2016		once
		F			
Wording o	of question				
4th quarter 2	2016			Further information	
Door your co	ompany have difficulties to fill vacncies in go	onoral?			
Does your co	ompany nave difficulties to fill vacincies in gr	eneral?			
		[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 o	of question				
4th quarter 2	2016			Further information	
				Tartier mornidaem	
Does your co If yes, for:	ompany have difficulties to fill vacncies in go	eneral?			
703, 1011					
		[1] yes			
	managers				
•					
No.	Name	Label	Survey period		Survey frequency
2 220)	sf_2016q4_3		4th quarter 2016		once
3.220)	SI_2010q4_3	problems filling vacancies: skilled workers	4th quarter 2016		once
Wording o	of question				
4th quarter 2	2016			Further information	
Does your co	ompany have difficulties to fill vacncies in go	eneral?			
If yes, for:	o				
		[1] yes			
	skilled workers				
				ı	
No.	Name	Label	Survey period		Survey frequency
3.221)	sf_2016q4_4	problems filling vacancies: employees	4th quarter 2016		once
Mording	of question				
wording (or question				
4th quarter 2	2016			Further information	
Does your co	ompany have difficulties to fill vacncies in go	eneral?			
If yes, for:					
		[1] yes			
	employees	1-17-1			
	employees				
No.	Name	Label	Survey period		Survey frequency
3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	4th quarter 2016		once
Wording o	of question				
				L	
4th quarter 2	2016			Further information	
	ompany have difficulties to fill vacncies in ge	eneral?			
If yes, for:					

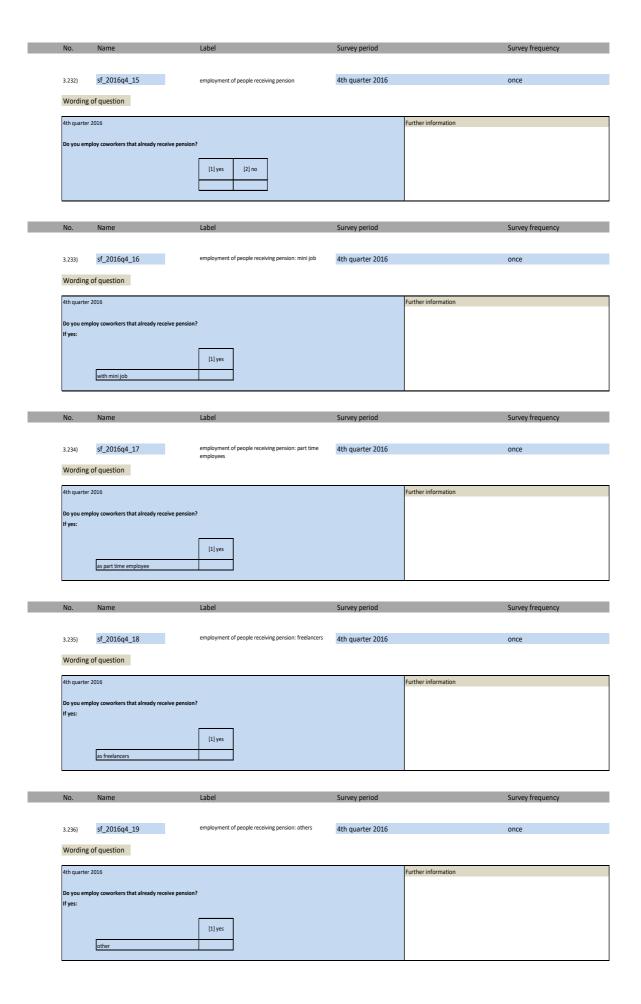




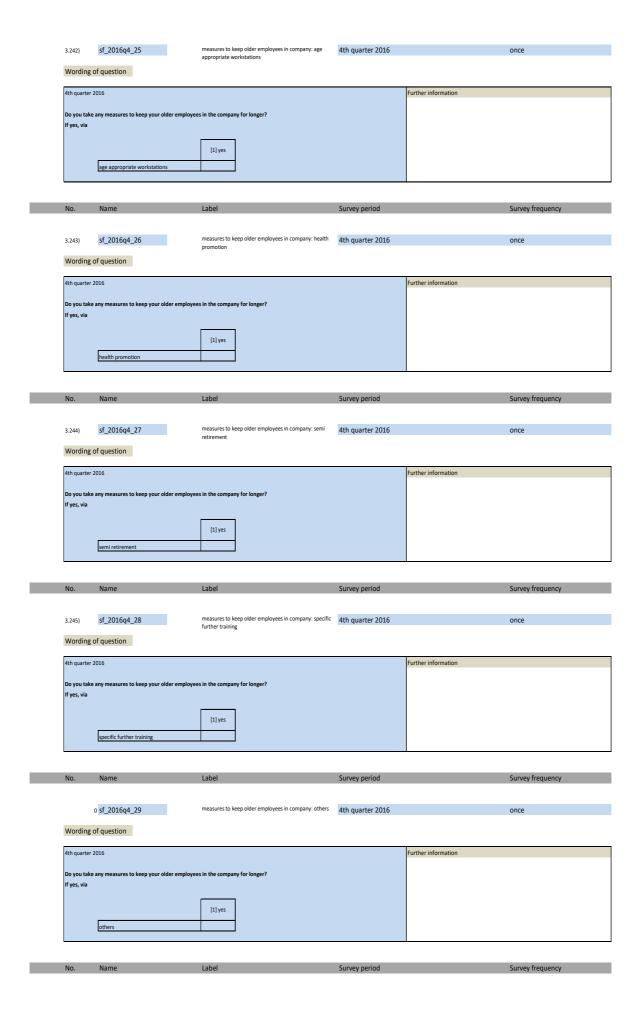


3.230)	sf_2016q4_	13	employees used 'retirement with 63': reemployment:			with 63': reemployment:	4th quarter 2016	once
	which							
Wording	of question							
4th quarter	2016							Further information
	ers in your compar	ny make use of	f the "retireme	nt with 63"?				
If yes:								
Are these p	ositions supposed	d to be reempl	loyed?					
If yes:								
	_							
		[1] all	[2] most	[3] few	[4] none			
		[2] 011	[2] 11030	[5] icii	[4] Holic			
	•							

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 o	of question	change of job prome			
4th quarter 2	016			Further information	
If yes:	rs in your company make use of the "retirem sitions supposed to be reemployed?	ent with 63"?			
Is the job pro	ofile going to be changed?				
		[1] yes [2] no			



No.	Name	Label	Survey period		Survey frequency
3.237)	sf_2016q4_20	employment of people receiving pension: others description	4th quarter 2016		once
Wording o	of question	acset photo			
4th quarter 2	016			Further information	
	oy coworkers that already receive pension	•			taset. For access they have to be requested
If yes:				at EBDC, seperately.	
	other				
No.	Name	Label	Survey period		Survey frequency
3.238)	sf_2016q4_21	usage of flexi pension expected	4th quarter 2016		once
Wording o	of question				
4th quarter 2	016			Further information	
_					
Do you expe	ct that your coworkers make use of the flex	i pension?			
		[1] yes [2] no			
No.	Name	Label	Survey period		Survey frequency
3.239)	sf_2016q4_22	flexi pension: expectation that employees will work longe	f 4th quarter 2016		once
Wording o	of question				
4th quarter 2	016			Further information	
If yes:	ct that your coworkers make use of the flex	u pension?			
Do you think	that these coworkers will stay in the comp	any for longer because of that?			
		[1] yes [2] no			
No.	Name	Label	Survey period		Survey frequency
	-£ 20454 22		Ath acceptant 2016		
3.240)	sf_2016q4_23	measures to keep older employees in company	4th quarter 2016		once
Wording o	of question				
4th quarter 2	1016			Further information	
Do you take	any measures to keep your older employee	s in the company for longer?			
Do you take	an, measures to keep your order employee	S. H. Company for longer:			
		[1] yes [2] no			
No.	Name	Label	Survey period		Survey frequency
	-£ 2045-4 24	measures to keep older amplayees in	44h 1 2515		
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	4th quarter 2016		once
Wording o	of question				
4th quarter 2	016			Further information	
Do you take If yes, via	any measures to keep your older employee	es in the company for longer?			
		[1] yes			
	more flexible working models				
				1	



3.247)	sf_2016q4_30	measures to keep older employees in company: others description	4th quarter 2016	once
Wording	of question	,		
4th quarter	2016			Further information
Do you take	any measures to keep your older employee	es in the company for longer?		
If yes, via	any measures to keep your older employee	as in the company for longer.		These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
	others			
No	Nama	Lahal	Currou paried	Supray fraguency
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			
				Forther Information
1st quarter 2				Further information
How many p	persons did you hire in the last 24 month?			
		_		
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			
1st quarter 2	2017			Further information
Did your cor	mpany employ any refugees* in the last 24 i	month?		
,	[1] yes	[2] no [3] Our company has no ca	pabilities for	
	Injus .	refugees	,	
	*including: refugees with running or closed	d appications for asylum and tolerated persons		
No.	Name	Label	Survey period	Survey frequency
140.	Nume	Luber	Survey period	Survey inequality
3.250)	sf_2017q1_3	employment of refugees: if yes: How many?	1st quarter 2017	once
Wording	of question			
1st quarter 2	2017			Further information
				ruttiei iiiomauon
Did your co	mpany employ any refugees* in the last 24 i	month?		
If yes:				
	How many?			
No.	Name	Label	Survey period	Survey frequency
3.251)	sf 2017q1 4	employment of refugees: if yes: refugees are employed	1st quarter 2017	once
		as: apprentices	1st quarter 2017	Unice
Wording	of question			
1st quarter 2	2017			Further information
Did your cor	mpany employ any refugees* in the last 24 i	month?		
If yes:	Our company empoyed refugees as:			
	- m	1		
	[1] yes			
	орргениев			
No.	Name	Label	Survey period	Survey frequency
3.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed	1st quarter 2017	once
3.2321	31_201/q1_3	act trainour	13t quarter 2017	Unice

Wording of question 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? Our company empoyed refugees as: [1] yes trainees No. Name Survey period Survey frequency 3.253) sf_2017q1_6 employment of refugees: if yes: refugees are employed as: assistants 1st quarter 2017 Wording of question 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? If yes: Our company empoyed refugees as: [1] yes assistants No. Name 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 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? Our company empoyed refugees as: [1] yes seasonal workers No. Name Label Survey period Survey frequency 3.255) sf_2017q1_8 employment of refugees: if yes: refugees are employed as: specialists once Wording of question 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? Our company empoyed refugees as: [1] yes specialists

No.	Name	Label	Survey period		Survey frequency
3.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed	1st quarter 2017		once
		as: others			
Wording o	of question				
1st quarter 2	017			Further information	
Did your com	npany employ any refugees* in the last	24 month?			
If yes:	Our company empoyed refugees as:				
	[1] ye	5			
	others				
		_			
				•	
No.	Name	Label	Survey period		Survey frequency

Wording					once
	of question	as: others description			
1st quarter	2017				Further information
Did your co	mpany employ any refugees* in th				These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately.
If yes:	Our company empoyed refugee	es as:			
	Others description:				
No.	Name	Label		Survey period	Survey frequency
3.258)	sf_2017q1_11	(planed) temporary empl	oyment of refugees	1st quarter 2017	once
Wording	of question				
1st quarter	2017				Further information
Do you em	ploy/plan to employ refugees by te	emporary employment?			
	[1] yes	[2] no	[3] We plan it.		
			_		
No.	Name	Label		Survey period	Survey frequency
3.259)	sf_2017q1_12	use of governmental mea refugee employment	isures of encouragement by	1st quarter 2017	once
Wording	of question				
1st quarter	2017				Further information
Do you use	governmental measures of encour	agement for the employment of ref	ugees?		
	[1] yes	[2] no			
		<u></u>			
No.	Name	Label		Cuminumariad	Survey frequency
		Edbei		Survey period	Survey mediaciney
	sf_2017q1_13		isures of encouragement by es: description	1st quarter 2017	once
		use of governmental mea			
Wording	sf_2017q1_13	use of governmental mea			
Wording 1st quarter	sf_2017q1_13 of question ²⁰¹⁷	use of governmental mea	es: description		once Further information These comments are not part of the PL-Dataset. For access they have to be reque
Wording 1st quarter Do you use	sf_2017q1_13 of question 2017 governmental measures of encour	use of governmental mea refugee employment: if y	es: description		once Further information
Wording 1st quarter Do you use	sf_2017q1_13 of question 2017 governmental measures of encour	use of governmental mea refugee employment: if y	es: description		once Further information These comments are not part of the PL-Dataset. For access they have to be reque
Wording 1st quarter Do you use	sf_2017q1_13 of question 2017 governmental measures of encour	use of governmental mea refugee employment: if y	es: description		once Further information These comments are not part of the PL-Dataset. For access they have to be reque
Wording 1st quarter Do you use If yes, nam	sf_2017q1_13 of question 2017 governmental measures of encour	use of governmental mea refugee employment: if y	es: description		once Further information These comments are not part of the PL-Dataset. For access they have to be reque
Wording 1st quarter Do you use If yes, nam No.	sf_2017q1_13 of question 2017 governmental measures of encour ely:	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label	ugees?	1st quarter 2017 Survey period	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency
Wording 1st quarter Do you use If yes, nam No. 3.261)	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label	es: description	1st quarter 2017 Survey period	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately.
Wording 1st quarter Do you use If yes, nam No. 3.261)	sf_2017q1_13 of question 2017 governmental measures of encour ely:	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label	ugees?	1st quarter 2017 Survey period	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label	ugees?	1st quarter 2017 Survey period	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label	ugees?	1st quarter 2017 Survey period 1st quarter 2017	Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency once
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017	use of governmental mea refugee employment: if y ragement for the employment of ref Label	ugees?	1st quarter 2017 Survey period 1st quarter 2017	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency Once
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental measures of encour	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company-best of your company-best of your company-best	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency Once
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental measures of encour	use of governmental mea refugee employment: if y refugee employment of ref ragement for the employment of ref Label current obstacles of refugees in your company- bes	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency Once
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental in the empl	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company-best of your company-best of your company-best	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency Once
Wording 1st quarter Do you use No. 3.261) Wording 1st quarter Do you see	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental in the empl	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company-besent of refugees in your company-besent of refugees in your company-besent of stack obstack obstack obstack obstack obstack	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency once Further information [5] General obstacle = this issue is checked
1st quarter Do you use If yes, nam No. 3.261) Wording	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental in the empl	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company-best of your company-best of your company-best	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Once Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency Once
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter Do you see	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental measures of encour	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company- besent of refugees in your company- besent of refugees in your company- besent of stacle obstacle obstacle Label	ugees? tee employment: priority check sides language and qualificatio	1st quarter 2017 Survey period 1st quarter 2017	Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency once Further information [5] General obstacle = this issue is checked
Wording 1st quarter Do you use No. 3.261) Wording 1st quarter Do you see	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental measures of encour priority check	use of governmental mea refugee employment: if y ragement for the employment of ref Label current obstacles of refugent of refugees in your company- besent of refugees in your company- besent of refugees in your company- besent of stacle obstacle obstacle Label	ugees? see employment: priority check sides language and qualificatio [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017 n? Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency once Further information [5] General obstacle = this issue is checked Survey frequency
Wording 1st quarter Do you use If yes, nam No. 3.261) Wording 1st quarter Do you see	sf_2017q1_13 of question 2017 governmental measures of encour ely: Name sf_2017q1_14 of question 2017 current obstacles in the employmental measures of encour	use of governmental mea refugee employment: if y ragement for the employment of refugees in your company- be: current obstacles of refugees in your company- be: 1] major [2] little obstacle Label Label Label	ugees? see employment: priority check sides language and qualificatio [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017	Further information These comments are not part of the PL-Dataset. For access they have to be reque at EBDC, seperately. Survey frequency once Further information [5] General obstacle = this issue is checked Survey frequency

Do you see current obstacles in the employ	ment of refug	ees in your co	[5] General obstacle = this issue is checked				
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle		
governmental approval	obstacie	obstacle					

No.	Name	-	Label	-	-	-	Survey period		Survey frequency
							.,,,,		,
3.263)	sf_2017q1_16		current obstac	rles of refugee	employment: e	employment	1st quarter 2017		once
3.203)	SI_2017q1_16		ban (safe orin		cpioyc.ic.	p.oyenc	1st quarter 2017		once
Wording	of question								
1st quarter	2017							Further information	
							_		
Do you see	current obstacles in the emplo	yment of refug	gees in your co	mpany- beside	es language an	d qualification	?	[5] General obstacle = this issue is checked	
			1	1			1		
		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	employment ban (safe orin)								
No	Nama		Labal				Currou paried		Curantraguana
No.	Name		Label				Survey period		Survey frequency
3.264)	sf_2017q1_17		current obstac	cies or retugee	employment: r	esident status	1st quarter 2017		once
Wording	of question								
1st quarter	2017							Further information	
Do you see	current obstacles in the emplo	yment of refug	ees in your co	mpany- beside	es language an	d qualification	?	[5] General obstacle = this issue is checked	
							_		
		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	resident status	Obstacle	Obstacie	Obstacle		Obstacie			
							•		
No.	Name		Label				Survey period		Survey frequency
No.	Name		Label				Survey period		Survey frequency
	Name sf_2017q1_18		current obstac	cles of refugee	employment: r	ecognition of	Survey period 1st quarter 2017		Survey frequency
3.265)	sf_2017q1_18			cles of refugee ualifikations/d	employment: r	ecognition of			
3.265)			current obstac	cles of refugee ualifikations/d	employment: r egrees	ecognition of			
3.265) Wording	sf_2017q1_18		current obstac	cles of refugee ualifikations/d	employment: r egrees	ecognition of		Further information	
3.265) Wording	sf_2017q1_18 of question		current obstar professional q	ualifikations/d	egrees		1st quarter 2017		
3.265) Wording	sf_2017q1_18		current obstar professional q	ualifikations/d	egrees		1st quarter 2017	Further information [5] General obstacle = this issue is checked	
3.265) Wording	sf_2017q1_18 of question		current obstar professional q	ualifikations/d	egrees		1st quarter 2017		
3.265) Wording	sf_2017q1_18 of question	yment of refug	current obstac professional q	mpany- beside	egrees es language an	d qualification	1st quarter 2017		
3.265) Wording 1st quarter	sf_2017q1_18 of question 2017 current obstacles in the emplo		current obstar professional q	ualifikations/d	egrees		1st quarter 2017		
3.265) Wording 1st quarter	sf_2017q1_18 of question	yment of refug	current obstate professional questional que tende questional que tende questional que tende que tende que tende que tende que tende questional que tende q	mpany- beside	egrees es language an	d qualification	1st quarter 2017		
3.265) Wording 1st quarter	sf_2017q1_18 of question 2017 current obstacles in the emplo	yment of refug	current obstate professional questional que tende questional que tende questional que tende que tende que tende que tende que tende questional que tende q	mpany- beside	egrees es language an	d qualification	1st quarter 2017		
3.265) Wording 1st quarter	sf_2017q1_18 of question 2017 current obstacles in the emplo	yment of refug	current obstate professional questional que tende questional que tende questional que tende que tende que tende que tende que tende questional que tende q	mpany- beside	egrees	d qualification	1st quarter 2017		
3.265) Wording 1st quarter Do you see	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees	yment of refug	current obstate professional questional que tende questional que tende questional que tende que tende que tende que tende que tende questional que tende q	mpany- beside	egrees	d qualification	1st quarter 2017		once
3.265) Wording 1st quarter Do you see	sf_2017q1_18 of question 2017 current obstacles in the emplo	yment of refug	current obstate professional q gees in your co [2] little obstacle	mpany- beside	egrees	d qualification	1st quarter 2017		
3.265) Wording 1st quarter Do you see	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees Name	[1] major obstacle	current obstate professional q gees in your co [2] little obstacle Label	mpany- beside	es language an [4] irrelevant	d qualification [5] general obstacle	1st quarter 2017		once Survey frequency
3.265) Wording 1st quarter Do you see	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees	yment of refug [1] major obstacle	current obstate professional q gees in your co [2] little obstacle Label	mpany- besidd	es language an [4] irrelevant	d qualification [5] general obstacle	1st quarter 2017		once
Wording Ust quarter Do you see	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees Name	yment of refug [1] major obstacle	current obstacle [2] little obstacle Label	mpany- besidd	es language an [4] irrelevant	d qualification [5] general obstacle	1st quarter 2017		once Survey frequency
Stephanical Stepha	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	yment of refug [1] major obstacle	current obstacle [2] little obstacle Label	mpany- besidd	es language an [4] irrelevant	d qualification [5] general obstacle	1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency
3.265) Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	yment of refug [1] major obstacle	current obstade [2] little obstade Label current obstage governmental	mpany- beside [3] no obstacle	es language an [4] irrelevant employment: o	d qualification [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017		once Survey frequency
Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 current obstacles in the emplo recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	yment of refug [1] major obstacle	current obstade [2] little obstade Label current obstage governmental	mpany- beside [3] no obstacle	es language an [4] irrelevant employment: o	d qualification [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency once
3.265) Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	yment of refug [1] major obstacle	current obstade [2] little obstade Label current obstage governmental	mpany- beside [3] no obstacle	es language an [4] irrelevant employment: o	d qualification [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency once
3.265) Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	yment of refug [1] major obstacle	current obstade [2] little obstade Label current obstage governmental	mpany- beside [3] no obstacle	es language an [4] irrelevant employment: o	d qualification [5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency once
3.265) Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	[1] major obstacle	current obstail professional quees in your co	mpany- beside [3] no obstacle cles of refugee procedure mpany- beside	es language an [4] irrelevant employment: o	d qualification [5] general obstacle duration of the	1st quarter 2017 Survey period 1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency once
3.265) Wording 1st quarter Do you see No. 3.266) Wording	sf_2017q1_18 of question 2017 recognition of professional qualifikations/degrees Name sf_2017q1_19 of question	[1] major obstacle	current obstacle [2] little obstacle Label current obstacle current obstacle current obstacle current obstacle current obstacle	mpany- beside [3] no obstacle cles of refugee procedure	es language an [4] irrelevant employment: of	[5] general obstacle	1st quarter 2017 Survey period 1st quarter 2017	[5] General obstacle = this issue is checked	once Survey frequency once

No. Name	Label	Survey period	Survey frequency

Nording	g of question								
1st quarter	r 2017							Further information	
Do you see	e current obstacles in the emplo	oyment of refu	gees in your co	mpany- besid	es language an	d qualification	?	[5] General obstacle = this issue is ch	ecked
		[1] major	[2] little	[3] no	[4]:	[5] general			
	internal management of	obstacle	obstacle	obstacle	[4] irrelevant	obstacle			
	screening processes								
No.	Name		Label				Survey period		Survey frequency
3.268)	sf_2017q1_21		current obstac	cles of refugee	employment: i	nternal	1st quarter 2017		once
	g of question		support						
								Front of lafe words in	
1st quarter								Further information	
o you see	e current obstacles in the emplo	oyment of refu	gees in your co	mpany- besid	es language an	u qualification		[5] General obstacle = this issue is ch	ecked
		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	internal support								
NI.	Name		I also!				C		Comment
No.	Name		Label				Survey period		Survey frequency
3.269)	sf_2017q1_22		current obstac	cles of refugee	employment:	others	1st quarter 2017		once
	51_2017q1_22								01100
Wording	g of question								onice -
	g of question							Further information	VIIICE TO THE PROPERTY OF THE
1st quarter	g of question							Further information	· · · · · · · · · · · · · · · · · · ·
1st quarter	g of question	oyment of refu		ompany- besid	es language an			Further information	one.
1st quarter	g of question	oyment of refu		mpany- besid	es language an			Further information	U.C.
1st quarter	g of question			mpany- besid	es language an			Further information	U.C.
1st quarter	g of question r 2017 e current obstacles in the emplo	[5] general obstacle		mpany- besid	es language an			Further information	V. C.
1st quarter	g of question	[5] general		mpany- besid	es language an			Further information	U.C.
1st quarter	of question r 2017 e current obstacles in the emplo	[5] general	gees in your co	impany- besid	es language an		,	Further information	
1st quarter	g of question r 2017 e current obstacles in the emplo	[5] general		mpany- besid	es language an			Further information	Survey frequency
1st quarter	of question r 2017 e current obstacles in the emplo	[5] general	gees in your co		es language an	d qualification	,	Further information	
Ist quarter Do you see	or 2017 e current obstacles in the emplo	[5] general	gees in your co			d qualification	Survey period	Further information	Survey frequency
Ist quarter Do you see	others Name sf_2017q1_23 g of question	[5] general	gees in your co			d qualification	Survey period	Further information Further information	Survey frequency
No. No. Wording	others Name sf_2017q1_23 g of question	[5] general obstacle	Label current obstar description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017	Further information	Survey frequency
No. No. Wording	others Name sf_2017q1_23 g of question r 2017 c current obstacles in the employee and the employee are stated as a second of the em	[5] general obstacle	Label current obstar description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017		Survey frequency
No. No. Wording	others Name sf_2017q1_23 g of question	[5] general obstacle	Label current obstar description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency
No. No. Wording	others Name sf_2017q1_23 g of question r 2017 current obstacles in the employers Name	[5] general obstacle	Label current obstat description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency once PI-Dataset. For access they have t
No. No. Wording	others Name sf_2017q1_23 g of question r 2017 c current obstacles in the employee and the employee are stated as a second of the em	[5] general obstacle	Label current obstar description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency
No. No. Wording	others Name sf_2017q1_23 g of question r 2017 current obstacles in the employers Name	[5] general obstacle	Label current obstat description	cles of refugee	employment: d	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency once PI-Dataset. For access they have t
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 current obstacles in the employers sf_2017q1_23 g of question r 2017 e current obstacles in the employers others description:	[5] general obstacle	Label current obstat description	cles of refugee	employment: (d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency once PL-Dataset. For access they have to
No. No. Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employers soft question r 2017 e current obstacles in the employers others description: Name sf_2017q2_1 g of question	[5] general obstacle	Label current obstat description	cles of refugee	employment: (d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the at EBDC, seperately.	Survey frequency once PL-Dataset. For access they have to
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others description: Name sf_2017q2_1 g of question	[5] general obstacle	Label current obstat description gees in your co	cles of refugee	employment: (d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the	Survey frequency once PL-Dataset. For access they have to
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employers soft question r 2017 e current obstacles in the employers others description: Name sf_2017q2_1 g of question	[S] general obstacle	Label current obstar description Label development	mpany-besid	es language an	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the at EBDC, seperately.	Survey frequency Once PI-Dataset. For access they have t
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others description: Name sf_2017q2_1 g of question	[5] general obstacle	Label current obstat description gees in your co	cles of refugee	employment: (d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the at EBDC, seperately.	Survey frequency Once PI-Dataset. For access they have t
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others description: Name sf_2017q2_1 g of question	[5] general obstacle	Label current obstar description gees in your co Label development	cles of refugee impany- besid of the staffing	employment: a es language an level - medium	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the at EBDC, seperately.	Survey frequency Once PI-Dataset. For access they have t
1st quarter Do you see No. 3.270) Wording Do you see	others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others Name sf_2017q1_23 g of question r 2017 e current obstacles in the employ others description: Name sf_2017q2_1 g of question	[5] general obstacle	Label current obstar description gees in your co Label development	cles of refugee impany- besid of the staffing	employment: a es language an level - medium	d qualification	Survey period 1st quarter 2017	Further information These comments are not part of the at EBDC, seperately.	Survey frequency Once PI-Dataset. For access they have t

	st_2017q2_2			
Wording	of question			
2nd quarter				Further information
				rutter information
Does the di	gitisation of your industry affe	ct your starring level?		
		[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			Further information
Does the di	gitisation of your industry affe	ect your staffing level?		
If yes: Over	all digitisation causes			
		e of the staffing level		
	[2] an decreas	se 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			Further information
How do you	ı rate the employee turnover i	in your company?		
		[1] very high [2] high [3] minor [4] very		
		[1] very high [2] high [3] minor [4] very minor		
No	Name	[17] Arel Julilli [2] Immon wildor	Survey period	Survey frequency
No.	Name		Survey period	Survey frequency
	Name sf_2017q2_5	[17] Arel Julilli [2] Immon wildor	Survey period 2nd quarter 2017	Survey frequency once
3.275)		Layvery mign: [2] mign: minor minor		
3.275) Wording	sf_2017q2_5 of question	Layvery mign: [2] mign: minor minor		once
3.275) Wording 2nd quarter	sf_2017q2_5 of question	Label importance of employee loyalty in company		
3.275) Wording 2nd quarter	sf_2017q2_5 of question	Label importance of employee loyalty in company es in you company?		once
3.275) Wording 2nd quarter	sf_2017q2_5 of question	Label importance of employee loyalty in company		once
3.275) Wording 2nd quarter	sf_2017q2_5 of question	Label importance of employee loyalty in company is in you company? [1] very [1] important [3] rather [4] not		once
3.275) Wording 2nd quarter	sf_2017q2_5 of question	Label importance of employee loyalty in company is in you company? [1] very [1] important [3] rather [4] not		once
3.275) Wording 2nd quarter How import	sf_2017q2_5 of question	Label importance of employee loyalty in company is in you company? [1] very [1] important [3] rather [4] not		once
3.275) Wording 2nd quarter How import	sf_2017q2_5 of question 2017 tant is the loyalty of employee	Label Importance of employee loyalty in company Lis in you company? [1] very important [2] important im	2nd quarter 2017 Survey period	Once Further information Survey frequency
3.275) Wording 2nd quarter How import	sf_2017q2_5 of question 2017 tant is the loyalty of employee	Label Label importance of employee loyalty in company ss in you company? [1] very [2] important [3] rather [4] not important	2nd quarter 2017	Once Further information
3.275) Wording 2nd quarter How import	sf_2017q2_5 of question 2017 tant is the loyalty of employee	Label Importance of employee loyalty in company Lis in you company? [1] very important [2] important im	2nd quarter 2017 Survey period	Once Further information Survey frequency
3.275) Wording 2nd quarter How import No. 3.276) Wording	sf_2017q2_5 of question 2017 tant is the loyalty of employee Name sf_2017q2_6 of question	Label Importance of employee loyalty in company Lis in you company? [1] very important [2] important im	2nd quarter 2017 Survey period	Once Further information Survey frequency
Wording 2nd quarter How import No. 3.276) Wording 2nd quarter	sf_2017q2_5 of question 2017 tant is the loyalty of employee Name sf_2017q2_6 of question	Label importance of employee loyalty in company is in you company? [1] very [2] important [3] rather [4] not important import	2nd quarter 2017 Survey period	Once Further information Survey frequency Once
3.275) Wording 2nd quarter How import No. 3.276) Wording 2nd quarter	sf_2017q2_5 of question 2017 tant is the loyalty of employee Sf_2017q2_6 of question 2017	Label importance of employee loyalty in company is in you company? [1] very important [2] important imp	2nd quarter 2017 Survey period	Once Further information Survey frequency Once
Wording 2nd quarter How import No. 3.276) Wording 2nd quarter	sf_2017q2_5 of question 2017 tant is the loyalty of employee Sf_2017q2_6 of question 2017	Label importance of employee loyalty in company is in you company? [1] very important [2] important [3] rather [4] not important impo	2nd quarter 2017 Survey period	Once Further information Survey frequency Once
Wording 2nd quarter How import No. Wording 2nd quarter	sf_2017q2_5 of question 2017 tant is the loyalty of employee Sf_2017q2_6 of question 2017	Label importance of employee loyalty in company [1] very [2] important [3] rather important important Label Label important of digitisation on industry [3] were [4] not important i	2nd quarter 2017 Survey period	Once Further information Survey frequency Once
Wording and quarter low import No276) Wording	sf_2017q2_5 of question 2017 tant is the loyalty of employee Name sf_2017q2_6 of question 2017 ly do you think your industry is	Label importance of employee loyalty in company [1] very important [2] important important important important Label Label important [4] not important	2nd quarter 2017 Survey period 2nd quarter 2017	Further information Survey frequency once
Wording No. Wording No. Wording Wording Wording	sf_2017q2_5 of question 2017 tant is the loyalty of employee Sf_2017q2_6 of question 2017	Label importance of employee loyalty in company [1] very [2] important [3] rather important important Label Label important of digitisation on industry [3] were [4] not important i	2nd quarter 2017 Survey period	Once Further information Survey frequency Once
2nd quarter How import No. 3.276) Wording 2nd quarter	sf_2017q2_5 of question 2017 tant is the loyalty of employee Name sf_2017q2_6 of question 2017 ly do you think your industry is	Label importance of employee loyalty in company [1] very important [2] important important important important Label Label important [4] not important	2nd quarter 2017 Survey period 2nd quarter 2017 Survey period	Further information Survey frequency once

2nd quarter 2017			Further information			
How well prepared is your staffing level co	oncerning chang	ges due to digi				
	[1] very well	[2] well	[3] less well	[4] rather poor		

No.	Name	Label			Survey per	iod		Survey frequency
3.278)	sf 2017q2 8	reaction	n and valuation to nev	requirements: new	w hires 2nd quarte	or 2017		once
,	51_E5174E_6				Zila qualta	2027		01100
Wording	g of question							
· · · · · · · · · · · · · · · · · · ·	5 01 44000001							
2nd quarte	er 2017						Further information	
2nd quarte	er 2017						Further information	
,	er 2017 mpany, how do you react to t	he new requirements for	staff due to digitisati	on and how do you	u rate the particular mea	sures?	Further information	
,		he new requirements for	staff due to digitisati	on and how do you	u rate the particular mea	sures?	Further information	
,		he new requirements for	staff due to digitisati	on and how do you	u rate the particular mea	isures?	Further information	
,		[1]	ortant [3] rather		u rate the particular mea	isures?	Further information	
,			[2]		·	isures?	Further information	
,		[1] very [2] impo	ortant [3] rather	[4] not [[5] reaction without	isures?	Further information	

	Name	Label			Survey	period		Survey frequency
3.279) sf_2017q2_9 reaction and valuation to new requirements: advanced training						2nd quarter 2017 once		
!								
Wording	of question							
2nd quarter	2017						Further information	
In vour con	npany, how do you react to the	now requirements for s	taff dua ta digiticati	on and how do	vou rato the narticular	r mancurac?		
iii your coii	ipany, now do you react to the	new requirements for s	tan due to digitisati	on and now do	you rate the particula	ii iiieasures:		
		[1] very	[3] rather	[4] not	[5] reaction withou			

No.	Name	Label				Survey per	iod		Survey frequency	
3.280)	sf_2017q2_10	reaction a	nd valuation to ne	w requirements	: internal	2nd quarte	r 2017		once	
Wording	of question	relocation	•							
2nd quarter	2017							Further information		
In your com	pany, how do you react to the	new requirements for st	aff due to digitisat	ion and how d	o you rate the	e particular mea	sures?			
		[1] very important [2] impor	[3] rather unimportant	[4] not important		ion without uation				
	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			
	•			

In your company, how do you react to the	new requirem	ents for staff d	lue to digitisati	on and how d	o you rate the particular mea	sures?
	[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 ne	w requirements: others	2nd quarter 2017	once
	Wording o	of question					
	2nd quarter 2	2017					Further information
	In your comp	any, how do you react to	the new requiren	nents for staff due to digitisat	tion and how do you rate the	e particular measures?	
				on without uation			
		Others	Valid	aduon			
		Calcis					
ļ							
	No.	Name		Label		Survey period	Survey frequency
	3.283)	sf_2017q2_13		reaction and valuation to new description	w requirements: others	2nd quarter 2017	once
	Wording o	of question					
	2nd quarter 2	2017					Further information
	In your comp	any, how do you react to	the new requiren	nents for staff due to digitisat	tion and how do you rate the	e particular measures?	These comments are not part of the PL-Dataset. For access they have to be requested
		others description:					at EBDC, seperately.
		others description.					
	No.	Name		Label		Survey period	Survey frequency
	3.284)	sf_2017q2_14		gain of knowledge due to ne	w hires	2nd quarter 2017	0000
				gain or knowledge due to he	W 1111C3	zna quarter 2017	once
	Wording o	of question					
	2nd quarter 2	2017					Further information
	How do you	rate the gain of knowled	ge due to recent hi	res for your company?			
			[1] very	[2] important [3] rather	[4] not		
			important	unimportant	important		
				l l			
	No.	Name		Label		Survey period	Survey frequency
	3.285)	sf 2017q3 1					
				daily working hours at full en	mployment	3rd guarter 2017	once
	Maradia			daily working hours at full en	nployment	3rd quarter 2017	once
		of question		daily working hours at full en	nployment	3rd quarter 2017	once
	Wording of	of question		daily working hours at full en	nployment	3rd quarter 2017	once Further information
	3rd quarter 2	of question	for full-time staff	daily working hours at full en	nployment	3rd quarter 2017	
	3rd quarter 2	of question 017 egular daily working time		designed in your company?		3rd quarter 2017	
	3rd quarter 2	of question 017 egular daily working time	for full-time staff		[3] more than 8 hours	3rd quarter 2017	
	3rd quarter 2	of question 017 egular daily working time		designed in your company?		3rd quarter 2017	
	3rd quarter 2	of question 017 (1) le		designed in your company?			Further information
	3rd quarter 2	of question 017 egular daily working time		designed in your company?		3rd quarter 2017 Survey period	
	3rd quarter 2	of question 017 (1) le		designed in your company? [2] 8 hours Label impact of relaxation of the le	[3] more than 8 hours		Further information
	3rd quarter 2 How is the re	of question 1017 1017 1018 1019		designed in your company? [2] 8 hours Label	[3] more than 8 hours	Survey period	Further information Survey frequency
	3rd quarter 2 How is the re No. 3.286)	of question 1017 1017 1018 1019		designed in your company? [2] 8 hours Label impact of relaxation of the le	[3] more than 8 hours	Survey period	Further information Survey frequency once
	3rd quarter 2 How is the re	of question 1017 1017 1018 1019		designed in your company? [2] 8 hours Label impact of relaxation of the le	[3] more than 8 hours	Survey period	Further information Survey frequency
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le	[3] more than 8 hours	Survey period 3rd quarter 2017	Further information Survey frequency once
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question	ss than 8 hours	[2] 8 hours [2] 8 hours Label impact of relaxation of the le working hours	[3] more than 8 hours agail framework on daily agular daily working time in y	Survey period 3rd quarter 2017	Further information Survey frequency once
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question or question of the question of t	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le working hours	[3] more than 8 hours	Survey period 3rd quarter 2017	Further information Survey frequency once
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question or question of the question of t	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le working hours k have on the design of the re	[3] more than 8 hours egal framework on daily gular daily working time in 1	Survey period 3rd quarter 2017	Further information Survey frequency once
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question or question of the question of t	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le working hours k have on the design of the re	[3] more than 8 hours egal framework on daily gular daily working time in 1	Survey period 3rd quarter 2017	Further information Survey frequency once
	3rd quarter 2 How is the re No. 3.286) Wording C	Name sf_2017q3_2 of question or question of the question of t	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le working hours k have on the design of the re	[3] more than 8 hours egal framework on daily gular daily working time in 1	Survey period 3rd quarter 2017	Further information Survey frequency once
	No. 3.286) Wording c Which impac	Name sf_2017q3_2 of question 11] telegraphic description of the state of the stat	ss than 8 hours	designed in your company? [2] 8 hours Label impact of relaxation of the le working hours Chave on the design of the re [2] slight increase (8-10 hours)	[3] more than 8 hours egal framework on daily gular daily working time in 1	Survey period 3rd quarter 2017 your company?	Further information Survey frequency once

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3rd quarter 20	017							Further information
	ate the possible introduction ffing level would	of the followir	ng actions con					
		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease		
	elimination of unfounded fixed term employment							

	fixed term employment								
No.	Name		Label				Survey period		Survey frequency
							,,,,		,,
3.288)	sf_2017q3_4		impact on em	ployment - me	dium term: tra	nsparency law	3rd quarter 2017		once
			concerning re	muneration			·		
wording c	of question								
3rd quarter 2	2017							Further information	
	rate the possible introduction affing level would	of the following	ng actions con	cerning their p	otenial impact	on employme	nt in the medium term? As a		
esuit our st	arring level would								
		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease			
	transparency law	iliciease	iliciease		uecrease	uecrease			
	concerning remuneration								
	to establish a higher level of	wage transpare	ency						
No.	Name		Label				Survey period		Survey frequency
2001	(2047 2 7		impact :	nloume=t =	dium to f	iblo full **	2		
3.289)	sf_2017q3_5		employment	ipioyment - mei	uium term: fle:	uble Iuli-time	3rd quarter 2017		once
Wording o	of question								
3rd quarter 2	2017							Further information	
How do you	rate the possible introduction	of the followi	ng actions con	cerning their p	otenial impact	on employme	nt in the medium term? As a		
	affing level would		•						
		[1] strongly	[2] rather	I	[4] rather	[5] strongly	l		
		increase	increase	[3] no impact	decrease	decrease			
	flexible full-time								
	employment								
	employment								
		are, nursing and	d training						
	employment	are, nursing and	d training						
No.	employment	are, nursing and	d training				Survey period		Survey frequency
No.	employment +/-10 hour a week for childca		Label				Survey period		Survey frequency
No. 3.290)	employment +/-10 hour a week for childca		Label	iployment - mei	dium term: cla	im for part-	Survey period 3rd quarter 2017		Survey frequency once
3.290)	employment +/-10 hour a week for childca Name		Label impact on em		dium term: cla	im for part-			
3.290) Wording (employment +/-10 hour a week for childca Name sf_2017q3_6 of question		Label impact on em		dium term: cla	im for part-		Further information	
3.290) Wording o	employment +/-10 hour a week for childca Name sf_2017q3_6 of question		Label impact on em time employm	nent			3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question		Label impact on em time employm	nent			3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question rate the possible introduction	of the followi	Label impact on em time employn	cerning their p	otenial impaci	on employme	3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would		Label impact on em time employm	nent			3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question rate the possible introduction	of the followin	Label impact on em time employn ng actions con	cerning their p	otenial impaci	on employme	3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childco Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time	of the followin	Label impact on em time employn ng actions con	cerning their p	otenial impaci	on employme	3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childco Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time	of the followin	Label impact on em time employn ng actions con	cerning their p	otenial impaci	on employme	3rd quarter 2017	Further information	
3.290) Wording of the state of	employment +/-10 hour a week for childco Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time	of the followin	Label impact on em time employn ng actions con	cerning their p	otenial impaci	on employme	3rd quarter 2017	Further information	
Wording of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time employment Name	of the following [1] strongly increase	Label impact on em time employm ng actions com [2] rather increase	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 Int in the medium term? As a	Further information	once Survey frequency
3.290) Wording of the state of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time employment	of the following [1] strongly increase	Label impact on em time employm ng actions com [2] rather increase	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 Int in the medium term? As a	Further information	once
Wording of Wording of Ordinate Park of American Monage of Monage o	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time employment Name	of the following [1] strongly increase	Label impact on em time employn ng actions cone [2] rather increase	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 Int in the medium term? As a	Further information	once Survey frequency
Wording of	employment +/-10 hour a week for childca Name sf_2017q3_6 of question color rate the possible introduction affing level would claim for part-time employment Name sf_2017q3_7 of question	of the following [1] strongly increase	Label impact on em time employn ng actions cone [2] rather increase	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 Int in the medium term? As a		once Survey frequency
Wording of the state of the sta	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would claim for part-time employment Name sf_2017q3_7 of question	of the following [1] strongly increase	Label impact on em time employn gactions con [2] rather increase Label impact on em full-time empl	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 nt in the medium term? As a Survey period 3rd quarter 2017	Further information	once Survey frequency
Wording of Strd quarter 2 How do you result our state of Strd quarter 2 How do you would not state our state of Strd quarter 2 How do you do you do you wording of How do you	employment +/-10 hour a week for childca Name sf_2017q3_6 of question color rate the possible introduction affing level would claim for part-time employment Name sf_2017q3_7 of question	of the following [1] strongly increase	Label impact on em time employn gactions con [2] rather increase Label impact on em full-time empl	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 nt in the medium term? As a Survey period 3rd quarter 2017		once Survey frequency
Wording of Strd quarter 2 How do you result our state of Strd quarter 2 How do you would not state our state of Strd quarter 2 How do you do you do you wording of How do you	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would Claim for part-time employment Name sf_2017q3_7 of question 2017 rate the possible introduction	of the following [1] strongly increase	Label impact on em time employn [2] rather increase Label impact on em full-time employn	cerning their p	[4] rather decrease	[5] strongly decrease	3rd quarter 2017 nt in the medium term? As a Survey period 3rd quarter 2017		once Survey frequency
Wording of Strd quarter 2 How do you result our state of Strd quarter 2 How do you would not state our state of Strd quarter 2 How do you do you do you wording of How do you	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would Claim for part-time employment Name sf_2017q3_7 of question 2017 rate the possible introduction	of the following [1] strongly increase	Label impact on em time employn gactions con [2] rather increase Label impact on em full-time empl	cerning their p	otenial impaci [4] rather decrease	[5] strongly decrease	3rd quarter 2017 nt in the medium term? As a Survey period 3rd quarter 2017		once Survey frequency
Wording of Strd quarter 2 How do you result our state of Strd quarter 2 How do you would not state our state of Strd quarter 2 How do you do you do you wording of How do you	employment +/-10 hour a week for childca Name sf_2017q3_6 of question 2017 rate the possible introduction affing level would Claim for part-time employment Name sf_2017q3_7 of question 2017 rate the possible introduction	[1] strongly increase	Label impact on em time employn [2] rather increase Label impact on em full-time employn [2] rather [2] rather	cerning their p	otenial impact [4] rather decrease dium term: rigit otenial impact	[S] strongly decrease	3rd quarter 2017 nt in the medium term? As a Survey period 3rd quarter 2017		once Survey frequency

No									
No.	Name		Label				Survey period		Survey frequency
					P 1				
3.292)	sf_2017q3_8		hours rest per	riod	ulum term: elir	ninauon oi 11	3rd quarter 2017		once
Wording	of question								
3rd quarter	r 2017							Further information	
How do yo result our s	u rate the possible introduction staffing level would	of the following	ng actions con	cerning their p	otenial impact	on employme	ent in the medium term? As a		
		[1] strongly	[2] rather	1	[4] rather	[5] strongly	1		
	elimination of 11 hours rest	increase	increase	[3] no impact	decrease	decrease			
	period period								
No.	Name		Label				Survey period		Survey frequency
3.293)	sf_2017q3_9		impact on em	ployment - me	dium term: rig	nt of sabbatica	3rd quarter 2017		once
Wording	of question								
3rd quarter	r 2017							Further information	
	u rate the possible introduction staffing level would	of the followi	ng actions con	cerning their p	otenial impact	on employme	ent in the medium term? As a		
			7-3			I.a	1		
		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease			
	right of sabbatical								
	two times during working life	e for a maximur	m period of on	e year					
No.	Name		Label				Survey period		Survey frequency
3.294)	sf_2017q3_10		impact on em accounts	ployment - me	dium term: lon	g-term	3rd quarter 2017		once
	sf_2017q3_10 of question			ployment - mei	dium term: lon	g-term	3rd quarter 2017		once
	of question			ployment - me	dium term: lon	g-term	3rd quarter 2017	Further information	once
Wording 3rd quarter How do yo	of question		accounts					Further information	once
Wording 3rd quarter How do yo	of question 7 2017 u rate the possible introduction	n of the followi	accounts	cerning their p	otenial impaci	on employme		Further information	once
Wording 3rd quarter How do yo	of question 7 2017 u rate the possible introduction		accounts					Further information	once
Wording 3rd quarter How do yo	of question 7 2017 u rate the possible introduction	of the following of the	ng actions con	cerning their p	otenial impact	on employme		Further information	once
Wording 3rd quarter How do yo	of question 7 2017 u rate the possible introduction staffing level would	of the following [1] strongly increase	ng actions con [2] rather increase	cerning their p	otenial impact	on employme		Further information	once
Wording 3rd quarter How do yo	r 2017 u rate the possible introduction staffing level would long-term accounts	of the following [1] strongly increase	ng actions con [2] rather increase	cerning their p	otenial impact	on employme		Further information	once
Wording 3rd quarter How do yo	r 2017 u rate the possible introduction staffing level would long-term accounts	of the following [1] strongly increase	ng actions con [2] rather increase	cerning their p	otenial impact	on employme		Further information	once Survey frequency
Wording 3rd quarter How do yo result our s	r 2017 ru rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini	[1] strongly increase	accounts ng actions con [2] rather increase Label	[3] no impact	otenial impaci [4] rather decrease	(5) strongly decrease	ont in the medium term? As a	Further information	
Wording 3rd quarter How do yo result our s	of question 1 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini	[1] strongly increase	accounts ng actions con [2] rather increase Label	[3] no impact	otenial impaci [4] rather decrease	(5) strongly decrease	int in the medium term? As a	Further information	
Wording 3rd quarter How do yo result our s No.	r 2017 ru rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini	[1] strongly increase	accounts In gactions con It is a considered to the considered to	[3] no impact	otenial impaci [4] rather decrease	(5) strongly decrease	ont in the medium term? As a	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No.	of question r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question	[1] strongly increase	accounts In gactions con It is a considered to the considered to	[3] no impact	otenial impaci [4] rather decrease	(5) strongly decrease	ont in the medium term? As a	Further information Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	of question r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question	[1] strongly increase	accounts [2] rather increase [2] rather increase Label impact on em system	[3] no impact	[4] rather decrease	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	of question r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction	[1] strongly increase	ng actions con [2] rather increase Label impact on em system	[3] no impact	otenial impact [4] rather decrease dium term: imi	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	of question r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction	[1] strongly increase	accounts [2] rather increase [2] rather increase Label impact on em system	[3] no impact	[4] rather decrease	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	of question r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction	[1] strongly increase	accounts [2] rather increase [2] rather increase Label impact on em system [2] rather	[3] no impact	(4) rather decrease	(5) strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction staffing level would	[1] strongly increase	[2] rather increase [2] Instead increase	[3] no impact s cerning their p	dium term: imi otenial impact	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction staffing level would	[1] strongly increase	[2] rather increase [2] Instead increase	[3] no impact s cerning their p	dium term: imi otenial impact	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
Wording 3rd quarter How do yo result our s No. 3.295) Wording 3rd quarter How do yo	r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction staffing level would	[1] strongly increase	[2] rather increase [2] Instead increase	[3] no impact	dium term: imi otenial impact	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency
No. No. 3.295) Wording 3rd quarter How do yo result our s	r 2017 u rate the possible introduction staffing level would long-term accounts for overtime, bonus, remaini Name sf_2017q3_11 of question r 2017 u rate the possible introduction staffing level would immigration point system A point system to measure the	[1] strongly increase	accounts [2] rather increase [2] rather increase impact on em system [2] rather increase	[3] no impact	dium term: imi otenial impact	[5] strongly decrease	Survey period 3rd quarter 2017	Further information	Survey frequency once

3rd quarter 2 Are there any here?		gn, which you	think of as pa	rticularly positive/important or p	problematic, that wer	e not mentioned	Further information These comments are not part of the PL-Dai at EBDC, seperately.	aset. For access they have to be requested
	[1] Yes, we beli	ieve it particul	arly positive/im	portant that:			,,,,,,,,	
No.	Name		Label		Survey	period		Survey frequency
3.297)	sf_2017q3_13		other election	campaign issue: problematic	3rd au3	rter 2017		once
	of question				Siù qua	1101 2017		Unice
3rd quarter 2	017						Further information	
Are there any here?	y topics in the election campai	gn, which you	ı think of as paı	rticularly positive/important or p	problematic, that wer	e not mentioned	These comments are not part of the PL-Dar at EBDC, seperately.	caset. For access they have to be requested
	[1] Yes, we beli	ieve it is partic	ularly problema	atic that:				
No.	Name		Label		Survey	period		Survey frequency
3.298)	sf_2017q4_1		different remu	nerations among similar position	ns/activities 4th qua	rter 2017		once
Wording o	of question							
4th quarter 2							Further information	
Do different	renumerations among employ	ees with simi	lar positions/a	ctivities exist in your company?				
		[1] yes	[2] no	[3] unkown				
No.	Name		Label		Survey	period		Survey frequency
3.299)	sf_2017q4_2		reasons for dif attainment	ferent remunerations: educationa	4th qua	rter 2017		once
Wording o	of question							
4th quarter 2	017						Further information	
Which charac	cteristics of employees explain	the different	remuneration	s between employees with simil	lar positions and activ	ities?		
	(multiple nominations are po	ssible)						
		[1] yes						
	Educational attainment							
			l					
No.	Name		Label		Survey	period		Survey frequency
3.300)	sf_2017q4_3		reasons for dif	ferent remunerations: work expe	erience 4th aug	rter 2017		once
					4tii qua	1161 2017		once
Wording o	of question							
4th quarter 2	017						Further information	
Which charac	cteristics of employees explain	the different	remuneration	s between employees with simil	lar positions and activ	ities?		
	(multiple nominations are po	ssible)	7					
		[1] yes						
	Work experience							
No.	Name		Label		Survey	period		Survey frequency
3.301)	sf_2017q4_4		reasons for dif	ferent remunerations: gender	4th qua	rter 2017		once

4th quarter	2017				Further information	
Which char	acteristics of employees explain	n the different	remunerations between employees with similar positi	ions and activities?		
	to his boundary					
	(multiple nominations are po	ssible)	1			
		[1] yes				
	Gender					
No.	Name		Label	Survey period		Survey frequency
3.302)	sf_2017q4_5		reasons for different remunerations: family status	4th quarter 2017		once
Wording	of question					
4th quarter	2017				Further information	
Which char	acteristics of employees explain	n the different	remunerations between employees with similar position	ions and activities?		
	(multiple nominations are po	ssihle)				
	(mataple nonlinations are po	ssibicj	1			
		[1] yes				
	Family status					
No.	Name		Label	Survey period		Survey frequency
			f- #ff	-4		
3.303)	sf_2017q4_6		reasons for different remunerations: migrant backgroun	4th quarter 2017		once
	of question					
4th quarter					Further information	
Which char	acteristics of employees explai	n the different	remunerations between employees with similar positi	ions and activities?		
	(multiple nominations are po	ssible)				
		[1]				
		[1] yes				
	Migrant background					
No.	Name		Label	Survey period		Survey frequency
3.304)	sf_2017q4_7		reasons for different remunerations: number of kids	4th quarter 2017		once
	of question			4th quarter 2017		Office
					la u ve u	
4th quarter		- Ab - diff	iak cirile		Further information	
wnich char	acteristics of employees explain	tne airrerent	remunerations between employees with similar positi	ions and activities?		
	(multiple nominations are po	ssible)				
		[1] yes				
	Number of kids	[1] yes				
	radinder of kids					
	Name		Lahel	Survey period		Survey frequency

No.	Name	Label	Survey period		Survey frequency
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	4th quarter 2017		once
Mordina	of question				
wording	g of question				
4th quarter	r 2017			Further information	
Which char	racteristics of employees explain the	different remunerations between employees with similar positio	iis aiiu activities:		



No.	Name	Label	Survey period	Survey frequency
110.	Name		survey period	Survey requerity
3.306)	sf_2017q4_9	reasons for different remunerations: others	4th quarter 2017	once
Wording	g of question			
4th quarter	r 2017			Further information
		different remunerations between employees with similar po		TOTAL MOTHERON
willen chai	racteristics of employees explain the u	anterent remunerations between employees with similar po	sitions and activities:	
	(multiple nominations are possible)			
	[1]] yes		
	Others			
No.	Name	Label	Survey period	Survey frequency
NO.	Name	Lauci	Survey period	Survey frequency
3.307)	sf_2017q4_10	reasons for different remunerations: others description	4th quarter 2017	once
Wording	g of question			
	· · · · · · · · · · · · · · · · · · ·			To an are an
4th quarter				Further information
Which char	racteristics of employees explain the d	different remunerations between employees with similar po	sitions and activities?	These comments are not part of the PL-Dataset. For access they have to be requ at EBDC, seperately.
	Others description:			
No.	Name	Label	Survey period	Survey frequency
3.308)	sf_2017q4_11	labor law explanations of different renumerations: fix	ed 4th quarter 2017	once
Wording	of question	term employment		
4th quarter				Further information
Which labo	or law characteristics explain the differ	rent renumerations amoung employees with similar position	s/activities?	
	(multiple nominations are possible)			
	(mataple nonimations are possible)			
	[1]] yes		
	fixed term employment			
No.	Name	Label	Survey period	Survey frequency
3.309)	sf_2017q4_12	labor law explanations of different renumerations:	4th quarter 2017	once
Wording	g of question	full/part-time employment		
4th quarter				Further information
Which labo	or law characteristics explain the differ	rent renumerations amoung employees with similar position	s/activities?	
	(multiple nominations are possible)			
	[1]] yes		
	full/part-time employment			
		Label	Survey period	Survey frequency

4th quarter 2017

labor law explanations of different renumerations:

3.310)

sf_2017q4_13

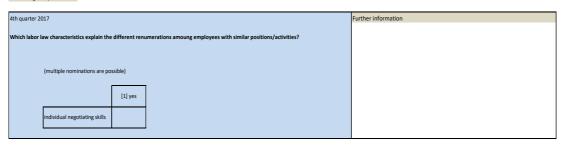
4th quarter 2017			Further information
Which labor law characteristics explain the	different renu	merations amoung employees with similar positions/activities?	
(multiple nominations are po	ssible)		
	[1] yes		
temporary employment			

No.	Name		Label	Survey period		Survey frequency
3.311)	sf_2017q4_14		labor law explanations of different renumerations: differences in tariff agreements	4th quarter 2017		once
Wording	of question					
4th quarter	2017				Further information	
Which labo	or law characteristics explain the	different ren	umerations amoung employees with similar positions/a	activities?		
	(multiple nominations are pos	ssible)				
	(multiple nominations are pos	ssible)	1			
	(multiple nominations are pos	ssible) [1] yes				
	differences in tariff					
	differences in tariff					
No.	differences in tariff		Label	Survey period		Survey frequency
No.	differences in tariff agreements		Label	Survey period		Survey frequency
No.	differences in tariff agreements		Label labor law explanations of different renumerations: perior of employment			Survey frequency once

Ath quarter 2017 Which labor law characteristics explain the different renumerations amoung employees with similar positions/activities? (multiple nominations are possible) [1] yes | Seniority/period of employment | Purchase |

N	0.	Name	Label	Survey period	Survey frequency
3.5	313)		labor law explanations of different renumerations: individual negotiating skills	4th quarter 2017	once

Wording of question



No.	Name	Label	Survey period	Survey frequency
3.314)	sf_2017q4_17	labor law explanations of different renumerations: others	4th quarter 2017	once
Wording	g of question			

4th quarter 2017

Which labor law characteristics explain the different renumerations amoung employees with similar positions/activities?



No. Name Label Survey period Survey frequency Wording of question Word						
Survey period No. Name Label Survey period Survey period Survey period Survey period Survey period Survey period Survey frequency Wording of question No. Name Label Survey period Survey period Survey period Survey period Survey period Survey period Survey frequency Ath quarter 2017 Once Survey frequency Ath quarter 2017 Once It ly to be requency and to reduce different renumerations among employees with similar positions/activities? Survey period Survey frequency Ath quarter 2017 Once Survey frequency Survey frequency Ath quarter 2017 Once Survey frequency Survey frequency Ath quarter 2017 Once Survey frequency Ath quarter 2017 Once Survey frequency Survey frequency Ath quarter 2017 Once Survey frequency Survey frequency Ath quarter 2017 Once Survey frequency Survey frequency Survey frequency Ath quarter 2017 Once Survey frequency Survey						
Wording of question the course 2027 Which later two characteristics explain the different renumerations among employee with similar positions/activities? Does decryptor: No. Name Label Survey period Survey period Survey period Survey frequency Which measures do you take to reduce different renumerations among employees with similar positions/activities? Which measures do you take to reduce different renumerations that positions/activities? Wording of question No. Name Label Survey period Survey frequency Which measures do you take to reduce different renumerations among employees with similar positions/activities? Wording of question No. Name Label Survey frequency Wording of question No. Name Label Survey frequency Wording of question No. Name Label Survey period Survey frequency Ath quarter 2017 once Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question No. Name Label Survey period Survey frequency Wording of question Turther information Further information Wording of question	10.	Name		Label	Survey period	Survey frequency
At guarter 2017 Which labor the characteristics explain the different renumerations among employees with similar positions/activities? Deer decreases. No. Name Label Survey period Survey frequency Wording of question His guarter 2017 Once Transparent enumeration spison Wording of question No. Name Label Survey period Survey frequency Wording of question To produce transparent enumeration spison To produce transparent enumeration spison Wording of question No. Name Label Survey period Survey frequency Transparent enumerations among employees with similar positions/activities? To produce transparent enumeration To pr	.315)	sf_2017q4_18		labor law explanations of different renumerations: others	4th quarter 2017	once
Which labor law characteristics outplan the different renumerations among employees with similar positions/activities? Cottons decorption:	Nording of	question		description		
No. Name Label Survey period Survey frequency ### Apparent renumeration of different renumerations among employees with similar positions/activities? No. Name	th quarter 20	17				Further information
No. Name Label Survey period Survey frequency Wording of question Ath quarter 2017 once	Vhich labor la	w characteristics explain the	different ren	umerations amoung employees with similar positions/a	ctivities?	These comments are not part of the PL-Dataset. For access they have to
No. Name Label Survey period Survey frequency ### Additional Control of Additional Cont						
measures for reduction of different renumerations: transparent renumeration system Ath quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/set/vides? No. Name Label Survey period Survey frequency 3117) \$\frac{1}{2}\$ 2017q4_20 measures for reduction of different renumerations to fill yes agreement Wording of question 4th quarter 2017 once Wording of question No. Name Label Survey period Survey frequency 1317) \$\frac{1}{2}\$ 2017q4_20 measures for reduction of different renumerations to fill the quarter 2017 once Wording of question No. Name Label Survey period Survey frequency 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/sct/vides? No. Name Label Survey period Survey frequency 1314) \$\frac{1}{2}\$ 2017q4_21 measures for reduction of different renumerations: Once Once Purpose information Further information Further information Further information Further information Further information Further information No purpose in the further information once (1) yes (1) yes (1) yes (1) yes		Others description:		_		
measures for reduction of different renumerations: transparent renumerations: transparent renumerations options 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/seth/tites? No. Name Label Survey period Survey frequency 3317) sf_2017q4_20 measures for reduction of different renumerations: tarfff agreement Wording of question 4th quarter 2017 once Wording of question 131yes 13						. ,
Wording of question Which measures do you take to reduce different renumerations among employees with similar positions/activities?	lo. I	Name		Label	Survey period	Survey frequency
Wording of question Ath quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?	.316)	sf_2017q4_19			4th quarter 2017	once
Which measures do you take to reduce different renumerations among employees with similar positions/activities? No. Name Label Survey period Survey frequency 13377 once Wording of question With measures do you take to reduce different renumerations among employees with similar positions/activities? It just It j	Nording of	question				
Paragrament renumeration Pystem Paragrament renumeration Pystem Paragrament renumeration Pystem Paragrament Para	th quarter 20:	17				Further information
No. Name Label Survey period Survey frequency 3.317) sf_2017q4_20 measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: once Wording of question 4th quarter 2017 Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? Further information 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?	Vhich measur	res do you take to reduce dif	ferent renum	erations among employees with similar positions/activiti	ies?	
No. Name Label Survey period Survey frequency 3.317) sf_2017q4_20 measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: once Wording of question 4th quarter 2017 Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? Further information 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?						
No. Name Label Survey period Survey frequency 3317) sf_2017q4_20 measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes Wording of question No. Name Label Survey period Survey frequency 3318) sf_2017q4_21 measures do you take to reduce different renumerations of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?			[1] yes			
No. Name Label Survey period Survey frequency 3.317) sf_2017q4_20 measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?						
measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes [1] yes [1] yes [3318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes [1] yes [1] yes [1] yes [1] yes	L	,				
measures for reduction of different renumerations: tariff 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes [1] yes [1] yes [3318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes [1] yes [1] yes [1] yes [1] yes						
Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	lo. I	Name		Label	Survey period	Survey frequency
Wording of question ## quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? 1] yes	3.317)	sf_2017q4_20		measures for reduction of different renumerations: tariff	4th quarter 2017	once
Which measures do you take to reduce different renumerations among employees with similar positions/activities? I yes	Nording of	question		agreement		
No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?	th quarter 20:	17				Further information
No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: ombudsperson 4th quarter 2017 which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes						
No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: ombudsperson 4th quarter 2017 which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	Vhich measure	res do you take to reduce diff	ferent renum	erations among employees with similar positions/activiti	ies?	
No. Name Label Survey period Survey frequency 3.318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities?	Vhich measur	res do you take to reduce difi	ferent renum	erations among employees with similar positions/activiti	ies?	
3.318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	Which measur	res do you take to reduce dif		erations among employees with similar positions/activiti	ies?	
3.318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	١			erations among employees with similar positions/activiti	ies?	
3.318) sf_2017q4_21 measures for reduction of different renumerations: 4th quarter 2017 once Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	١			erations among employees with similar positions/activiti	ies?	
ombudsperson Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	[tariff agreement				
Wording of question 4th quarter 2017 Which measures do you take to reduce different renumerations among employees with similar positions/activities? [1] yes	[tariff agreement				Survey frequency
Which measures do you take to reduce different renumerations among employees with similar positions/activities?	No.	tariff agreement Name		Label measures for reduction of different renumerations:	Survey period	
Which measures do you take to reduce different renumerations among employees with similar positions/activities?	No.	tariff agreement Name sf_2017q4_21		Label measures for reduction of different renumerations:	Survey period	
[1] yes	No.	Name sf_2017q4_21 f question		Label measures for reduction of different renumerations:	Survey period	once
	No. I	Name sf_2017q4_21 f question	[1] yes	Label measures for reduction of different renumerations: ombudsperson	Survey period 4th quarter 2017	once
	No. I	Name sf_2017q4_21 f question	[1] yes	Label measures for reduction of different renumerations: ombudsperson	Survey period 4th quarter 2017	once
	No. I	Name sf_2017q4_21 f question	[1] yes	Label measures for reduction of different renumerations: ombudsperson	Survey period 4th quarter 2017	once
	No	Name sf_2017q4_21 f question 17 res do you take to reduce diff	[1] yes	Label measures for reduction of different renumerations: ombudsperson	Survey period 4th quarter 2017	once
	No	Name sf_2017q4_21 f question 17 res do you take to reduce diff	[1] yes	Label measures for reduction of different renumerations: ombudsperson	Survey period 4th quarter 2017	once

No.	Name	Label	Survey period		Survey frequency
3.319)	sf_2017q4_22	measures for reduction of different renumerations: none $\\$	4th quarter 2017		once
Wording of	question				
4th quarter 20	17			Further information	

Which mea	sures do you take to reduce d	ifferent renum	erations among employees with similar positions/activ	vities?	
			-		
		[1] yes			
	None				
No.	Name		Label	Survey period	Survey frequency
3.320)	sf_2017q4_23		measures for reduction of different renumerations: ot	DPTS 4th quarter 2017	once
	of question			4tii quarter 2017	Office
4th quarter					Further information
		ifferent renum	erations among employees with similar positions/activ	vities?	artic mondon
		[1] yes			
	Others				
No.	Name		Label	Survey period	Survey frequency
2 224)	20474 24		measures for reduction of different renumerations: ot	bors 44h	
3.321)	sf_2017q4_24		description	4th quarter 2017	once
	of question				Further information
4th quarter Which mea		ifferent renum	erations among employees with similar positions/acti	vities?	Further information
					These comments are not part of the PL-Dataset. For access they have to be red 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 com	npany affected by the transpar	ency law conce	erning remuneration?		concerning the german "Entgelttransparenzgesetz" (= Transparency law concernumeration)
		[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
	of question				
4th quarter What do yo		f the transpare	ncy law concerning remuneration?		Further information
Silut do ye			,		These comments are not part of the PL-Dataset. For access they have to be reat EBDC, seperately.
					concerning the german "Entgelttransparenzgesetz" (= Transparency law conce
					renumeration)

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	дениен рау Вар			
4th quarter	2017			Further information	

Is the transparency law concerning remun	eration a gene	ral effective w	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration)		
	[1] yes	[2] no	[3] unkown		

	Name	Label		Survey period	Survey frequency
2 225)	-f 2047-4 20	faciliating	strategies for a wage increase: further trai	sing 4th superton 2047	
3.325)	sf_2017q4_28	Tacillating	strategies for a wage increase, further trai	aing 4th quarter 2017	once
Wording	of question				
4th quarter	2017				Further information
	e following situation: Miss Mus would help the employee to ach		employee of your company and strives	or a wage increase. Which	[9] = checked
					The gender of the employee was randomised
Alternative:					
Imagine the			ve employee of your company and strive	s for a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
Imagine the strategies w	e following situation: Mister Mo would help the employee to ach	hieve his aim?		s for a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
Imagine the strategies w	e following situation: Mister Mu	hieve his aim?		s for a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
Imagine the strategies w	e following situation: Mister Mo would help the employee to ach	hieve his aim?		ast	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
Imagine the strategies w	e following situation: Mister Mo would help the employee to ach	ir importance 1= most imp	ortant, S=least important)	ast	Variable 3.332) sf_2017q4_28 says, which question each respondent faced

	· · · · · · · · · · · · · · · · · · ·						our vey periou	survey mequency
3.326)	sf_2017q4_29		faciliating stra	tegies for a wa	ge increase: wil	llingness to	4th quarter 2017	once
Wording o	of question		WORKING					
4th quarter 2	2017							Further information
	following situation: Miss Mus ould help the employee to ac			wage increase. Which	[9] = checked			
Alternative:								The gender of the employee was randomised
	following situation: Mister Mould help the employee to ac		representive 6	employee of yo	our company a	nd strives for	a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arrar	nge the measures regarding the	ir importance 1	l= most import	ant, 5=least i	important)			
		[1] most important	[2]	[3]	[4]	[5] least important		
	willingness to work more							
					•		1	

3.327)	sf_2017q4_30		faciliating stra additional res		ge increase: tak	e voluntarily	4th quarter 2017	once
Wording	g of question			,				
4th quarter	er 2017							Further information
	ne following situation: Miss Mus would help the employee to ac			[9] = checked				
Alternative	2:							The gender of the employee was randomised
	ne following situation: Mister M would help the employee to ac		representive of	employee of yo	our company ar	nd strives for	a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arra	range the measures regarding the	ir importance 1	= most import	ant, 5=least i	important)			
		[1] most important	[2]	[3]	[4]	[5] least important		
	to voluntarily take							

No.	Name	Label	Survey period	Survey frequency
3.328)	sf_2017q4_31	faciliating strategies for a wage ind job	crease: always do a good 4th quarter 2017	once

4	th quarter 2017							Further information
	nagine the following situation: Miss Must trategies would help the employee to ach			[9] = checked				
	Iternative:			The gender of the employee was randomised				
ı	nagine the following situation: Mister Mu trategies would help the employee to ach		representive of	employee of yo	our company a	nd strives for a	wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arrange the measures regarding thei	ir importance 1	= most import	ant, 5=least i	important)			
		[1] most important	[2]	[3]	[4]	[5] least important		
	always do a good job							

3.329)	sf_2017q4_32		faciliating strat	tegies for a wa	ge increase: pro	oactive wage	4th quarter 2017	once
Nording o	f question		negotiation					
th quarter 20	017							Further information
	ollowing situation: Miss Must			ployee of you	r company and	strives for a	wage increase. Which	[9] = checked
trategies wo	ould help the employee to ach	ieve her aim?	1					The gender of the employee was randomised
Alternative:								
	following situation: Mister Mu build help the employee to ach			employee of yo	our company a	nd strives for	a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
Please arrans	ge the measures regarding thei	r importance	1= most importa	ant 5=least i	mportant)			
	,			,	p ,		_	
		[1] most important	[2]	[3]	[4]	[5] least important		
	proactive wage negotiation							

3.330)	sf_2017q4_33		faciliating stra	tegies for a wa	ge increase: oth	ners	4th quarter 2017	once
Wording o	f question							
4th quarter 2	017							Further information
	following situation: Miss Mus			[9] = checked				
Ť	and help the employee to de	neve ner ann.						The gender of the employee was randomised
	following situation: Mister Mo ould help the employee to act		representive e	employee of yo	our company a	nd strives for	a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arran	ge the measures regarding the	ir importance 1	L= most import	ant 5=least i	mportant)			
	,	,		,	, , ,		_	
		[1] most important	[2]	[3]	[4]	[5] least important		
	Others							
							4	

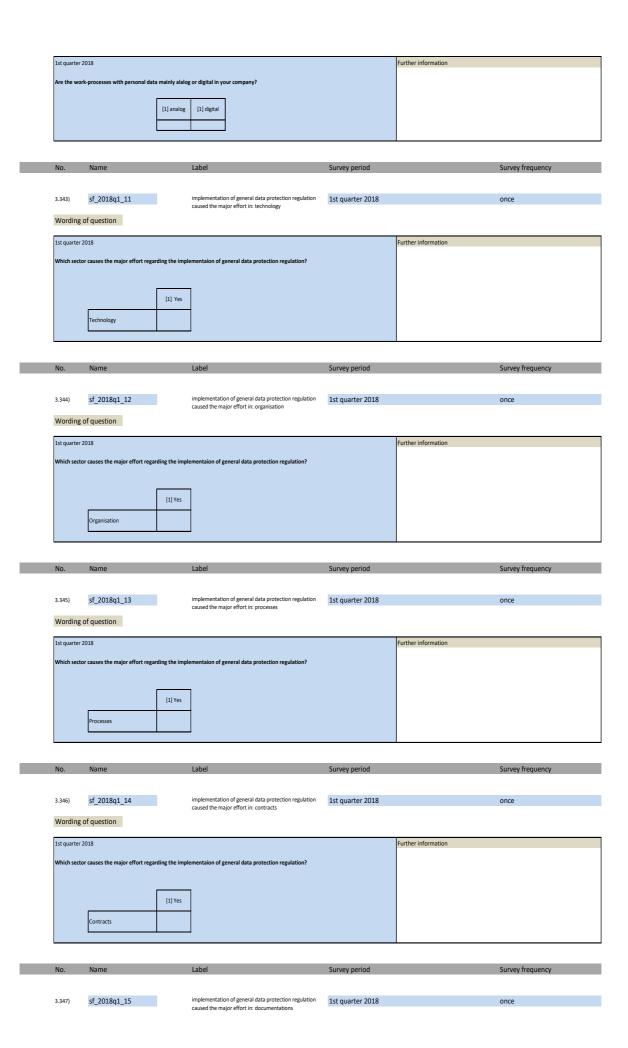
Survey frequency

No.	Name	Label	Survey period	Survey frequency
3.331)	sf_2017q4_34	faciliating strategies for a wage increase: others description	4th quarter 2017	once
Wording	of question			
4th quarte	r 2017			Further information
	e following situation: Miss Musterr would help the employee to achiev	nann is a representive employee of your company and strives fo e her aim?	r a wage increase. Which	[9] = checked
strategies Alternative	would help the employee to achiev	e her aim?		
strategies Alternative	would help the employee to achiev	e her aim? rmann is a representive employee of your company and strives		These comments are not part of the PL-Dataset. For access they have to be reque
strategies Alternative	would help the employee to achiev : e following situation: Mister Muste	e her aim? rmann is a representive employee of your company and strives		These comments are not part of the PL-Dataset. For access they have to be reque

No.	Name	Label	Survey period	Survey frequency

	3.332)	sf_2017q4_35	additional to fa	aciliating strategies for a wage inc	rease: 4th quarter 2017	once
			gender (emplo	yee)	tin quarter 2017	Unit
	Wording o	or question				
	4th quarter 2	017				Further information
	The responde	ent faced the following quest	ion (sf_2017q4_28 - sf_2017q	4_34):		
				stermann is a representive emp elp the employee to achieve his	loyee of your company and strives for aim?	
		епіріоуее		.,,.,		regards sf_2017q4_28 - sf_2017q4_34
					yee of your company and strives for a	
		employee wage increase	e. Which strategies would hel	p the employee to achieve her a	im?	
	No.	Name	Label		Survey period	Survey frequency
	3.333)	sf_2018q1_1	awareness of t	he meaning of protection of data	privacy 1st quarter 2018	once
	-			3 - F	13t quarter 2010	Office
	Wording o	of question				
	1st quarter 20	018				Further information
	Are your emp	ployees aware of the meaning	g and the need for data protec	ction?		
		[1] yes, very pronounced	[2] yes, slightly pronounced	[3] no, rather not	[4] no	
			17,000			
				•		
	No.	Name	Label		Survey period	Survey frequency
	3.334)	sf_2018q1_2		garding the targeted level of data	privacy 1st quarter 2018	once
	Wording	of question	protection			
	1st quarter 20					Further information
	How do you	ensure, that your employees	are informed about the target	tad laval of data protection?		
			are informed about the target	ted level of data protection:		These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
			are morned about the targe	ecu level of data protection:		These comments are not part of the PI-Dataset. For access they have to be requested at EBDC, seperately.
			are informed about the target	eu evel of data protection:		
	No.	Name	Label		Survey period	
_				et ere or una protection.	Survey period	at EBDC, seperately.
_			Label	sonal data of: applicants	Survey period 1st quarter 2018	at EBDC, seperately.
-	No.	Name sf_2018q1_3	Label			at EBDC, seperately. Survey frequency
-	No.	Name sf_2018q1_3 sf question	Label			at EBDC, seperately. Survey frequency
-	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question	Label	sonal data of: applicants		Survey frequency once
-	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question	Label mainly use per lo you mainly use in your com	sonal data of: applicants		Survey frequency once
-	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question	Label mainly use per	sonal data of: applicants		Survey frequency once
_	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question	Label mainly use per lo you mainly use in your com	sonal data of: applicants		Survey frequency once
_	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question 018 up of persons) personal data d	Label mainly use per lo you mainly use in your com	sonal data of: applicants		Survey frequency once
-	No. 3.335) Wording a 1st quarter 2t Whose (grou	Name sf_2018q1_3 of question 018 Applicants	Label mainly use per lo you mainly use in your com	sonal data of: applicants		Survey frequency once
_	No. 3.335) Wording a 1st quarter 2t	Name sf_2018q1_3 of question 018 up of persons) personal data d	Label mainly use per lo you mainly use in your com [1] Yes	sonal data of: applicants	1st quarter 2018	Survey frequency once Further information
_	No. 3.335) Wording a 1st quarter 2t Whose (grou	Name sf_2018q1_3 of question 018 Applicants	Label mainly use per lo you mainly use in your com [1] Yes Label	sonal data of: applicants	1st quarter 2018	Survey frequency once Further information
_	No. 3.335) Wording of 1st quarter 20 Whose (ground No.	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4	Label mainly use per lo you mainly use in your com [1] Yes Label	sonal data of: applicants	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency
_	No. 3.335) Wording c 1st quarter 2t Whose (grou	Name sf_2018q1_3 of question one Applicants Name sf_2018q1_4 of question	Label mainly use per lo you mainly use in your com [1] Yes Label	sonal data of: applicants	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once
_	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency
-	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question	Label mainly use per lo you mainly use in your com [1] Yes Label	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once
_	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once
_	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once
_	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question 018 p of persons) personal data d	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once
_	No. 3.335) Wording C 1st quarter 2t Whose (grou No. 3.336) Wording C 1st quarter 2t Whose (grou	Name sf_2018q1_3 of question 118 Applicants Name sf_2018q1_4 of question 1018 Employees	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per lo you mainly use in your com [1] Yes	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period 1st quarter 2018	Survey frequency once Further information Survey frequency once Further information
_	No. 3.335) Wording of 1st quarter 2t Whose (ground statement of the statem	Name sf_2018q1_3 of question 018 Applicants Name sf_2018q1_4 of question 018 p of persons) personal data d	Label mainly use per lo you mainly use in your com [1] Yes Label mainly use per	sonal data of: applicants pany? sonal data of: employees	1st quarter 2018 Survey period	Survey frequency once Further information Survey frequency once

Wording o	of question					
1st quarter 2	018				Further information	
Whose (grou	up of persons) personal data do	o you mainly u	use in your company?			
		[1] Yes				
		[1] 103				
	Contact persons of suppliers					
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 2	018				Further information	
Whose (grou	up of persons) personal data do	o you mainly u	use in your company?			
		[1] Yes				
	Clients					
No.	Name		Label	Survey period		Survey frequency
3.339)	sf_2018q1_7		mainly use personal data of: stakeholder	1st quarter 2018		once
			,,	1st quarter 2016		once
Wording o	of question					
1st quarter 2					Further information	
Whose (grou	up of persons) personal data do	o you mainly u	ise in your company?			
		[1] Yes				
	Stakeholder					
No.	Name		Label	Survey period		Survey frequency
3.340)	sf_2018q1_8		mainly use personal data of: other	1st quarter 2018		once
Wording o	of question					
1st quarter 2	018				Further information	
	up of persons) personal data do	o you mainly u	use in your company?			
	, , , , , , , , , , , , , , , , , , , ,	, , , ,	1			
		[1] Yes				
	Other					
No.	Name		Label	Survey period		Survey frequency
				, ·		
3.341)	sf_2018q1_9		mainly use personal data of: other description	1st quarter 2018		once
Wording o	of question					
1st quarter 2	018				Further information	
Whose (grou	up of persons) personal data do	o you mainly u	use in your company?		These comments are not part of the PL-Da	taset. For access they have to be requested
					at EBDC, seperately.	
	Other description:					
					•	
No.	Name		Label	Survey period		Survey frequency
3.342)	sf 2018a1 10		work-process regarding personal data	1st quarter 2018		once

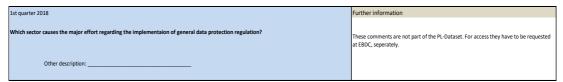


Wording of question
rroraning or question

1st quarter 2018	Further information
Which sector causes the major effort regarding the implementaion of general data protection regulation?	
[1] Yes	
Documentations	

No.	Name	Label	Survey period	Survey frequency
3.348)	sf 2018q1 16	implementation of general data protection regulati	on 1st quarter 2018	once
		caused the major effort in: other	·	
Wording	g of question			
1st quarter	r 2018		Further informatio	1
Which cost	tor causes the major offert regard	ing the implementaion of general data protection regulation?		
willen sec	tor causes the major enort regard	ing the implementation of general data protection regulations		
	_			
	Γ	[1] Yes		
		[1] Yes		
	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



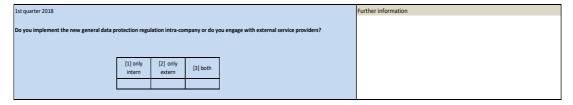
3.350) sf 2018q1 18 impact of new general data protection regulation on your 1st quarter 2018 once	No.	Name	Label	Survey period	Survey frequency
3 350) of 2018 of 18 impact of new general data protection regulation on your 1st quarter 2018 once					
Social-Media-Activity	3.350)	sf_2018q1_18	impact of new general data protection regulation on your	1st quarter 2018	once

Wording of question



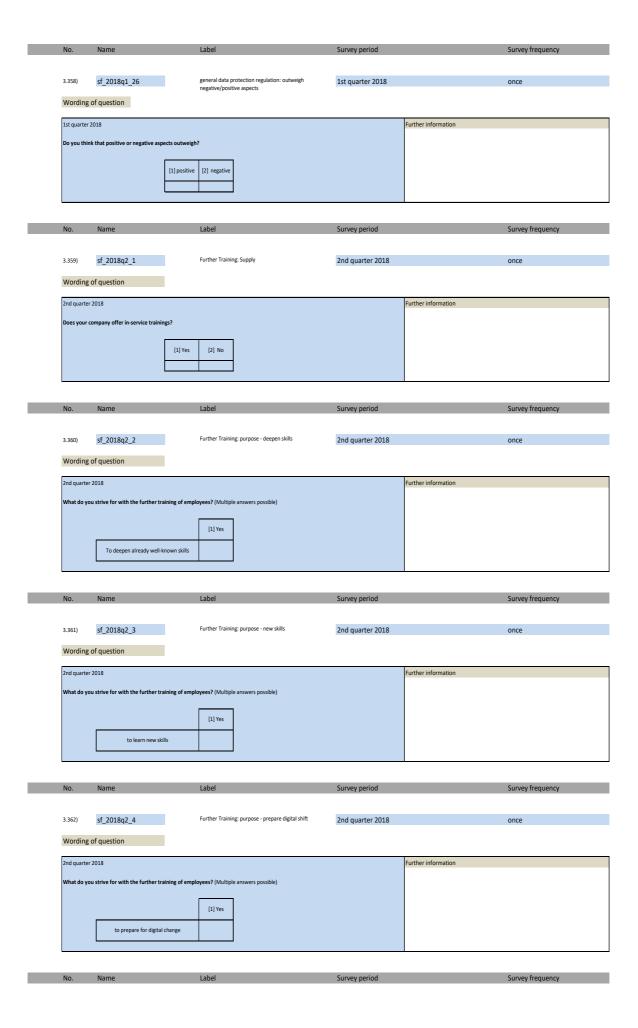
No.	Name	Label	Survey period	Survey frequency
3.351)	sf_2018q1_19	implementation of the new general data protection	1st quarter 2018	once
		regulation		

Wording of question



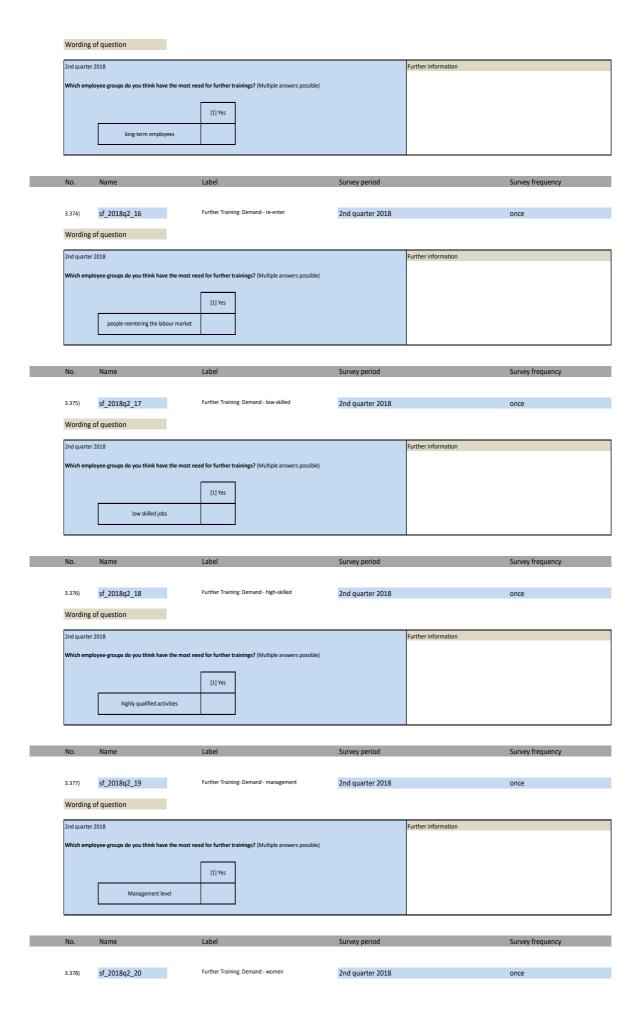
No.		Name	Label	Survey period	Survey frequency
3.35	2)	sf_2018q1_20	new hires due to new general data protection regulation	1st quarter 2018	once

	1st quarter 2	2018				Further information
	Did you hire	additional personnel due to the	he new genera	Il data protection regulation or do you plan this?		
		·				
			[1] Yes	[2] No		
						<u> </u>
	No	Nama		Lahal	Currou paried	Curron from to a
	No.	Name		Label	Survey period	Survey frequency
	2.252)			Do you use the general data protection regulation to		
	3.353)	sf_2018q1_21		make other changes	1st quarter 2018	once
	Wording	of question				
	1st quarter 2	2018				Further information
				ke other changes/innovations in your company, that are		
		a protection regulation?	guiation to ma	ke other changes/innovations in your company, that are	not in connection with the	
			[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				
	4.1	2040				Provide and Information
	1st quarter 2					Further information
		the general data protection reg a protection regulation?	gulation to ma	ke other changes/innovations in your company, that are	not in connection with the	These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
						at EBDC, Seperately.
		If Yes: Description:				
		bescription				
	No.	Name	-	Label	Survey period	Survey frequency
			_			
	No. 3.355)	Name sf_2018q1_23		Label general data protection regulation: resulting costs (Euro)		Survey frequency once
_	3.355)					
_	3.355) Wording	sf_2018q1_23 of question				
_	3.355)	sf_2018q1_23 of question	aculting from the	general data protection regulation: resulting costs (Euro)		once
	3.355) Wording	sf_2018q1_23 of question	resulting from	general data protection regulation: resulting costs (Euro)		once Further information These comments are not part of the PL-Dataset. For access they have to be requested
	3.355) Wording	sf_2018q1_23 of question	resulting from I	general data protection regulation: resulting costs (Euro)		once Further information
_	3.355) Wording	sf_2018q1_23 of question	resulting from I	general data protection regulation: resulting costs (Euro)		once Further information These comments are not part of the PL-Dataset. For access they have to be requested
_	3.355) Wording (1st quarter 2 How high ar	sf_2018q1_23 of question 2018 te the costs of your company re	resulting from 1	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro	1st quarter 2018	Once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
_	3.355) Wording	sf_2018q1_23 of question	resulting from t	general data protection regulation: resulting costs (Euro)		once Further information These comments are not part of the PL-Dataset. For access they have to be requested
_	3.355) Wording (1st quarter 2 How high ar	sf_2018q1_23 of question 2018 te the costs of your company re	resulting from I	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar	sf_2018q1_23 of question 2018 te the costs of your company re	esulting from I	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro	1st quarter 2018	Once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
_	3.355) Wording (1st quarter 2 How high ar No. 3.356)	sf_2018q1_23 of question 2018 te the costs of your company re	resulting from I	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (sf_2018q1_23 of question 2018 te the costs of your company of o	resulting from 1	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once
	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2	sf_2018q1_23 of question 2018 te the costs of your company of o		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018 u consider as positive content?		general data protection regulation: resulting costs (Euro) the new general data protection regulation?Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label	1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you	sf_2018q1_23 of question 2018 The the costs of your company of of your		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you	sf_2018q1_23 of question 2018 te the costs of your company re Name sf_2018q1_24 of question 2018 u consider as positive content?		general data protection regulation: resulting costs (Euro) the new general data protection regulation?Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you No.	sf_2018q1_23 of question 2018 The the costs of your company of of your		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you No.	sf_2018q1_23 of question Page 18		general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency
_	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you No. 3.357) Wording (1st quarter 2	sf_2018q1_23 of question Name sf_2018q1_24 of question 2018 Name sf_2018q1_24 of question Name sf_2018q1_25 of question Name	7	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once
	3.355) Wording (1st quarter 2 How high ar No. 3.356) Wording (1st quarter 2 What do you No. 3.357) Wording (1st quarter 2	sf_2018q1_23 of question Page 18	7	general data protection regulation: resulting costs (Euro) the new general data protection regulation? Euro Label general data protection regulation: positive content	1st quarter 2018 Survey period 1st quarter 2018 Survey period	Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once Further information These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. Survey frequency once

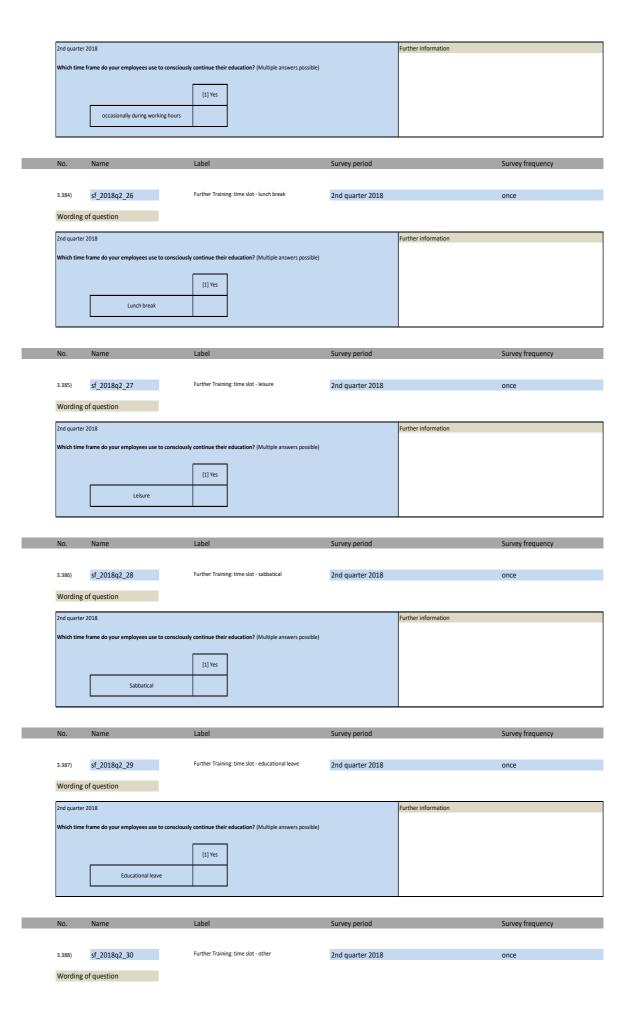


3.363)	sf_2018q2_5	Further Training: purpose - increase productivity	2nd quarter 2018		once
Wording	of question				
2nd quarter 2	2018			Further information	
What do you	u strive for with the further training of em	ployees? (Multiple answers possible)			
		[1] Voc			
		[1] Yes			
	to increase productivity				
No.	Name	Label	Survey period		Survey frequency
3.364)	sf 2018q2 6	Further Training: purpose - internal mobility	2nd quarter 2018		once
		· · · · · · · · · · · · · · · · · · ·	Zilu quarter 2016		once
Wording o	of question				
2nd quarter 2	2018			Further information	
What do you	u strive for with the further training of em	ployees? (Multiple answers possible)			
		[1] Yes			
	to promote internal mobility				
No.	Name	Label	Survey period		Survey frequency
3.365)	sf_2018q2_7	Further Training: purpose - employee motivation/retention	2nd quarter 2018		once
Wording o	of question				
2nd quarter 2	2018			Further information	
What do you	u strive for with the further training of em	plovees? (Multiple answers possible)			
	• • • • • • • • • • • • • • • • • • •				
		[1] Yes			
	employee motivation/retention				
No.	Name	Label	Survey period		Survey frequency
3.366)	sf_2018q2_8	Further Training: purpose - competitiveness	2nd quarter 2018		once
Wording o	of question				
2nd quarter	2018			Further information	
	u strive for with the further training of em	nlovees? (Multiple answers possible)			
mat do you	a same for what the farmer training or en	projects: (manapie districts possible)			
		[1] Yes			
	securing competitiveness				
			_		
No.	Nama	Label	Survey period		Survey frequency
	Name	Luber			
	Name				
3.367)	sf_2018q2_9	Further Training: purpose - attractivity as employer	2nd quarter 2018		once
3.367)			2nd quarter 2018		once
3.367) Wording o	sf_2018q2_9 of question		2nd quarter 2018	Fruit to Infance 11	once
3.367) Wording o	sf_2018q2_9 of question	Further Training: purpose - attractivity as employer	2nd quarter 2018	Further information	once
3.367) Wording o	sf_2018q2_9 of question	Further Training: purpose - attractivity as employer	2nd quarter 2018	Further information	once
3.367) Wording o	sf_2018q2_9 of question	Further Training: purpose - attractivity as employer	2nd quarter 2018	Further information	once
3.367) Wording o	sf_2018q2_9 of question 2018 u strive for with the further training of em	Further Training: purpose - attractivity as employer ployees? (Multiple answers possible)	2nd quarter 2018	Further information	once
3.367) Wording o	sf_2018q2_9 of question	Further Training: purpose - attractivity as employer ployees? (Multiple answers possible)	2nd quarter 2018	Further information	once
3.367) Wording o	sf_2018q2_9 of question 2018 u strive for with the further training of em	Further Training: purpose - attractivity as employer ployees? (Multiple answers possible)	2nd quarter 2018	Further information	once

141 15 6						
Wording of question	n					
2nd quarter 2018					Further information	
	e access to (Multiple answe	rs possible)				
0.5		[1] Yes				
Onlin	e-trainings or Online-learning- resources?					
No. Name		Label		Survey period		Survey frequency
3.369) sf_2018	q2_11	Further Training: access - offl	line	2nd quarter 2018		once
Wording of question	n					
2nd quarter 2018					Further information	
Do your employees hav	e access to (Multiple answe	rs possible)				
		[1] Yes				
classica	presence-courses or seminar	5?				
No Nome		Label		Survey period		Survey frequency
No. Name		Label		Survey period		Survey frequency
3.371) sf_2018	q2_12	Further Training: Supply - ma	inly online/offline	2nd quarter 2018		once
Wording of question	n					
2nd quarter 2018					Further information	
Outweigh online or offl	ne further-training-opportun	ities in your company?				
	[1] online	[2] offline	[3] in equal shares			
			., .,			
No. Name		Label		Survey period		Survey frequency
3.370) sf_2018	q2_13	Further Training: Supply - shi	ift towards online			
Wording of question				2nd quarter 2018		once
	n			2nd quarter 2018		once
2nd quarter 2018	n			2nd quarter 2018	Further information	once
	n from offline to online further	r-trainings-offers?		2nd quarter 2018	Further information	once
	from offline to online further			2nd quarter 2018	Further information	once
		(2) rather not (4) no		2nd quarter 2018	Further information	once
	from offline to online further	(2) rather not (4) no		2nd quarter 2018	Further information	once
	from offline to online further	(2) rather not (4) no		2nd quarter 2018	Further information	once
	from offline to online further	(2) rather not (4) no		2nd quarter 2018 Survey period	Further information	once Survey frequency
Do you see a shift away	from offline to online further [1] Yes, [2] Yes, strongly slightly	[3] rather not [4] no	oung professionals	Survey period	Further information	Survey frequency
No. Name 3.372) sf_2018	from offline to online further [1] Yes, [2] Yes strongly slightly	[3] rather not [4] no	oung professionals		Further information	
No. Name 3.372) sf_2018 Wording of question	from offline to online further [1] Yes, [2] Yes strongly slightly	[3] rather not [4] no	oung professionals	Survey period		Survey frequency
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes, [2] Yes strongly slightly	[3] rather not [4] no Label Further Training: Demand - y		Survey period	Further information Further information	Survey frequency
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes, [2] Yes strongly slightly	[3] rather not [4] no		Survey period		Survey frequency
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes, [2] Yes strongly slightly	[3] rather not [4] no Label Further Training: Demand - y		Survey period		Survey frequency
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes,	Label Further Training: Demand - younged for further trainings? (Multi-		Survey period		Survey frequency
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes,	Label Further Training: Demand - younged for further trainings? (Multi-		Survey period		Survey frequency
No. Name 3.372) sf_2018 Wording of questic 2nd quarter 2018 Which employee-group	from offline to online further [1] Yes,	Label Further Training: Demand - y. need for further trainings? (Mult		Survey period 2nd quarter 2018		Survey frequency once
No. Name 3.372) sf_2018 Wording of question 2nd quarter 2018	from offline to online further [1] Yes,	Label Further Training: Demand - younged for further trainings? (Multi-		Survey period		Survey frequency

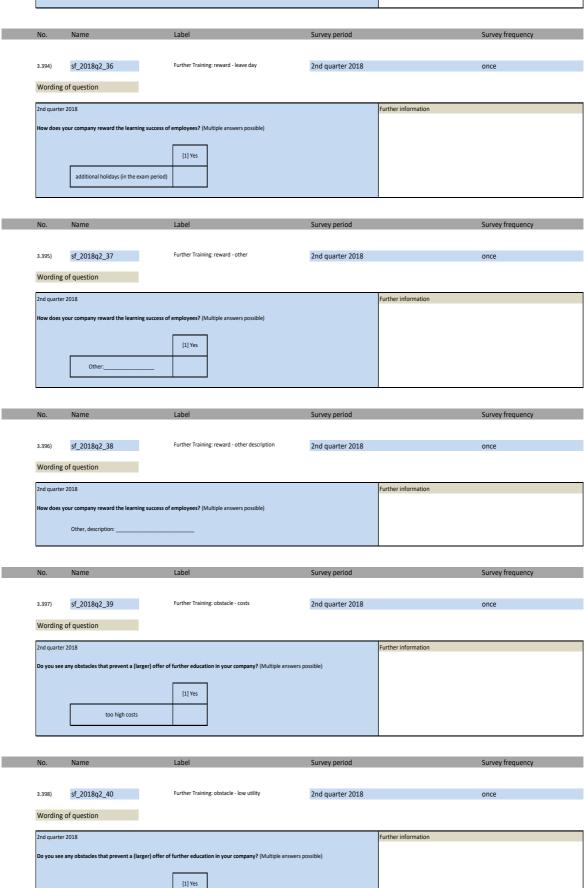


2nd quarter 2	2018						
Which emplo	oyee-groups do you think have	e the most nee	ed for further t	trainings? (Multiple answers possible)			
			[4] V	1			
			[1] Yes	-			
	Women						
No.	Name	-	Label	_	Survey period	_	Survey frequency
3.379)	sf_2018q2_21		Further Traini	ing: Demand - men	2nd quarter 2018		once
Wording o	of question						
2nd quarter 2	2018					Further information	
Which emplo	oyee-groups do you think have	e the most nee	ed for further t	trainings? (Multiple answers possible)			
				1			
			[1] Yes				
	Men						
No.	Name		Label		Survey period		Survey frequency
3.380)	sf_2018q2_22		Further Traini	ing: Demand - migrant background	2nd quarter 2018		once
Wording o	of question						
2nd quarter 2	2018					Further information	
Which emplo	oyee-groups do you think have	e the most ne	ed for further t	trainings? (Multiple answers possible)			
				1			
			[1] Yes]			
	Employees with migrant t						
No.	Employees with migrant t		[1] Yes		Survey period		Survey frequency
No.					Survey period		Survey frequency
	Employees with migrant t		[1] Yes	ing: impact (recruitment/wage negotiat			Survey frequency once
3.381)	Employees with migrant to Name sf_2018q2_23		[1] Yes	ing: impact (recruitment/wage negotiat			
3.381) Wording o	Employees with migrant to Name sf_2018q2_23 of question		[1] Yes	ing: impact (recruitment/wage negotiat		Further information	
3.381) Wording o 2nd quarter 2	Name sf_2018q2_23 of question	background	[1] Yes Label Further Traini	ing: impact (recruitment/wage negotiat	ons) 2nd quarter 2018		
3.381) Wording o 2nd quarter 2	Name sf_2018q2_23 of question	background	[1] Yes Label Further Traini		ons) 2nd quarter 2018		
3.381) Wording o 2nd quarter 2	Name sf_2018q2_23 of question	background	[1] Yes Label Further Traini		ons) 2nd quarter 2018		
3.381) Wording o 2nd quarter 2	Name sf_2018q2_23 of question	packground	[1] Yes Label Further Traini		ons) 2nd quarter 2018		
3.381) Wording o 2nd quarter 2	Name sf_2018q2_23 of question	packground	[1] Yes Label Further Traini		ons) 2nd quarter 2018		
3.381) Wording o 2nd quarter 2 Do additional	Name sf_2018q2_23 of question equalifications, such as those	packground	[1] Yes Label Further Traini th digital learni [2] No		ons) 2nd quarter 2018 ecruiting and wage negotiations		once
3.381) Wording o 2nd quarter 2 Do additional	Name sf_2018q2_23 of question	packground	[1] Yes Label Further Traini		ons) 2nd quarter 2018		once
Wording o 2nd quarter 2 Do additional	Name sf_2018q2_23 of question equalifications, such as those	packground	[1] Yes Label Further Traini (2] No		ons) 2nd quarter 2018 ecruiting and wage negotiations Survey period		once
3.381) Wording o 2nd quarter 2 Do additional No.	Name sf_2018q2_23 of question real qualifications, such as those Name sf_2018q2_24	packground	[1] Yes Label Further Traini (2] No	ing-platforms, get more important in i	ons) 2nd quarter 2018 ecruiting and wage negotiations Survey period		once Survey frequency
3.381) Wording o 2nd quarter 2 Do additional No. 3.382) Wording o	Name sf_2018q2_23 of question 2018 Il qualifications, such as those Name sf_2018q2_24 of question	packground	[1] Yes Label Further Traini (2] No	ing-platforms, get more important in i	ons) 2nd quarter 2018 ecruiting and wage negotiations Survey period		once Survey frequency
3.381) Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question Name Name Name sf_2018q2_24 of question	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
3.381) Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question Name Name Name sf_2018q2_24 of question	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
3.381) Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question Name Name Name sf_2018q2_24 of question	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
3.381) Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question Name Name Name sf_2018q2_24 of question	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini continue their	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question 2018 Il qualifications, such as those Name sf_2018q2_24 of question 2018 rame do your employees use	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini continue their	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2	Name sf_2018q2_23 of question 2018 Il qualifications, such as those Name sf_2018q2_24 of question 2018 rame do your employees use	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini continue their	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		once Survey frequency
Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2 Which time fi	Name sf_2018q2_23 of question 2018 Il qualifications, such as those Name sf_2018q2_24 of question 2018 rame do your employees use	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini continue their	ing-platforms, get more important in i	ecruiting and wage negotiations Survey period Durs 2nd quarter 2018		Survey frequency once
Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2 Which time fi	Name sf_2018q2_23 of question Name Name Sf_2018q2_24 of question cols rame do your employees use fixed learning time during w	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini [1] Yes	ing-platforms, get more important in i	cons) 2nd quarter 2018 ecruiting and wage negotiations Survey period 2nd quarter 2018		Survey frequency once
Wording o 2nd quarter 2 Do additional No. 3.382) Wording o 2nd quarter 2 Which time fi	Name sf_2018q2_23 of question 2018 Name Name sf_2018q2_24 of question 2018 Name sf_2018q2_24 of question 2018 fixed learning time during w	gained throug	[1] Yes Label Further Traini [2] No Label Further Traini [1] Yes	ing-platforms, get more important in i	2nd quarter 2018 ecruiting and wage negotiations Survey period Survey period		Survey frequency



		2018			Further information	
	Which time f	frame do your employees use to conscious!	y continue their education? (Multiple answers possible)			
			[1] Yes			
		Others:				
					•	
	No.	Name	Label	Survey period	Survey frequency	
	IVO.	Name	Label	Survey period	Survey frequency	
	3.389)	of 2010~2 21	Further Training: time slot - other description	2nd quarter 2018		
	3.369)	sf_2018q2_31	raidle Halling, time slot - other description	2nd quarter 2018	once	
	Wording o	of question				
	2nd quarter 2	2018			Further information	
	Which time f	frama da vaur amplavaas usa ta sanssiavel	y continue their education? (Multiple answers possible)			
	willcir tillle i	rame do your employees use to conscious	y continue their education? (ividitiple answers possible)			
		Others description				
		Others, description:				
	No.	Name	Label	Survey period	Survey frequency	
	3.390)	sf 2018q2 32	Further Training: reward - wage increase	2nd quarter 2018	once	
				4		
	Wording o	of question				
	2nd quarter 2	2018			Further information	
	How does vo	our company reward the learning success of	f employees? (Multiple answers possible)			
	,,					
			[1] Yes			
		Wage increase				
		wage increase				
	No.	Name	Label	Current period	Supray fragues as	_
	INU.	Name	Label	Survey period	Survey frequency	
	3.391)	sf_2018q2_33	Further Training: reward - promotion prospects	2nd quarter 2018	once	
	3.331)	31_201642_33	S	ziiu quarter 2016	once	
	Wording o	of question				
	Wording of				Further information	
	2nd quarter 2	2018	i employees? (Multiple answers possible)		Further information	
	2nd quarter 2		f employees? (Multiple answers possible)		Further information	
	2nd quarter 2	2018	i employees? (Multiple answers possible)		Further information	
	2nd quarter 2	2018 our company reward the learning success of			Further information	
	2nd quarter 2	2018			Further information	
	2nd quarter 2	2018 our company reward the learning success of			Further information	
	2nd quarter 2 How does yo	2018 our company reward the learning success of Promotion prospects	[1] Yes			
	2nd quarter 2	2018 our company reward the learning success of		Survey period	Further information Survey frequency	
	2nd quarter 2 How does yo	2018 our company reward the learning success of Promotion prospects Name	[1] Yes		Survey frequency	
_	2nd quarter 2 How does yo	2018 our company reward the learning success of Promotion prospects	[1] Yes	Survey period 2nd quarter 2018		
	2nd quarter 2 How does yo No.	2018 our company reward the learning success of Promotion prospects Name	[1] Yes		Survey frequency	
_	2nd quarter 2 How does yo No.	pur company reward the learning success of Promotion prospects Name sf_2018q2_34 of question	[1] Yes		Survey frequency	
_	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question	Label Further Training: reward - personal responsibility		Survey frequency once	
	No. No. Wording c	pur company reward the learning success of Promotion prospects Name sf_2018q2_34 of question	Label Further Training: reward - personal responsibility		Survey frequency once	
	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question	Label Further Training: reward - personal responsibility		Survey frequency once	
	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question 2018 pur company reward the learning success of the succ	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)		Survey frequency once	
	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)		Survey frequency once	
	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question 2018 pur company reward the learning success of the succ	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)		Survey frequency once	
	No. No. Wording c 2nd quarter 2 How does you	Promotion prospects Name sf_2018q2_34 of question 2018 more (personal) responsibility	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)	2nd quarter 2018	Survey frequency once Further information	
	No. No. Wording c	Promotion prospects Name sf_2018q2_34 of question 2018 pur company reward the learning success of the succ	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)		Survey frequency once	
	No. No. 2nd quarter 2 How does you No. 2nd quarter 2 How does you No.	Promotion prospects Name sf_2018q2_34 of question 2018 more (personal) responsibility Name	Label Further Training: reward - personal responsibility f employees? (Multiple answers possible) [1] Yes Label	2nd quarter 2018 Survey period	Survey frequency once Further information Survey frequency	
	No. No. Wording c 2nd quarter 2 How does you	Promotion prospects Name sf_2018q2_34 of question 2018 more (personal) responsibility	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible)	2nd quarter 2018	Survey frequency once Further information	
	No. No. 2nd quarter 2 How does you No. 2nd quarter 2 How does you No. 3.393)	Promotion prospects Name sf_2018q2_34 of question 2018 more (personal) responsibility Name	Label Further Training: reward - personal responsibility f employees? (Multiple answers possible) [1] Yes Label	2nd quarter 2018 Survey period	Survey frequency once Further information Survey frequency	
_	No. 3.392) Wording C No. 3.393) Wording C	Promotion prospects Name sf_2018q2_34 of question more (personal) responsibility Name sf_2018q2_35 of question	Label Further Training: reward - personal responsibility f employees? (Multiple answers possible) [1] Yes Label	2nd quarter 2018 Survey period	Survey frequency once Further information Survey frequency once	
	No. No. 2nd quarter 2 How does you No. 2nd quarter 2 2nd quarter 2	Promotion prospects Name sf_2018q2_34 of question more (personal) responsibility Name sf_2018q2_35 of question	Label Further Training: reward - personal responsibility femployees? (Multiple answers possible) [1] Yes Label Further Training: reward - gifts	2nd quarter 2018 Survey period	Survey frequency once Further information Survey frequency	





Survey period Survey frequency sf_2018q2_41 Further Training: obstacle - controllability of utility 2nd quarter 2018 once Wording of question 2nd quarter 2018 Further information Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible) [1] Yes lack of verifiability of the benefits sf_2018q2_42 Further Training: obstacle - supply (programs) 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) [1] Yes Lack of suppy of training programs Survey period Survey frequency 3.401) sf_2018q2_43 Further Training: obstacle - demand 2nd quarter 2018 once Wording of question 2nd quarter 2018 Further information Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible) [1] Yes unwillingness of empoyees to participate No. Name Survey period Survey frequency 3.402) sf_2018q2_44 2nd quarter 2018 Further Training: obstacle - supply (Management) Wording of question 2nd quarter 2018 urther information Do you see any obstacles that prevent a (larger) offer of further education in your company? (Multiple answers possible) [1] Yes lack of willingness of the management to offer programms No. Name sf_2018q2_45 Further Training: obstacle - low state support 2nd quarter 2018 once Wording of question 2nd quarter 2018 Further information [1] Yes

	too iittie goveriiineiit	suppor t			
No	Nama	Label		Cuprouporiod	Current fragues au
No.	Name	Labei		Survey period	Survey frequency
3.404)	sf_2018q3_1	different	renumeration	3rd quarter 2018	once
Wording	of question				
3rd quarter	2018				Further information
		oloyees with compareabl	e jobs and positions in your company?		
		[1] Yes [2] No	[3] Don't know		
No.	Name	Label		Survey period	Survey frequency
No.	Name	Label		Survey period	Survey frequency
No. 3.405)	Name sf_2018q3_2		ncy law concerning remuneration: use	Survey period 3rd quarter 2018	Survey frequency once
3.405)			ncy law concerning remuneration: use		
3.405)	sf_2018q3_2 of question		ncy law concerning remuneration: use		
3.405) Wording	sf_2018q3_2 of question	transpare	ncy law concerning remuneration: use	3rd quarter 2018	Once Further information
3.405) Wording	sf_2018q3_2 of question	transpare to information, which is	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	once Further information
3.405) Wording	sf_2018q3_2 of question	transpare	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning the german "Entgelttransparenzgesetz" (= Transparenzgesetz" (= Tran
3.405) Wording	sf_2018q3_2 of question	transpare to information, which is	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law conce
3.405) Wording	sf_2018q3_2 of question	transpare to information, which is	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law conce
3.405) Wording	sf_2018q3_2 of question	transpare to information, which is	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law conce
3.405) Wording 3rd quarter Did your er	sf_2018q3_2 of question 2018 mployees made use of the right Name	transpare to information, which is [1] Yes, [2] Yes frequently occasion	enshrined in the "Entgelttransparenzgesetz i, ally [3] Yes, rarely [4] No	3rd quarter 2018 ", so far? Survey period	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law concernenumeration) Survey frequency
3.405) Wording 3rd quarter Did your er	sf_2018q3_2 of question 2018 mployees made use of the right	transpare to information, which is [1] Yes, [2] Yes frequently occasion Label	enshrined in the "Entgelttransparenzgesetz	3rd quarter 2018	Once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law concernumeration)

3.406)	sf_2018q3_3	transparency law concerning remuneration: use following adjustments	- yes, 3rd quarter 2018	once
Wording o	f question			
3rd quarter 2	018			Further information
Did your emp	oloyees made use of the right	to information, which is enshrined in the "Entgelttransparenz	gesetz", so far?	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration)
If yes: Did it o	cause adjustments of individua	al salaries?		
		[1] Yes [2] No		

3.407)	sf_2018q3_4		v concerning remuneration: wage s, current employees	3rd quarter 2018	once
		aujustinent - ye			
Wording o	f question				
3rd quarter 20	018				Further information
Did the "Entg	elttransparenz" led to change:	s in individual salaries of your	employees? (Multiple answers possible	2)	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning the german "Entgelttransparenzgesetz" (= Transparenzgesetz" (= Transp
		[1] Yes			
	Yes, with current empl	loyees			

No.	Name	Label	Survey period	Survey frequency
3.408)	sf_2018q3_5	transparency law concerning remuneration: wage	3rd quarter 2018	once
		adjustment - yes, new hire		
Wording	g of question			
3rd quarte	r 2018			Further information
Did the "Er	ntgelttransparenz" led to change	es in individual salaries of your employees? (Multiple answers possibl	e)	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning the german the germ



No. Name	Label		Survey period	Survey frequency
3.409) sf_2018q3_6 Wording of question	transparen adjustment	cy law concerning remuneration: wage none	3rd quarter 2018	once
3rd quarter 2018	to changes in individual salaries of	your employees? (Multiple answers possible	2)	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law or renumeration)
	[1] No			
No. Name	Label		Survey period	Survey frequency
3.410) sf_2018q3_7		cy law concerning remuneration: changed ture	3rd quarter 2018	once
Wording of question 3rd quarter 2018 Did the "Entgelttransparentgesetz	r" led to a change in the salary stru	cture in your company?		Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law co
	our of woman [1] vour of men [2]			renumeration)
	No [3]			
No. Name	Label		Survey period	Survey frequency
3.411) sf_2018q3_8 Wording of question		cy law concerning remuneration: changed ture long-term	3rd quarter 2018	once
Wording of question 3rd quarter 2018	salary struc			Further information
Wording of question 3rd quarter 2018	salary struc	ture long-term		Further information
Wording of question 3rd quarter 2018	salary struc	ture long-term contribute to a change in the salary structu [3] Don't		Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law c
Wording of question 3rd quarter 2018	salary struc	ture long-term contribute to a change in the salary structu [3] Don't		Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law co
Wording of question 3rd quarter 2018 In your opinion, will the "Entgeltte	ransparenzgesetz" in the long run o	ture long-term contribute to a change in the salary structu [3] Don't know cy law concerning remuneration: transparen	re in your company? Survey period	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law c renumeration)
Wording of question 3rd quarter 2018 In your opinion, will the "Entgeltte No. Name 3.412) sf_2018q3_9	ransparenzgesetz" in the long run of the long	ture long-term contribute to a change in the salary structu [3] Don't know cy law concerning remuneration: transparen mpany tes in your company?	re in your company? Survey period	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law c renumeration) Survey frequency once
Wording of question 3rd quarter 2018 In your opinion, will the "Entgeltte No. Name 3.412) sf_2018q3_9 Wording of question 3rd quarter 2018	ransparenzgesetz" in the long run of the long	contribute to a change in the salary structu [3] Don't know cy law concerning remuneration: transparen	re in your company? Survey period	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law or renumeration) Survey frequency once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law oc
Wording of question 3rd quarter 2018 In your opinion, will the "Entgeltte No. Name 3.412) sf_2018q3_9 Wording of question 3rd quarter 2018	ransparenzgesetz" in the long run of the long	ture long-term contribute to a change in the salary structu [3] Don't know cy law concerning remuneration: transparen mpany tes in your company?	re in your company? Survey period	Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law corenumeration) Survey frequency once Further information concerning the german "Entgelttransparenzgesetz" (= Transparency law co

3rd quarter 2018			Further information		
Did the "Entgelttransparenzgesetz" led to i	more transpare	ency in wages i	in your <u>industr</u>		concerning the german "Entgelttransparenzgesetz" (= Transparency law concerning renumeration)
	[1] Yes	[2] No	[3] Don't know		

No.	Name		Label			Survey period	Survey frequency
3.414)	sf_2018q3_11		transparency l	aw concerning r	emuneration: trouble	3rd quarter 2018	once
Wording	g of question						
3rd quarte	r 2018						Further information
Did the "E	ntgelttransparenzgesetz" led to	more unrest a	mong your em	ployees?			concerning the german "Entgelttransparenzgesetz" (= Transparency law concer
							renumeration)
		[1] Yes	[2] No	[3] Don't know			
		[1] Yes	[2] No				

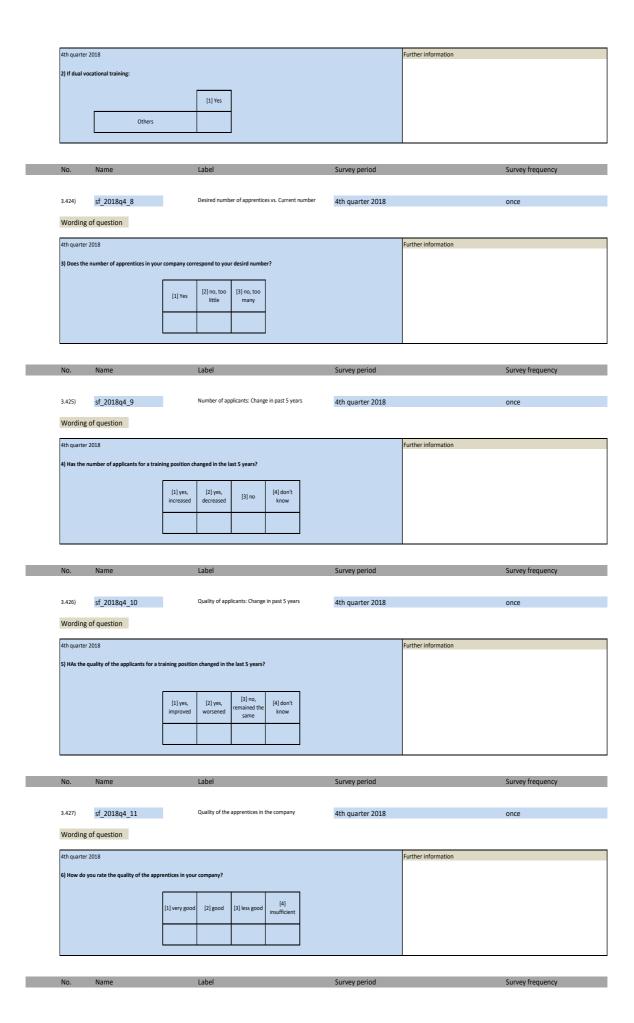
No.	Name	Label			Survey period	Survey frequency
3.415)	sf_2018q3_12	transpar	arency law concerning	remuneration: satisfied	3rd quarter 2018	once
Wording	g of question					
vvoruing	g or question					
3rd quarte	er 2018					Further information
·	er 2018 Entgelttransparenzgesetz" increa	used the satisfaction of y	your employees?			
·		[1] Yes, [2] Yo significantly slight	Yes, [3] Parely	[4] No		concerning the german "Entgelttransparenzgesetz" (= Transparency law concer
·		[1] Yes, [2] Ye	Yes, [3] Parely	[4] No		concerning the german "Entgelttransparenzgesetz" (= Transparency law concer

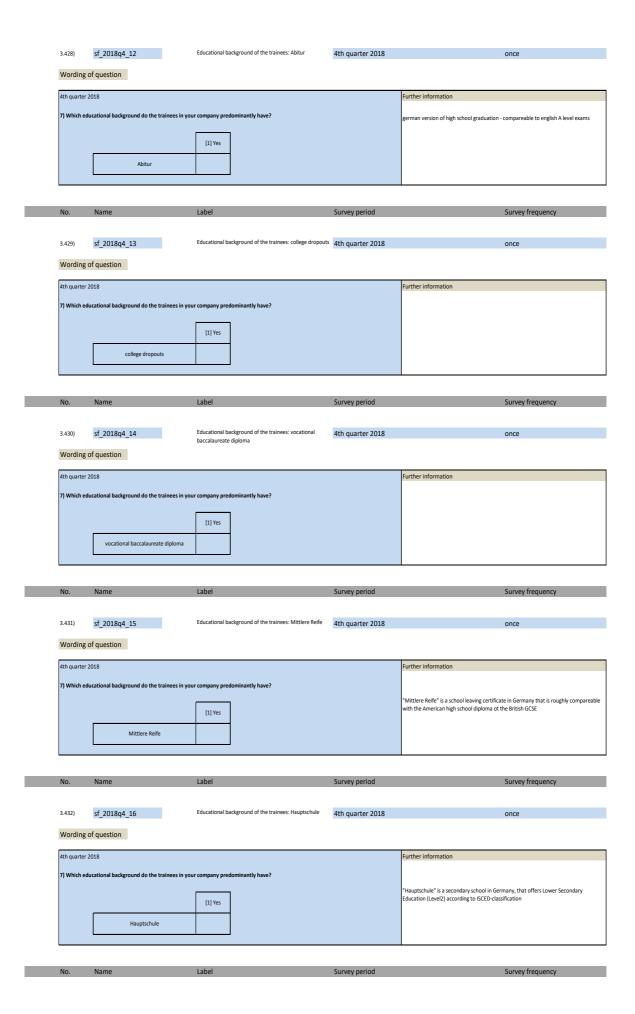
INO.	Ivallie		Label				Survey periou	Survey frequency
3.416)	sf_2018q3_13	transparency law concerning remuneration: bureaucratic burden					3rd quarter 2018	once
Wording	of question		burden					
Wording (or question							
3rd quarter 2	2018							Further information
Did the bure	eaucratic burden that has arise	n in connectiob	with the "Ent	gelttransparer	nzgesetz" led to	o impairment	s?	concerning the german "Entgelttransparenzgesetz" (= Transparency law concerni renumeration)
		[1] Yes, strongly	[2] Yes, slightly	[3] Rarely	[4] No			

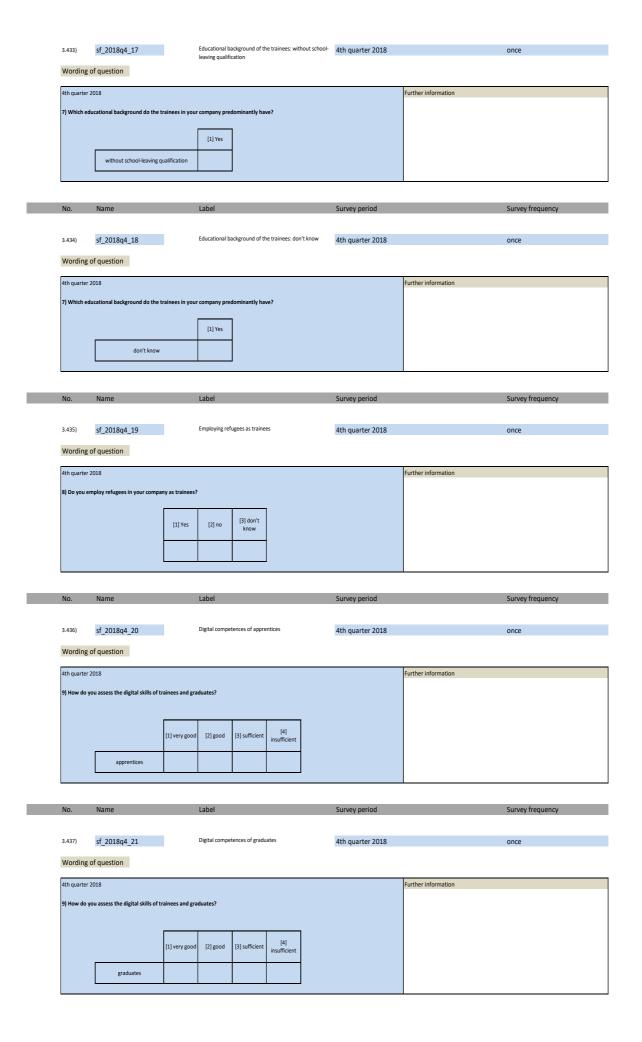
			bel				Survey period	Survey frequency
3.417)	sf_2018q4_1	Trai	ining in the c	company			4th quarter 2018	once
Wording	of question							
4th quarter	2018							Further information
1) Are you t	raining in your company? se answer Question 2-9, other	vise go on with 10]))					The Reponse "[3] yes, both" was only available in the paper questionnaire not 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: [1] Yes commercial No. Name Survey frequency 3.419) sf_2018q4_3 daul vacotional training: craft 4th quarter 2018 once Wording of question 4th quarter 2018 Further information 2) If dual vocational training: [1] Yes craft Survey frequency Survey period dual vocational training: scientific / technical 3.420) sf_2018q4_4 4th quarter 2018 Wording of question 4th quarter 2018 Further information 2) If dual vocational training: [1] Yes scientific / technical No. Name Survey period Survey frequency 3.421) sf_2018q4_5 daul vacotional training: hotelier & hospitality industry 4th quarter 2018 once Wording of question 4th quarter 2018 Further information 2) If dual vocational training: [1] Yes hotelier & hospitality industry No. Name 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: [1] Yes care professional Survey period Survey frequency daul vacotional training: others 4th quarter 2018 3.423) sf_2018q4_7 Wording of question







			Label				Survey period		Survey frequency
3.438)	sf 2018q4 22		Most frequent	degree of ent	rants in the co	mpany	4th quarter 2018		once
Wording	g of question								
4th quarter								Further information	
	logna-Process reformed the hi	gher education	system and intro	oduced the Ba	achelor and Ma	aster degrees.	Which university degree do		
	fessionals currently have most								
					[4] no]			
		[1] Bachelor	[2] Master	[3] other	comparison possible				
No.	Name	-	Label	-	-	-	Survey period	_	Survey frequency
3.439)	sf_2018q4_23		new Hires: Back degree preferre	helor-graduati ed	e specialized v	s. broad-based	4th quarter 2018		once
Wording	g of question								
4th quarter	r 2018							Further information	
	course of the Bologna-Process -based courses of study. Do yo					ilized, while at	t the same time there are		
	specialized de	egree	[1]						
	broad-based d	legree	[2]						
No.	Name		Label				Survey period		Survey frequency
3.440)	sf_2018q4_24		Satisfaction wit	h the quality o	of education of	graduates	4th quarter 2018		once
	sf_2018q4_24 g of question		Satisfaction wit	h the quality o	of education of	graduates	4th quarter 2018		once
Wording	s of question		Satisfaction wit	h the quality o	of education of	graduates	4th quarter 2018	Further information	once
Wording 4th quarter	s of question	the quality of tl				graduates	4th quarter 2018	Further information	once
Wording 4th quarter	of question	the quality of ti				graduates	4th quarter 2018	Further information	once
4th quarter	of question	[1] very	ne education of p	graduates ove	erali? [4] very	[5] No	4th quarter 2018	Further information	once
Wording 4th quarter	of question			graduates ove	erall?		4th quarter 2018	Further information	once
Wording 4th quarter	of question	[1] very	ne education of p	graduates ove	erali? [4] very	[5] No	4th quarter 2018	Further information	once
Wording 4th quarter	of question	[1] very	ne education of p	graduates ove	erali? [4] very	[5] No	4th quarter 2018	Further information	once
Wording 4th quarter	of question	[1] very	ne education of p	graduates ove	erali? [4] very	[5] No	4th quarter 2018 Survey period	Further information	once Survey frequency
Wording 4th quarter 12) How sa	r 2018 stisfied are you currently with	[1] very	[2] satisfied	graduates ove [3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period	Further information	Survey frequency
Wording 4th quarter 12) How sa No.	r 2018 r 2018 ratisfied are you currently with Name sf_2018q4_25	[1] very	ne education of p	[3] dissatisfied	[4] very dissatisfied	[5] No statement		Further information	
Wording 4th quarter 112) How sa No.	n of question r 2018 satisfied are you currently with Name sf_2018q4_25 of question	[1] very	[2] satisfied Label new Hires: exxt	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording With quarter No.	Name sf_2018q4_25 g of question	[1] very satisfied	[2] satisfied Label new Hires: erxt studies) univers	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period	Further information	Survey frequency
Wording With quarter No.	n of question r 2018 satisfied are you currently with Name sf_2018q4_25 of question	[1] very satisfied	[2] satisfied Label new Hires: erxt studies) univers	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question	[1] very satisfied	[2] satisfied Label new Hires: ext studies) univers	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question r 2018 university gradu	[1] very satisfied	Label new Hires: exxt studies) univers ained profession	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question r 2018 university graduates (F	[1] very satisfied	Label Label new Hires: ent studies) univers ained profession [1] [2]	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question r 2018 university gradu	[1] very satisfied	Label new Hires: exxt studies) univers ained profession	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question r 2018 university graduates (F	[1] very satisfied	Label Label new Hires: ent studies) univers ained profession [1] [2]	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. No. Wording 4th quarter	Name sf_2018q4_25 g of question r 2018 university graduates (F	[1] very satisfied	Label Label new Hires: ent studies) univers ained profession [1] [2]	[3] dissatisfied	[4] very dissatisfied	[5] No statement	Survey period		Survey frequency
Wording 4th quarter 112) How sa No. Wording 4th quarter 113) Do you	Name Sf_2018q4_25 g of question r 2018 Name sf_2018q4_25 g of question r 2018 university graduates (F Dual university gr	[1] very satisfied	Label Label rew Hires: ext studies) univers [1] [2] [3]	[3] dissatisfied ernal vs. Self- ernal vs. Self- and graduates	[4] very dissatisfied	[5] No statement ugh dual	Survey period 4th quarter 2018 Survey period		Survey frequency once Survey frequency
Wording 4th quarter 12) How sa No. No. Wording 13) Do you No.	Name sf_2018q4_25 g of question r 2018 Name sf_2018q4_25 g of question r 2018 university graduates (F	[1] very satisfied	Label Label rew Hires: ext studies) univers [1] [2] [3]	[3] dissatisfied ernal vs. Self- ernal vs. Self- anals as part of	[4] very dissatisfied	[5] No statement ugh dual	Survey period 4th quarter 2018		Survey frequency once



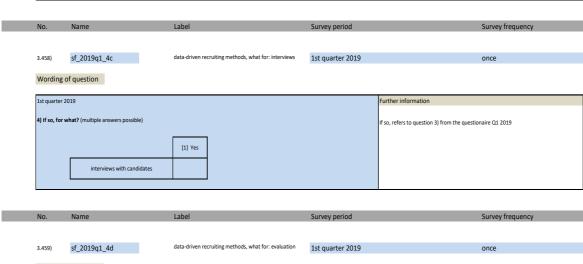
No.	Name	Label	Survey period	Survey frequency
3.443)	sf_2019q1_1b	classic job selection processes in your company:	1st quarter 2019	once
,		assessment-center		
Wording	of question			
1st quarter 2	2019			Further information
1) How does	s the typical Job selection process look like	in your company? (multiple answers possible)		
		[1] Yes		
	Assessment center			
No.	Name	Label	Survey period	Survey frequency
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	inc. ver		
wording	oi question			
1st quarter 2	2019			Further information
1) How does	s the typical Job selection process look like	in your company? (multiple answers possible)		
		[1] Yes		
	1			
	phone interview			
No.	Name	Label	Survey period	Survey frequency
			7.	· · ·
		alassis internal satisfactory in the satisfact		
3.445)	sf_2019q1_1d	classic job selection processes in your company: assessment + interview	1st quarter 2019	once
	sf_2019q1_1d of question		1st quarter 2019	once
Wording (of question		1st quarter 2019	
	of question		1st quarter 2019	Once Further information
Wording of 1st quarter 2	of question		1st quarter 2019	
Wording of 1st quarter 2	of question	assessment + interview	1st quarter 2019	
Wording of	of question	assessment + interview in your company? (multiple answers possible)	1st quarter 2019	
Wording of	of question	assessment + interview	1st quarter 2019	
Wording of	of question	assessment + interview in your company? (multiple answers possible)	1st quarter 2019	
Wording of 1st quarter 2	of question 2019 s the typical Job selection process look like i	assessment + interview in your company? (multiple answers possible)	1st quarter 2019	
Wording of 1st quarter 2	of question 2019 s the typical Job selection process look like i	assessment + interview in your company? (multiple answers possible)	1st quarter 2019	
Wording of 1st quarter 2	of question 2019 s the typical Job selection process look like i Assessment center + job interview	assessment + interview In your company? (multiple answers possible) [1] Yes		Further information
Wording of	of question 2019 s the typical Job selection process look like i	assessment + interview in your company? (multiple answers possible)	1st quarter 2019 Survey period	
1st quarter 2	of question 2019 s the typical Job selection process look like i Assessment center + job interview	assessment + interview In your company? (multiple answers possible) [1] Yes		Further information
1st quarter 2	of question 2019 s the typical Job selection process look like i Assessment center + job interview	assessment + interview In your company? (multiple answers possible) [1] Yes		Further information
Ust quarter 2 1) How does No.	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e	in your company? (multiple answers possible) [1] Yes Label	Survey period	Further information Survey frequency
Ust quarter 2 1) How does No.	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name	in your company? (multiple answers possible) [1] Yes Label	Survey period	Further information Survey frequency
Wording (1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question	in your company? (multiple answers possible) [1] Yes Label	Survey period	Further information Survey frequency once
Wording of 1st quarter 2 1) How does No.	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question	in your company? (multiple answers possible) [1] Yes Label	Survey period	Further information Survey frequency
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019	in your company? (multiple answers possible) [1] Yes Label	Survey period	Further information Survey frequency once
Wording (1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1st quarter 2 1	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
Wording (1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1st quarter 2 1	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others	Survey period	Further information Survey frequency once
No. 1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1) How does	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others in your company? (multiple answers possible)	Survey period 1st quarter 2019	Further information Survey frequency once Further information
No. 1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1) How does	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other	assessment + interview In your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others in your company? (multiple answers possible) [1] Yes Label	Survey period 1st quarter 2019 Survey period	Further information Survey frequency once Further information Survey frequency
No. 1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1) How does	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others in your company? (multiple answers possible)	Survey period 1st quarter 2019	Further information Survey frequency once Further information
No. 1st quarter 2 1) How does No. 3.446) Wording (1) How does No. 3.447)	of question 2019 2019 as the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other Name sf_2019q1_1f	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others [1] Yes Label Classic job selection processes in your company: others	Survey period 1st quarter 2019 Survey period	Further information Survey frequency once Further information Survey frequency
No. 1st quarter 2 1) How does No. 3.446) Wording (1) How does No. 3.447)	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others [1] Yes Label Classic job selection processes in your company: others	Survey period 1st quarter 2019 Survey period	Further information Survey frequency once Further information Survey frequency
No. 1st quarter 2 1) How does No. 3.446) Wording (1st quarter 2 1) How does No.	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other Name sf_2019q1_1f of question	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others [1] Yes Label Classic job selection processes in your company: others	Survey period 1st quarter 2019 Survey period	Further information Survey frequency once Further information Survey frequency
No. No. St quarter 2 1) How does No. St quarter 2 1) How does No. No. St quarter 2 1) How does No.	of question 2019 s the typical Job selection process look like i Assessment center + job interview Name sf_2019q1_1e of question 2019 s the typical Job selection process look like i other Name sf_2019q1_1f of question	in your company? (multiple answers possible) [1] Yes Label classic job selection processes in your company: others [1] Yes Label Classic job selection processes in your company: others	Survey period 1st quarter 2019 Survey period	Further information Survey frequency once Survey frequency once

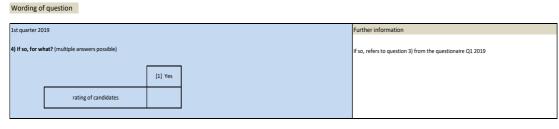
				at EBDC, seperately.
	Other description:			
No.	Name	Label	Survey period	Survey frequency
3.448)	sf_2019q1_2	search for candidates in online job exchanges or online career networks	1st quarter 2019	once
Wording	of question			
1st quarter	2019			Further information
2) Do you s XING)?	search for suitable candidates via online jo	o exchange (e.g. Stepstone, Monster etc.) or online caree	r networks (e.g. Linked-In or	
	[1] yes, jo exchang			
		HELWOIKS		
No.	Name	Label	Survey period	Survey frequency
3.449)	sf_2019q1_3a	data-driven recruiting methods: chatbots	1st quarter 2019	once
	of question	,	250 quarter 2025	Since
1st quarter		earching and selecting suitable candidates for a job and i	ikisk2 /kisk	Further information
possible)	using data guided recruiting methods for si	eartining and selecting suitable candidates for a job and i	so, willcut (multiple answers	
		[1] Yes		
	chatbots			
		<u> </u>		
No.	Name	Label	Survey period	Survey frequency
			oursey power	
3.450)	sf_2019q1_3b	data-driven recruiting methods: matching algorithm	1st quarter 2019	once
Wording				
	of question			
1st quarter				Further information
3) Are you	2019	earching and selecting suitable candidates for a job and it	so, which? (multiple answers	Further information
	2019		so, which? (multiple answers	Further information
3) Are you	2019 using data guided recruiting methods for s	earching and selecting suitable candidates for a job and it	so, which? (multiple answers	Further information
3) Are you	2019		so, which? (multiple answers	Further information
3) Are you	2019 using data guided recruiting methods for s		so, which? (multiple answers	Further information
3) Are you	2019 using data guided recruiting methods for s		so, which? (multiple answers Survey period	Further information Survey frequency
3) Are you possible)	using data guided recruiting methods for something algorithms Name	[1] Yes	Survey period	Survey frequency
No.	using data guided recruiting methods for some matching algorithms Name Sf_2019q1_3c	[1] Yes	Survey period	
3) Are you possible) No. 3.451) Wording	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question	[1] Yes Label data-driven recruiting methods: language analysis tool	Survey period	Survey frequency once
No. No. 3.451) Wording	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question	Label data-driven recruiting methods: language analysis tool phone interviews	Survey period s in 1st quarter 2019	Survey frequency
No. No. 3.451) Wording	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question	[1] Yes Label data-driven recruiting methods: language analysis tool	Survey period s in 1st quarter 2019	Survey frequency once
No. 3,451) Wording 1st quarter 3) Are you	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question	Label data-driven recruiting methods: language analysis tool phone interviews	Survey period s in 1st quarter 2019	Survey frequency once
No. 3,451) Wording 1st quarter 3) Are you	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question	Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in	Survey period s in 1st quarter 2019	Survey frequency once
No. 3,451) Wording 1st quarter 3) Are you	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some paper of the some pape	Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in	Survey period s in 1st quarter 2019	Survey frequency once
No. No. 3.451) Wording 1st quarter 3) Are you possible)	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some speech analysis tools during phone interviews	Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in	Survey period Sin 1st quarter 2019 So, which? (multiple answers	Survey frequency once Further information
No. 3,451) Wording 1st quarter 3) Are you	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some paper of the some pape	Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in	Survey period s in 1st quarter 2019	Survey frequency once
No. No. 3.451) Wording 1st quarter 3) Are you possible)	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some speech analysis tools during phone interviews	[1] Yes Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in [1] Yes Label data-driven recruiting methods: gamification/online-	Survey period Sin 1st quarter 2019 So, which? (multiple answers	Survey frequency once Further information
No. 3.451) Wording 1st quarter 3) Are you possible)	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some speech analysis tools during phone interviews Name	Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and is [1] Yes Label	Survey period in 1st quarter 2019 iso, which? (multiple answers	Survey frequency once Further information Survey frequency
No. 3.451) Wording 1st quarter 3) Are you possible)	using data guided recruiting methods for some matching algorithms Name sf_2019q1_3c of question 2019 using data guided recruiting methods for some interviews Name sf_2019q1_3d of question	[1] Yes Label data-driven recruiting methods: language analysis tool phone interviews earching and selecting suitable candidates for a job and in [1] Yes Label data-driven recruiting methods: gamification/online-	Survey period in 1st quarter 2019 iso, which? (multiple answers	Survey frequency once Further information Survey frequency



	No.	Name	Label	Survey period	Survey frequency
	3.453)	sf_2019q1_3e	data-driven recruiting methods: others	1st quarter 2019	once
	3.433)	31_2013q1_3e	and differ real draing mediods. States	1st quarter 2019	Unice
	Wording o	of question			
					T
	1st quarter 2	019			Further information
	3) Are you u	sing data guided recruiting methods for sea	arching and selecting suitable candidates for a job and if s	o, which? (multiple answers	
	possible)				
			[1] Yes		
		other			
_	No	Nama	Labal	Current paried	Cumou froquency
	No.	Name	Label	Survey period	Survey frequency
	3.454)	sf_2019q1_3f	data-driven recruiting methods: others text	1st quarter 2019	once
	Mording	of acception			
	wording	of question			
	1st quarter 2	019			Further information
	Are you u possible)	sing data guided recruiting methods for sea	arching and selecting suitable candidates for a job and if s	o, which? (multiple answers	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
		2 1 - 2			
	Wording	of question			
	1st quarter 2	010			Further information
	1st qual tel 2	015			rucher moniacon
		sing data guided recruiting methods for sea	arching and selecting suitable candidates for a job and if s	o, which? (multiple answers	
	possible)				
			[1] yes		
		no, none			
					<u> </u>
	No.	Name	Label	Survey period	Survey frequency
	3.456)	sf 2019q1 4a	data-driven recruiting methods, what for: candidate	1st quarter 2019	once
	3.430)	31_201341_48	search	13t quarter 2019	Unice
	Wording o	of question			
	1st quarter 2	019			Further information
	4) If so, for v	what? (multiple answers possible)			If so, refers to question 3) from the questionaire Q1 2019
			[1] Yes		
			 		
		search for candidates			
	No.	Name	Label	Survey period	Survey frequency
				, penou	Surrey nequency
	3.457)	sf_2019q1_4b	data-driven recruiting methods, what for: automated preselection	1st quarter 2019	once
	Wording	of question			
		- 43666011			
	1st quarter 2	019			Further information
	4) If so for	vhat? (multiple answers possible)			
	4) if SO, for V	riias: (iiiuiupie atiswets possible)			If so, refers to question 3) from the questionaire Q1 2019

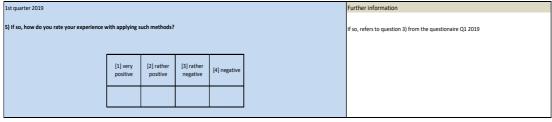






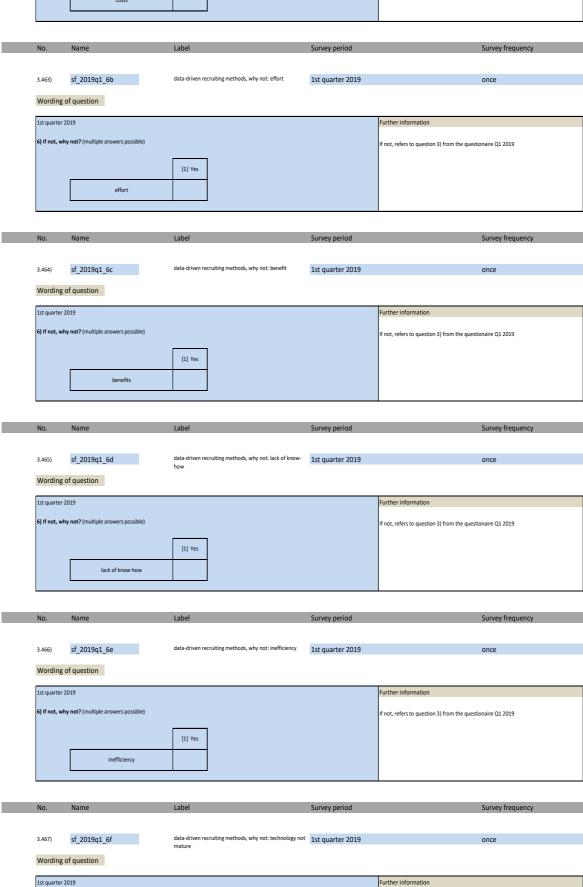
No.	Name	Label	Survey period	Survey frequency
3.460)	sf_2019q1_4e	data-driven recruiting methods, what for: identification of	1st quarter 2019	once
Wording o	of question	internal applicants		
1st quarter 2	019			Further information
4) If so, for w	vhat? (multiple answers possible)			If so, refers to question 3) from the questionaire Q1 2019
		[1] Yes		
	identification of internal applicants			

No.	Name	Label	Survey period	Survey frequency
3.461)	sf_2019q1_5	data-driven recruiting methods experiences	1st quarter 2019	once
Wording	g of question			
1st quarter	r 2019		Further inform	ation
25t quarter	. 2013		Turcher milornia	adon



No.	Name	Label	Survey period	Survey frequency
3.462)	sf_2019q1_6a	data-driven recruiting methods, why not: costs	1st quarter 2019	once
Wording	g of question			
Wording	or question			
1st quarter	2019		Further in	nformation

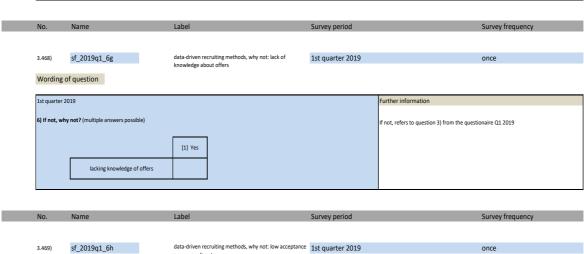


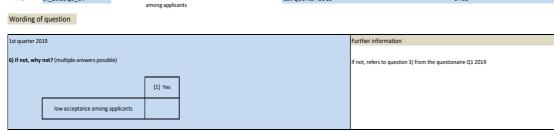


If not, refers to question 3) from the questionaire Q1 2019

6) If not, why not? (multiple answers possible)







3.470) sf_2019q1_6i	data-driven recruiting methods, why not: no use	1st quarter 2019	once
Wording of question			
1st quarter 2019			Further information
6) If not, why not? (multiple answers possible)			If not, refers to question 3) from the questionaire Q1 2019
	[1] Yes		
no utilization			
	<u> </u>		

			Survey frequency
sf_2019q1_6j	data-driven recruiting methods, why not: others	1st quarter 2019	once
-			
f question			
019			Further information
r not? (multiple answers possible)			If not, refers to question 3) from the questionaire Q1 2019
	[1] Yes		
other			
	of question 219 219 (molt? (multiple answers possible)	of question or not? (multiple answers possible) [1] Yes	of question or not? (multiple answers possible) [1] Yes

No.	Name	Label	Survey period	Survey frequency
3.472)	sf_2019q1_6k	data-driven recruiting methods, why not: others text	1st quarter 2019	once

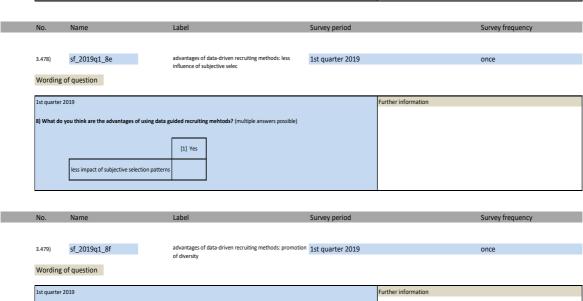
1st quarter 2019

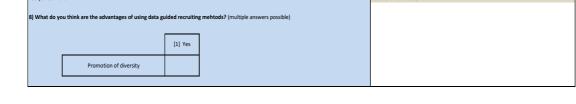
6) If not, why not? (multiple answers possible)

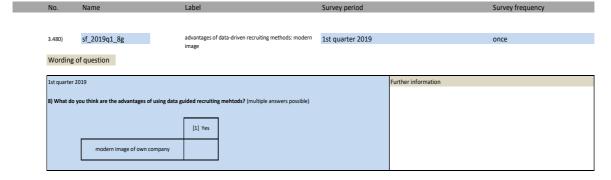
These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, separately.

No. Name	Label	Survey period	Survey frequency
3.473) sf_2019q1_7	type of selection interview	1st quarter 2019	once
Wording of question			
1st quarter 2019			Further information
7) Which kind of selection process do you	prefer?		
	[1] as commonly used in personal interaction [2] online via digit	[3] a mixture of both	
No. Name	Label	Survey period	Survey frequency
		,,,	,,
sf_2019q1_8a	advantages of data-driven recruiting	methods: cost saving 1st quarter 2019	once
Wording of question			
1st quarter 2019			Further information
8) What do you think are the advantages of	of using data guided recruiting mehtods? (multiple a	answers possible)	
	[1] Yes		
lower costs			
No. Name	Label	Survey period	Survey frequency
3.475) sf_2019q1_8b	advantages of data-driven recruiting efficiency	methods: increase of 1st quarter 2019	once
Wording of question			
1st quarter 2019			Further information
What do you think are the advantages of	of using data guided recruiting mehtods? (multiple a	answers possible)	
	[1] Yes		
increased efficiency of the process			
		Survey period	Survey frequency
no. Name	e selection Label		
No. Name 3.476) sf_2019q1_8c	e selection		Survey frequency once
No. Name 3.476) sf_2019q1_8c Wording of question	Label advantages of data-driven recruiting		once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019	Label advantages of data-driven recruiting identification	methods: better 1st quarter 2019	
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019	advantages of data-driven recruiting identification	methods: better 1st quarter 2019	once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019 8) What do you think are the advantages of	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	methods: better 1st quarter 2019	once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	methods: better 1st quarter 2019	once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019 8) What do you think are the advantages of improved identification improved iden	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	methods: better 1st quarter 2019	once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019 8) What do you think are the advantages of improved identification improved iden	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	methods: better 1st quarter 2019	once
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019 8) What do you think are the advantages of improved identification candidates No. Name	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	nethods: better 1st quarter 2019 answers possible) Survey period	Further information Survey frequency
No. Name 3.476) sf_2019q1_8c Wording of question 1st quarter 2019 8) What do you think are the advantages of improved identification of candidates	Label advantages of data-driven recruiting identification of using data guided recruiting mehtods? (multiple a	nethods: better 1st quarter 2019 answers possible) Survey period	once Further information

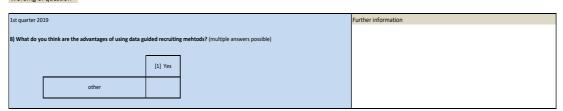








No.	Name	Label	Survey period	Survey frequency
3.481)	sf_2019q1_8h	advantages of data-driven recruiting methods: others	1st quarter 2019	once
Wording	of question			



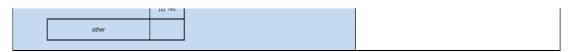
No.	Name	Label	Survey period	Survey frequency
3.482)	sf_2019q1_8i	advantages of data-driven recruiting methods: others text	1st quarter 2019	once

1st quarter 2019

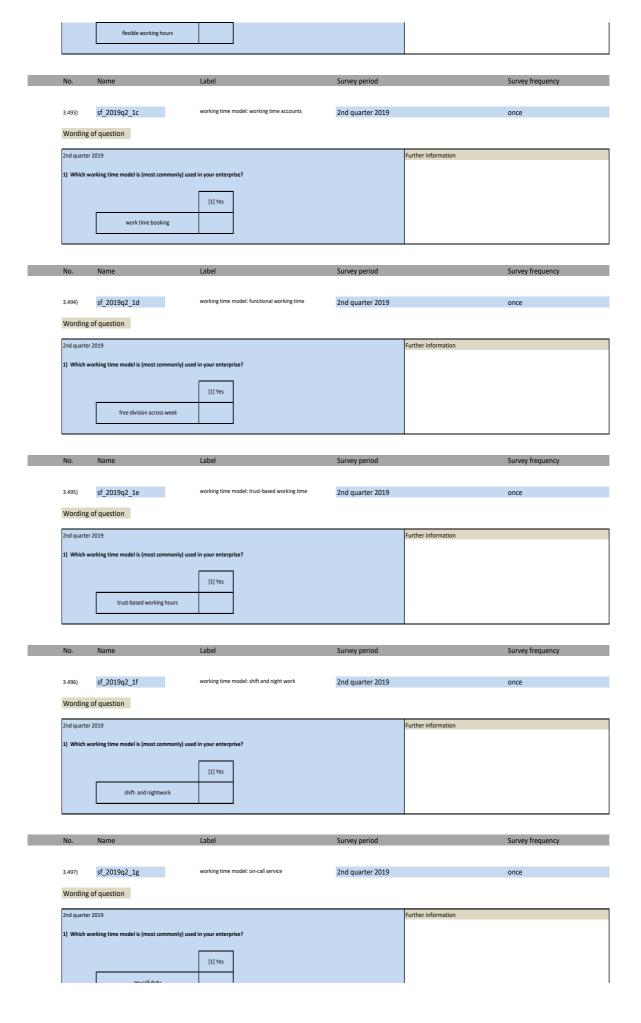
8) What do you think are the advantages of using data guided recruiting mehtods? (multiple answers possible)

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

Security 2015 Survey period Survey	
Section Sect	
Wording of question Exquanter 2019 If What do you think are the risks of using autonomously acting data guided method? (multiple answers possible) No. Name Label Survey period Survey Wording of question 10 Yes degradation of annishates If What do you think are the risks of using autonomously acting data guided method? (multiple answers possible) No. Name Label Survey period Survey (In the risks of using autonomously acting data guided method? (multiple answers possible) No. Name Label Survey period Survey Wording of question 121 quarter 2019 No. Name Label Survey period Survey Wording of question No. Name Label Survey period Survey	rvey frequency
Wording of question Stiguarter 2029	
Display Disp	ce
## What do you think are the risk of using autonomously acting data guided methods? (multiple answers possible) No.	
No. Name Label Survey period Survey Wording of question 1st quarter 2019 (Wording of question) 1st quarter 2019 (I) Yes (I) Ye	
worse selection of candidates No. Name Label Survey period Survey As 2019q1_96 Parther information Ist quarter 2019 Once Wording of question Ist quarter 2019 By What do you think are the risks of using autonomously acting data guided methods? (multiple answers passible) No. Name Label Survey period Survey Wording of question Ist quarter 2019 Associated and the processes privatey Wording of question Ist quarter 2019 Ist quarter 2019 Once Wording of question Ist quarter 2019 Further information Further information Further information Ist quarter 2019 Ist quarter 2019 No. Name Label Survey period Survey Wording of question Ist quarter 2019 Further information Further information Further information Ist quarter 2019 Once Concerns regarding data privacy Ist quarter 2019 Once Vording of question Ist quarter 2019 Once Ist quarter 2019	
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Is Yes	
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No. Name Label Survey period Surve 3.485) sf 2019q1 9c risks from use of autonomously acting data-driven processes: privacy Wording of question 1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) 1st quarter 2019 9) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) No. Name Label Survey period Survey Wording of question 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) 1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) 1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) 1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) 1st quarter 2019	
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Wording of question 1st quarter 2019 g) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [1] Yes [2] Yes [3] Yes [4] Yes [5] Zo19q1_9d risks from use of autonomously acting data-driven processes: unwanted selection Wording of question 1st quarter 2019 [5] What do you think are the risks of using autonomously acting data driven processes: unwanted selection [6] What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [6] Yes [7] Yes [8] What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [8] What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [9] What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [1] Yes [1] Yes [1] Yes [1] Yes [1] Yes [2] Yes [2] Yes [3] Yes [4] Yes [5] To 2019q1 9e risks from use of autonomously acting data-driven at the quarter 2019 once	
Survey period Survey	ce
8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) 11 Yes	
No. Name Label Survey period Survey 3.486) sf_2019q1_9d risks from use of autonomously acting data-driven processes: unwanted selection 1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [1] Yes creation of unwanted selection patterns due to self learning algorithms No. Name Label Survey period Survey Further information Survey Survey period Survey Sur	
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1st quarter 2019 8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [1] Yes creation of unwanted selection patterns due to self learning algorithms No. Name Label Survey period Survey 3.487) sf 2019q1 9e risks from use of autonomously acting data-driven 1st quarter 2019 once	ce
8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible) [1] Yes creation of unwanted selection patterns due to self learning algorithms No. Name Label Survey period Survey 3.487) sf 2019q1 9e risks from use of autonomously acting data-driven 1st quarter 2019 once	
creation of unwanted selection patterns due to self learning algorithms No. Name Label Survey period Survey 3.487) sf 2019q1 9e risks from use of autonomously acting data-driven 1st quarter 2019 once	
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No. Name Label Survey period Survey 3.487) sf 2019q1 9e risks from use of autonomously acting data-driven 1st quarter 2019 once	
3.487) sf 2019q1 9e risks from use of autonomously acting data-driven 1st quarter 2019 once	
	rvey frequency
Wording of question	
1st quarter 2019 Further information	
8) What do you think are the risks of using autonomously acting data guided methods? (multiple answers possible)	



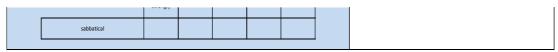
No.	Name		Label			Survey period	Survey frequency	
2 400)	of 2010~1	06	risks from use	of autonomou	ısly acting data-driven	1st suprtor 2010	222	
3.488)	sf_2019q1	_91	processes: oth		isiy acting data-driver	1st quarter 2019	once	
Wording o	of question							
1st quarter 2	019						Further information	
8) What do y	ou think are th	e risks of using autonomousl	ly acting data g	uided method	s? (multiple answers possible	e)	These comments are not part of the PL-Dataset. For access they have to be requeste	ч
							at EBDC, seperately.	•
	Other descrip	tion:						
No.	Name		Label			Survey period	Survey frequency	
			:					
3.489)	sf_2019q1	_10	impact of data	a-ariven metno	ds on classical methods	1st quarter 2019	once	
Wording o	of question							
1st quarter 2	019						Further information	
10) Do you b	elieve that aut	onomously acting data guide	d recruiting me	thods will	the classical methods?			
						٦		
		[1] permanently replace	[2] com	plement	[3] not be able to replace			
					l .			
No.	Name		Label			Survey period	Survey frequency	
3.490)	sf_2019q1	_11	processes	use of autono	mously acting data-driven	1st quarter 2019	once	
Wording o	of question							
1st quarter 2	019						Further information	
11) Do you p	lan on using au	tonomously acting data recr	uiting methods	in the mediun	n-term?			
				ı	1			
			[1] Yes	[2] No				
No.	Name		Label			Survey period	Survey frequency	
3.491)	sf_2019q2	_1a	working time I	model: lixed w	orking time	2nd quarter 2019	once	
Wording o	of question							
2nd quarter 2	2019						Further information	
1) Which wo	orking time mo	del is (most commonly) used	in your enterp	rise?				
				1				
			[1] Yes					
	fi	xed working hours						
								_
No.	Name		Label			Survey period	Survey frequency	
3.492)	sf_2019q2	1h	working time i	model: flevitim	ne.	2nd quarter 2019	once	
		_10		Juci. Healdill		Ziiu quarter 2019	once	
Wording o	of question							
2nd quarter 2	2019						Further information	
1) Which wo	orking time mo	del is (most commonly) used	in your enterp	rise?				
				1				
			[1] Yes					



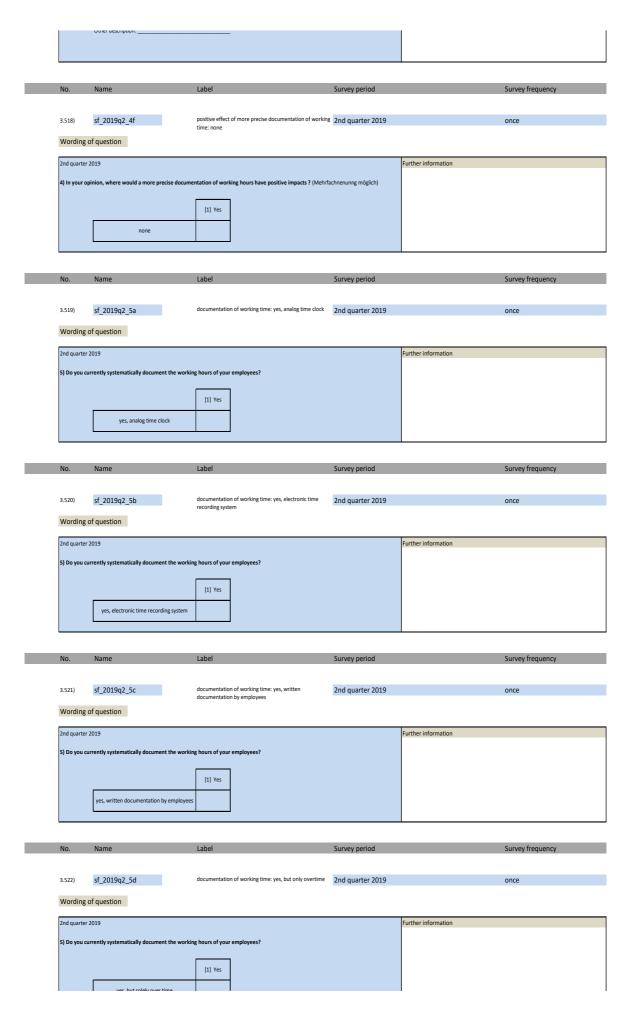
Survey period Survey frequency 3.498) sf_2019q2_1h working time model: others 2nd quarter 2019 once Wording of question 2nd quarter 2019 Further information 1) Which working time model is (most commonly) used in your enterprise? [1] Yes other Survey frequency 3.499) sf_2019q2_1i working time model: others text 2nd quarter 2019 once Wording of question 2nd quarter 2019 These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. 1) Which working time model is (most commonly) used in your enterprise? Other description: ____ Survey period Survey frequency sf_2019q2_2a $flexibilization\ options\ in\ your\ company:\ flexitime$ 2nd quarter 2019 once Wording of question 2nd quarter 2019 Further information 2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible) [1] Yes flexible work time No. Name Survey period Survey frequency sf_2019q2_2b flexibilization options in your company: working time 2nd quarter 2019 3.501) Wording of question 2nd quarter 2019 urther information 2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible) [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 2) Which possibilities do you offer as means of flexibilization in your enterprise? (multiple answers possible) [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
	of question			
2nd quarter		ization in your enterprise? (multiple answers possible)		Further information
z, mini po	333			
		[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
2) Which po	ssibilities do you offer as means of flexibil	ization in your enterprise? (multiple answers possible)		
		[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
	of question	icasinization options in your company. Substitute	znu quarter 2019	unce
2nd quarter				Further information
		ization in your enterprise? (multiple answers possible)		
		[1] Yes		
	sabbatical	<u> </u>		
No.	Name	Label	Survey period	Survey frequency
			canc, paner	33.11, 110, 110, 110, 110, 110, 110, 110,
3.506)	sf_2019q2_2g	flexibilization options in your company: others	2nd quarter 2019	once
	of question			
2nd quarter				Further information
2) Which po	ssibilities do you offer as means of flexibil	ization in your enterprise? (multiple answers possible)		
		[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
2) Which po	ssibilities do you offer as means of flexibil	ization in your enterprise? (multiple answers possible)		These comments are not part of the PL-Dataset. For access they have to be requested at FRDC senerately.
				at EBDC, seperately.
	Other description:			

	No.	Name	Label				Survey perio	od		Survey frequency
	3.508)	sf_2019q2_3a	use of flexibili	zation options:	overtime		2nd quarter	r 2019		once
	Wording o	f question								
	2nd quarter 2	019							Further information	
		sively are the possibilities of flexibilization u	ised in vour ei	nterprise?						
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,				1			
			[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not at all			
		overtime								
ļ										
-	No.	Name	Label	-	-	-	Survey perio	od		Survey frequency
	3.509)	sf_2019q2_3b	use of flexibili	zation options:	homeoffice		2nd quarter	r 2019		once
	Wording o	f question								
	2nd quarter 2	019							Further information	
	3) How intensively are the possibilities of flexibilization used in your enterprise?									
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,							
			[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not all			
			Strongry							
		home office								
	No.	Name	Label				Survey perio	od		Survey frequency
	3.510)	sf_2019q2_3c	use of flexibili	zation options:	mobile office		2nd quarter	r 2019		once
	Wording o	f question								
	2nd quarter 2	019							Further information	
	3) How inten	sively are the possibilities of flexibilization u	ısed in your eı	nterprise?						
				Ι						
			[1] very strongly	[2] strongly	[3] medium	[4] weakly	[5] not all			
		mobile office								
	No.	Name	Label				Survey perio	od		Survey frequency
	3.511)	sf 2019q2 3d	use of flexibili	zation options:	iobsolitting		2nd quarter	r 2010		once
							quarte	. 2013		
	Wording o									
	2nd quarter 2								Further information	
	3) How inten	sively are the possibilities of flexibilization u	ised in your ei	nterprise?						
			[1] very	[2] strongly	[3] medium	[4] weakly	[5] not all			
			strongly	[2] Scrongly	[5] medium	[4] Weakly	[3] HOL all			
		jobsplitting								
	No.	Nama	Lahol				Sunov no	od		Survey frequency
	No.	Name	Label				Survey perio	od		Survey frequency
	3.512)	sf_2019q2_3e	use of flexibili	zation options:	sabbatical		2nd quarter	r 2019		once
	Wording o	f question								
									Surther information	
	2nd quarter 2		rod i= ···	ntormri2					Further information	
	a) How inten	sively are the possibilities of flexibilization u	isea in your ei	nterprise?						
			[1] very							

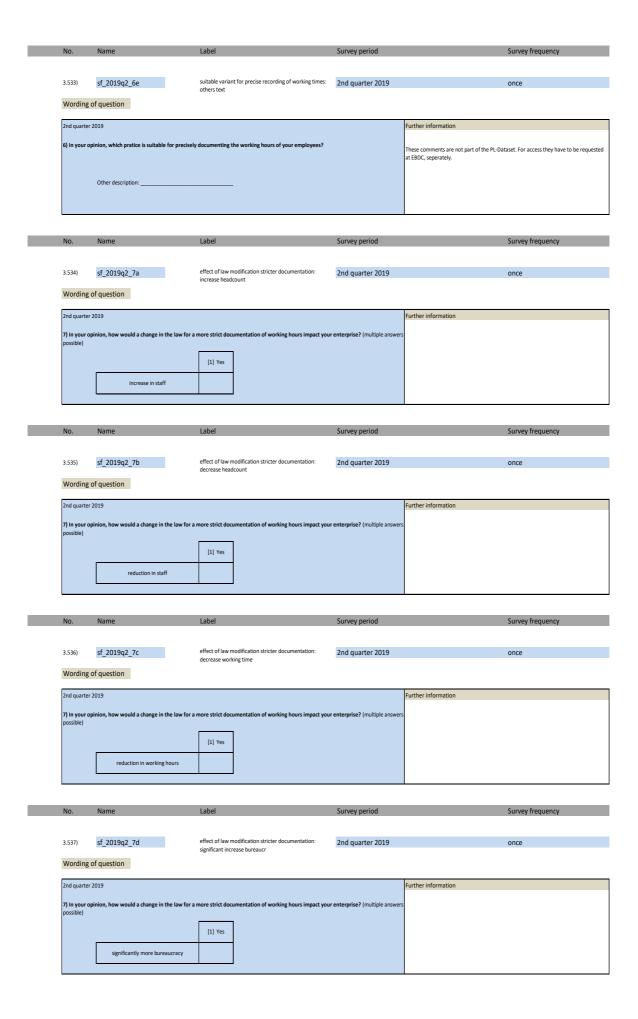


No.	Name	Label	Survey period	Survey frequency
3.513)	sf_2019q2_4a	positive effect of more precise documentation of wor time: productivity	2nd quarter 2019	once
Wording	of question			
2nd quarter	2019			Further information
4) In your o	pinion, where would a more precise docum	entation of working hours have positive impacts ? (Me	hrfachnenunng möglich)	
		[1] Yes		
	productivity			
No.	Name	Label	Survey period	Survey frequency
3.514)	sf_2019q2_4b	positive effect of more precise documentation of wor time: satisfaction	2nd quarter 2019	once
Wording	of question			
2nd quarter	2019			Further information
4) In your o	pinion, where would a more precise docum	entation of working hours have positive impacts ? (Me	hrfachnenunng möglich)	
		[1] Yes		
	satisfaction			
No.	Name	Label	Survey period	Survey frequency
3.515)	sf_2019q2_4c	positive effect of more precise documentation of wor time: health	2nd quarter 2019	once
Wording	of question			
2nd quarter				Further information
4) In your o	pinion, where would a more precise docum	entation of working hours have positive impacts ? (Me	hrfachnenunng möglich)	
		[1] Yes		
	health			
No.	Name	Label	Survey period	Survey frequency
			liter a l	
3.516)	sf_2019q2_4d	positive effect of more precise documentation of wor time: others	2nd quarter 2019	once
	of question			T
2nd quarter		entation of working hours have positive impacts ? (Me	shrfachnonung möglich)	Further information
4) iii youl o	pinion, where would a more precise docum	lentation of working nours have positive impacts : (title	amacinienumig mogneny	
		[1] Yes		
	other			
No.	Name	Label	Survey period	Survey frequency
3.517)	sf_2019q2_4e	positive effect of more precise documentation of wor	king 2nd quarter 2019	once
	of question	time: others text	2110 quarter 2013	Once
				Eurthor information
2nd quarter 4) In your o		entation of working hours have positive impacts? (Me	hrfachnenunng möglich)	Further information
., , 0	, a more precise docum			These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.

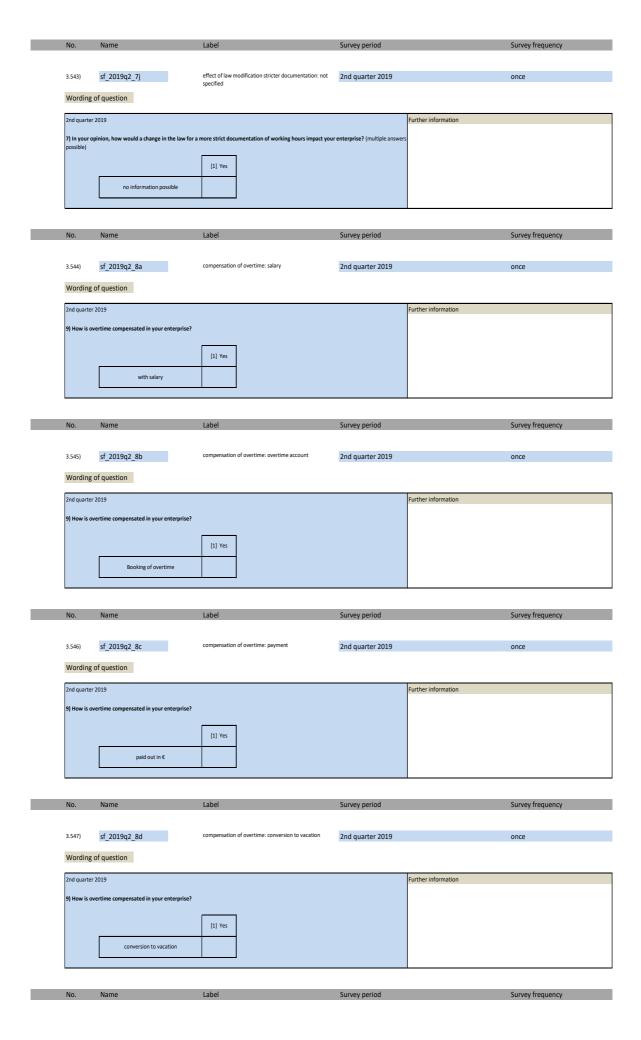


Survey period Survey frequency 3.523) sf_2019q2_5e documentation of working time: yes, others 2nd quarter 2019 once Wording of question 2nd quarter 2019 Further information 5) Do you currently systematically document the working hours of your employees? [1] Yes yes, other Survey frequency sf_2019q2_5f documentation of working time: yes, others text 2nd quarter 2019 Wording of question 2nd quarter 2019 These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately. 5) Do you currently systematically document the working hours of your employees? Other description: ____ Survey frequency documentation of working time: no, trust-based working 2nd quarter 2019 time sf_2019q2_5g once Wording of question 2nd quarter 2019 Further information 5) Do you currently systematically document the working hours of your employees? [1] Yes no, trust based working hours No. Name Label Survey period Survey frequency sf_2019q2_5h documentation of working time: no, fixed working time 2nd quarter 2019 3.526) Wording of question 2nd quarter 2019 urther information 5) Do you currently systematically document the working hours of your employees? [1] Yes no, fixed working hours with mandatory presence 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 5) Do you currently systematically document the working hours of your employees? [1] Yes no, other

No.	Name	Label	Survey period	Survey frequency
		de company de la constitución de		
3.528)	sf_2019q2_5j	documentation of working time: no, others text	2nd quarter 2019	once
Wording o	of question			
2nd quarter 2	2019			Further information
5) Do you cu	rrently systematically document the worki	ng hours of your employees?		These comments are not part of the PL-Dataset. For access they have to be requested at EBDC, seperately.
				at Look, seperately.
	Other description:			
No.	Name	Label	Survey period	Survey frequency
3.529)	sf_2019q2_6a	suitable variant for precise recording of working times:	2nd quarter 2019	once
Wording (of question	stationary time clock		
2nd quarter 2				Further information
		y documenting the working hours of your employees?		
		[1] Yes		
	(stationary) time clock			
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 o	of question			
2nd quarter 2	2019			Further information
6) In your op	pinion, which pratice is suitable for precisel	y documenting the working hours of your employees?		
		[1] Yes		
		[A] IG		
	mobile app			
No.	Name	Label	Survey period	Survey frequency
	(2242 2 6		2	
3.531)	sf_2019q2_6c	suitable variant for precise recording of working times: obligation to autonomou	2nd quarter 2019	once
Wording o	of question			
2nd quarter 2	2019			Further information
6) In your op	pinion, which pratice is suitable for precisel	y documenting the working hours of your employees?		
		[1] Yes		
	obligation to autnomous documentation by employees	1		
	ву строусся			
No.	Name	Label	Survey period	Survey frequency
3.532)	sf_2019q2_6d	suitable variant for precise recording of working times:	2nd quarter 2019	once
	of question	others		
				P. ab Information
2nd quarter 2	2019			Further information
6) In your or	pinion, which pratice is suitable for precisel	y documenting the working hours of your employees?		
6) In your or	oinion, which pratice is suitable for precisel	y documenting the working hours of your employees?		
6) In your op	oinion, which pratice is suitable for precisel			



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	r 2019		F.	Further information
	opinion, how would a change in the law for	r a more strict documentation of working hours impact you	ur enterprise? (multiple answers	
possible)				
		[1] Yes		
	less flexibility			
No.	Name	Label	Survey period	Survey frequency
2.530)	-f 2010~2 7f	effect of law modification stricter documentation:	and awarter 2019	onco
3.539)	sf_2019q2_7f	outsourcing	2nd quarter 2019	once
Wording	g of question			
2nd quarter	r 2019		Fi	Further information
	opinion, how would a change in the law for	a more strict documentation of working hours impact you	ir enterprise? (multiple answers	
possible)				
		[1] Yes		
	outsourcing			
***	***		Communical	Cup ou from on a
No.	Name	Label	Survey period	Survey frequency
3.540)	sf_2019q2_7g	effect of law modification stricter documentation: no	2nd quarter 2019	once
		effects	Ziiu quarta. Ze	3.00
Wording	s of question			
2nd quarter	r 2019		Fu	Further information
7) In your o	pinion, how would a change in the law for	a more strict documentation of working hours impact you	r enterprise? (multiple answers	
		[1] Yes		
		[I] res		
	no impact			
No.	Name	Label	Survey period	Survey frequency
NO.	Natio	Lauei	Julyey period	Survey requestey
3.541)	sf_2019q2_7h	effect of law modification stricter documentation: other	2nd quarter 2019	once
Mording	of question			
2nd quarter	r 2019		FL	Further information
7) In your o possible)	ppinion, how would a change in the law for	r a more strict documentation of working hours impact you	r enterprise? (multiple answers	
		I III Yes		
		[1] Yes		
	other	[1] Yes		
	other	[1] Yes		
No			Curray period	Survey frequency
No.	other Name	Label	Survey period	Survey frequency
No.	Name	Label		Survey frequency once
3.542)	Name sf_2019q2_7i			
3.542)	Name	Label effect of law modification stricter documentation: other		
3.542)	Name sf_2019q2_7i g of question	Label effect of law modification stricter documentation: other	rs 2nd quarter 2019	
3.542) Wording 2nd quarter 7) In your o	Name sf_2019q2_7i ; of question	Label effect of law modification stricter documentation: other	2nd quarter 2019 Full renterprise? (multiple answers	once Further information These comments are not part of the PL-Dataset. For access they have to be requested
3.542) Wording 2nd quarter	Name sf_2019q2_7i ; of question	Label effect of law modification stricter documentation: other text	2nd quarter 2019 Full renterprise? (multiple answers	once Further information
3.542) Wording 2nd quarter 7) In your o	Name sf_2019q2_7i ; of question	Label effect of law modification stricter documentation: other text	2nd quarter 2019 Full renterprise? (multiple answers	Once Further information These comments are not part of the PI-Dataset. For access they have to be requested
3.542) Wording 2nd quarter 7) In your o	Name sf_2019q2_7i g of question rr 2019 opinion, how would a change in the law for	Label effect of law modification stricter documentation: other text	2nd quarter 2019 Full renterprise? (multiple answers	Once Further information These comments are not part of the PL-Dataset. For access they have to be requested

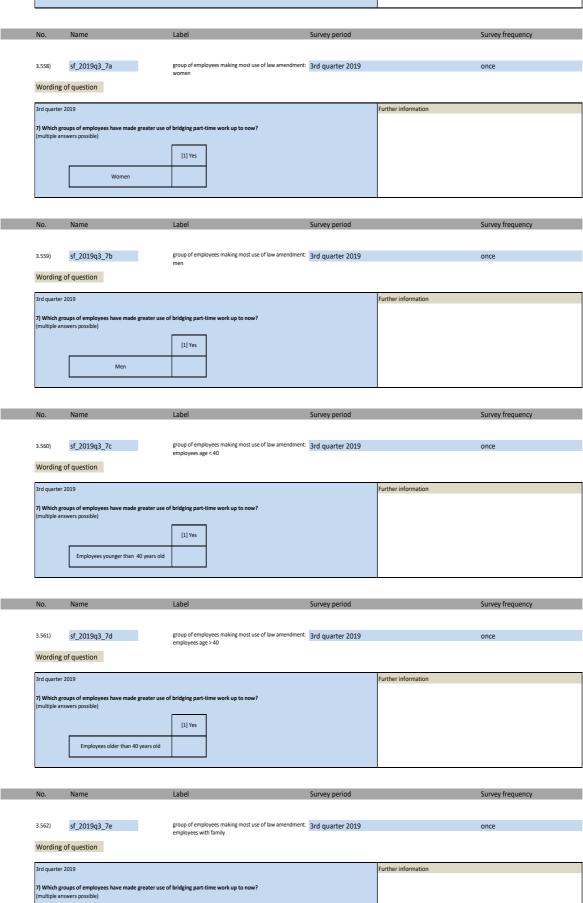


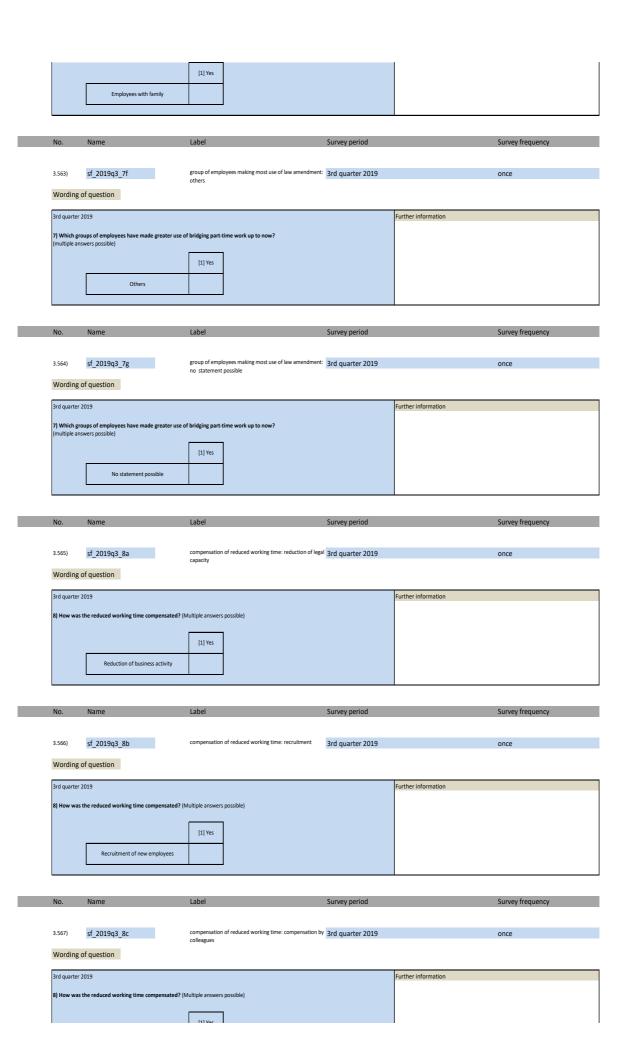
3.548)	sf_2019q2_8e		compensation of overtime: others	2nd quarter 2019	once
Wording o	of question				
					To an are an
2nd quarter	2019				Further information
9) How is ov	ertime compensated in	your enterprise?			
			Mary .		
			[1] Yes		
	oth	ner			
No.	Name		Label	Survey period	Survey frequency
3.549)	sf_2019q2_8f		compensation of overtime: others text	2nd quarter 2019	once
Wording of	of question				
2nd quarter	2019				Further information
9) How is ov	ertime compensated in	your enterprise?			These comments are not part of the PL-Dataset. For access they have to be requested
					at EBDC, seperately.
	Other description:				
	outer description.				
No.	Name		Label	Survey period	Survey frequency
3.550)	sf_2019q2_9		reading emails in homeoffice is working time	2nd quarter 2019	once
147 P					
wording o	of question				
2nd quarter	2019				Further information
10) Do you o	onsider the reading of	emails at home as w	vorking time?		
	[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	2nd quarter 2019	once
Wording	of question		leads to problems		
2nd quarter	2019				Further information
11) Do you b	elieve that the mandat	ory precise docume	entation of working hours is more likely to cause proble	ems regarding	
	of wo				
	tin	ne time	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				
wording (or question				
3rd quarter 2	2019				Further information
	2019 y employees work in yo	our company?			Further information
		our company?			Further information
	y employees work in yo		[3]>201		Further information
			[3] > 201		Further information
	y employees work in yo		[3]>201		Further information

No.	Name	Label	Survey period	Survey frequency
3.553)	sf_2019q3_2	opportunity for employees to reduce working law amendment	gtime before 3rd quarter 2019	once
Wording	of question			
3rd quarter	r 2019		Further information	
	already give your employees the ceitzeitgesetz") came into force?	e opportunity to reduce their working hours for a limited p	eriod of time before the law amendment	
(Druckent				
	[1] Yes,	[2] Yes, in [4] There exceptional [3] No were no		
	regularly	cases requests		
No.	Name	Label	Survey period	Survey frequency
			· ·	
3.554)	sf_2019q3_3	employees made use of opportunity to reduc time since law amendment	se working 3rd quarter 2019	once
Wording	of question			
3rd quarter	r 2019		Further information	
3) Have yo	ur employees made use of their	entitlement to a temporary reduction in working hours sir		
	eilzeitgesetz") came into force?			
	[1] Yes, very	[3] Yes,		
	often	[2] Yes, often 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

	of question			
3rd quarter			Further information	
4) If you ha	ave fewer than 45 employees: D	o you still grant your employees bridge part-time work?		
	[1] Yes, to all	[2] Yes, but only to a [3] No were no		
	who request	certain requests		
No.	Name	Label	Survey period	Survey frequency
3.556)	sf_2019q3_5	employees 46-200: more requests for reduct working time than law requires	ion of 3rd quarter 2019	once
Wording	of question	g une dan an requires		
3rd quarter	r 2019		Further information	
		ees: Have there been more requests for temporary reduct		
	uired to grant (one temporary re			
	[1] Yes, much	[2] Yes a few [4] No, there		
	more more	more [3] No, less were no requests		
No.	Name	Label	Survey period	Survey frequency
3.557)	sf_2019q3_6	more requests for reduction of working time	than law 3rd quarter 2019	once
		requires to grant: how do y	514 quarter 2015	Jilic
wording	of question		· · · · · · · · · · · · · · · · · · ·	
3rd quarter	r 2019		Further information	
6) If there	were more requests than requir	ed by law, now do you nandle them?		







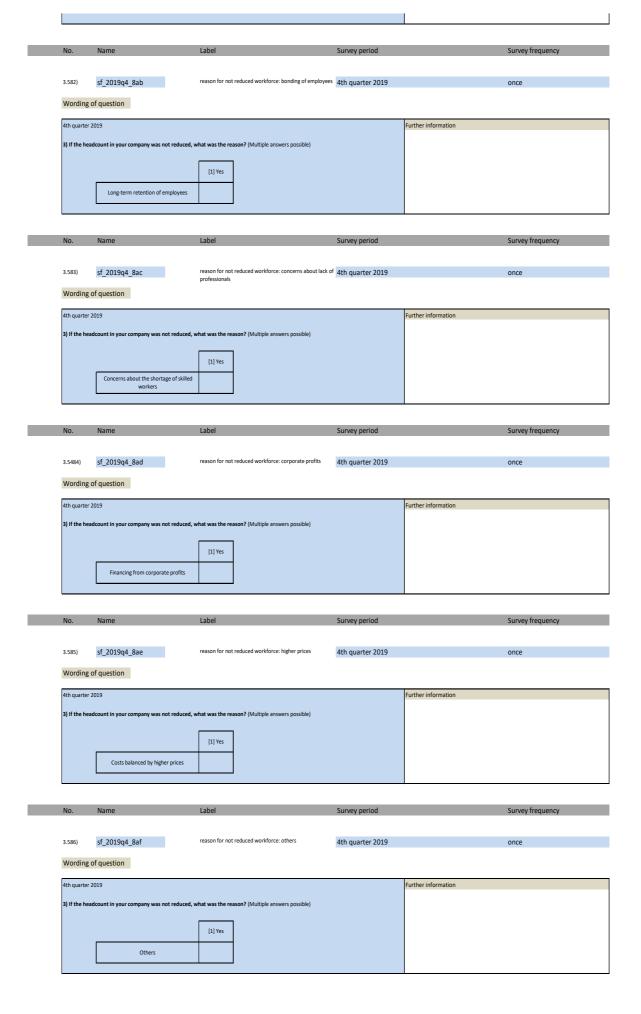
		Compensation by colleagues				
	No.	Name	Label	Survey period		Survey frequency
	2.550)	-f 2010-2 Od	compensation of reduced working time: others	3rd quarter 2019		
			compensation of reduced working time, others	ard quarter 2019		once
	Wording of				L	
	3rd quarter 20)19 he reduced working time compensated? (M	ultinle answers nossible)		Further information	
	o, non mas a	in reduced working time compensated. (in	supple distrets possible;			
			[1] Yes			
		Others				
	No.	Name	Label	Survey period		Survey frequency
	3.569)	sf_2019q3_8e	compensation of reduced working time: no compensation	3rd quarter 2019		once
	Wording o		•	Sid quarter 2019		once
	3rd quarter 20				Further information	
		he reduced working time compensated? (M	ultiple answers possible)		ruttier information	
			[1] Yes			
		No compensation				
	No.	Name	Label	Survey period		Survey frequency
	3.570)	sf_2019q3_9	sufficient information about law amendment	3rd quarter 2019		once
	Wording o			Sid quarter 2015		once
	3rd quarter 20				Further information	
		I sufficiently informed about the law amend	dment ("Brückenteilzeitgesetz")?		rather mornation	
		[1] Yes [2] No	[3] Don't know			
_	No.	Name	Label	Survey period		Survey frequency
	NO.	Name	Label	Survey periou		Survey frequency
	3.571)	sf_2019q4_8	affected by increase of minimum wage	4th quarter 2019		once
	Wording o	fquestion				
	4th quarter 20	019			Further information	
		directly affected by the minimum wage incr ore the increase on 1.1.2019?	ease, i.e. were there any employees with a wage less tha	an 9,19 euro/hour in your		
	, , , 23.					
		[1] Yes	[1] No			
	No.	Name	Label	Survey period		Survey frequency
	3.572)	sf_2019q4_8a	consequences caused by increase of minimum wage:	4th quarter 2019		once
	Wording of		adjustments of workforce			
	4th quarter 20				Further information	
			nce of the minimum wage increase? (Multiple answers)			

	[-2] strong decrease	[-1] slight decrease	[0] no change	[1] slight increase	[2] strong increase
Workforce					

No.	Name	Label				Survey perio	d		Survey frequency
3.573)	sf_2019q4_8b			rease of minimu	ım wage:	4th quarter	2019		once
Wording	g of question	adjustments o	of working time	!					
4th quarte								Further information	
	ustments occur in your company as a conseq	sence of the min	imum wage in	crease? (Multin	nle answers)			a cher miormatori	
2, 2.0 00,0	asancins occur in your company as a conseq		I	I (Word)	inc unitweis)				
		[-2] strong decrease	[-1] slight decrease	[0] no change	[1] slight increase	[2] strong increase			
	Working time								
No.	Name	Label				Survey perio	d		Survey frequency
2.574)	of 2010-14 Oc	concaguanca	caused by ince	ease of minimu	ım wago:	Abb annantan	2010		
3.574)	sf_2019q4_8c	adjustments o		ease of million	iii wage.	4th quarter	2019		once
Wording	g of question								
4th quarte	er 2019							Further information	
2) Did adju	ustments occur in your company as a conseq	uence of the min	imum wage in	crease? (Multip	ole answers)				
		[-2] strong	[-1] slight	[0] no change	[1] slight	[2] strong			
		decrease	decrease	[0] NO CHANGE	increase	increase			
	Mini-jobs								
No.	Name	Label				Survey perio	d		Survey frequency
						,			., ., .,
3.575)	sf_2019q4_8d	consequences adjustments of		rease of minimu	m wage:	4th quarter	2019		once
Wording	g of question								
4th quarte								Further information	
		uence of the min	imum wage in	crease? (Multip	ole answers)			Further information	
	er 2019		I	crease? (Multip				Further information	
	er 2019	[-2] strong decrease	imum wage in [-1] slight decrease	crease? (Multip	[1] slight increase	[2] strong increase		Further information	
	er 2019	[-2] strong	[-1] slight		[1] slight			Further information	
	er 2019 ustments occur in your company as a conseq	[-2] strong	[-1] slight		[1] slight			Further information	
2) Did adju	er 2019 ustments occur in your company as a conseq Interns	[-2] strong decrease	[-1] slight		[1] slight	increase		Further information	
	er 2019 ustments occur in your company as a conseq	[-2] strong	[-1] slight		[1] slight		d	Further information	Survey frequency
2) Did adju	er 2019 ustments occur in your company as a conseq Interns	[-2] strong decrease	[-1] slight decrease		[1] slight increase	increase		Further information	Survey frequency once
2) Did adju No.	er 2019 ustments occur in your company as a conseq Interns	[-2] strong decrease	[-1] slight decrease	[0] no change	[1] slight increase	Survey perio		Further information	
No. 3.576)	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease	[-1] slight decrease	[0] no change	[1] slight increase	Survey perio			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of	[-1] slight decrease	[0] no change	[1] slight increase	Survey perio		Further information	
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of	[-1] slight decrease	[0] no change	[1] slight increase	Survey perio			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of	[-1] slight decrease	[0] no change	[1] slight increase	Survey perio			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of the minusence of	[-1] slight decrease	[0] no change	[1] slight increase	Survey period 4th quarter			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of the minusence of	[-1] slight decrease	[0] no change	[1] slight increase	Survey period 4th quarter			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of the minusence of	[-1] slight decrease	[0] no change	[1] slight increase	Survey period 4th quarter			
No. 3.576) Wording	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of the minusence of	[-1] slight decrease	[0] no change	[1] slight increase	Survey period 4th quarter	2019		
2) Did adji No. 3.576) Wording 4th quarter 2) Did adji No.	ser 2019 ustments occur in your company as a consequence of the service of the s	[-2] strong decrease Label consequences adjustments of the min [-2] strong decrease	[-1] slight decrease s caused by incomprises imum wage in [-1] slight decrease	[0] no change	[1] slight increase	Survey perior 4th quarter:	2019 d		once Survey frequency
2) Did adju No. 3.576) Wording 4th quarte 2) Did adju No.	ustments occur in your company as a consequence of the second of the sec	[-2] strong decrease Label consequences adjustments of the min [-2] strong decrease	[-1] slight decrease caused by incomplete for prices [-1] slight decrease	[0] no change	[1] slight increase	Survey period 4th quarter:	2019 d		once

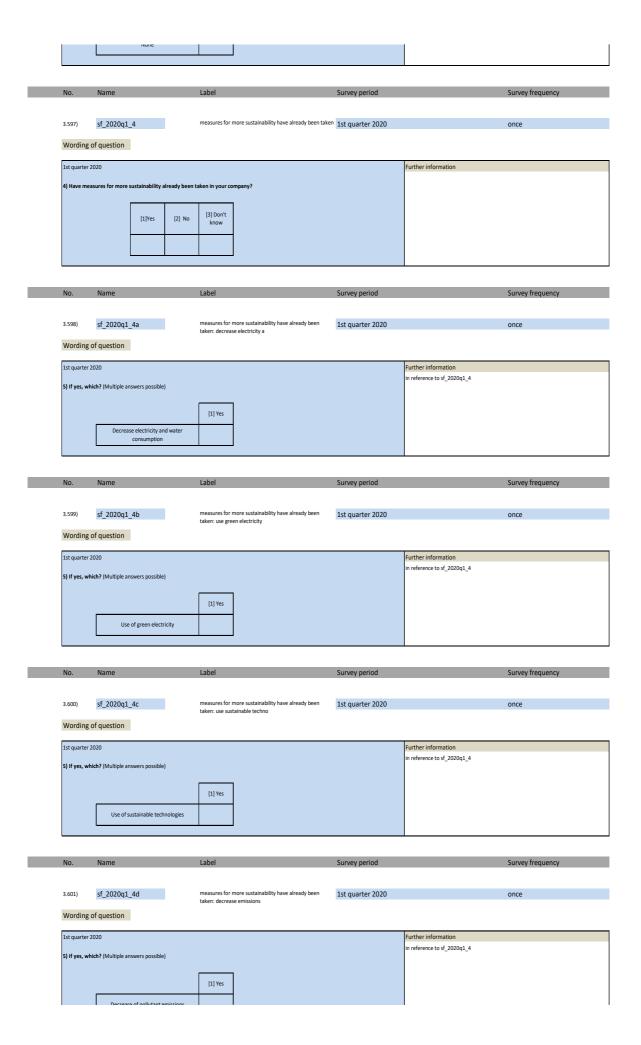
Wording of question

Recommendation and for contents as a consequence of the continue ways horses? (Multiple concest) (Co. 100 of Co. 100 of C	See Name Label Survey person 1770 # 200964 Rg Importance of the internal part of the intern										Further information	
The content of displaying the property of the retirem sup frequent (Surge) period Survey frequency Period (Survey period) Survey period Survey frequency Period (Survey period) Survey period Survey period Survey frequency Period (Survey period) S	Survey frequency Survey freq				nce of the min	imum wage in	crease? (Multi	iple answers) (On a scale of 0 -	5: where 0 =		
So. Name Label Survey period Survey frequency 22 displayed and survey of the survey o	The same Label Surrey frequency The same surrey was company as a consequency or the minimum wage increased frequency (10-3 state) (1-3 minor or o	no importa	nce at all, 5= very high important	ce)								
So. Name Label Survey period Survey frequency 22 displayed and survey of the survey o	The same Label Surrey frequency The same surrey was company as a consequency or the minimum wage increased frequency (10-3 state) (1-3 minor or o									Ī		
So. Name Label Survey period Survey frequency Wording of question Word	No. Name Label Survey frequency 12-14 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-14 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-15 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-15 \$2,001964 Bg Protection of the entire of the				[1]	[2]	[3]	[4]				
So. Name Label Survey period Survey frequency Wording of question Word	No. Name Label Survey frequency 12-14 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-14 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-15 \$2,201964 Bg Protection of announce country recovered interiors (this quarter 2015) once 12-15 \$2,001964 Bg Protection of the entire of the											
No. Name Label Survey period Survey frequency 1271 57,2055q4_8g	No. Name Label Survey period Survey frequency 1373 of 201994 3g interactions of money as an assessment of the retirement survey for a state of 4-7 where 9 interactions of the retirement of th		employment subject to									
Adaptive 2019 ### Label Survey period Survey frequency ###################################	Wording of cuestion		social security contributions									
Adaptive 2019 ### Label Survey period Survey frequency ###################################	Wording of cuestion										ļ	
Adaptive 2019 ### Label Survey period Survey frequency ###################################	Wording of cuestion											
Wording of question Did Agriculture Did Agr	Wording of question If any quarter 2015 If any question is not in the commany as a consequence of the minimum wage locases? (Multiple answered (Sin a suck of 0 - 5 where 0 = 0 any postage and 1,5 - were high importance) If the office of the christophy follows:	NO.	Name		Labei				Survey per	100		Survey frequency
Wording of question Did Agriculture Did Agr	Wording of question If any quarter 2015 If any question is not in the commany as a consequence of the minimum wage locases? (Multiple answered (Sin a suck of 0 - 5 where 0 = 0 any postage and 1,5 - were high importance) If the office of the christophy follows:	2 570)	-f 2010-1 0-		importance of	f measures cau	sed by increase	a of minimum	dala accepta	- 2010		
Survey period Survey frequency Survey period Survey frequency Survey period Survey frequency Survey period Survey frequency Surv	An experience 2019 The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospect) (Dir. a cubic of 0.5 where 0 - 10 minimum and prospective properties. The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospect) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospect) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospect) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or a consequence of the minimum wage increase? (Multiple prospective) The displacement occur in your company or an endurance of the minimum wage increase? (Multiple prospective) The displacement occur in your company or an endurance occur in your company was not reduced, what was the reason? (Multiple prospective) The prospective of the prospective of the minimum wage increase? (Multiple prospective) The prospective of the prospective of the minimum wage increase? (Multiple prospective) The prospective of the prospective of the minimum wage increase? (Multiple prospective) The prospective of the	3.578)	ST_2019q4_8g		wage: use of t	echnology/sof	ised by increase	e or minimum	4th quarte	r 2019		once
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3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible) [1] Yes	3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible) [1] Yes High demand did not allow for staff	3.580) Wording 4th quarter 2) Did adjust no importation of importation of importation of the control of the	Name sf_2019q4_8i of question r 2019 strments occur in your company ince at all, 5= very high important	as a conseque	Label importance of wage: no adju nce of the min [1]	f measures caustiments	sed by increase	e of minimum	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =	Further information	once Survey frequency
3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible) [1] Yes	3) If the headcount in your company was not reduced, what was the reason? (Multiple answers possible) [1] Yes High demand did not allow for staff	3.580) Wording 4th quarter 2) Did adjuino importai	Name sf_2019q4_8i of question requirements for new hires Name sf_2019q4_8i of question requirements occur in your company unce at all, 5= very high important with the properties of the	as a conseque	Label importance of wage: no adju nce of the min [1]	f measures caustiments	sed by increase	e of minimum	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =	Further information	once Survey frequency
[1] Yes	[1] Yes High demand did not allow for staff	3.580) Wording 4th quarter 2) Did adjustino importation No. 3.581) Wording	Name sf_2019q4_8i of question r 2019 sstments occur in your company nnce at all, 5= very high important No adjustment made Name sf_2019q4_8aa of question	as a conseque	Label importance of wage: no adju nce of the min [1]	f measures caustiments	sed by increase	e of minimum	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =		once Survey frequency
	High demand did not allow for staff	3.580) Wording 4th quarter 2) Did adjuino importai No. 3.581) Wording	Name sf_2019q4_8i of question requirements for new hires Name sf_2019q4_8i of question No adjustment made Name sf_2019q4_8aa of question requirements for new hires	as a conseque ce)	Label importance of wage: no adju nce of the min [1] Label reason for not	f measures caustments imum wage in [2]	ised by increase icrease? (Multi	e of minimum uple answers) (i	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =		once Survey frequency
	High demand did not allow for staff	3.580) Wording 4th quarter 2) Did adjuino importai No. 3.581) Wording	Name sf_2019q4_8i of question requirements for new hires Name sf_2019q4_8i of question No adjustment made Name sf_2019q4_8aa of question requirements for new hires	as a conseque ce)	Label importance of wage: no adju nce of the min [1] Label reason for not	f measures caustments imum wage in [2]	ised by increase icrease? (Multi	e of minimum uple answers) (i	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =		once Survey frequency
		3.580) Wording 4th quarter 2) Did adjuino importai No. 3.581) Wording	Name sf_2019q4_8i of question requirements for new hires Name sf_2019q4_8i of question No adjustment made Name sf_2019q4_8aa of question requirements for new hires	as a conseque ce)	Label importance of wage: no adju nce of the min [1] Label reason for not	f measures caustments imum wage in [2]	ised by increase icrease? (Multi	e of minimum uple answers) (i	Survey per 4th quarte 5 scale of 0 - (5) very high importance	5: where 0 =		once Survey frequency

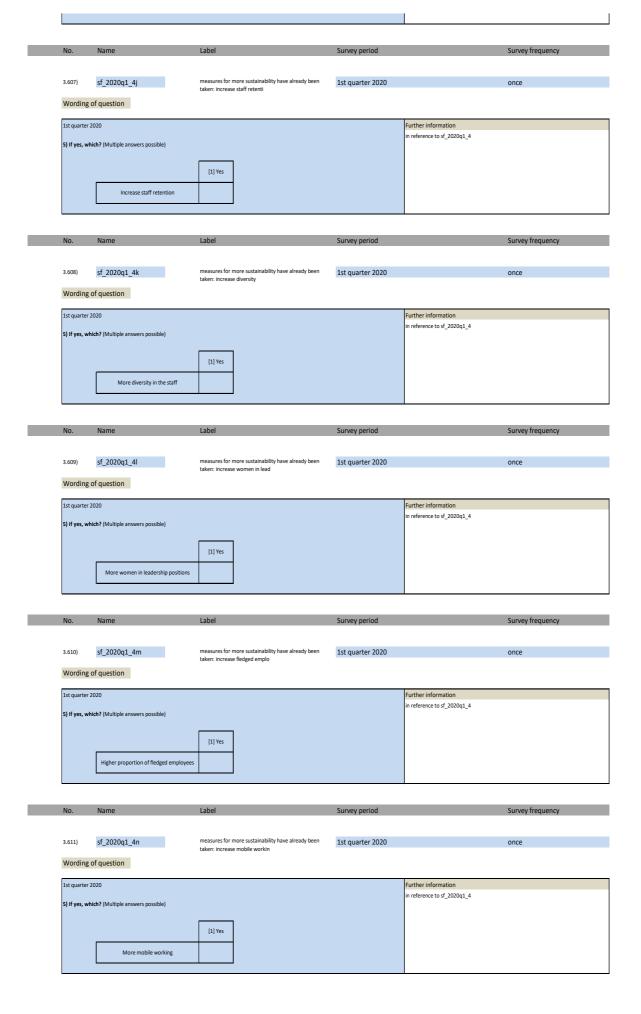


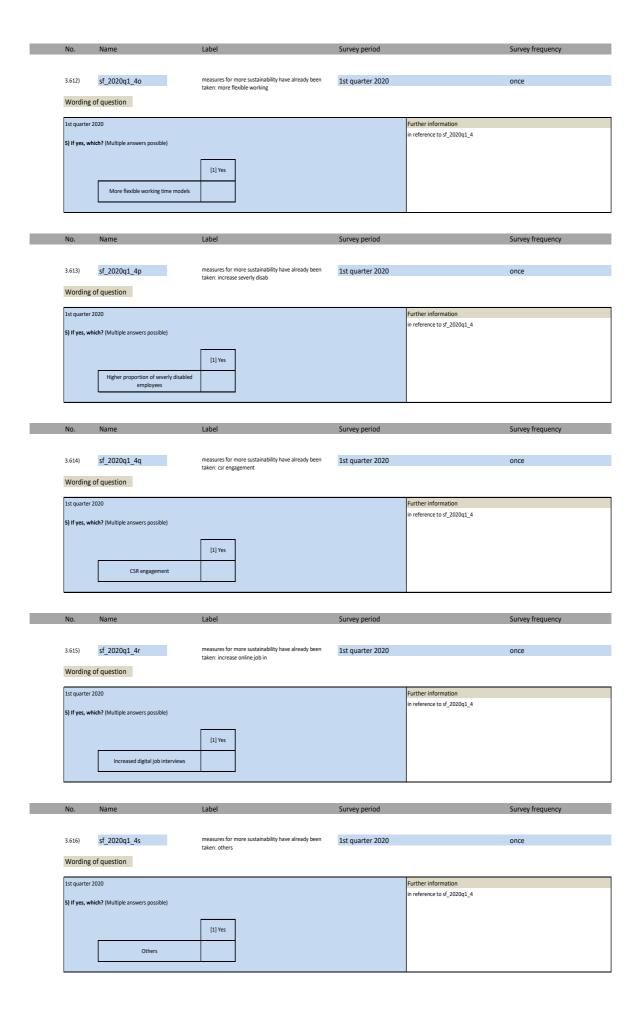
No.	Name	Label	Survey period	Survey frequency
3.587)	sf_2019q4_9a	circumventing the minimum wage	4th quarter 2019	once
Wording o	of question			
4th quarter 2	010			Further information
				Tatal monada
4) Do you ob	serve that the minimum wage	e is being circumvented in your industry?		
		false (GD)		
		[1] Yes [1] No		
No.	Name	Label	Survey period	Survey frequency
3.588)	sf_2019q4_10	comment - text	4th quarter 2019	once
Wording o	of question			
4th quarter 2	019			Further information
Possible com				
rossible colli	ment.			
	Description:			
	bescription.			
No.	Name	Label	Survey period	Survey frequency
3.589)	sf_2020q1_1	sustainability is an important issue	1st quarter 2020	once
Wording o	of question			
1st quarter 2	070			Further information
1) is sustaina	bility an important topic in yo	our company?		
	[1]Yes	[2] No [3] Don't		
	[I]Ies	know know		
No.	Name	Label	Survey period	Survey frequency
3.590)	sf_2020q1_2	knowledge and understanding sustainable developme goals (SDGs) of united nati	1st quarter 2020	once
Wording o	of question			
1st quarter 2	020			Further information
		d Nations Sustainable Development Goals (SDGs)?		
2, 20 you		a rations sustainable severaphicine death (5505).		
	[1]Yes	[2] No [3] Don't		
	[2].45	know		
No.	Name	Label	Survey period	Survey frequency
3.591)	sf_2020q1_3a	potential to increase sustainability: ressource efficien	1st quarter 2020	once
Wording o	of question			
1st quarter 20	020			Further information
		potential to increase sustainability? (Multiple answers possible)		
o) iii wnich a	rea in your company is there p	potential to increase sustainability (intuluple answers possible)		
		[1] Yes		
	Resource efficiency (electrici	ity, water, CO2		
	Resource efficiency (electrici emissions)	ity, water, CO2		

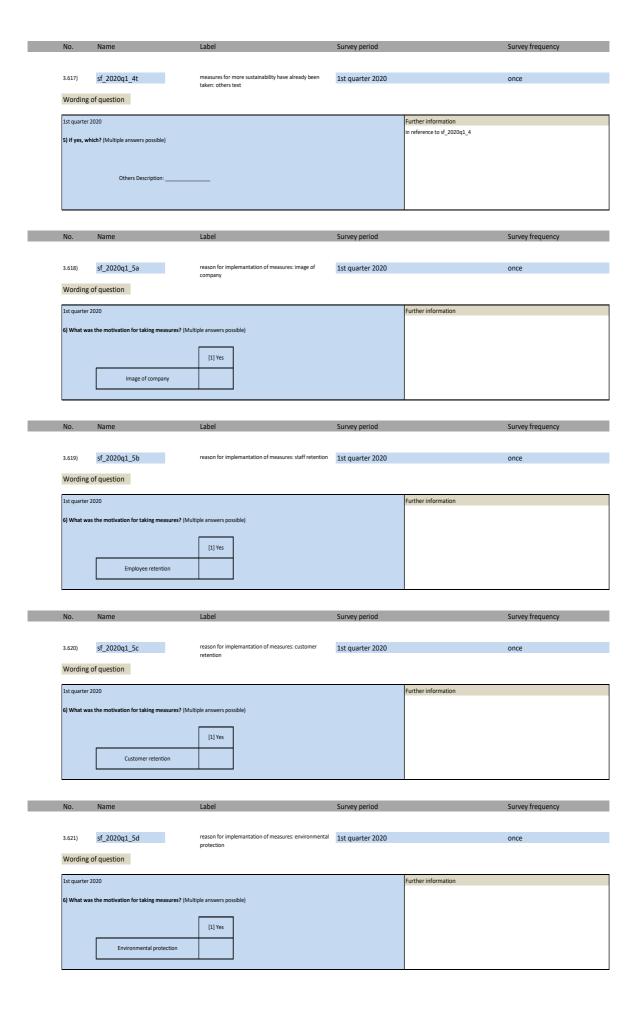
No.	Name	Label	Survey period	Survey fre	equency
3.592)	sf_2020q1_3b	potential to increase sustainability: human ressources	1st quarter 2020	once	
Vording	g of question				
1st quarter	r 2020			Further information	
3) In which	h area in your company is there potential to	o increase sustainability? (Multiple answers possible)			
		[1] Yes			
	Human resources (proportion of wome				
	leadership positions, working time mod health promotion, diversity)	eis,			
No.	Name	Label	Survey period	Survey fre	equency
3.593)	sf_2020q1_3c	potential to increase sustainability: csr activities	1st quarter 2020	once	
Wording	g of question				
1st quarter	r 2020			Further information	
3) In which	area in your company is there potential to	o increase sustainability? (Multiple answers possible)			
		[1] Yes			
	CSR activities (time off for voluntary wo				
	support for social projects)	716,			
No.	Name	Label	Survey period	Survey fre	equency
3.594)	sf_2020q1_3d	potential to increase sustainability: others	1st quarter 2020	once	
Wording	g of question				
1st quarter	r 2020			Further information	
3) In which	h area in your company is there potential to	o increase sustainability? (Multiple answers possible)			
		[1] Yes			
	Others				
No.	Name	Label	Survey period	Survey fre	equency
3.595)	sf_2020q1_3e	potential to increase sustainability: others text	1st quarter 2020	once	
	g of question				
				Front on Information	
1st quarter		n increase sustainability 2 (Assistant		Further information	
a) in Which	i area in your company is there potential to	o increase sustainability? (Multiple answers possible)			
	Others Description:				
				•	
No.	Name	Label	Survey period	Survey fre	equency
3.596)	sf_2020q1_3f	potential to increase sustainability: none	1ct quarter 2020		
		parameter in the cost sustainability. Hone	1st quarter 2020	once	
	g of question				
1st quarter				Further information	
3) In which	n area in your company is there potential to	p increase sustainability? (Multiple answers possible)			
		[1] Yes			

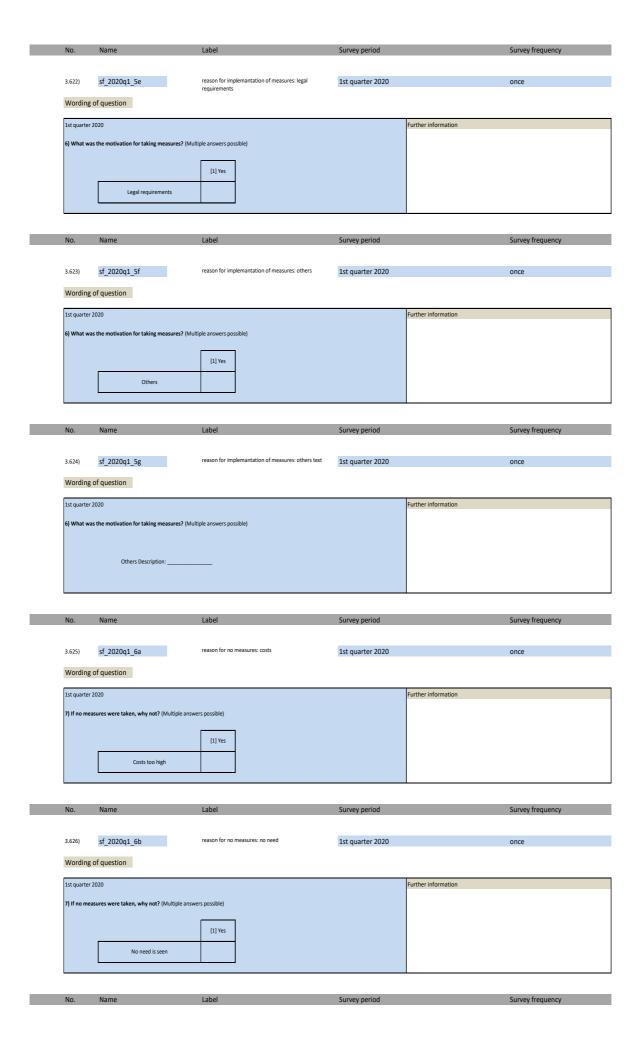


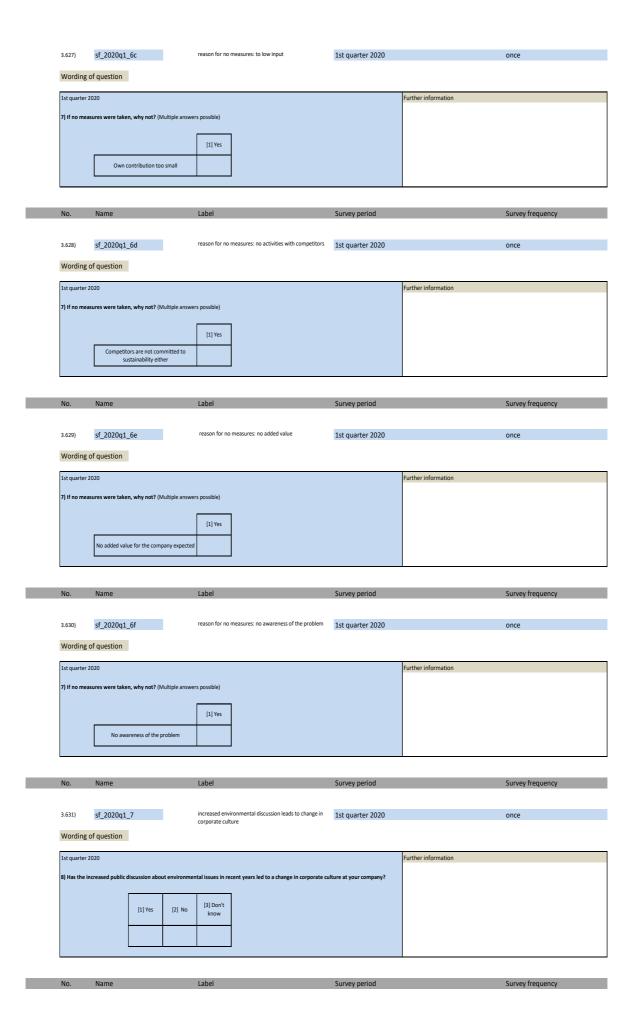
Survey period Survey frequency sf_2020q1_4e measures for more sustainability have already been 1st quarter 2020 once 3.602) taken: decrease trips Wording of question 1st quarter 2020 Further information reference to sf_2020q1_4 5) If yes, which? (Multiple answers possible) [1] Yes Decrease of (business) trips No. Name Survey frequency measures for more sustainability have already been taken: waste separation 3.603) sf_2020q1_4f 1st quarter 2020 once Wording of question 1st quarter 2020 urther information in reference to sf_2020q1_4 5) If yes, which? (Multiple answers possible) [1] Yes Waste separation Survey period Survey frequency sf_2020q1_4g measures for more sustainability have already been taken: compensation of emissi 1st quarter 2020 once Wording of question 1st quarter 2020 urther information in reference to sf_2020q1_4 5) If yes, which? (Multiple answers possible) [1] Yes Compensation of CO2 emission No. Name Survey period Survey frequency sf_2020q1_4h measures for more sustainability have already been 1st quarter 2020 3.605) taken: paper-free office Wording of question 1st quarter 2020 urther information in reference to sf_2020q1_4 5) If yes, which? (Multiple answers possible) [1] Yes Paper-free office/ administration Survey period Survey frequency measures for more sustainability have already been taken: use recycling products sf_2020q1_4i 1st quarter 2020 3.606) once Wording of question 1st quarter 2020 Further information reference to sf_2020q1_4 5) If yes, which? (Multiple answers possible) [1] Yes Use of recycled products in office











3.632)	sf_2020q2_	1		sector of the c	ompany			2nd quarter 2020		once	
Wording of	fquestion										
2nd quarter 20	020								Further information		
1) Which indu	stry do you ass	ign your comp	pany to?								
	D	escription:		_							
No.	Name			Label				Survey period		Survey frequency	
3.633)	sf_2020q2_	2		sector of the c	ompany: WZ20	108 number		2nd quarter 2020		once	
Wording of	fquestion										
2nd quarter 20	020								Further information		
1) Which indu	stry do you ass	ign your comp	oany to? (Pleas	se enter WZ-20	08 number here	<u>=</u>)					
	D	escription:		_							
No.	Name			Label				Survey period		Survey frequency	
			ı								
	sf_2020q2_	6		effect of covid	to business siti	Jation		2nd quarter 2020		once	
Wording of	f question										
2nd quarter 20	020								Further information		
2) Can you see	e an effect of co	ovid on your c	urrent busines	s situation?							
	[-3] negative	[-2]	[-1]	[0]	[1]	[2]	[3] positive]			
	[-5] negative	[-2]	[-1]	[o]	[1]	[4]	[5] positive				
No.	Name			Label				Survey period		Survey frequency	
								, ,			
3.635)	sf_2020q2_	.7a		share of work	force able to we	ork in homeoff	fice	2nd quarter 2020		once	
Wording of	f question										
2nd quarter 20	020								Further information		
3) What perce	entage of your	workforce (inc	luding partial)	ı							
	could theore	tically work in	a home office	?%							
								Survey period		Survey frequency	
No.	Name			Label							
No.	Name			Label							
	Name sf_2020q2_	.7b		Label share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020		once	
	sf_2020q2_	.7b			force worked in	homeoffice b	efore covid	2nd quarter 2020		once	
3.636)	sf_2020q2_ f question	.7b			force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	
3.636) Wording of	sf_2020q2_ f question			share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	
3.636) Wording of	sf_2020q2_ f question			share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	
3.636) Wording of	sf_2020q2_ f question	workforce (inc	luding partial)	share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	
3.636) Wording of	sf_2020q2_ f question 020 entage of your v	workforce (inc	luding partial)	share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	
3.636) Wording of	sf_2020q2_ f question 020 entage of your v	workforce (inc	luding partial)	share of work	force worked in	homeoffice b	efore covid	2nd quarter 2020	Further information	once	

3.637)	sf_2020q2_7c	share of workforce is cu	rrently working in homeoffice	2nd quarter 2020		once
Wording	s of question					
2nd quarte	er 2020				Further information	
3) What p	ercentage of your workforce (inc	cluding partial)				
	is currently working in hon	neoffice %				
No.	Name	Label		Survey period		Survey frequency
3.638)	sf_2020q2_8		of employees when working in	2nd quarter 2020		once
Wording	g of question	homeoffice				
					T	
2nd quarte	r 2020				Further information	
4) How do	you think your employees' prod	ductivity tends to change when working	g in homeoffice?			
				7		
	[-3] negative [-2]	[-1] [0] [1]	[2] [3] positive	2		
No.	Name	Label		Survey period		Survey frequency
		increased one of coline				
3.639)	sf_2020q2_9a	reaction to covid	cools for communication as a	2nd quarter 2020		once
Wording	g of question					
2nd quarte	er 2020				Further information	
5) In respo	nse to the Corona pandemic, ha	ns your company increased the use of s	tandardised digital tools for con	nmunication and		
collaborat	ion (Hangout Meets, Zoom, Slac	k, Microsoft Teams, etc.)?				
		[1] Yes [1] No				
No.	Name	Label		Survey period		Survey frequency
3.640)	sf_2020q2_9b	reaction to covid: yes	cools for communication as a	2nd quarter 2020		once
Wording	g of question					
2nd quarte	er 2020				5th !-ft	
-1.4					Further information	
5) If yes,					In reference to sf_2020q2_9a	
5) If yes,						
5) If yes,		[1] Newly [1] Increased introduced use				
5) If yes,						
5) If yes,						
5) if yes,						
		introduced use		Survey period		Survey frequency
5) If yes,	Name			Survey period		Survey frequency
		Label increased use of online	cools for communication as a	Survey period 2nd quarter 2020		Survey frequency
No.	Name sf_2020q2_9c	Introduced use Label	cools for communication as a			
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online	tools for communication as a		in reference to sf_2020q2_9a	
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online	tools for communication as a			
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online	cools for communication as a		In reference to sf_2020q2_9a	
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online reaction to covid: no	cools for communication as a		In reference to sf_2020q2_9a	
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online	ools for communication as a		In reference to sf_2020q2_9a	
No. 3.641) Wording	Name sf_2020q2_9c of question	Label increased use of online reaction to covid: no	cools for communication as a		In reference to sf_2020q2_9a	

No. I	Name	Label				Survey period		Survey frequency
3.642)	sf_2020q2_10a	lasting change	es of processes	in work routing	e because of	2nd quarter 2020		once
Wording of		covid: on-site						
2nd quarter 202	·						Further information	
	sses in everyday work have changed due	to the covid na	ndemic What	normanent ch	anges do vou	avnact?	Further information	
of Many proces	isses in everyday work have changed due	to the covid pa	T)	T	7		
		[1] More	[2] Unchanged	[3] Less	[4] Not used			
	On-site meetings							
No. I	Name	Label				Survey period		Survey frequency
3.643)	sf_2020q2_10b	lasting change covid: trips	es of processes	in work routine	e because of	2nd quarter 2020		once
Wording of	question							
2nd quarter 20	120						Further information	
6) Many proce:	esses in everyday work have changed due	to the covid pa	ndemic. What	permanent ch	anges do you	expect?		
			[2]]		
		[1] More	Unchanged	[3] Less	[4] Not used			
	Business trips							
No. I	Name	Label				Survey period		Survey frequency
_								
3.644)	sf_2020q2_10c	covid: virtual	es of processes conferenc	in work routin	e because of	2nd quarter 2020		once
Wording of	question							
2nd quarter 20							Further information	
	120 Isses in everyday work have changed due	to the covid pa	ndemic. What	permanent ch	anges do you	expect?	Further information	
		to the covid pa	[2] Unchanged	permanent ch	anges do you]	Further information	
	ssses in everyday work have changed due		[2]]	Further information	
			[2]]	Further information	
6) Many proces	sses in everyday work have changed due Virtual conferences	[1] More	[2]				Further information	
6) Many proces	ssses in everyday work have changed due		[2]]	Further information	Survey frequency
6) Many proces	sses in everyday work have changed due Virtual conferences	[1] More Label	[2] Unchanged	[3] Less	[4] Not used		Further information	Survey frequency
6) Many proces	Virtual conferences Name	[1] More	[2] Unchanged	[3] Less	[4] Not used	Survey period	Further information	
No. I	Virtual conferences Name sf_2020q2_10d question	[1] More Label	[2] Unchanged	[3] Less	[4] Not used	Survey period	Further information	
No. I Wording of	Virtual conferences Name sf_2020q2_10d question	[1] More Label Lasting change covid: e-learn	[2] Unchanged	[3] Less	[4] Not used	Survey period 2nd quarter 2020		
No. I Wording of	Virtual conferences Name \$f_2020q2_10d question	[1] More Label lasting change covid: e-learn	[2] Unchanged es of processes ing	[3] Less in work routing	[4] Not used	Survey period 2nd quarter 2020 expect?		
No. I Wording of	Virtual conferences Name \$f_2020q2_10d question	[1] More Label Lasting change covid: e-learn	[2] Unchanged	[3] Less	[4] Not used	Survey period 2nd quarter 2020 expect?		
No. I Wording of	Virtual conferences Name \$f_2020q2_10d question	[1] More Label lasting change covid: e-learn	[2] Unchanged es of processes ing	[3] Less in work routing	[4] Not used	Survey period 2nd quarter 2020 expect?		
No. I Wording of	Virtual conferences Name sf_2020q2_10d question 20 ssess in everyday work have changed due	[1] More Label lasting change covid: e-learn	[2] Unchanged es of processes ing	[3] Less in work routing	[4] Not used	Survey period 2nd quarter 2020 expect?		
No. I 3.645) Wording of 2nd quarter 20:	Virtual conferences Name sf_2020q2_10d question 20 ssess in everyday work have changed due	[1] More Label lasting change covid: e-learn	[2] Unchanged es of processes ing	[3] Less in work routing	[4] Not used	Survey period 2nd quarter 2020 expect?		
No. I 3.645) Wording of 2nd quarter 20:	Virtual conferences Name Sf_2020q2_10d question 20 sses in everyday work have changed due e-learning	[1] More Label lasting change covid: e-learn	[2] Unchanged es of processes ing	[3] Less in work routing	[4] Not used	Survey period 2nd quarter 2020 expect?		once
No. I Suppose the state of the	Virtual conferences Name Sf_2020q2_10d question 20 sses in everyday work have changed due e-learning	[1] More Label lasting change covid: e-learn [1] More [1] More	[2] Unchanged es of processes ing Indemic. What [2] Unchanged	in work routing	[4] Not used because of anges do you [4] Not used	Survey period 2nd quarter 2020 expect?		once
No. I Suppose the state of the	Virtual conferences Name sf_2020q2_10d question 20 e-learning Name sf_2020q2_10e	[1] More Label lasting change covid: e-learn [1] More [1] More	[2] Unchanged es of processes ing Indemic. What [2] Unchanged	in work routing	[4] Not used because of anges do you [4] Not used	Survey period 2nd quarter 2020 expect? Survey period		once Survey frequency
No. I No. I Wording of 2nd quarter 20: 6) Many proces	Virtual conferences Name sf_2020q2_10d question 20 sses in everyday work have changed due e-learning Name sf_2020q2_10e question	[1] More Label lasting change covid: e-learn [1] More [1] More	[2] Unchanged es of processes ing Indemic. What [2] Unchanged	in work routing	[4] Not used because of anges do you [4] Not used	Survey period 2nd quarter 2020 expect? Survey period		once Survey frequency

No.		Label				Survey period			
	Name	Label				Survey periou		Survey frequency	
3.647)	sf_2020q2_10f	lasting changes		in work routine	because of	2nd quarter 2020		once	
Wording o	of question	covid: virtual jo	ib inter						
							le or or or		_
2nd quarter 2							Further information		
6) Many pro	cesses in everyday work have changed due t	to the covid pan	demic. What	permanent ch	anges do you	expect?			
		[1] Moro	[2]	[2] Lore	[4] Not used				
		[1] More	Unchanged	[3] Less	[4] Not used				
	Virtual job interviews								
No.	Name	Label				Survey period		Survey frequency	
. 649)	sf_2020q2_10g	lasting changes	of processes i	in work routine	because of	2nd quarter 2020		once	
3.648)		covid: managin				ziiu quartei 2020		once	
Wording o	of question								
2nd quarter 2	2020						Further information		
6) Many pro	cesses in everyday work have changed due t	to the covid pan	demic. What	permanent ch	anges do you	expect?			
]			
		[1] More	[2] Unchanged	[3] Less	[4] Not used				
	Managing employees "from a distance"								
						Survey period		Survey frequency	
No.	Name	Label				outile) parities		Survey frequency	
No.	Name	Label				, p		July Cy Inequality	
	Name sf_2020q2_11	effect of covid t	to digitalisatio	n in your comp	oany	2nd quarter 2020		once	
3.649)			to digitalisatio	n in your comp	pany				
3.649) Wording o	sf_2020q2_11 of question		to digitalisatio	n in your comp	oany		Further information		
3.649) Wording of the control of th	sf_2020q2_11 of question	effect of covid 1			oany		Further information		
3.649) Wording o	sf_2020q2_11 of question	effect of covid 1			pany		Further information		
3.649) Wording o	sf_2020q2_11 of question	effect of covid 1			[3] positive		Further information		
3.649) Wording o	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di	effect of covid to	ition in your c	ompany?			Further information		
3.649) Wording (2nd quarter 2	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di	effect of covid to	ition in your c	ompany?			Further information		
3.649) Wording o	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di	effect of covid to	ition in your c	ompany?			Further information		
Wording of 2nd quarter 27) Has the co	sf_2020q2_11 of question 2020 2020 204 pandemic had a lasting impact on the di [-3] negative [-2] [-1]	effect of covid to	ition in your c	ompany?		2nd quarter 2020	Further information	once	
Wording of 2nd quarter 27) Has the co	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di	effect of covid to	ition in your c	ompany?			Further information		
3.649) Wording of 2nd quarter 27) Has the co	sf_2020q2_11 of question 2020 2020 204 pandemic had a lasting impact on the di [-3] negative [-2] [-1]	effect of covid to	(1)	ompany?		2nd quarter 2020	Further information	once	
3.649) Wording c 2nd quarter: 7) Has the cc	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative [-2] [-1] Name sf_2020q2_12	effect of covid to	(1)	ompany?		2nd quarter 2020 Survey period	Further information	once Survey frequency	
Wording of 2nd quarter : 7) Has the co	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative [-2] [-1] Name sf_2020q2_12 of question	effect of covid to	(1)	ompany?		2nd quarter 2020 Survey period		once Survey frequency	
No. 3.650) Wording c	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period	Further information	once Survey frequency	
2nd quarter: 7) Has the co	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative [-2] [-1] Name sf_2020q2_12 of question	effect of covid to	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
3.649) Wording c 2nd quarter: 7) Has the cc No. 3.650) Wording c 2nd quarter:	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative [-2] [-1] Name sf_2020q2_12 of question 2020 identified any new key positions in your core	effect of covid to gittal transforma [0] Label new key position	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
3.649) Wording c 2nd quarter: 7) Has the cc No. 3.650) Wording c 2nd quarter:	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
3.649) Wording c 2nd quarter: 7) Has the cc No. 3.650) Wording c 2nd quarter:	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative [-2] [-1] Name sf_2020q2_12 of question 2020 identified any new key positions in your core	effect of covid to gittal transforma [0] Label new key position	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
Wording c 2nd quarter: 7) Has the co No. 3.650) Wording c	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to gittal transforma [0] Label new key position	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
Wording c	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to gittal transforma [0] Label new key position	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
No. 3.650) Wording of the control of	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to	[1]	ompany? [2]	[3] positive	2nd quarter 2020 Survey period		once Survey frequency	
No. No. No. Mording of the control of the contro	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	igital transforma [0] Label new key position [1] No Label	[1]	ompany? [2] pandemic cha	[3] positive	2nd quarter 2020 Survey period 2nd quarter 2020 Survey period		once Survey frequency once Survey frequency	
No. Noding of the control of the co	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	effect of covid to	[1]	ompany? [2] pandemic cha	[3] positive	2nd quarter 2020 Survey period 2nd quarter 2020		once Survey frequency once	
No. No. No. No. And quarter: No. No. No. No. No. No. No. No	sf_2020q2_11 of question 2020 ovid pandemic had a lasting impact on the di [-3] negative	igital transforma [0] Label new key position [1] No Label	[1]	ompany? [2] pandemic cha	[3] positive	2nd quarter 2020 Survey period 2nd quarter 2020 Survey period		once Survey frequency once Survey frequency	

	8) Have you	identified any new key positio	ons in your con	npany 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 o	of question						
	3rd quarter 2	2020					Further information	
	1) Is your co	mpany a training company?					"If no, end of questionnaire"	
			[1] Yes	[2] No				
	No.	Name		Label		Survey period		Survey frequency
	3.653)	sf_2020q3_2		trainees in your co	mpany in 2019/2020	3rd quarter 2020		once
	Wording	of question						
	3rd quarter 2						Further information "If no, continue with sf_2020q3_5"	
	2) Did you ha	ave trainees in your company	for the 2019/2	020 training year?				
			[1] Yes	[2] No				
	No.	Name		Label		Survey period		Survey frequency
								· · ·
	3.654)	sf_2020q3_3		trainees in this yea	r (2020): yes, with degree	3rd quarter 2020		once
	Wording o	of question						
	3rd quarter 2	2020					Further information	
	3) Did any tr	ainees end their training in yo	our company th	is year? (Multiple a	nswers possible)			
				[1] Yes				
		Yes, with degre	e					
	No.	Name	_	Label		Survey period		Survey frequency
						ounce, points		
	3.655)	sf_2020q3_3a		trainees in this yea	r (2020): yes, termination by trainee	3rd quarter 2020		once
	Wording o	of question						
	3rd quarter 2	2020					Further information	
		ainees end their training in yo	our company th	is year? (Multiple a	nswers possible)			
		ainees end their training in yo	our company th	is year? (Multiple a	nswers possible)			
		ainees end their training in yo	our company th	is year? (Multiple a	nswers possible)			
		Yes, with termination b			nswers possible)			
					nswers possible)			
	3) Did any tr	Yes, with termination b		[1] Yes	nswers possible)	Survey period		Survey frequency
_					nswers possible)	Survey period		Survey frequency
_	3) Did any tr	Yes, with termination b	by trainee	[1] Yes	r (2020): yes, termination by employe			Survey frequency

Wording of question

	3rd quarter 2	1020				Further information
	3) Did any tra	ainees end their training in yo	ur company th	is year? (Multiple answers possible)		
				[1] Yes		
		Yes, with termination by	emplover			
	No.	Name		Label	Survey period	Survey frequency
	1101	Name			Survey period	Salvey nequency
	3.657)	sf_2020q3_3c		trainees in this year (2020): yes, with degree and taken	3rd quarter 2020	once
				over	ora quarter 2020	Since
	Wording o	of question				
	3rd quarter 2	1020				Further information
	3) If Yes, with	h degree: Were these trainees	s taken on			in reference to sf_2020q3_3
			[1] Yes	[1] No		
			L			
	No.	Name		Label	Survey period	Survey frequency
	3.658)	sf_2020q3_3d		trainees in this year (2020): yes	3rd quarter 2020	once
	Wording o	of question				
	wording	or question				
	3rd quarter 2	1020				Further information in reference to sf_2020q3_3c and sf_2020q3_3
	3) If yes they	were taken on,				in reference to 31_2020q3_5c and 31_2020q3_5
			[1] As	tow		
			planned at the beginning	[2] Less than planned. [3] More than planned. [4] We do not plan in this		
			of the year.	regard.		
	No.	Name		Label	Survey period	Survey frequency
_						
_	No. 3.659)	Name sf_2020q3_4		Label operational restrictions for trainees because of covid	Survey period 3rd quarter 2020	Survey frequency once
-	3.659)					
_	3.659) Wording o	sf_2020q3_4 of question				once
_	3.659) Wording c	sf_2020q3_4 of question		operational restrictions for trainees because of covid		
-	3.659) Wording c	sf_2020q3_4 of question		operational restrictions for trainees because of covid		once
	3.659) Wording c	sf_2020q3_4 of question		operational restrictions for trainees because of covid		once
_	3.659) Wording c	sf_2020q3_4 of question		operational restrictions for trainees because of covid		once
_	3.659) Wording c	sf_2020q3_4 of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?		once
_	3.659) Wording c	sf_2020q3_4 of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?		once
	3.659) Wording c	sf_2020q3_4 of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?		once
_	3.659) Wording c 3rd quarter 2 4) Were ther	sf_2020q3_4 of question 2020 re any operational restrictions	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?	3rd quarter 2020	Once Further information
_	3.659) Wording of	sf_2020q3_4 of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?		once
_	3.659) Wording of Strategy and	sf_2020q3_4 of question 2020 re any operational restrictions	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label	3rd quarter 2020 Survey period	Further information Survey frequency
_	3.659) Wording c 3rd quarter 2 4) Were ther	sf_2020q3_4 of question 2020 re any operational restrictions	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic?	3rd quarter 2020	Once Further information
_	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660)	sf_2020q3_4 of question 2020 re any operational restrictions	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid:	3rd quarter 2020 Survey period	Further information Survey frequency
_	3.659) Wording C 3rd quarter 2 4) Were ther No. 3.660) Wording C	sf_2020q3_4 of question or any operational restrictions Name sf_2020q3_4a of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid:	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps	3rd quarter 2020 Survey period	Further information Survey frequency
_	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question or any operational restrictions Name sf_2020q3_4a of question	for trainees d	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps	3rd quarter 2020 Survey period	Further information Survey frequency once
_	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps	3rd quarter 2020 Survey period	Further information Survey frequency once
_	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps e to the restrictions?	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps e to the restrictions?	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps e to the restrictions?	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps e to the restrictions?	3rd quarter 2020 Survey period	Further information Survey frequency once
	3.659) Wording c 3rd quarter 2 4) Were ther No. 3.660) Wording c	sf_2020q3_4 of question to any operational restrictions Name sf_2020q3_4a of question	[1] Yes	operational restrictions for trainees because of covid ue to the Corona pandemic? [1] No Label operational restrictions for trainees because of covid: gaps e to the restrictions?	3rd quarter 2020 Survey period	Further information Survey frequency once

Wording	g of question								
2.1	2020							Further Information	
3rd quarte	r 2020							Further information	
5) Will the	ere be or have the	re been trainee	es starting in y	our company i	n the 2020/20	21 training year	•		
		[1] Yes, to the	[2] Yes, but more	[3] Yes, but fewer	[4] No, we	[5] No, we are not			
		same extent as in the	trainees than in the	trainees than in the	could not fill any of our	offering any new			
		previous year.	previous	previous	apprenticeshi p positions.	apprenticeshi			
			year.	year.		ps this year.			
No.	Name			Label			Survey period		Survey frequency
3.662)	sf_2020q3	6		problems con	cerning the sea	rch for trainees	3rd quarter 2020		once
Wording	g of question								
3rd quarte								Further information	
6) Did you	have any difficult	ties in finding t	rainees?						
			[1] Yes	[1] No					
No.	Name			Label			Survey period		Survey frequency
							,,		, , ,
3.663)	sf_2020q3	_6a		problems con	cerning the sea	rch for trainees	yes 3rd quarter 2020		once
Wording	g of question								
3rd quarte	er 2020							Further information	
b) ii yes: v								in reference to sf_2020q3_6	
	Vhat difficulties di	id you encount	er?						
	Vhat difficulties di		[1] Applicants]			
	Vhat difficulties di		[1] Applicants were not sufficiently	[2] No applications.	[3] Others				
	Vhat difficulties di		[1] Applicants were not	[2] No	[3] Others				
	Vhat difficulties di		[1] Applicants were not sufficiently	[2] No	[3] Others				
	Vhat difficulties di		[1] Applicants were not sufficiently	[2] No	[3] Others				
	Vhat difficulties di		[1] Applicants were not sufficiently	[2] No	[3] Others				
No.	Name		[1] Applicants were not sufficiently	[2] No	[3] Others		Survey period		Survey frequency
	Name		[1] Applicants were not sufficiently	[2] No applications.					Survey frequency
			[1] Applicants were not sufficiently	[2] No applications.		arch for trainees			Survey frequency once
3.664)	Name		[1] Applicants were not sufficiently	[2] No applications.		irch for trainees			
3.664) Wording	Name sf_2020q3		[1] Applicants were not sufficiently	[2] No applications.		rch for trainees			
3.664) Wording 3rd quarte	Name sf_2020q3 g of question pr 2020	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		arch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte	Name sf_2020q3	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		arch for trainees		in reference to sf_2020q3_6	
3rd quarte	Name sf_2020q3 g of question pr 2020	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		arch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte	Name sf_2020q3 g of question or 2020 What difficulties di	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		rch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte	Name sf_2020q3 g of question or 2020 What difficulties di	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		irch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte	Name sf_2020q3 g of question or 2020 What difficulties di	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		arch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte 6) If yes: V	Name sf_2020q3 g of question or 2020 What difficulties di	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		rch for trainees		in reference to sf_2020q3_6	
3.664) Wording 3rd quarte	Name sf_2020q3 g of question er 2020 What difficulties di	_6b	[1] Applicants were not sufficiently qualified.	[2] No applications.		irch for trainees	yes text 3rd quarter 2020	in reference to sf_2020q3_6	once
Wording Wording Grid quarte	Name sf_2020q3 g of question er 2020 What difficulties di	_6b id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con			yes text 3rd quarter 2020	in reference to sf_2020q3_6	once
Wording Wording Wording Wording Word Wording Word Word Word Word Word Word Word Word	Name sf_2020q3 g of question er 2020 What difficulties di Othe	_6b id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con	cerning the sea		yes text 3rd quarter 2020 Survey period	in reference to sf_2020q3_6	once Survey frequency
Wording and quarter Who.	Name sf_2020q3 g of question vr 2020 Othe Name sf_2020q4 g of question	_6b id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con	cerning the sea		yes text 3rd quarter 2020 Survey period	in reference to sf_2020q3_6	once Survey frequency
Wording Wording Wording Wording Wording Wording Wording Wording	Name sf_2020q3 g of question vr 2020 Othe Name sf_2020q4 g of question	6b Id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con-	cerning the sea		yes text 3rd quarter 2020 Survey period	Further information in reference to sf_2020q3_6	once Survey frequency
Wording Wording Wording Wording Wording Wording Wording Wording	Name sf_2020q3 g of question or 2020 What difficulties di Name sf_2020q4 g of question	6b Id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con-	cerning the sea		yes text 3rd quarter 2020 Survey period	Further information in reference to sf_2020q3_6	once Survey frequency
Vording rd quarte lifyes: V Vording Wooding Wording	Name sf_2020q3 g of question or 2020 What difficulties di Name sf_2020q4 g of question	6b Id you encount ers Description:	[1] Applicants were not sufficiently qualified.	[2] No applications. Label problems con-	cerning the sea		yes text 3rd quarter 2020 Survey period	Further information in reference to sf_2020q3_6	once Survey frequency

No.	Name			Label				Survey period		Survey frequency	
110.	THUTTE			Lubei				Salvey period		Survey frequency	
3.666)	sf_2020q4_9	9			f workforce bei	ng on short-tim	ne in first	4th quarter 2020		once	
				quarter in 202	11						
Wording o	of question										
4th quarter 2	2020								Further information		
4th quarter 2	2020								rurther information		
2) How will t	the proportion of	employees o	n short-time v	work change in	the first quart	er of 2021?					
	[1] significant	(2) -1:-1-	(2)	(4) altaba	[5] significant	[6] no longer					
	increase	[2] slight increase	[3] stay the same	[4] slight decrease	decrease	needed					
							J				
No.	Name			Label				Survey period		Survey frequency	
								,,		, , ,	
3.667)	sf_2020q4_1	10a		development	of wages in 202	21: entire work	force	4th quarter 2020		once	
144.	-f										
wording o	of question										
4th quarter 2	2020								Further information		
-c quarter 2											
3) How do yo	ou expect wages t	to change in 2	2021?								
					decrea	se in %			1		
									1		
				[1] >6	[2] >4-6	[3] >2-4	[4] >0-2				
								+			
	En	ntire workforce	e								
								1			
					increa	se in %]	1		
				[6] >0-2	[7] >2- 4	[8] >4-6	[9] >6				
								-			
No.	Name			Label				Survey period		Survey frequency	
No.	Name			Label				Survey period		Survey frequency	
		10b			of wages in 202	21: unskilled en	nployees				
No. 3.668)	Name sf_2020q4_1	10b			of wages in 202	21: unskilled en	nployees	Survey period 4th quarter 2020		Survey frequency once	
3.668)		10b			of wages in 202	21: unskilled en	nployees				
3.668)	sf_2020q4_1	10b			of wages in 202	21: unskilled en	nployees				
3.668)	sf_2020q4_1 of question	10b			of wages in 202	21: unskilled en	nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		10112		of wages in 202	21: unskilled en	nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		2021?		of wages in 202	21: unskilled en	nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		2021?				nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		2021?			21: unskilled en	nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		2021?	development	decrea	ose in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question		2021?				nployees		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrea	ose in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t			development	decrea	ose in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrea [2] >4-6	ise in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrea [2] >4-6	ose in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrea [2] >4-6	ise in %			Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording of 4th quarter 2 3) How do yo	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		[1] >6	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2	4th quarter 2020	Further information	once	
3.668) Wording 0 4th quarter 2	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		development	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2		Further information		
3.668) Wording of 4th quarter 2 3) How do yo	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		[1] >6	decrez [2] >4-6 increa	[3] >2- 4	[4] >0-2	4th quarter 2020	Further information	once	
3.668) Wording of the quarter 2 3) How do yet	sf_2020q4_1 of question 2020 ou expect wages t Unst	to change in 2		[1]>6 [6]>0-2	decres [2] >4-6 increa [7] >2-4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020	Further information	once Survey frequency	
3.668) Wording of 4th quarter 2 3) How do yo	sf_2020q4_1 of question 2020 ou expect wages t	to change in 2		[1]>6 [6]>0-2	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020	Further information	once	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669)	sf_2020q4_1 of question 2020 ou expect wages t Unsl	to change in 2		[1]>6 [6]>0-2 Label	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020	Further information	once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669)	sf_2020q4_1 of question 2020 ou expect wages t Unst	to change in 2		[1]>6 [6]>0-2 Label	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020	Further information	once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669)	sf_2020q4_1 of question Unsi Name sf_2020q4_1 of question	to change in 2		[1]>6 [6]>0-2 Label	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020	Further information Further information	once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669) Wording c 4th quarter 2	sf_2020q4_1 of question uexpect wages t unsi	to change in 2 killed employe	ees	[1]>6 [6]>0-2 Label	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020		once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669) Wording c 4th quarter 2	sf_2020q4_1 of question Unsi Name sf_2020q4_1 of question	to change in 2	ees	[1]>6 [6]>0-2 Label	decrea [2] >4-6 increa [7] >2- 4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020		once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669) Wording c 4th quarter 2	sf_2020q4_1 of question uexpect wages t unsi	to change in 2	ees	[1]>6 [6]>0-2 Label	decres [2] >4-6 increa [7] >2-4	sse in % [3] >2- 4 sse in % [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020		once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669) Wording c 4th quarter 2	sf_2020q4_1 of question uexpect wages t unsi	to change in 2	ees	[1]>6 [6]>0-2 Label	decres [2] >4-6 increa [7] >2-4	[3] >2- 4 [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020		once Survey frequency	
3.668) Wording c 4th quarter 2 3) How do ye No. 3.669) Wording c 4th quarter 2	sf_2020q4_1 of question uexpect wages t unsi	to change in 2	ees	[1]>6 [6]>0-2 Label	decres [2] >4-6 increa [7] >2-4	sse in % [3] >2- 4 sse in % [8] >4-6	[4] >0-2 [9] >6	4th quarter 2020		once Survey frequency	

	[1] >6	[2] >4-6	[3] >2-4	[4] >0-2
Professionals without management functions				
		increa	se in %	
	[6] >0-2	[7] >2- 4	[8] >4-6	[9] >6
•				

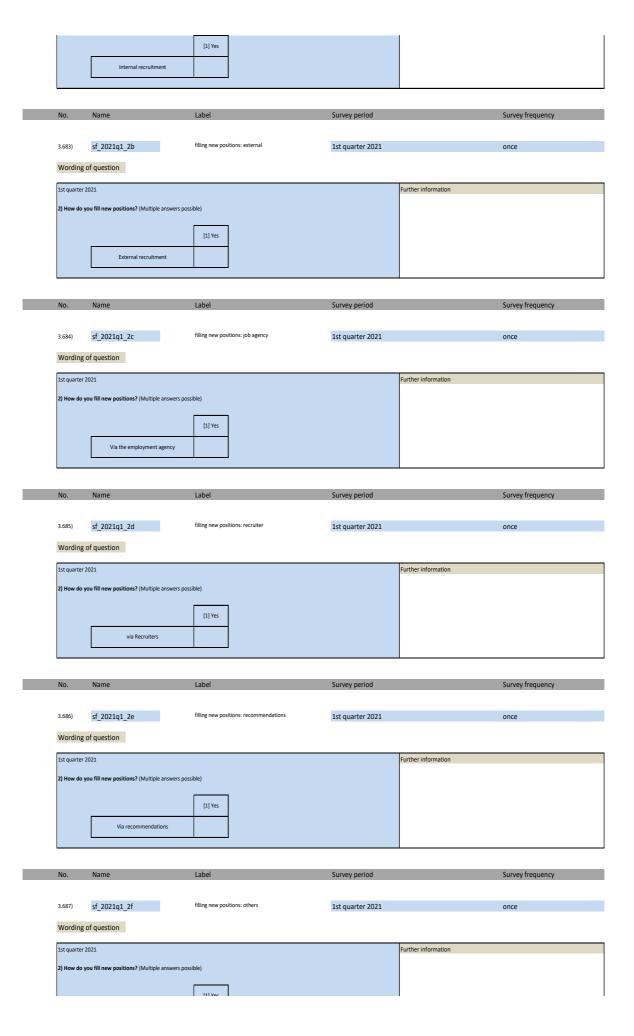
No.	Name	Label		Survey period	Survey frequency
3.670)	sf_2020q4_10d	evelopment of wages in 2021:	4th quarter 2020	once	
Wording	of question				
4th quarter					Further information
3) How do	you expect wages to change in 2021?				
		decreas	e in %		
		[1]>6 [2]>4-6	[3] >2- 4 [4] >0	2	
	Executives				
		increase	e in %		
		[6] >0-2 [7] >2- 4	[8] >4-6 [9] >		
			•		
Na	News	I als al		C	
No.	Name	Label		Survey period	Survey frequency
3.671)	sf_2020q4_11	special payments in 2020		4th quarter 2020	once
	of question				
Wording 4th quarter	of question 2020 e special payments (holiday pay, bonus pa	ayments) paid and have these char	nged compared to the	revious year?	Further information
Wording 4th quarter	2020	syments) paid and have these chai	nged compared to the	revious year?	Further information
Wording 4th quarter	2020		nged compared to the	revious year?	Further information
Wording 4th quarter	2020 e special payments (holiday pay, bonus pa		nged compared to the	revious year?	Further information
Wording 4th quarter	2020 e special payments (holiday pay, bonus pa		nged compared to the	revious year? Survey period	Further information Survey frequency
Wording 4th quarter 4) Were/ar	2020 e special payments (holiday pay, bonus pa	[1] Yes [1] No		Survey period	Survey frequency
Wording 4th quarter 4) Were/ar	2020 e special payments (holiday pay, bonus pa	[1] Yes [1] No			
Wording 4th quarter 4) Were/ar No.	2020 e special payments (holiday pay, bonus pa	[1] Yes [1] No		Survey period	Survey frequency
Wording 4th quarter 4) Were/ar No.	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question	[1] Yes [1] No		Survey period	Survey frequency
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020	Survey frequency once
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020	Survey frequency once
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020	Survey frequency once
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question 2020 e special payments (holiday pay, bonus pa	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020	Survey frequency once
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question 2020 e special payments (holiday pay, bonus pa	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020	Survey frequency once
Wording 4th quarter 4) Were/ar No. 3.672) Wording 4th quarter 4) Were/ar	2020 e special payments (holiday pay, bonus pa 2020 Name sf_2020q4_11a of question 2020	[1] Yes [1] No Label special payments in 2020 in co	mparison with 2019	Survey period 4th quarter 2020 revious year?	Survey frequency once Further information

Further information

4th quarter 2020

No.	Name	Label				Survey period		Survey frequency
3.674)	sf_2020q4_12a	special payme	nts in 2021 in o	omparison wit	th 2020	4th quarter 2020		once
Wording	g of question							
4th quarter	r 2020						Further information	
4) Were/ai	re special payments (holiday pay, bonus pa	yments) paid and	have these ch	anged compar	ed to the prev	ious year?		
			[2] ="		1			
		[1] More	[2] Equally as much	[3] Less				
	2021, If Yes							
N-	Name	Label				Commented		Common formance
No.	Name	Label				Survey period		Survey frequency
3.675)	sf_2020q4_13a	special offers f	or employees	with children: e	equalize	4th quarter 2020		once
Wording	g of question	working-time						
4th quarter							Further information	
	introduce support services for your staff w	th children during	the Corona p	andemic?				
, , , , ,	,							
		Ye	es	-	No			
		[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning			
					-			
	5 - Park - Park - Park							
	Equalised working times							
	Equalised working times							
No.	Equalised working times Name	Label				Survey period		Survey frequency
	Name		for employee-	with children	homeoffice			
3.676)	Name sf_2020q4_13b	Label special offers f	for employees	with children: I	homeoffice	Survey period 4th quarter 2020		Survey frequency once
3.676) Wording	Name sf_2020q4_13b g of question		for employees	with children: l	homeoffice			
3.676) Wording	Name sf_2020q4_13b g of question		or employees s	with children: I	homeoffice		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question	special offers f			homeoffice		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question	special offers f	g the Corona p	andemic?	homeoffice		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question	special offers f	g the Corona p es [2] Is not	andemic?	No [4] But in		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question	special offers f	g the Corona p	andemic?	No I		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question	special offers f	g the Corona p es [2] Is not	andemic?	No [4] But in		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w	special offers f	g the Corona p es [2] Is not	andemic?	No [4] But in		Further information	
3.676) Wording 4th quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w	special offers f	g the Corona p es [2] Is not	andemic?	No [4] But in		Further information	
3.676) Wording 4th quarter 5) Did you	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements	special offers f	g the Corona p es [2] Is not	andemic?	No [4] But in	4th quarter 2020	Further information	once
3.676) Wording 4th quarter 5) Did you	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements	special offers f	es [2] Is not used	andemic?	No [4] But in planning	4th quarter 2020	Further information	once
Wordings 4th quarter 5) Did you No.	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements	special offers f	es [2] Is not used	andemic?	No [4] But in planning	4th quarter 2020	Further information	once Survey frequency
Wordings 4th quarter 5) Did you No.	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question	special offers f	es [2] Is not used	andemic?	No [4] But in planning	4th quarter 2020	Further information	once Survey frequency
Wordings No. 3.677) Wordings 4th quarter No.	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question	special offers f	es [2] Is not used	andemic? [3] Not in planning	No [4] But in planning	4th quarter 2020		once Survey frequency
No. No. Wordings Ath quarter No. Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question r 2020	special offers f	es [2] Is not used	andemic? [3] Not in planning	No [4] But in planning	4th quarter 2020		once Survey frequency
No. No. Wordings Ath quarter No. Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question r 2020	special offers f	es [2] Is not used for employees:	andemic? [3] Not in planning with children: 4	No [4] But in planning	4th quarter 2020		once Survey frequency
No. No. Wordings Ath quarter No. Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question r 2020	special offers f th children during Yi [1] Is used Label special offers f offers in comp	es [2] Is not used for employees:	andemic? [3] Not in planning with children: 4	No [4] But in planning	4th quarter 2020		once Survey frequency
No. No. Wordings Ath quarter No. Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter Ath quarter	Name sf_2020q4_13b g of question r 2020 introduce support services for your staff w Homeoffice arrangements Name sf_2020q4_13c g of question r 2020	special offers f th children during Y. [1] Is used Label special offers in comp th children during	es [2] Is not used for employees any g the Corona p	andemic? [3] Not in planning with children: 1	No [4] But in planning further care	4th quarter 2020		once Survey frequency

Wording of question 4th quarter 2020 5) Did you introduce support services for your staff with the product of	Ye					Further information	
4th quarter 2020 5) Did you introduce support services for your staff w	Ye					Further information	
5) Did you introduce support services for your staff w	Ye					Further information	
	Ye						
Digital care offers		the Corona pa	andemic?				
Digital care offers							
Digital care offers		.S	1	lo	1		
Digital care offers		[2] Is not	[3] Not in	[4] But in			
Digital care offers	[1] Is used	used	planning	planning			
•							
No. Nomo	Lahal				Survey period		Current from const
No. Name	Label				Survey periou		Survey frequency
3.679) sf_2020q4_13e	special offers fo	or employees i	with children: r	nediation of	4th quarter 2020		once
3.0/9) SI_2020q4_13e	childcare facilit		with thildren.	neulation of	4th quarter 2020		once
Wording of question							
4th quarter 2020						Further information	
5) Did you introduce support services for your staff w	vith children during	the Corona pa	andemic?				
					_		
	Ye	S	١	lo	-		
	[1] Is used	[2] Is not used	[3] Not in planning	[4] But in planning			
		useu	piarining	platititing			
Mediation of childcare facilities							
No. Name	Label				Survey period		Survey frequency
	special offers fo						
Wording of question							
						Further information	
4th quarter 2020		the Corons or	Salmahua			Further information	
		the Corona pa	andemic?			Further information	
4th quarter 2020	with children during				1	Further information	
4th quarter 2020		is	1	10]	Further information	
4th quarter 2020	with children during			(4) But in planning]	Further information	
4th quarter 2020 5) Did you introduce support services for your staff w	with children during	(2) Is not	[3] Not in	[4] But in		Further information	
4th quarter 2020	with children during	(2) Is not	[3] Not in	[4] But in		Further information	
4th quarter 2020 5) Did you introduce support services for your staff w	with children during	(2) Is not	[3] Not in	[4] But in		Eurther information	
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted	with children during Ye [1] Is used	(2) Is not	[3] Not in	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w	with children during	(2) Is not	[3] Not in	[4] But in	Survey period		Survey frequency
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted	with children during Ye [1] Is used	(2) Is not	[3] Not in	[4] But in	Survey period		Survey frequency
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted	with children during Ye [1] Is used	[2] Is not used	[3] Not in planning	[4] But in	Survey period 1st quarter 2021		Survey frequency
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1	Ye [1] Is used Label	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question	Ye [1] Is used Label	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1	Ye [1] Is used Label	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question	Ye [1] Is used Label new positions in	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question	Ye [1] Is used Label new positions in	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question	Ye [1] Is used Label new positions in	[2] Is not used n 2021 in your	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in:	Ye [1] Is used Label new positions in	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in:	Ye [1] Is used Label new positions in	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in:	Ye [1] Is used Label new positions in	[2] Is not used	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in:	Ye [1] Is used Label new positions in	[2] Is not used In 2021 in your [3] Not foreseeable at the	[3] Not in planning	[4] But in			
4th quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in:	Ye [1] Is used Label new positions in	[2] Is not used In 2021 in your [3] Not foreseeable at the	[3] Not in planning	[4] But in		Further information	
Ath quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in: [1] Yes	Ye [1] Is used Label new positions is	[2] Is not used In 2021 in your [3] Not foreseeable at the	[3] Not in planning	[4] But in	1st quarter 2021	Further information	once
Ath quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in: [1] Yes	Ye [1] Is used Label new positions is	[2] Is not used In 2021 in your foreseed at the moment	[3] Not in planning	[4] But in	1st quarter 2021	Further information	once
Ath quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question Ist quarter 2021 1) Will new positions be created in your company in: [1] Ye. No. Name 3.682) sf_2021q1_2a	Ve [1] Is used Label new positions in [2] No Label	[2] Is not used In 2021 in your foreseed at the moment	[3] Not in planning	[4] But in	1st quarter 2021 Survey period	Further information	once Survey frequency
Ath quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question 1st quarter 2021 1) Will new positions be created in your company in: [1] Yes	Ve [1] Is used Label new positions in [2] No Label	[2] Is not used In 2021 in your foreseed at the moment	[3] Not in planning	[4] But in	1st quarter 2021 Survey period	Further information	once Survey frequency
Ath quarter 2020 5) Did you introduce support services for your staff w Special leave granted No. Name 3.681) sf_2021q1_1 Wording of question Ist quarter 2021 1) Will new positions be created in your company in: [1] Ye. No. Name 3.682) sf_2021q1_2a	Ve [1] Is used Label new positions in [2] No Label	[2] Is not used In 2021 in your foreseed at the moment	[3] Not in planning	[4] But in	1st quarter 2021 Survey period	Further information	once Survey frequency



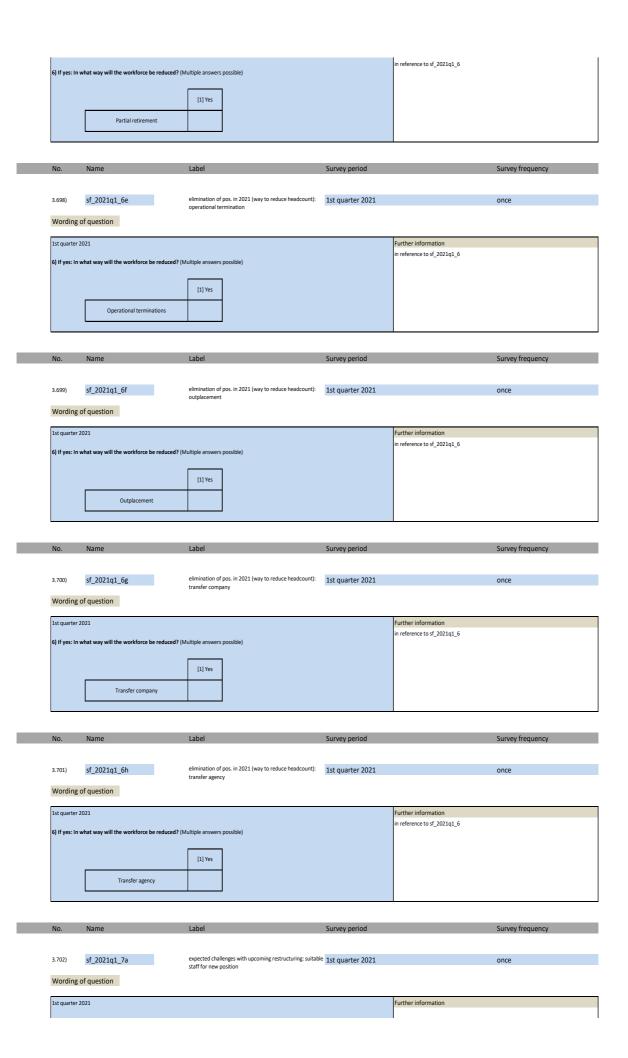
No.	Name			Label			Survey period		Survey frequency
3.688)	sf_2021q1	. 2g		filling new pos	sitions: others t	ext	1st quarter 2021		once
		_ 0							
wording	of question								
1st quarter	2021							Further information	
2) How do	2) How do you fill new positions? (Multiple answers possible)								
	Oth	ers Description	:	_					
No.	Name			Label			Survey period		Survey frequency
3.689)	sf_2021q1	_3		change numb	er applications	per positions in past 12	1st quarter 2021		once
Wording	of question			monuis					
1st quarter								Further information	
								rutter information	
3) Have yo	u noticed a chang	ge in the numb	er of applicant	s per advertise	ed position in t	he past 12 months?			
		[1] Less		[3] More	[4] No jobs				
		applicants	[2] No change	applicants	advertived				
No.	Name			Label			Survey period		Survey frequency
3.690)	sf_2021q1	_4		change emplo	yee turnover ir	n past 12 months	1st quarter 2021		once
Wording	of question								
1st quarter	2021							Further information	
	u noticed a chang	ge in emnloves	fluctuation in	the nast 12 m	onths?				
4, 1.000 40	a noticea a chang	Se iii eiiipioyee		the past 12 m		•			
		[1] Lower	[2] No change	[3] Higher	[4] No				
		fluctuation		fluctuation	fluctuation				
NI-	Name			Label			Communicat		Commenter
No.	Name			Labei			Survey period		Survey frequency
3.691)	sf_2021q1	. 5			fixed-term con	tracts among new hires in	1st quarter 2021		once
Wording	of question			2020			•		
								I	
1st quarter	2021							Further information	
5) What wa	as the share of fix	xed-term contr	acts for new h	ires in 2020?					
			%						
No.	Name			Label			Survey period		Survey frequency
3.692)	sf_2021q1	_5a			rtion of fixed-te	erm contracts among new	1st quarter 2021		once
Wording	of question								
1st quarter	2021							Further information	
,									



No.	Name	Label	Survey period		Survey frequency
3.693)	sf_2021q1_6	elimination of pos. in 2021	1st quarter 2021		once
			13t quarter 2021		once
	of question				
1st quarter 2				Further information	
6) Will jobs b	e eliminated in your company in 2021?				
	[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 o	of question				
1st quarter 2	021			Further information	
6) If yes: In w	what way will the workforce be reduced? (N	/lultiple answers possible)		in reference to sf_2021q1_6	
		[1] Yes			
		[1] ies			
	Promoting voluntary leaving				
No.	Name	Label	Survey period		Survey frequency
	(2024 4 S	elimination of any in 2021 (constant and constant and	4		
3.695)	sf_2021q1_6b	elimination of pos. in 2021 (way to reduce headcount): early retirement	1st quarter 2021		once
Wording o	of question				
1st quarter 2	021			Further information in reference to sf_2021q1_6	
6) If yes: In w	what way will the workforce be reduced? (N	Aultiple answers possible)			
		[1] Yes			
	Early retirement				
No.	Name	Label	Survey period		Survey frequency
3.696)	sf 2021q1 6c	elimination of pos. in 2021 (way to reduce headcount):	1st quarter 2021		once
	of question	regular retirement			
1st quarter 2				Further information in reference to sf_2021q1_6	
6) If yes: In w	what way will the workforce be reduced? (N	Aultiple answers possible)			
		[1] Yes			
	Regular retirement	[1] Yes			
	Regular retirement	[1] Yes			
No.	Regular retirement Name	[1] Yes	Survey period		Survey frequency
No.			Survey period 1st quarter 2021		Survey frequency once

Further information

1st quarter 2021





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	,		
	or question			
1st quarter	2021			Further information
	pinion, what challenges are to be expected	d in an upcoming restructuring?		
(Multiple ar	nswers possible)			
		[1] Yes		
	Successful redeployment of current			
	employees			
No.	Name	Label	Survey period	Survey frequency
	Home	Luber	Survey period	Salvey nequency
3.704)	sf_2021q1_7c	expected challenges with upcoming restructuring:	1st quarter 2021	once
3.704)	31_202141_70	coordination with works council	13t quarter 2021	once
Wording	of question			
1st quarter	2021			Further information
		1		
	pinion, what challenges are to be expected nswers possible)	a in an upcoming restructuring?		
		[1] Yes		
		[4]		
	Coordination with the works council			
No.	Name	Label	Survey period	Survey frequency
3.705)	sf_2021q1_7d	expected challenges with upcoming restructuring: diffi	cult 1st quarter 2021	once
		expected challenges with upcoming restructuring: diffi staff appraisals	1st quarter 2021	once
Wording	of question	expected challenges with upcoming restructuring; diffi staff appraisals	1st quarter 2021	
	of question	expected challenges with upcoming restructuring: diffi staff appraisals	1st quarter 2021	once Further information
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected	staff appraisals	1st quarter 2021	
Wording 1st quarter 7) In your o	of question	staff appraisals If in an upcoming restructuring?	cult 1st quarter 2021	
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected	staff appraisals	cult 1st quarter 2021	
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected	staff appraisals If in an upcoming restructuring?	cult 1st quarter 2021	
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected suswers possible)	staff appraisals If in an upcoming restructuring?	1st quarter 2021	
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected suswers possible)	staff appraisals If in an upcoming restructuring?	1st quarter 2021	
Wording 1st quarter 7) In your o	of question 2021 pinion, what challenges are to be expected suswers possible)	staff appraisals If in an upcoming restructuring?		
Wording 1st quarter 7) In your of Multiple ar	of question 2021 pinion, what challenges are to be expected systems possible) Difficult staff appraisals	staff appraisals d in an upcoming restructuring? [1] Yes	1st quarter 2021 Survey period	Further information
Wording 1st quarter 7) In your of Multiple ar	of question 2021 pinion, what challenges are to be expected by the system of the sys	staff appraisals d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring:	Survey period	Further information Survey frequency
Wording 1st quarter 7) In your of Multiple ar No.	of question 2021 2021 pipinion, what challenges are to be expected systems possible) Difficult staff appraisals Name Sf_2021q1_7e	d in an upcoming restructuring?		Further information
Wording 1st quarter 7) In your of Multiple ar No.	of question 2021 pinion, what challenges are to be expected by the system of the sys	staff appraisals d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring:	Survey period	Further information Survey frequency
Wording 1st quarter 7) In your of Multiple ar No.	of question 2021	staff appraisals d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring:	Survey period	Further information Survey frequency
Wording 1st quarter 77) in your or Multiple ar No. 83.706) Wording	of question 2021 2021 2021 2021 Difficult staff appraisals Name sf_2021q1_7e of question 2021	d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021	d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 2021 2021 2021 2021 Difficult staff appraisals Name sf_2021q1_7e of question 2021 2021	d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question o	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 2021 2021 2021 2021 Difficult staff appraisals Name sf_2021q1_7e of question 2021 2021	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question o	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question o	d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation d in an upcoming restructuring? [1] Yes	Survey period 1st quarter 2021	Further information Survey frequency once
Wording Ist quarter No. No. Wording Wording Ist quarter	of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected by the system of the system of the system of question o	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation	Survey period	Further information Survey frequency once
Wording Ist quarter In your or No. Wording Wording Wording Wording Wording Wording	of question 2021 pipinion, what challenges are to be expected systems possible) Difficult staff appraisals Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected systems possible) Maintain employee motivation	d in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation d in an upcoming restructuring? [1] Yes	Survey period 1st quarter 2021	Further information Survey frequency once
Wording Ist quarter In your or No. Wording Wording Wording Wording Wording Wording	of question 2021 pipinion, what challenges are to be expected systems possible) Difficult staff appraisals Name sf_2021q1_7e of question 2021 pipinion, what challenges are to be expected systems possible) Maintain employee motivation	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation I in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring:	Survey period 1st quarter 2021	Further information Survey frequency once
Wording Ist quarter Ist quarter No. No. Wording Wording Wording Wording Wording No. No.	of question 2021 2021 2021 2021 Difficult staff appraisals Name sf_2021q1_7e of question 2021 Maintain employee motivation Name sf_2021q1_7f	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation d in an upcoming restructuring? [1] Yes Label	Survey period 1st quarter 2021 Survey period	Further information Survey frequency once Further information
Wording Ist quarter Ist quarter No. No. Wording Wording Wording Wording Wording No. No.	of question 2021 pipinion, what challenges are to be expected systems possible) Difficult staff appraisals Name sf_2021q1_7e of question 2021 Maintain employee motivation Name	t in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring: maintain employee motivation I in an upcoming restructuring? [1] Yes Label expected challenges with upcoming restructuring:	Survey period 1st quarter 2021 Survey period	Further information Survey frequency once Further information



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	ng of question	restructuring planned			
wording	ig of question				
1st quarte	er 2021			Further information	
7) in your	er 2021 r opinion, what challenges are to be expe answers possible)	cted in an upcoming restructuring?		Further information	
7) in your	r opinion, what challenges are to be expe	cted in an upcoming restructuring?		Further information	

No.	Name	Label	Survey period	Survey frequency
3.709)	sf_2021q2_1	branche of company	2nd quarter 2021	once
14/li				
wording	of question			
2nd quarte	r 2021		Further informa	ition
1) To which	n branche do you assign your co	mpany (if you know the WZ-2008 number, please specify)?	
	Description:			

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
1) What per	centage of your total workforce	are		
	< 30 years ol	d:%		

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	g of question			
2nd quarte	er 2021			Further information
	ercentage of your total workforce a	are		
	30 – 40 years ol	d. 9		
	30 – 40 years or	u /º		

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 o	of question			

2nd quarter 2021

1) What percentage of your total workforce are...

Further information

		41 – 50 years old:%				
	No.	Name	Label	Survey period		Survey frequency
		(0004 0 5	proportion of workforce: age between 51 and 60	2 1 2024		
	3.713)	sf_2021q2_5d	proportion of workforce, age between 31 and 60	2nd quarter 2021		once
	Wording	of question				
	2nd quarter	2021			Further information	
	1) What per	centage of your total workforce are				
		51 – 60 years old:%				
	No.	Name	Label	Survey period		Survey frequency
	110.	Nume	Lubel	Survey period		Survey requeries
	3.714)	sf_2021q2_5e	proportion of workforce: age greater than 60	2nd quarter 2021		once
	Wording	of question				
	2nd quarter	2021			Further information	
	1) What per	centage of your total workforce are				
		> 60 years old:%				
	No.	Name	Label	Survey period		Survey frequency
	3.715)	sf_2021q2_6a	proportion of workforce: gender women	2nd quarter 2021		
		51_E0E1qE_00		Ziiu quarter 2021		once
	Wording	of question	•	znu quarter 2021		once
		of question		Ziiu quartei 2021	Further information	once
	2nd quarter	of question		Ziiu quarter 2021	Further information	once
	2nd quarter	of question		ziiu quartei zuz I	Further information	once
	2nd quarter	of question 2021 centage of your total workforce are		ziiu quartei zuz I	Further information	once
	2nd quarter	of question		ziiu quartei zuz I	Further information	once
	2nd quarter	of question 2021 centage of your total workforce are		ziiu quaitei zuzi	Further information	once
	2nd quarter	of question 2021 centage of your total workforce are		ziiu quartei zuz I	Further information	once
	2nd quarter	of question 2021 centage of your total workforce are	Label	Survey period	Further information	Survey frequency
_	2nd quarter 1) What per	of question 2021 centage of your total workforce are Women:%	Label	Survey period	Further information	Survey frequency
_	2nd quarter 1) What per	of question 2021 ccentage of your total workforce are Women:%			Further information	
_	2nd quarter 1) What per No. 3.716)	of question 2021 centage of your total workforce are Women:%	Label	Survey period	Further information	Survey frequency
_	2nd quarter 1) What per No. 3.716)	of question 2021 centage of your total workforce are Women:% Name sf_2021q2_6b of question	Label	Survey period	Further information Further information	Survey frequency
_	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	of question 2021 centage of your total workforce are Women:% Name sf_2021q2_6b of question	Label	Survey period		Survey frequency
_	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	Name sf_2021q2_6b of question	Label	Survey period		Survey frequency
	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	Name Sf_2021q2_6b of question 2021 Women:% Name sf_2021q2_6b of question 2021 centage of your total workforce are	Label	Survey period		Survey frequency
_	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	Name sf_2021q2_6b of question	Label	Survey period		Survey frequency
	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	Name Sf_2021q2_6b of question 2021 Women:% Name sf_2021q2_6b of question 2021 centage of your total workforce are	Label	Survey period		Survey frequency
	No. 3.716) Wording (2nd quarter 1) What per	Name Sf_2021q2_6b of question 2021 Women:% Men:%	Label proportion of workforce: gender men	Survey period 2nd quarter 2021		Survey frequency once
_	2nd quarter 1) What per No. 3.716) Wording (2nd quarter	Name Sf_2021q2_6b of question 2021 Women:% Name sf_2021q2_6b of question 2021 centage of your total workforce are	Label	Survey period		Survey frequency
_	No. No. 3.716) Wording (2nd quarter 1) What per	Name Sf_2021q2_6b State of your total workforce are	Label proportion of workforce: gender men	Survey period 2nd quarter 2021 Survey period		Survey frequency once Survey frequency
_	No. 3.716) Wording (2nd quarter 1) What per No. 3.717)	Name sf_2021q2_6b of question 2021 Women:% Name sf_2021q2_6b of question 2021 centage of your total workforce are Men:%	Label proportion of workforce: gender men	Survey period 2nd quarter 2021		Survey frequency once
_	No. 3.716) Wording (2nd quarter 1) What per No. 3.717)	Name Sf_2021q2_6b State of your total workforce are	Label proportion of workforce: gender men	Survey period 2nd quarter 2021 Survey period		Survey frequency once Survey frequency
_	No. 3.716) Wording (2nd quarter 1) What per No. 3.717)	Name \$f_2021q2_6b of question 2021 Women:% Name \$f_2021q2_6b of question 2021 Creentage of your total workforce are Men:%	Label proportion of workforce: gender men	Survey period 2nd quarter 2021 Survey period		Survey frequency once Survey frequency
_	No. 3.716) Wording (1) What per No. 2nd quarter 1) What per No. 2rd quarter 2nd quarter 2nd quarter	Name \$f_2021q2_6b of question 2021 Women:% Name \$f_2021q2_6b of question 2021 Creentage of your total workforce are Men:%	Label proportion of workforce: gender men	Survey period 2nd quarter 2021 Survey period	Further information	Survey frequency once Survey frequency

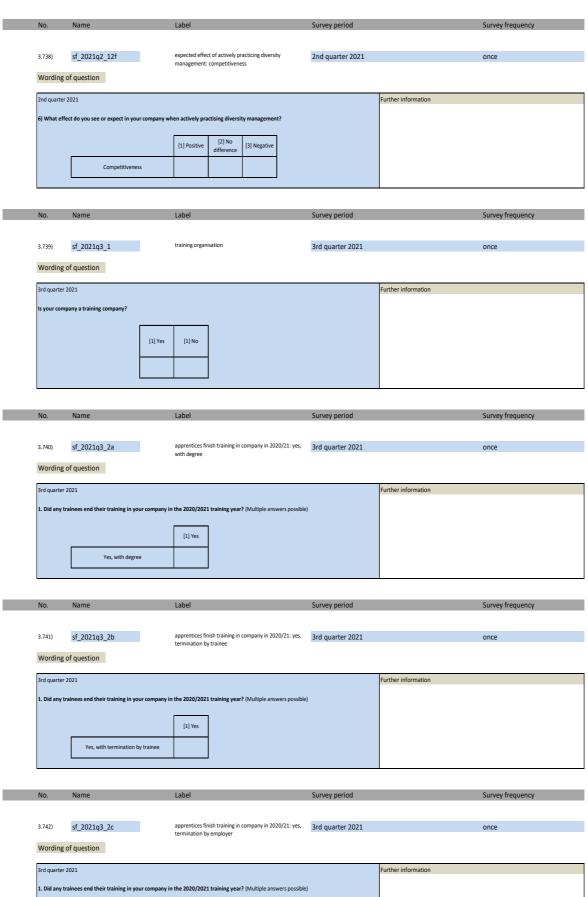
	Diverse:%				
No.	Name	Label	Survey period		Survey frequency
3.718)	sf_2021q2_7a	proportion of part-time workforce: gender women	2nd quarter 2021		once
	g of question		zna quarter 2021		once -
2nd quarte	r 2021			Further information	
1) What pe	ercentage of your total workforce are				
	Women in part-time:	%			
No.	Name	Label	Survey period	_	Survey frequency
2.740)	of 2024 v2 7h	proportion of part-time workforce: gender men	2-4		
3.719) Wording	sf_2021q2_7b g of question	proportion of part-time workforce, gender men	2nd quarter 2021		once
2nd quarte	r 2021			Further information	
1) What pe	ercentage of your total workforce are				
	Men in part-time:	%			
No.	Name	Label	Survey period		Survey frequency
3.720) Wording	sf_2021q2_7c g of question	proportion of part-time workforce: gender diverse	2nd quarter 2021		once
2nd quarte				Further information	
1) What pe	ercentage of your total workforce are				
	Diverse in part-time:	%			
No.	Name	Label	Survey period		Survey frequency
3.721) Wording	sf_2021q2_7aa g of question	proportion of part-time workforce in lead positions: gender women	2nd quarter 2021		once
2nd quarte	· · · · · · · · · · · · · · · · · · ·			Further information	
1) What pr	roportion of women in part-time work are	in leadership positions?			
	%				
	Name	Label	Survey period		Survey frequency
No.					
No.	4 2024 - 2 7h.	proportion of part time westfered in land and the	2-4		
3.722)	sf_2021q2_7bb	proportion of part-time workforce in lead positions: gender men	2nd quarter 2021		once
3.722)	g of question	proportion of part-time workforce in lead positions: gender men	2nd quarter 2021	Further information	once

No.	Name	Label				Survey period		Survey frequency
3.723)	sf_2021q2_7cc	proportion of	nart-time work	force in lead p	ositions:	2nd quarter 2021		once
		gender diverse		norce in read p	03(101)3.	2110 quarter 2021		once
Vording	of question							
2nd quarter	r 2021						Further information	
1) What pro	oportion of diverse empolyees in part-time w	ork are in lead	ership position	ns?				
	%							
No.	Name	Label				Survey period		Survey frequency
3.724)	sf_2021q2_8a	assessment of	variation/dive	rsity in workfor	ce regarding	2nd quarter 2021		once
3.724)	SI_2021q2_6a	internationalit	у	isky in workion	cc regarding	zna quarter 2021		once
Wording	of question							
2nd quarter	r 2021						Further information	
2) How do y	you rate the diversity of the following aspect	s in your workf	orce?					
		[1] High	[2] Medium	[3] Low	[4] None	1		
		[+]6	[E] Medidin	[5] 2511	[4] None	_		
	Internationality / Cultural Background]		
No.	Name	Label				Survey period		Survey frequency
IVO.	Name	Label				Survey period		Survey frequency
3.725)	sf_2021q2_8b	assessment of	variation/dive	rsity in workfor	ce regarding	2nd quarter 2021		once
		physical/ment	al limitat					
Wording	of question							
2nd quarter	r 2021						Further information	
) How do y	you rate the diversity of the following aspect	s in your workf	orce?					
		[1] High	[2] Medium	[3] Low	[4] None			
	Physical and / or mental limitations					1		
	(inclusion)					J		
No.	Name	Label				Survey period		Survey frequency
3.726)	sf_2021q2_8c	assessment of		rsity in workfor	ce regarding	2nd quarter 2021		once
Wording	of question	education bac	kgrouna					
wording	or question							
	- 2021						Further information	
2nd quarter	1 2021							
	you rate the diversity of the following aspect	s in your workf	orce?					
		s in your workf	orce?					
		s in your workfo	[2] Medium	[3] Low	[4] None]		
	you rate the diversity of the following aspect			[3] Low	[4] None]		
				[3] Low	[4] None			
	you rate the diversity of the following aspect			[3] Low	[4] None			
2) How do y	you rate the diversity of the following aspect	[1] High		[3] Low	[4] None	Survey period		Survey frequency
2) How do y	you rate the diversity of the following aspect			[3] Low	[4] None	Survey period		Survey frequency
2) How do y	you rate the diversity of the following aspect Educational background Name	[1] High	[2] Medium		[4] None			
N O.	you rate the diversity of the following aspect Educational background Name sf_2021q2_9a	[1] High	[2] Medium		[4] None	Survey period 2nd quarter 2021		Survey frequency
N O.	you rate the diversity of the following aspect Educational background Name	[1] High	[2] Medium		[4] None			
No.	Educational background Name sf_2021q2_9a of question	[1] High	[2] Medium		[4] None		Further information	
No. 3.727) Wording	Educational background Name sf_2021q2_9a of question	[1] High Label proportion of	[2] Medium		[4] None		Further information	

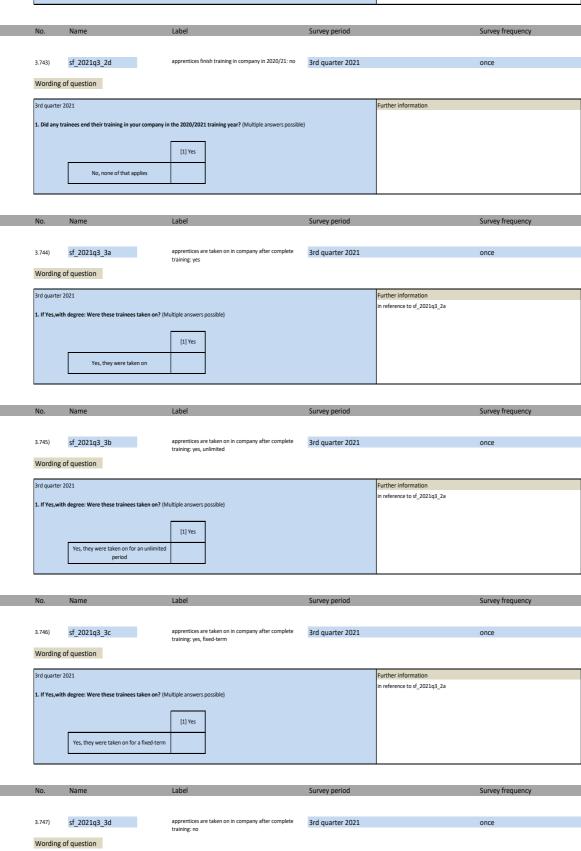
_											
	No.	Name			Label				Survey period		Survey frequency
	3.728)	sf_2021q2	_9b		working envir	onment (partia	ally) furnished b	arrier-free	2nd quarter 2021		once
	Wording o	of question									
	2nd quarter	2021								Further information	
	3b) Is the wo	orking environm	nent in your co	mpany (partia	lly) accessible?						
			[1] Yes	[2] No	[3] No, but						
			[-]	[2]	planned	-					
	No.	Name			Label				Survey period		Survey frequency
	3.729)	sf_2021q2	9c		company web	site (partially)	barrier-free (fo	r example	2nd quarter 2021		once
	Wording of	of question			simple langua	ge)			·		
	2nd quarter									Further information	
	3c) Is your co	ompany's websi	te (partially) a	ccessible (e.g.	"easy languag	e")?					
]					
			[1] Yes	[2] No	[3] No, but planned						
	No.	Name			Label				Survey period		Survey frequency
	3.730)	sf_2021q2	_10		few years	us on the topic	diversity comp	ared to last	2nd quarter 2021		once
		of question								I	
	2nd quarter	2021 the focus on div	arcity changed	in your comp	any compared	to the last yea	re?			Further information	
	ay now nas c		l l	your comp	1	I	.s. T		1		
		[1] less important	[2]	[3]	[4]	[5]	[6]	[7] more important			
									1		
	No.	Name			Label				Survey period		Survey frequency
	110.	Trume			Luber				Sarvey period		survey mequency
	3.731)	sf_2021q2	_11a		use of gender	-neutral langua	ige: external co	mmunication	2nd quarter 2021		once
	Wording o	of question									
	2nd quarter	2021								Further information	
	5) Is gender-	neutral languag	ge used in your	company?							
					[1] Yes	[2] No	[3] No, but planned				
		Exte	rnal communic	ation							
								_			
	No.	Name	-	-	Label	-	-	-	Survey period		Survey frequency
	3.732)	sf_2021q2	_11b		use of gender	-neutral langua	ige: internal co	mmunication	2nd quarter 2021		once
		of question									
	2nd quarter									Further information	
	5) Is gender-	neutral languag	ge used in your	company?							

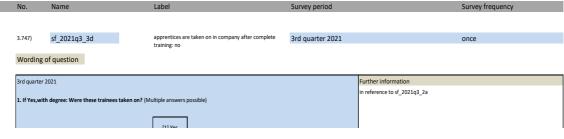
No.	Name	Label	Survey period	Survey frequency
3.733) Wording	sf_2021q2_12a	expected effect of actively practicing diversity management: access to professio	2nd quarter 2021	once
2nd quarte		when actively practising diversity management?	Further	information
	Access to professionals / talent	[1] Positive [2] No difference [3] Negative		
No.	Name	Label	Survey period	Survey frequency
3.734)	sf_2021q2_12b	expected effect of actively practicing diversity management: problem solving	2nd quarter 2021	once
2nd quarte		when actively practising diversity management?	Further	information
	Problem solving	[1] Positive [2] No difference [3] Negative		
No.	Name	Label	Survey period	Survey frequency
3.735)	Name sf_2021q2_12c g of question	expected effect of actively practicing diversity management: innovation	Survey period 2nd quarter 2021	once
3.735) Wording 2nd quarte	sf_2021q2_12c g of question er 2021	expected effect of actively practicing diversity	2nd quarter 2021	
3.735) Wording 2nd quarte	sf_2021q2_12c g of question er 2021	expected effect of actively practicing diversity management: innovation	2nd quarter 2021	once
3.735) Wording 2nd quarte	sf_2021q2_12c g of question er 2021 ffect do you see or expect in your company	expected effect of actively practicing diversity management: innovation when actively practising diversity management?	2nd quarter 2021	once
3.735) Wording 2nd quarte 6) What ef	sf_2021q2_12c g of question er 2021 ffect do you see or expect in your company Innovation and creativity	expected effect of actively practicing diversity management: innovation when actively practising diversity management? [1] Positive [2] No difference [3] Negative difference	2nd quarter 2021 Further	once
Wording 2nd quarte 6) What ef	sf_2021q2_12c g of question er 2021 Innovation and creativity Name sf_2021q2_12d g of question	expected effect of actively practicing diversity management: innovation when actively practising diversity management? [1] Positive [2] No difference [3] Negative difference Label	2nd quarter 2021 Further Survey period 2nd quarter 2021	once information Survey frequency
Wording Wording Wording Wording What ef	sf_2021q2_12c g of question er 2021 Innovation and creativity Name sf_2021q2_12d g of question	expected effect of actively practicing diversity management: innovation when actively practising diversity management? [1] Positive [2] No difference [3] Negative difference [4] Positive difference [4] Positive difference [5] Negative difference [5] Negative difference [6] Negative differenc	2nd quarter 2021 Further Survey period 2nd quarter 2021	once information Survey frequency once
Wording Wording No. No. 2.746 () What ef	sf_2021q2_12c g of question er 2021 Innovation and creativity Name sf_2021q2_12d g of question er 2021 ffect do you see or expect in your company sf_2021q2_12d graph of question er 2021 ffect do you see or expect in your company	expected effect of actively practicing diversity management: innovation when actively practising diversity management? [1] Positive [2] No [3] Negative difference [3] Negative difference expected effect of actively practicing diversity management: team spirit when actively practising diversity management? [1] Positive [2] No [3] Menative [4] Menative	2nd quarter 2021 Further Survey period 2nd quarter 2021	once information Survey frequency once
Wording 22nd quarte 6) What ef No. 22nd quarte 6) What ef	sf_2021q2_12c g of question er 2021 Innovation and creativity Name sf_2021q2_12d g of question er 2021 Team spirit	expected effect of actively practicing diversity management: innovation when actively practising diversity management? [1] Positive [2] No difference [3] Negative difference expected effect of actively practicing diversity management: team spirit when actively practising diversity management? [1] Positive [2] No difference [3] Negative difference [4] Negative	2nd quarter 2021 Further Survey period 2nd quarter 2021 Further	once Survey frequency once

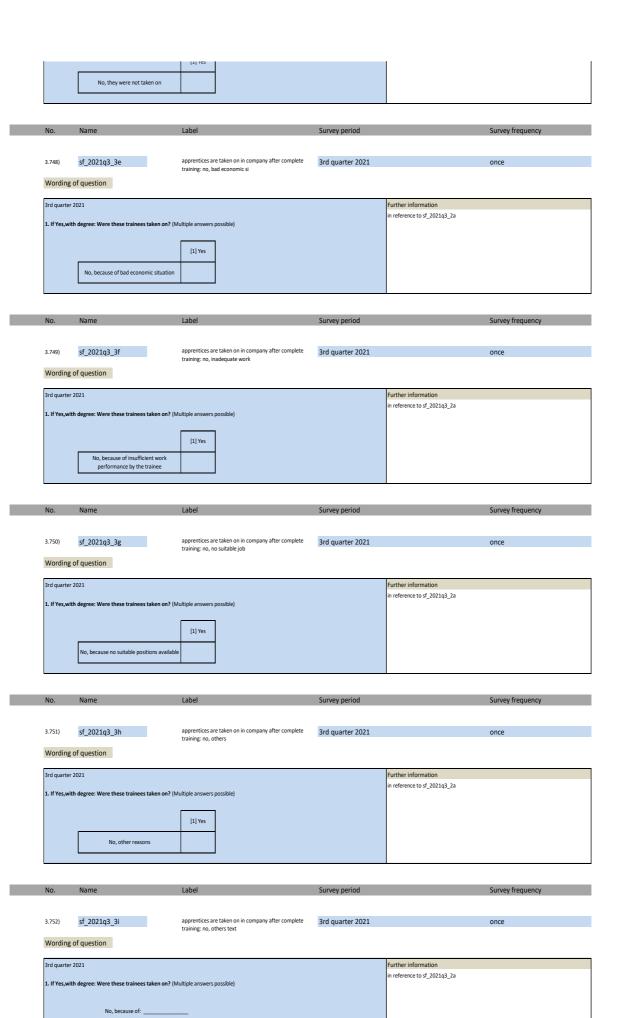


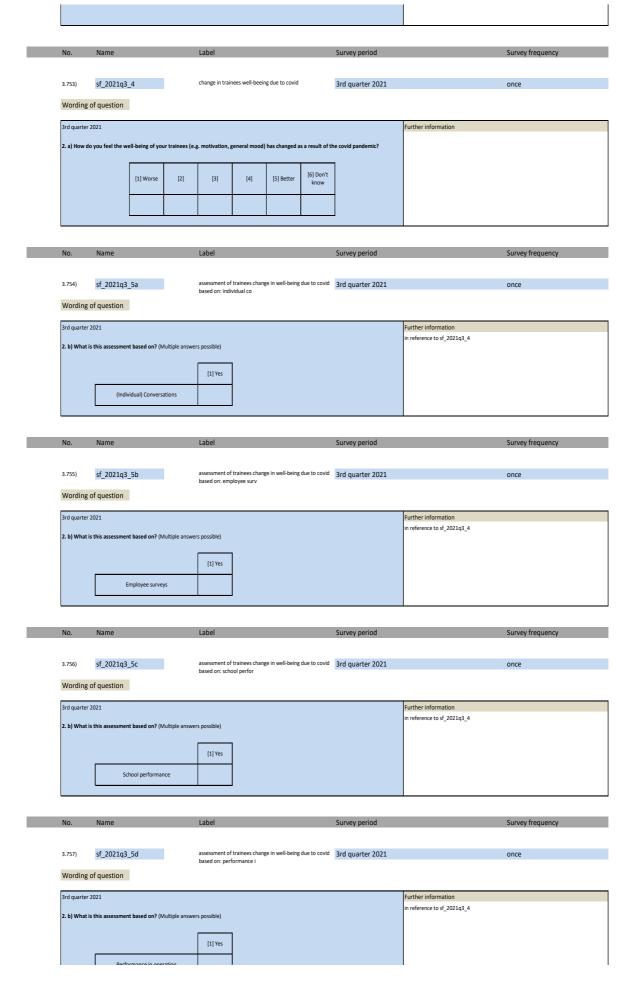




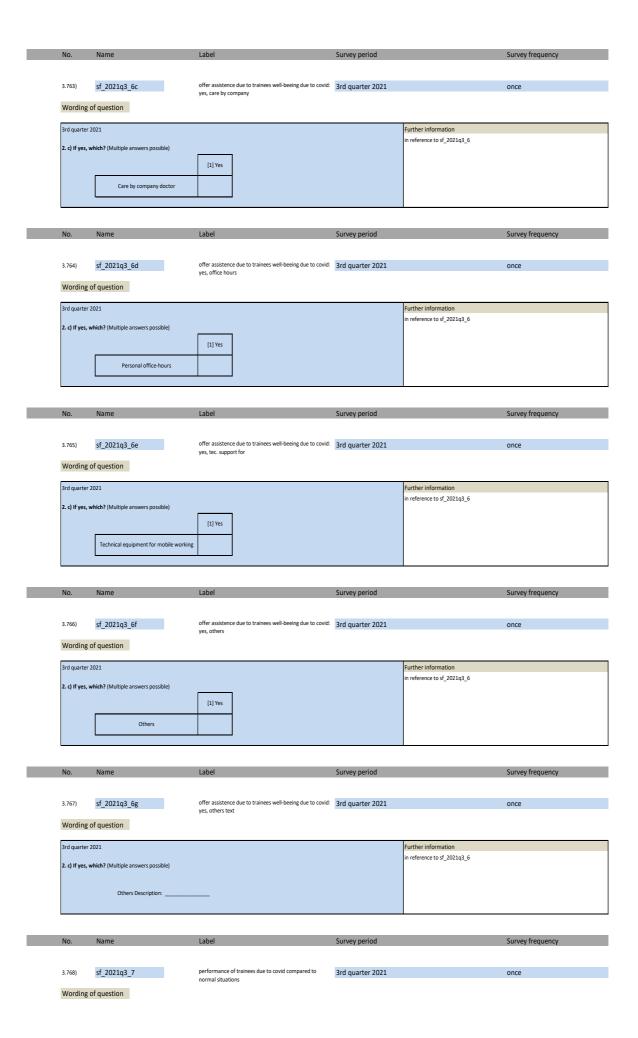








Survey period Survey frequency assessment of trainees change in well-being due to covid 3rd quarter 2021 sf_2021q3_5e 3.758) once based on: others Wording of question 3rd quarter 2021 Further information reference to sf_2021q3_4 2. b) What is this assessment based on? (Multiple answers possible) [1] Yes Others Survey frequency assessment of trainees change in well-being due to covid based on: others text sf_2021q3_5f once Wording of question 3rd quarter 2021 urther information in reference to sf_2021q3_4 2. b) What is this assessment based on? (Multiple answers possible) Others Description: _ No. Name sf_2021q3_6 offer assistence due to trainees well-beeing due to covid 3rd quarter 2021 once Wording of question 3rd quarter 2021 Further information 2. c) Did you offer special assistance (which would not have existed without the covid situation)? [1] Yes [1] No No. Name Survey period Survey frequency sf_2021q3_6a offer assistence due to trainees well-beeing due to covid: 3rd quarter 2021 3.761) yes, coaching Wording of question 3rd quarter 2021 Further information in reference to sf_2021q3_6 2. c) If yes, which? (Multiple answers possible) [1] Yes Coaching/mentoring programme Survey period No. Name Survey frequency sf_2021q3_6b offer assistence due to trainees well-beeing due to covid: 3rd quarter 2021 3.762) once yes, health offer Wording of question 3rd quarter 2021 Further information in reference to sf_2021q3_6 2. c) If yes, which? (Multiple answers possible) [1] Yes Health offer



3rd quarter 2021								Further information	
3. How do you think the posituations"?	erformance of yo	our trainees (pra	actical/theore	tical) will be a	iffected by the	covid pander	nic compared to "normal		
							7		
	[1] Worse	[2]	[3]	[4]	[5] Better	[6] Don't know			
						KIIOW			
No. Name		L	Label				Survey period		Survey frequency
3.769) sf_2021q	3 8	s	tart of trainee	es in your com	pany in 2021/2	2	3rd quarter 2021		once
Wording of question									
3rd quarter 2021								Further information	
4. a) Will there be or have	there been train	ees starting in y	our company	in the trainin	g year 2021/20	122?			
				[4] No, we	[5] No, we				
	[1] Yes, to the	[2] Yes, but	[3] Yes, but	were not able to fill any of					
	same extent as last year	more than I last year	less than last year	our apprenticeshi	new				
				p positions	ps this year				
No. Name		L	Label				Survey period		Survey frequency
3.770) sf_2021q:									once
	3_9		anneances in n	nding trainees			3rd quarter 2021		Office
Wording of question				nuing trainees			3rd quarter 2021		Office
				nuing trainees			3rd quarter 2021	Further information	onec
Wording of question				nuing trainees			3rd quarter 2021	Further information	Unic.
Wording of question 3rd quarter 2021				iuing daniees			3rd quarter 2021	Further information	one.
Wording of question 3rd quarter 2021				iung daniees			3rd quarter 2021	Further information	OHCC .
Wording of question 3rd quarter 2021		g new trainees?		iung daniees			3rd quarter 2021	Further information	Unite.
Wording of question 3rd quarter 2021		g new trainees?		uunig u dinees			3rd quarter 2021	Further information	· Control of the cont
Wording of question 3rd quarter 2021		g new trainees?		unii g u diness			3rd quarter 2021	Further information	Unite.
Wording of question 3rd quarter 2021 4. b) Did you have any diff		; new trainees?	[1] No	unii g a anieca				Further information	
Wording of question 3rd quarter 2021		; new trainees?		uniig a dinees			3rd quarter 2021 Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff	iculties in finding	2 new trainees?	[1] No	nding trainees				Further information	
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q:	iculties in finding	2 new trainees?	[1] No				Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question	iculties in finding	2 new trainees?	[1] No				Survey period		Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q:	iculties in finding	2 new trainees?	[1] No				Survey period	Further information Further information In reference to sf_2021q3_9	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question	iculties in finding	2 new trainees?	[1] No				Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	[1] Yes L	[1] No Label difficulties in fi	nding trainees			Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	g new trainees? [1] Yes d d [1]There were no	[1] No Label				Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	g new trainees? [1] Yes d d [1] There were no	[1] No Label difficulties in fi	nding trainees			Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	g new trainees? [1] Yes d d [1] There were no	[1] No Label difficulties in fi	nding trainees			Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	g new trainees? [1] Yes d d [1] There were no	[1] No Label difficulties in fi	nding trainees			Survey period	Further information	Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021	iculties in finding	[3] Yes [1] There were no applications of	[1] No Label difficulties in fi	nding trainees			Survey period	Further information	Survey frequency
No. Name 3.771) sf_2021q; Wording of question 3.771) sf_2021q; Wording of question 3rd quarter 2021 4. b) If Yes, why?	3_9a	[1] Yes L [1] There were no applications of the latest term of the la	[1] No Label [2] Lack of qualification of applicants	nding trainees	: reasons	stert	Survey period 3rd quarter 2021 Survey period	Further information	Survey frequency once Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021 4. b) If Yes, why? No. Name	3_9a	[1] Yes L [1] There were no applications of the latest term of the la	[1] No Label [2] Lack of qualification of applicants	nding trainees		s text	Survey period 3rd quarter 2021	Further information	Survey frequency once
No. Name 3.771) sf_2021q; Wording of question 3.771) sf_2021q; Wording of question 3rd quarter 2021 4. b) If Yes, why?	3_9a	[1] Yes L [1] There were no applications of the latest term of the la	[1] No Label [2] Lack of qualification of applicants	nding trainees	: reasons	s text	Survey period 3rd quarter 2021 Survey period	Further information	Survey frequency once Survey frequency
Wording of question 3rd quarter 2021 4. b) Did you have any diff No. Name 3.771) sf_2021q: Wording of question 3rd quarter 2021 4. b) If Yes, why? No. Name	3_9a	[1] Yes L [1] There were no applications of the latest term of the la	[1] No Label [2] Lack of qualification of applicants	nding trainees	: reasons	s text	Survey period 3rd quarter 2021 Survey period	Further information in reference to sf_2021q3_9	Survey frequency once Survey frequency once
No. Name 3.771) sf_2021q; Wording of question 3.771) sf_2021q; Wording of question No. Name 3.772) sf_2021q; Wording of question	3_9a	[1] Yes L [1] There were no applications of the latest term of the la	[1] No Label [2] Lack of qualification of applicants	nding trainees	: reasons	is text	Survey period 3rd quarter 2021 Survey period	Further information In reference to sf_2021q3_9	Survey frequency once Survey frequency once
No. Name 3.771) sf_2021q: Wording of question Wording of question 3rd quarter 2021 4. b) If Yes, why? No. Name 3.772) sf_2021q: Wording of question 3rd quarter 2021 4. b) If Yes, why?	3_9a	[1] Yes L [1] There were no applications of definitions of defini	[1] No Label [2] Lack of qualification of applicants	nding trainees	: reasons	s text	Survey period 3rd quarter 2021 Survey period	Further information in reference to sf_2021q3_9	Survey frequency once Survey frequency once

Survey frequency

No. Name Label

3.773)	st_2021q4_6	special training offers for employees with low level of education or vocational	4th quarter 2021	once
Wording	of question			
4th quarter	r 2021			Further information
6) Does you training?	ur company offer further training formats th	hat are specifically tailored to the needs of employees wit	th little schooling or vocational	
	[1] Yes	[1] No		
	[1]10	[z]NO		
No.	Name	Label	Survey period	Survey frequency
3.774)	sf_2021q4_9	development wages in 2022: total workforce	4th quarter 2021	once
144 P	6 11			
Wording	g of question			
4th quarter	r 2021			Further information
1) How do	you expect wages to change in your compa	ny in 2022? (in percent)		
		[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	4th quarter 2021	once
		percentage		
Wording	g of question			
4th quarter	r 2021			Further information
1) How do	you expect wages to change in your compa	ny in 2022? (in percent)		
	Wages of the total workforce increase b	y%		
No.	Name	Label	Survey period	Survey frequency
3.776)	sf_2021q4_10	development wages in 2022: unskilled employees	4th quarter 2021	once
Mording	of avection			
wording	g of question			
4th quarter	r 2021			Further information
1) How do	you expect wages to change in your compa	ny in 2022? (in percent)		
		[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 increa	ise 4th quarter 2021	once
		percentage		
Wording	g of question			
4th quarter	r 2021			Further information
1) How do	you expect wages to change in your compa	ny in 2022? (in percept)		
_, 40	,	,		
	Wages of unskilled employees increase	by%		
	Wages of unskilled employees increase	by%		
	Wages of unskilled employees increase	by%		

Wording	of question				
4th quarter 2	2021			Further information	
		20222/			
ı) How do y	ou expect wages to change in your compan	y in 2022? (in percent)			
		[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	leading fore increase percentag			
4th quarter 2	2021			Further information	
1) How do y	ou expect wages to change in your compan	y in 2022? (in percent)			
	Wages of professionals without management	mont functions increases by			
	Wages of professionals without manager	/s			
				1	
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 2	2021			Further information	
1) How do y	ou expect wages to change in your compan	y in 2022? (in percent)			
1) How do y	ou expect wages to change in your compan	y in 2022? (in percent)			
1) How do y	ou expect wages to change in your compan	y in 2022? (in percent) [1] decrease [2] no change [3] increase			
1) How do y	ou expect wages to change in your compan				
1) How do y					
1) How do y					
1) How do y			Survey period		Survey frequency
	Executives	[1] decrease [2] no change [3] increase	Survey period		Survey frequency
	Executives	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase	Survey period 4th quarter 2021		Survey frequency once
No. 3.781)	Executives	[1] decrease [2] no change [3] increase			
No. 3.781) Wording (Executives Name sf_2021q4_12a of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase		Franker inf	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (Executives Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage		Further information	
No. 3.781) Wording (4th quarter : 1) How do y	Name sf_2021q4_12a of question 2021 Wages of executives increase by	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage sy in 2022? (in percent)	4th quarter 2021	Further information	once
No. 3.781) Wording (4th quarter : 1) How do y	Name sf_2021q4_12a of question 2021 Wages of executives increase by	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage sy in 2022? (in percent)	4th quarter 2021 Survey period	Further information	once
No. 3.781) Wording (4th quarter : 1) How do y No.	Name sf_2021q4_12a of question 2021 Ou expect wages to change in your compan Wages of executives increase by	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) %	4th quarter 2021 Survey period	Further information	once Survey frequency
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782)	Name sf_2021q4_12a of question 2021 Wages of executives increase by Name sf_2021q4_13 of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) %	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter : 1) How do y No.	Name sf_2021q4_12a of question 2021 Wages of executives increase by Name sf_2021q4_13 of question	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) %	4th quarter 2021 Survey period	Further information Further information	once Survey frequency
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782) Wording (4th quarter 2	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) %	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782) Wording (4th quarter 2	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021 portion of your workforce would be affected	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage ly in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782) Wording (4th quarter 2	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage ly in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782) Wording (4th quarter 2	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021 portion of your workforce would be affected	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage ly in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter: 1) How do y No. 3.782) Wording (4th quarter: 2) What pro	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021 portion of your workforce would be affected.	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage and by an increase in the minimum wage to 12 euros?	4th quarter 2021 Survey period 4th quarter 2021		Survey frequency once
No. 3.781) Wording (4th quarter 2 1) How do y No. 3.782) Wording (4th quarter 2	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021 portion of your workforce would be affected	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage ly in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage	4th quarter 2021 Survey period		once Survey frequency
No. 3.781) Wording (4th quarter: 1) How do y No. 3.782) Wording (4th quarter: 2) What pro	Name sf_2021q4_12a of question 2021 ou expect wages to change in your compan Wages of executives increase by Name sf_2021q4_13 of question 2021 portion of your workforce would be affected.	[1] decrease [2] no change [3] increase Label development wages in 2022: executives increase percentage by in 2022? (in percent) % Label percentage of workforce affected by 12 euro min. wage and by an increase in the minimum wage to 12 euros?	Survey period Survey period Survey period		Survey frequency once

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4th quarter 20	021						Further information
2) How suitab		to be for deali	na with the ch	ortago of chille	d workows		
s) now suitat	ole do you consider the following measure:	to be for deall	ng with the sh	ortage of skille	a workers?		
		[0] No	[1] Low	[2] Medium	[3] High		
		suitability	suitability	suitability	suitability		
	Faciliating the immigration of skilled						
	workers, for example by reducing bureaucracy						
				•			
No.	Name	Label				Survey period	Survey freque
3.784)	sf_2021q4_14b	suitability for retirement ag	combating sho e	rt. of profession	nals: increase	4th quarter 2021	once
Wording o	f question						
41	224						Fundamental and American
4th quarter 20	021						Further information
3) How suitab	ole do you consider the following measure	to be for deali	ng with the sh	ortage of skille	d workers?		
		(O) N =	[4]	(2) 84-4:	(a) usah	1	
		[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability		
	Increasing the retirement age						
	mercasing the retirementage]	
No.	Name	Label	-		-	Survey period	Survey freque
110.	Turne .	Luber				Survey period	Salvey medic
3.785)	sf_2021q4_14c	suitability for	combating sho	rt. of profession	nals: increase	4th quarter 2021	once
		compatibility	of fam			Till quarter 2021	S.i.e.
Wording o	f question						
4th quarter 20	021						Further information
3) How suitab	ole do you consider the following measure	to be for deali	ng with the sh	ortage of skille	d workers?		
-,	•					_	
		[0] No	[1] Low	[2] Medium	[3] High		
		[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability		
	Increasing the compatibility of family and work						
No.						Survey period	Survey freque
No.	work	suitability				Survey period	Survey freque
	work	Label suitability for	suitability combating sho	suitability rt. of profession	suitability	Survey period 4th quarter 2021	Survey freque once
3.786)	work Name sf_2021q4_14d	suitability	suitability combating sho	suitability rt. of profession	suitability		
3.786) Wording o	Name sf_2021q4_14d f question	Label suitability for	suitability combating sho	suitability rt. of profession	suitability		once
3.786)	Name sf_2021q4_14d f question	Label suitability for	suitability combating sho	suitability rt. of profession	suitability		
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question	Label suitability for expansion of s	suitability combating sho upport progra	suitability rt. of profession ms	suitability hals:		once
3.786) Wording o 4th quarter 20	work Name sf_2021q4_14d f question	Label suitability for expansion of s	suitability combating sho cupport progra	suitability rt. of profession ms	suitability hals:		once
3.786) Wording o 4th quarter 20	work Name sf_2021q4_14d f question	Label suitability for expansion of s	suitability combating sho upport progra	suitability rt. of profession ms	suitability hals:		once
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question 221 221 221 221 232 233 234 235 236 237 238 238 238 238 238 238 238	Label suitability for expansion of s	combating sho	rt. of profession ortage of skille	suitability hals: d workers?		once
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Employment Agency (Bundesagentur für	Label suitability for expansion of s	combating sho	rt. of profession ortage of skille	suitability hals: d workers?		once
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question 221 ble do you consider the following measure: The support programmes of the Federal	Label suitability for expansion of s	combating sho	rt. of profession ortage of skille	suitability hals: d workers?		once
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Employment Agency (Bundesagentur für	Label suitability for expansion of s	combating sho	rt. of profession ortage of skille	suitability hals: d workers?		once
3.786) Wording o 4th quarter 2t	Name sf_2021q4_14d f question 221 Die do you consider the following measure: The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded	suitability Label suitability for expansion of s to be for deali	combating sho	rt. of profession ortage of skille	suitability hals: d workers?	4th quarter 2021	once Further information
3.786) Wording o 4th quarter 20	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Employment Agency (Bundesagentur für	Label suitability for expansion of s	combating sho	rt. of profession ortage of skille	suitability hals: d workers?		once
3.786) Wording o 4th quarter 2t	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name	Label suitability for expansion of s to be for deali	combating sho support progra	rt. of profession ms ortage of skille [2] Medium suitability	suitability hals: d workers? [3] High suitability	4th quarter 2021 Survey period	Further information Survey freque
3.786) Wording o 4th quarter 2(3) How suitat	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e	Label suitability for expansion of s to be for deali	combating sho upport progra ng with the sh [1] Low suitability	rt. of profession ms ortage of skille [2] Medium suitability	suitability hals: d workers? [3] High suitability	4th quarter 2021	once Further information
3.786) Wording o 4th quarter 2i 3) How suitat	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e	Label suitability for expansion of s to be for deali [0] No suitability Label	combating sho upport progra ng with the sh [1] Low suitability	rt. of profession ms ortage of skille [2] Medium suitability	suitability hals: d workers? [3] High suitability	4th quarter 2021 Survey period	Further information Survey freque
3.786) Wording o 4th quarter 2(3) How suitat	Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e f question	Label suitability for expansion of s to be for deali [0] No suitability Label	combating sho upport progra ng with the sh [1] Low suitability	rt. of profession ms ortage of skille [2] Medium suitability	suitability hals: d workers? [3] High suitability	4th quarter 2021 Survey period	Further information Survey freque
3.786) Wording o 4th quarter 2(Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e f question	suitability Label suitability for expansion of s to be for deali [0] No suitability Label suitability for attractiveness	combating sho upport progra	rt. of profession ms ortage of skille [2] Medium suitability rt. of profession	suitability nals: d workers? [3] High suitability hals: increase	4th quarter 2021 Survey period	Further information Survey freque
3.786) Wording o 4th quarter 2(Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e f question 221	suitability Label suitability for expansion of s to be for deali [0] No suitability Label suitability for attractiveness	combating sho upport progra	rt. of profession ms ortage of skille [2] Medium suitability rt. of profession	suitability nals: d workers? [3] High suitability hals: increase	4th quarter 2021 Survey period	Further information Survey freque
3.786) Wording o 4th quarter 2(Name sf_2021q4_14d f question 221 The support programmes of the Federal Employment Agency (Bundesagentur für Arbeit) should be expanded Name sf_2021q4_14e f question 221	suitability Label suitability for expansion of s to be for deali [0] No suitability Label suitability for attractiveness	combating sho upport progra	rt. of profession ms ortage of skille [2] Medium suitability rt. of profession	suitability nals: d workers? [3] High suitability hals: increase	4th quarter 2021 Survey period	Further information Survey freque

No.	Name	Label	Survey period	Survey frequency

Wording o			ortage occupat	i		4th quarter 2021		
	of question							
4th quarter 2	2021						Further information	
3) How suita	ble do you consider the following meas	ures to be for deal	ing with the sh	ortage of skille	d workers?			
		[0] No	[1] Low	[2] Medium	[3] High]		
	Promote shortage occupations mor	suitability	suitability	suitability	suitability	-		
	strongly (e.g. in schools)							
No.	Name	Label				Survey period		Survey frequency
3.789)	sf_2021q4_14g	suitability for text	combating sho	rt. of profession	nals: others	4th quarter 2021		once
Wording o	of question	text						
4th quarter 2	2021						Further information	
3) How suita	ble do you consider the following meas	ures to be for deal	ing with the sh	ortage of skille	d workers?			
	Others Description:							
No.	Name	Label				Survey period		Survey frequency
3.790)	sf_2021q4_14h	suitability for	combating sho	rt. of profession	nals: others	4th quarter 2021		once
Wording o	of question							
4th quarter 2	2021						Further information	
3) How suita	ble do you consider the following meas	ures to be for deal	ing with the sh	ortage of skille	d workers?			
						1		
		[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability			
	Others	[0] No suitability	[1] Low suitability	[2] Medium suitability	[3] High suitability			
	Others							
No		suitability				Survey period		Superfrequency
No.	Others	suitability	suitability	suitability	suitability	Survey period		Survey frequency
No.		suitability	suitability	suitability	suitability	Survey period 4th quarter 2021		Survey frequency once
3.791) Wording o	Name sf_2021q4_15 of question	suitability Label most importa	suitability	suitability	suitability			
3.791) Wording C	Name sf_2021q4_15 of question	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording C	Name sf_2021q4_15 of question	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording C	Name sf_2021q4_15 of question 2021 siness perspective, what is the most implementations and the state of	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording C	Name sf_2021q4_15 of question	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording C	Name sf_2021q4_15 of question 2021 siness perspective, what is the most implementations and the state of	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording C	Name sf_2021q4_15 of question 2021 siness perspective, what is the most implementations and the state of	Label most importate point of view	suitability nt task of new	suitability government fro	suitability		Further information	
3.791) Wording of the quarter 2 4) From a bu Nr.	Name sf_2021q4_15 of question 2021 Description: Name	Label most importate point of view portant task for the	nt task of new	government fro	suitability	4th quarter 2021 Survey period	Further information	once Survey frequency
3.791) Wording c 4th quarter 2 4) From a bu Nr.	Name sf_2021q4_15 of question 2021 Description: Name sf_2022q1_1a	Label most importate point of view portant task for the	suitability nt task of new	government fro	suitability	4th quarter 2021	Further information	once
3.791) Wording C 4th quarter 2 4) From a bu Nr. 3.792) Wording C	Name sf_2021q4_15 of question 2021 Description: Name sf_2022q1_1a of question	Label most importate point of view portant task for the	nt task of new	government fro	suitability	4th quarter 2021 Survey period		once Survey frequency
3.791) Wording c 4th quarter 2 4) From a bu Nr. 3.792) Wording c	Name sf_2021q4_15 of question 2021 Description: Name sf_2022q1_1a of question	Label most importate point of view cortant task for the cortant task f	nt task of new	government fro	suitability	4th quarter 2021 Survey period	Further information Further information	once Survey frequency
3.791) Wording c 4th quarter 2 4) From a bu Nr. 3.792) Wording c	Name sf_2021q4_15 of question Description: Name sf_2022q1_1a of question	Label most importate point of view cortant task for the cortant task f	nt task of new e new federal p	government fro	suitability om companys	4th quarter 2021 Survey period 1st quarter 2022		once Survey frequency
3.791) Wording c 4th quarter 2 4) From a bu Nr. 3.792) Wording c	Name sf_2021q4_15 of question 2021 Description: Name sf_2022q1_1a of question 022 e Omikron Corona variant impact your of	Label most importate point of view cortant task for the cortant task f	nt task of new e new federal plans? [3] no, perss changes inc.	government fro	suitability om companys	4th quarter 2021 Survey period		once Survey frequency

Nr.	Name	Label				Survey period		Survey frequency	
2 702)	£ 2022 4 41	duo to amikro	n cnocial moac	uros					
3.793)	sf_2022q1_1b	due to omikro	n speciai meas	ures		1st quarter 2022		once	
1st quarter	of question						Further information		
	you taken any special measures due to omik	ron?					rurtier information		
Nr.	Name	Label				Survey period		Survey frequency	
3.794)	sf_2022q1_2a	importance of	channels for a	dvertising vaca	ancies in	1st quarter 2022		once	
	of question	company: inte				13t quarter 2022		Office	
1st quarter	<u> </u>						Further information		
	nce of following channels for advertising vac	ancies in compa	ny: Internal jol	b advertiseme	nt				
		[1] great	[2] medium	[3] low	[4] no use				
	Internal job advertisement								
Nr.	Name	Label				Survey period		Survey frequency	
2 705)		importance of				1-1		once	
3.795)	sf_2022q1_2b			dvertising vaca	ancies in	1st quarter 2022		Unice	
	of question	company: exte		dvertising vaca	ancies in	1st quarter 2022		once	
	of question			dvertising vaca	ancies in	1st quarter 2022	Further information	Unite	
Wording 1st quarter	of question	company: exte	ern			1st quarter 2022	Further information	once	
Wording 1st quarter	of question	company: exte	ern			1st quarter 2022	Further information	once	
Wording 1st quarter	of question 2022 nce of following channels for advertising vac	company: exte	ny: External jo	b advertiseme	ent	1st quarter 2022	Further information	once .	
Wording 1st quarter	of question	company: exte	ny: External jo	b advertiseme	ent	1st quarter 2022	Further information	Unce	
Wording 1st quarter 2) Importar	of question 2022 nce of following channels for advertising vac External job advertisement	ancies in compa	ny: External jo	b advertiseme	ent		Further information		
Wording 1st quarter	of question 2022 nce of following channels for advertising vac	company: exte	ny: External jo	b advertiseme	ent	Survey period	Further information	Survey frequency	
Wording 1st quarter 2) Importar	of question 2022 nce of following channels for advertising vac External job advertisement	ancies in compa	ny: External jo [2] medium	b advertiseme	[4] no use		Further information		
Wording 1st quarter 2) Importar Nr. 3.796)	of question 2022 nce of following channels for advertising vac External job advertisement Name	ancies in compa [1] great Label importance of	ny: External jo [2] medium	b advertiseme	[4] no use	Survey period	Further information	Survey frequency	
Wording Ist quarter 2) Importar Nr. 3.796) Wording	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name sf_2022q1_2c of question 2022	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium if channels for a ruitment	(3) low	[4] no use	Survey period	Further information	Survey frequency	
Wording 1st quarter 2) Important Nr. 3.796) Wording	of question 2022 nce of following channels for advertising vac External job advertisement Name sf_2022q1_2c of question	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium if channels for a ruitment	(3) low	[4] no use	Survey period		Survey frequency	
Wording Ist quarter 2) Importar Nr. 3.796) Wording	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name sf_2022q1_2c of question 2022	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium if channels for a ruitment	(3) low	[4] no use	Survey period		Survey frequency	
Wording 1st quarter 2) Importar Nr. 3.796) Wording	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name sf_2022q1_2c of question 2022	ancies in compa	ny: External jo [2] medium i channels for a ny: Recruitment	b advertiseme [3] low divertising vaca	[4] no use	Survey period		Survey frequency	
Wording 1st quarter 2) Importar Nr. 3.796) Wording	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name Sf_2022q1_2c of question 2022 nce of following channels for advertising vacuation	ancies in compa	ny: External jo [2] medium i channels for a ny: Recruitment	b advertiseme [3] low divertising vaca	[4] no use	Survey period		Survey frequency	
Nr. Nr. 3.796) Wording 1st quarter 2) Importar	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name sf_2022q1_2c of question 2022 Ince of following channels for advertising vacuation Recruitment	ancies in compa	ny: External jo [2] medium i channels for a ny: Recruitment	b advertiseme [3] low divertising vaca	[4] no use	Survey period 1st quarter 2022		Survey frequency once	
Vording 1st quarter 2) Important Nr. 3.796) Wording	of question 2022 Ince of following channels for advertising vacuation External job advertisement Name Sf_2022q1_2c of question 2022 nce of following channels for advertising vacuation	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium i channels for a ny: Recruitment	b advertiseme [3] low divertising vaca	[4] no use	Survey period		Survey frequency	
Wording 1st quarter 2) Importar Nr. 3.796) Wording 1st quarter 2) Importar Nr. 3.797)	External job advertisement Name sf_2022q1_2c of question Recruitment Name sf_2022q1_2d	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium channels for a ny: Recruitment [2] medium	b advertiseme [3] low dvertising vaca	[4] no use	Survey period 1st quarter 2022		Survey frequency once	
Nr. 3.796) Wording 1st quarter 2) Importar Nr. 3.797) Wording	ence of following channels for advertising vaccing statement External job advertisement Name sf_2022q1_2c of question 2022 Recruitment Name sf_2022q1_2d of question	ancies in compa [1] great Label importance of company: reci	ny: External jo [2] medium channels for a ny: Recruitment [2] medium	b advertiseme [3] low dvertising vaca	[4] no use	Survey period 1st quarter 2022 Survey period	Further information	Survey frequency once Survey frequency	
Nr. 3.796) Wording 1st quarter 2) Importar Nr. 3.797) Wording 1st quarter	External job advertisement Name sf_2022q1_2c of question Recruitment Name sf_2022q1_2d of question 2022	ancies in compa [1] great Label importance of company: reci	rny: External jo [2] medium i channels for a are ruitment [2] medium	b advertiseme [3] low dvertising vaca	[4] no use	Survey period 1st quarter 2022 Survey period		Survey frequency once Survey frequency	
Nr. 3.796) Wording 1st quarter 2) Importar Nr. 3.797) Wording 1st quarter	ence of following channels for advertising vaccing statement External job advertisement Name sf_2022q1_2c of question 2022 Recruitment Name sf_2022q1_2d of question	ancies in compa [1] great Label importance of company: reci	rny: External jo [2] medium i channels for a are ruitment [2] medium	b advertiseme [3] low dvertising vaca	[4] no use	Survey period 1st quarter 2022 Survey period	Further information	Survey frequency once Survey frequency	

Nr.	Name	Label				Survey period	Survey frequency
		:	f -hl- f			1st quarter 2022	
3.798)	3.798) Sf_2022q1_2e importance of channels for advertising vacancies in company: active sourcing						once
Wording o	f question						
1st quarter 20	022					Further information	
2) Importance	e of following channels for advertising vaca	ancies in compa	ınv: Active Sou	rcina*			*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 career network	f active sourcin rks	g tools for recr	uitments:	1st quarter 2022	once
Wording o	f question						
1st quarter 20	022						Further information
	e of following active sourcing tools for recr	uitmants (with	out trainees):	areer network	/c		
5) Importance	e or rollowing active sourcing tools for reci-	unanents (with	out trainees). t	areer network	G	_	
		[0] no use	[1] low	[2] medium	[3] high		
		[0] IIO use	[1] IOW	[2] mediam	[5] IIIGII		
	career networks						
Nr.	Name	Label				Survey period	Survey frequency
3.800)	sf_2022q1_3b	importance of social media of	f active sourcing channels	g tools for recr	uitments:	1st quarter 2022	once
Wording o	f question						
1st quarter 20	022						Further information
	e of following active sourcing tools for recr	uitmonts (with	out trainoach	ocial modia ch	annole		
5) Importanti	e or ronowing active sourcing tools for reci	uitinents (with	out trainees). s	ociai illeula cii	iaimeis	_	
		[0] no use	[1] low	[2] medium	[3] high		
		[U] IIU use	[1] IOW	[2] medium	[5] IIIgii		
	social media channels						
						J	
Nr.	Name	Label				Survey period	Survey frequency
3.801)	sf_2022q1_3c		f active sourcing tions from emp		uitments:	1st quarter 2022	once
Wording o	f question						
1st quarter 20	022						Further information
	e of following active sourcing tools for recr	uitmonts (with	out trainoach	rocommondati	ans from amn	lavoor	
5) Importance	e or rollowing active sourcing tools for reci-	unanents (with	out trainees). I	ecommendati	ons from emp	_	
		[0] no use	[1] low	[2] medium	[3] high		
		[0] no use	[1] IOW	[2] mediam	[5] IIIGII		
	recommendations from employees						
		-		l .		•	
Nr.	Name	Label				Survey period	Survey frequency
3,802) of 2022n1 3rd importance of active sourcing tools for recruitments:							
3.802)	3.802) sf_2022q1_3d importance of active sourcing tools for recruitments: cooperation with schools/universities						once
3.802) Wording o					uitments:	1st quarter 2022	once

3) Importance	of following active sourcing tools for recru	itments (with	out trainees): c	cooperation wi	th schools/uni	ıniversi	sities	
		[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 o	f active sourcin	ng tools for recr	uitments:	1st quarter 2022		once
		career fairs		•		13t quarter 2022		Office
Wording	g of question							
lst quarter	r 2022						Further information	
) Importa	nnce of following active sourcing tools for re	cruitments (with	out trainees):	career fairs				
		(2)		f=1 h	f=11			
		[0] no use	[1] low	[2] medium	[3] high			
	career fairs							
						<u>.</u>		
Vr.	Name	Label				Survey period		Survey frequency
3.804)	sf_2022q1_3f		f active sourcin	ng tools for recr	uitments:	1st quarter 2022		once
	g of question	others						
st quarte							Further information	
) Importa	nce of following active sourcing tools for re	cruitments (with	out trainees):	others				
		[0] no use	[1] low	[2] medium	[3] high			
		[0]	[-]	[2]	[-16			
	others							
	others							
۷r.		Label				Survey period		Survey frequency
Nr.	others	Label				Survey period		Survey frequency
		importance o	f active sourcin	ng tools for recr	uitments:	Survey period 1st quarter 2022		Survey frequency
3.805)	Name		f active sourcin	ng tools for recr	uitments:			
3.805) Wording	Name sf_2022q1_3g g of question	importance o	f active sourcin	ng tools for reco	uitments:		Further information	
8.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
.805) Wording	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording Ust quarter B) Importa	Name sf_2022q1_3g g of question	importance or others text			uitments:		Further information	
8.805) Wording Ust quarter B) Importa	Name sf_2022q1_3g g of question r 2022 unce of following active sourcing tools for re	importance o others text			uitments:	1st quarter 2022	Further information	once
Wording Ust quarter (I) Importa	Name sf_2022q1_3g g of question r 2022 unce of following active sourcing tools for re	importance of others text	out trainees): (1st quarter 2022	Further information	once
Wording Wording Ust quarter White the state of the state	Name sf_2022q1_3g g of question r 2022 ance of following active sourcing tools for re	importance o others text cruitments (with	out trainees): (others text		1st quarter 2022 Survey period	Further information	once Survey frequency
Wording Ust quarter Wording Wording Wording Wording	Name sf_2022q1_3g g of question r 2022 unce of following active sourcing tools for re Name sf_2022q1_3h g of question	importance o others text cruitments (with	out trainees): (others text		1st quarter 2022 Survey period	Further information Further information	once Survey frequency
Wording Wording Wording Wording Wording Wording	Name sf_2022q1_3g g of question r 2022 unce of following active sourcing tools for re Name sf_2022q1_3h g of question	importance or others text cruitments (with Label importance or trainees: care	out trainees): (f active sourciner networks	others text ng tools for recr		1st quarter 2022 Survey period		once Survey frequency
Lst quarter Wording	Name sf_2022q1_3g g of question r 2022 Name sf_2022q1_3h g of question	importance or others text cruitments (with Label importance or trainees: care	out trainees): (f active sourciner networks	others text ng tools for recr		1st quarter 2022 Survey period		once Survey frequency
Wording Wording Wording Wording Wording Wording	Name sf_2022q1_3g g of question r 2022 Name sf_2022q1_3h g of question	importance or others text cruitments (with Label importance or trainees: care	out trainees): (f active sourciner networks	others text ng tools for recr		1st quarter 2022 Survey period		once Survey frequency
Wording Wording Wording Wording Wording Wording	Name sf_2022q1_3g g of question r 2022 Name sf_2022q1_3h g of question	importance of others text cruitments (with Label importance of trainees: care	out trainees): of active sourciner networks	others text ng tools for recru	uitments	1st quarter 2022 Survey period		once Survey frequency

N	Nr.	Name	Label	Survey period	Survey frequency
3.	3.807)	sf_2022q1_3i	importance of active sourcing tools for recruitments	1st quarter 2022	once

Wording of question

1st quarter 2022				
3) Importance of following active sourcing tools for recru	uitments of trai	nees: social m	edia channels	
, , ,				
	[0] no use	[1] low	[2] medium	[3] high
	[4]	[-]	[2]	[-]
social media channels				
				l

			[1] low	[2] medium	[3] high			
	social media channels							
Nr.	Name	Label				Survey period		Survey frequency
3.808)				g tools for recri rom employee		1st quarter 2022		once
Wording o	of question							
1st quarter 20	022						Further information	
3) Importano	ce of following active sourcing tools for recru	itments of trai	nees: recomm	endations from	n employees			
]		
		[0] no use	[1] low	[2] medium	[3] high			
	recommendations from employees							
						•		
Nr.	Name	Label				Survey period		Survey frequency
141.	Hunte	Laber				Jurvey periou		Survey frequency
3.809)				g tools for recri		1st quarter 2022		once
Wording o	of question	traniees. coop	eradon widi si	iloois/ulliversit	ies			
1st quarter 20	022						Further information	
	e of following active sourcing tools for recru	itments of trai	nees: coopera	tion with scho	ols/universitie	es		
				ı		1		
		[0] no use	[1] low	(2)	[2] [:-]			
		[0]	[1] IUW	[2] medium	[3] high			
	cooperation with schools/universities	(6)	[1] low	[2] medium	[5] nign			
	cooperation with schools/universities	[15]	[1] IOW	[2] meaium	[5] nign			
	cooperation with schools/universities	(5, 10.00)	(I) low	[2] medium	[5] nign	-		
Nr.	cooperation with schools/universities	Label	[1] IOW	[2] medium	[5] mgn	Survey period		Survey frequency
	Name	Label						
3.810)	Name sf_2022q1_3l	Label	active sourcin	g tools for recru		Survey period 1st quarter 2022		Survey frequency once
3.810) Wording o	Name sf_2022q1_3l of question	Label importance of	active sourcin					
3.810) Wording o	Name sf_2022q1_3l of question 022	Label importance of trainees: caree	active sourciner fairs	g tools for recru			Further information	
3.810) Wording o	Name sf_2022q1_3l of question	Label importance of trainees: caree	active sourciner fairs	g tools for recru			Further information	
3.810) Wording o	Name sf_2022q1_3l of question 022	Label importance of trainees: caree	active sourciner fairs	g tools for recru			Further information	
3.810) Wording o 1st quarter 20	Name sf_2022q1_3l of question 022 se of following active sourcing tools for recru	Label importance of trainees: caree	active sourcin er fairs	g tools for recru	uitments		Further information	
3.810) Wording o 1st quarter 20	Name sf_2022q1_3l of question 022	Label importance of trainees: caree	active sourcin er fairs	g tools for recru	uitments		Further information	
3.810) Wording o 1st quarter 20	Name sf_2022q1_3l of question 022 se of following active sourcing tools for recru	Label importance of trainees: caree	active sourcin er fairs	g tools for recru	uitments		Further information	
3.810) Wording o 1st quarter 2(Name sf_2022q1_3l of question 022 se of following active sourcing tools for recru	Label importance of trainees: caree	active sourcin er fairs	g tools for recru	uitments		Further information	
3.810) Wording o 1st quarter 20 3) Importance	Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recru	Label importance of trainees: caree	active sourciner fairs nees: career f	g tools for recru	uitments	1st quarter 2022 Survey period	Further information	once Survey frequency
3.810) Wording o 1st quarter 20 3) Importance	Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recru career fairs Name sf_2022q1_3m	Label importance of trainees: caree	active sourcin refairs nees: career f [1] low	g tools for recru	uitments	1st quarter 2022	Further information	once
3.810) Wording o 1st quarter 2(3) Importance Nr. 3.811)	Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recru career fairs Name sf_2022q1_3m	Label importance of trainees: caree iitments of trai [0] no use	active sourcin refairs nees: career f [1] low	g tools for recru	uitments	1st quarter 2022 Survey period	Further information	once Survey frequency
Wording o 1st quarter 2(3) Importance Nr. 3.811) Wording o	Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recruit career fairs Name sf_2022q1_3m of question	Label importance of trainees: caree iitments of trai [0] no use	active sourcin refairs nees: career f	g tools for recru	uitments	1st quarter 2022 Survey period	Further information Further information	once Survey frequency
1st quarter 20 3) Importance Nr. 3.811) Wording o	Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recruit career fairs Name sf_2022q1_3m of question	Label importance of trainees: caree [0] no use Label importance of trainees: othe	active sourcin [1] low	g tools for recru	uitments	1st quarter 2022 Survey period		once Survey frequency
3.810) Wording o 1st quarter 2(3) Importance Nr. 3.811) Wording o 1st quarter 2(Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recru career fairs Name sf_2022q1_3m of question 022	Label importance of trainees: caree [0] no use Label importance of trainees: othe	active sourcin refairs nees: career f [1] low active sourcin rs	g tools for recru	[3] high	1st quarter 2022 Survey period		once Survey frequency
3.810) Wording o 1st quarter 2(3) Importance Nr. 3.811) Wording o 1st quarter 2(Name sf_2022q1_3l of question 022 ce of following active sourcing tools for recru career fairs Name sf_2022q1_3m of question 022	Label importance of trainees: caree [0] no use Label importance of trainees: othe	active sourcin [1] low	g tools for recru	uitments	1st quarter 2022 Survey period		once Survey frequency

	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 o	of question				
	1st quarter 2	022			Further information	
	3) Important	ce of following active sourcing tools for re	cruitments 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 o	of question				
	1st quarter 2	022			Further information	
	4) Diversity s	strategy/declaration of intent when filling	vacancies in the company?			
		[1] yes	[2] no [3] no, but planned [4] o	lont 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 o	of question				
	1st quarter 2	022			Further information	
	4) Diversity	strategy/declaration of intent when filling		-141-		
			, vacancies in the company. If yes, particularly important t	riteria.		
			vacancies in the company. If yes, particularly important c	ntena.		
			vacancies in the company, if yes, particularly important of	mena.		
			vacancies in the company. If yes, particularly important of	пена.		
			vacancies in the company, if yes, particularly important of	riveria.		
	Nr					Survey frequency
	Nr.	Name	varancies in the company, if yes, particularly important of	Survey period		Survey frequency
	Nr. 3.815)		Label measures comp. has taken to support employ. / save			Survey frequency once
	3.815)	Name	Label	Survey period		
_	3.815)	Name sf_2022q2_1a of question	Label measures comp. has taken to support employ. / save	Survey period	Further information	
_	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measurement has put together a relief package.	Survey period 2nd quarter 2022	Further information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measurement has put together a relief package.	Survey period 2nd quarter 2022	Eurther information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce	Survey period 2nd quarter 2022	Further information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce	Survey period 2nd quarter 2022	Further information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce	Survey period 2nd quarter 2022	Further information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce	Survey period 2nd quarter 2022	Further information	
	3.815) Wording C 2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce	Survey period 2nd quarter 2022	Further information	
	3.815) Wording c 2nd quarter: 1) Due to inc support emp	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern slovees or save operating costs: Homeoffice Ausweitung von Homeoffice	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce [1] yes [2] no [3] not relevant	Survey period 2nd quarter 2022 res taken by the company to	Further information	once
	3.815) Wording c 2nd quarter: 1) Due to inc support emp	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern slovees or save operating costs: Homeoffice Ausweitung von Homeoffice	Label measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measuce [1] yes [2] no [3] not relevant	Survey period 2nd quarter 2022 res taken by the company to	Further information	once
	3.815) Wording c 2nd quarter: 1) Due to inc support emp Nr. 3.816)	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern sloyees or save operating costs: Homeoffice Ausweitung von Homeoffice	measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measure [2] yes [2] no [3] not relevant Label measures comp. has taken to support employ. / save	Survey period 2nd quarter 2022 res taken by the company to Survey period	Further information	once Survey frequency
_	3.815) Wording c 2nd quarter: 1) Due to inc support emp Nr. 3.816)	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern loloyees or save operating costs: Homeoffice Name sf_2022q2_1b of question	measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measure [2] yes [2] no [3] not relevant Label measures comp. has taken to support employ. / save	Survey period 2nd quarter 2022 res taken by the company to Survey period	Further information Further information	once Survey frequency
	3.815) Wording (2nd quarter: 1) Due to inc support emp Nr. 3.816) Wording (2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern alloyees or save operating costs: Homeoffice Name sf_2022q2_1b of question 2022 creasing energy costs, the German govern	measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measures comp. has taken to support employ. / save operat. costs: homeoffice days ment has put together a relief package. Additional measures comp. has taken to support employ. / save operat. costs: homeoffice days	Survey period 2nd quarter 2022 res taken by the company to Survey period 2nd quarter 2022		once Survey frequency
	3.815) Wording (2nd quarter: 1) Due to inc support emp Nr. 3.816) Wording (2nd quarter: 1) Due to inc	Name sf_2022q2_1a of question 2022 creasing energy costs, the German govern alloyees or save operating costs: Homeoffice Name sf_2022q2_1b of question 2022 creasing energy costs, the German govern	measures comp. has taken to support employ. / save operat. costs: homeoffice ment has put together a relief package. Additional measure [2] yes [2] no [3] not relevant Label measures comp. has taken to support employ. / save operat. costs: homeoffice days	Survey period 2nd quarter 2022 res taken by the company to Survey period 2nd quarter 2022		once Survey frequency

	Nr.	Name	Label			Survey period	Survey frequency
	3.817)	sf_2022q2_1c	measures com		support empl	oy. / save 2nd quarter 2022	once
	Wording	of question	operat. costs:	electr. Costs			
	wording	or question					
	2nd quarter 2	2022					Further information
		creasing energy costs, the German governme					
	support emp	oloyees or save operating costs: Allowance fo	or private elect	ricity costs wh	en working re	motely	
					(2)]	
			[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 com operat. costs:		support empl	oy. / save 2nd quarter 2022	once
	Wording o	of question					
	2nd number (2022					Fushes information
	2nd quarter 2	2022					Further information
	 Due to inc support emp 	creasing energy costs, the German governme ployees or save operating costs: Voluntary sp	nt has put tog ecial payment	ether a relief p s to employee	ackage. Addit s	ional measures taken by the company to	
			7.1	f=1	[3] not		
			[1] yes	[2] no	relevant		
		Voluntary special payments to employees					
_	Nr.	Name	Label	_	_	Survey period	Survey frequency
	IVI.	Name	Label			Survey period	Survey frequency
	3.819)	sf_2022q2_1e	measures com	n has taken to	sunnort empl	oy. / save 2nd quarter 2022	
	3.015)	31_2022q2_1e	operat. costs:		,	ziiu quarter 2022	once
	Wording o	of question					
	2nd quarter 2	2022					Further information
	1) Due to inc	crossing anargy costs, the Gorman gayarams	nt has nut tog	ether a relief n		ional measures taken by the company to	
	I) Due to me				ackage Additi		
	support emp	ployees or save operating costs: travel costs	nit nas put tog	·	ackage. Addit	, , , , , , , , , , , , , , , , , , ,	
	support emp		nic nas pur tog	·	ackage. Addit	1	
	support emp				[3] not		
	support emp		[1] yes	[2] no			
	support emp				[3] not		
	support emp	osts: travel costs			[3] not		
	support emp	osts: travel costs			[3] not		
	support emp	osts: travel costs			[3] not	Survey period	Survey frequency
_		travel costs	[1] yes		[3] not		Survey frequency
_	Nr.	loyees or save operating costs: travel costs travel costs	[1] yes	[2] no	[3] not relevant	Survey period	
_	Nr. 3.820)	travel costs Name sf_2022q2_1f	[1] yes	[2] no	[3] not relevant	Survey period	Survey frequency once
-	Nr. 3.820)	loyees or save operating costs: travel costs travel costs	[1] yes Label measures corr	[2] no	[3] not relevant	Survey period	
_	Nr. 3.820)	travel costs Name sf_2022q2_1f of question	[1] yes Label measures corr	[2] no	[3] not relevant	Survey period	
_	Nr. 3.820) Wording C	travel costs travel costs Name sf_2022q2_1f of question	[1] yes Label measures com operat. costs:	[2] no	[3] not relevant	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs Name sf_2022q2_1f of question	[1] yes Label measures com operat. costs:	[2] no	[3] not relevant	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zoreasing energy costs, the German government	[1] yes Label measures com operat. costs:	[2] no	[3] not relevant	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zoreasing energy costs, the German government	[1] yes Label measures com operat. costs:	[2] no	[3] not relevant support employees support employees ackage. Addit.	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zoreasing energy costs, the German government	[1] yes Label measures com operat. costs:	[2] no np. has taken to fuel vouchers	[3] not relevant	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zoreasing energy costs, the German government	[1] yes Label measures com operat. costs:	[2] no np. has taken to fuel vouchers	[3] not relevant support employees support employees ackage. Addit.	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zozz creasing energy costs, the German government properties of the German g	[1] yes Label measures com operat. costs:	[2] no np. has taken to fuel vouchers	[3] not relevant support employees support employees ackage. Addit.	Survey period oy. / save 2nd quarter 2022	once
	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zozz creasing energy costs, the German government properties of the German g	[1] yes Label measures com operat. costs:	[2] no np. has taken to fuel vouchers	[3] not relevant support employees support employees ackage. Addit.	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording of 2nd quarter 2 1) Due to include the control of the control	travel costs travel costs Name sf_2022q2_1f of question zozz creasing energy costs, the German government players or save operating costs: fuel vouchers	[1] yes Label measures com operat. costs:	[2] no np. has taken to fuel vouchers	[3] not relevant support employees support employees ackage. Addit.	Survey period oy. / save 2nd quarter 2022	once
_	Nr. 3.820) Wording C 2nd quarter: 1) Due to inc support emp	travel costs travel costs Name sf_2022q2_1f of question 20222 creasing energy costs, the German governme ployees or save operating costs: fuel vouchers	[1] yes Label measures comoperat. costs: int has put togs s	[2] no np. has taken to fuel vouchers	[3] not relevant support employees support employees ackage. Addit.	Survey period Oy. / save 2nd quarter 2022 Jonal measures taken by the company to	Further information
_	Nr. 3.820) Wording C 2nd quarter: 1) Due to inc support emp	travel costs travel costs Name sf_2022q2_1f of question 20222 creasing energy costs, the German governme ployees or save operating costs: fuel vouchers	[1] yes Label measures comoperat. costs: int has put togs s	[2] no up. has taken to fuel vouchers ether a relief p	[3] not relevant o support empl ackage. Addit	Survey period Oy. / save 2nd quarter 2022 Jonal measures taken by the company to Survey period	Further information

Wording of question		
Troiding or question	Wording	of question

2nd quarter 20)22					Further information
	easing energy costs, the German governme oyees or save operating costs: Job ticket/su			ackage. Additi	ional measures taken by the company to	
		[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			support employ. / save	2nd quarter 2022		once
		operat. costs:	one-time paym	•			
Wording	g of question						
						Further information	
2nd quarte	er 2022						
2nd quarte	er 2022					Tuttier information	
	er 2022 increasing energy costs, the German govern	ment has put tog	ether a relief pa	ackage. Additional measu	res taken by the company to	rather mormation	
1) Due to i				ackage. Additional measu	res taken by the company to	Totalet mornation	
1) Due to i	increasing energy costs, the German govern			ackage. Additional measu	res taken by the company to	Total mornadon	
1) Due to i	increasing energy costs, the German govern				eres taken by the company to	artic information	
1) Due to i	increasing energy costs, the German govern			ackage. Additional measu [3] not relevant	res taken by the company to	a the moment	
1) Due to i	increasing energy costs, the German govern	-time payments		[3] not	ires taken by the company to	, atternment	
1) Due to i	increasing energy costs, the German govern	-time payments		[3] not	ires taken by the company to	other mornadon	
1) Due to i	increasing energy costs, the German govern mployees or save operating costs: other one	-time payments		[3] not	res taken by the company to	Justice morningon	

3.823) Wording	sf_2022q2_1i of question	measures comp. has taken to support employ. / save operat. costs: others	2nd quarter 2022	once
2nd quarter				Further information
	creasing energy costs, the Germ ployees or save operating costs	nan government has put together a relief package. Additional measur : Others	es taken by the company to	
			es taken by the company to	

Nr.	Name	Label		Survey period		Survey frequency
3.824)	sf_2022q2_2a	classification	vage-specific aspects for curre	ent year: wage 2nd quarter 2022		once
Wording o	of question	liiciease				
2nd quarter	2022				Further information	
2.a) At the e	nd of 2021 many companies r	eported planned wage increa	ses in 2022. In addition infla	tion tightens significantly in 2022.		
Classification	n of the following wage-specif	fic acpacts for the current was	r for your company: (planner	1) wago increase		
ciassificatio	or the following wage speci	inc aspects for the current year	ror your company. (planner	n wage merease		
	[1] already done [2] implemented in 2022	[4] not	[5] not [6] not	, wage increase		

Nr.	Name	Label	Survey period		Survey frequency
3.825)	sf 2022q2 2b	classification wage-specific aspects for current year:	2nd guarter 2022		once
		inflation compensation	•		
Wording	of question				
2nd quarte	er 2022			Further information	
	end of 2021 many companies report	ted planned wage increases in 2022. In addition inflation tighten	s significantly in 2022.		
2.a) At the					
		pects for the current year for your company: (additional) inflation	n compensation		

Nr.	Name		L	abel			Survey pe	riod		Survey	frequency
3.826)	sf_2022q2_2	2c	c	lassification w	rage-specific as	pects for curr	ent year: 2nd quart	er 2022		once	
	of question		b	onuses							
2nd quarter									Further information		
		companies re	norted planned	wage increas	ses in 2022 In	addition infla	tion tightens significantly in	2022	ruttler illionnation		
	on of the following										
	[1] already	[2] implemented	[3] on hold	[4] not	[5] not	[6] not					
	done "	in 2022	[3] OIT HOID iI	mplemented	provided	relevant					
Nr.	Name		L	abel			Survey pe	riod		Survey	frequency
							to deal from				
3.827)	sf_2022q2_3	3a		vork	asing energy /	production co	sts: short-time 2nd quart	er 2022		once	
Wording	of question										
2nd quarter									Further information		
	end of 2021 many on the energy / product						tion tightens significantly in	2022. Impact			
								1			
	[1] decr	rease	[2] no ch	nange	[3] inc	crease	[4] not relevant				
Nr.	Name		L	.abel		_	Survey pe	riod		Survey	frequency
Nr.	Name		L	.abel	-	-	Survey pe	riod	_	Survey	frequency
Nr. 3.828)	Name sf_2022q2_3	3b			easing energy /	production co	Survey persection of the state			Survey	frequency
3.828)		3b			easing energy /	production co			_		frequency
3.828)	sf_2022q2_3 of question	3b			easing energy /	production co			Further information		frequency
3.828) Wording 2nd quarter 2.b) At the	sf_2022q2_3 of question	companies re	ir	mpact of incre	ses in 2022. In	addition infla		er 2022	Further information		frequency
3.828) Wording 2nd quarter 2.b) At the	of question	companies re	ir	mpact of incre	ses in 2022. In	addition infla	sts: new hires 2nd quart	er 2022	Further information		frequency
3.828) Wording 2nd quarter 2.b) At the	of question	companies re tion costs on	ir	mpact of incre	ses in 2022. In	addition infla w hires	sts: new hires 2nd quart	er 2022	Further information		frequency
3.828) Wording 2nd quarter 2.b) At the	of question r 2022 end of 2021 many, ug energy / product	companies re tion costs on	ir ported planned the following as	mpact of incre	ses in 2022. In company: nev	addition infla w hires	sts: new hires 2nd quart	er 2022	Further information		frequency
3.828) Wording 2nd quarter 2.b) At the	of question r 2022 end of 2021 many, ug energy / product	companies re tion costs on	ir ported planned the following as	mpact of incre	ses in 2022. In company: nev	addition infla w hires	sts: new hires 2nd quart	er 2022	Further information		frequency
Wording 2nd quarter 2.b) At the confineressin	of question r 2022 end of 2021 many / genergy / product	companies re tion costs on	ir i	mpact of incre	ses in 2022. In company: nev	addition infla w hires	sts: new hires 2nd quart tion tightens significantly in [4] not relevant	2022. Impact	Further information	once	
3.828) Wording 2nd quarter 2.b) At the	of question r 2022 end of 2021 many, ug energy / product	companies re tion costs on	ir i	mpact of incre	ses in 2022. In company: nev	addition infla w hires	sts: new hires 2nd quart	2022. Impact	Further information	once	frequency
Wording 2nd quarter 2.b) At the confineressin	of question r 2022 end of 2021 many / genergy / product	companies re tition costs on the rease	ir oported planned the following as [2] no ch	I wage increase pects in your anange	ses in 2022. In company: nev	addition infla w hires crease	tion tightens significantly in [4] not relevant	2022. Impact	Further information	once	
3.828) Wording 2nd quarter 2.b) At the of increasin Nr. 3.829)	of question 7 2022 end of 2021 many / greenergy / product [1] decre	companies re tition costs on the rease	ir oported planned the following as [2] no ch	I wage increase pects in your anange	ses in 2022. In company: nev [3] inc	addition infla w hires crease	tion tightens significantly in [4] not relevant	2022. Impact	Further information	once	
3.828) Wording 2nd quarter 2.b) At the of increasin Nr. 3.829)	of question r 2022 end of 2021 many r g energy / product [1] decre Name sf_2022q2_3 of question	companies re tition costs on the rease	ir oported planned the following as [2] no ch	I wage increase pects in your anange	ses in 2022. In company: nev [3] inc	addition infla w hires crease	tion tightens significantly in [4] not relevant	2022. Impact	Further information	once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question 7 2022 end of 2021 many / greenergy / product [1] decre Name sf_2022q2_3 of question 7 2022 end of 2021 many / greenergy / product	companies retion costs on the costs of the c	ported planned the following as	I wage increase pects in your anange abel	ses in 2022. In company: nev	addition infla w hires crease production cc	tion tightens significantly in [4] not relevant	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question r 2022 end of 2021 many, lig energy / product [1] decre Name sf_2022q2_3 of question	companies retion costs on the costs of the c	ported planned the following as	I wage increase pects in your anange abel	ses in 2022. In company: nev	addition infla w hires crease production cc	tion tightens significantly in [4] not relevant Survey pe	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question 7 2022 end of 2021 many / greenergy / product [1] decre Name sf_2022q2_3 of question 7 2022 end of 2021 many / greenergy / product	companies retion costs on the costs of the costs on the c	ported planned the following as	wage increase pects in your	ses in 2022. In company: nev	addition infla w hires crease production co	tion tightens significantly in [4] not relevant Survey pe	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question r 2022 end of 2021 many / genergy / product [1] decru Name sf_2022q2_3 of question r 2022 end of 2021 many / product	companies retion costs on the costs of the costs on the c	iported planned the following as	wage increase pects in your	ses in 2022. In Company: nev	addition infla w hires crease production co	sts: new hires 2nd quart tion tightens significantly in [4] not relevant Survey pe sts: staff 2nd quart tion tightens significantly in	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question r 2022 end of 2021 many / genergy / product [1] decru Name sf_2022q2_3 of question r 2022 end of 2021 many / product	companies retion costs on the costs of the costs on the c	iported planned the following as	wage increase pects in your	ses in 2022. In Company: nev	addition infla w hires crease production co	sts: new hires 2nd quart tion tightens significantly in [4] not relevant Survey pe sts: staff 2nd quart tion tightens significantly in	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question r 2022 end of 2021 many / genergy / product [1] decre Name sf_2022q2_3 of question r 2022 end of 2021 many / product	companies retion costs on the costs of the costs on the c	iported planned the following as	wage increase pects in your	ses in 2022. In Company: nev	addition infla w hires crease production co	sts: new hires 2nd quart tion tightens significantly in [4] not relevant Survey pe sts: staff 2nd quart tion tightens significantly in	2022. Impact		once	
3.828) Wording 2nd quarter 2.b) At the cof increasin Nr. 3.829) Wording 2nd quarter 2.b) At the cof quarter	sf_2022q2_3 of question r 2022 end of 2021 many / genergy / product [1] decre Name sf_2022q2_3 of question r 2022 end of 2021 many / product	companies retion costs on the costs of the costs on the c	ir ported planned the following as [2] no ch	wage increase pects in your	ses in 2022. In Company: nev	addition infla w hires crease production co	sts: new hires 2nd quart tion tightens significantly in [4] not relevant Survey pe sts: staff 2nd quart tion tightens significantly in	2022. Impact riod er 2022 2022. Impact		Survey	
3.828) Wording 2nd quarter 2.b) At the confinerasin Nr. 3.829) Wording 2nd quarter 2.b) At the confinerasin	sf_2022q2_3 of question 7 2022 end of 2021 many ig energy / product [1] decre Name sf_2022q2_3 of question 7 2022 end of 2021 many ig energy / product [1] decre	companies retion costs on trease	ported planned the following as [2] no ch L ir	l wage increas pects in your anange a	ses in 2022. In Company: nev	addition infla w hires crease production cc addition infla ff	tion tightens significantly in [4] not relevant Survey pe sts: staff 2nd quart tion tightens significantly in	2022. Impact riod er 2022 2022. Impact		Survey	frequency

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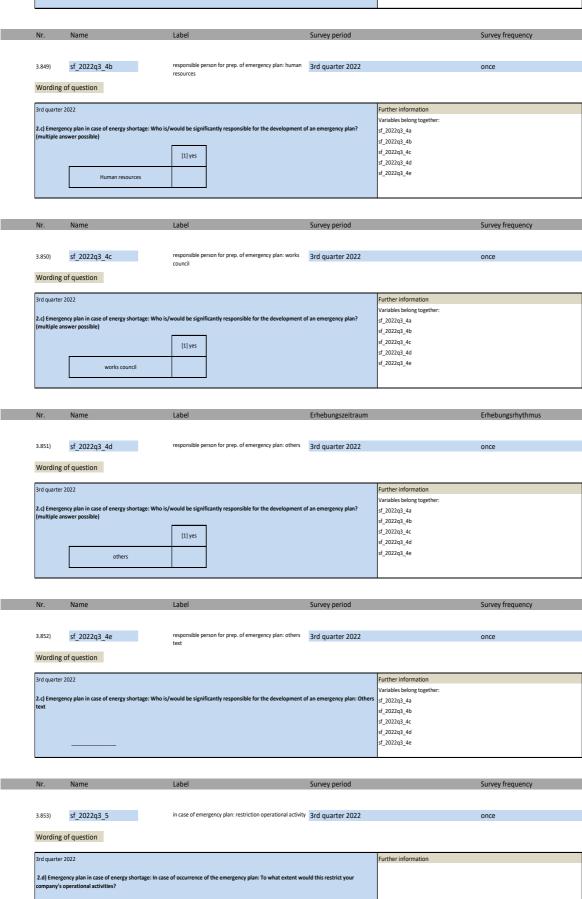
2nd quarter	2022							Further information	
3) Potential	of employment	of refugees fro	om Ukraine in y	your company:	: trainee				
			1			1			
	[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant				
Nr.	Name			Label			Survey period		Survey frequency
3.831)	sf_2022q2_	_4b		potential of er unskilled assist	mployment of	refugees from Ukraine:	2nd quarter 2022		once
Wording o	of question								
2nd quarter	2022							Further information	
3) Potential	of employment	of refugees fro	om Ukraine in	your company:	: unskilled assi	istant			
						_			
	[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant				
Nr.	Name			Label			Survey period		Survey frequency
3.832)	sf_2022q2_	_4c				refugees from Ukraine:	2nd quarter 2022		once
Wording o	of question			qualified profe	essionals				
2nd quarter	2022							Further information	
3) Potential	of employment	of refugees fro	om Ukraine in	your company	: qualified pro	fessionals			
	[1] no potential	[2] low	[3] medium	[4] high	[5] not relevant				
	potential				relevant				
Nr.	Name			Label			Survey period		Survey frequency
3.833)	sf_2022q2_	_5a		barriers to the	e recruitment o	of refugees from Ukraine	2nd quarter 2022		once
Wording of	of question								
2nd quarter	2022							Further information	
	the recruitmer	nt of refugees	from Ukraine i	n your compar	ıy?				
		[1]] no	[2]	yes				
						J			
Nr.	Name			Label			Survey period		Survey frequency
3.834)	sf_2022q2_	5b		barriers to the	e recruitment c	of refugees from Ukraine tex	t 2nd guarter 2022		once
	of question						4		
								Fush as information	
2nd quarter	o the recruitmer	ot of refugees	from Ukraina i	n vour compar	nu? If was which	th ones?		Further information	
4) barriers to	o the recruitmen	t of refugees i	iroiii okraiile ii	i your compan	iy: ii yes, wiiic	ii olles :			

	Nr.	Name			Label			Survey period		Survey frequency
	3.835)	sf_2022q3_	_1a			current energy	crisis for company: in	3rd quarter 2022		once
					general					
	Wording o	rquestion								
	3rd quarter 20)22							Further information	
	1) To what ex	tent does the o	urrent energy	crisis affect y	our company wi	ith regard to t	he following aspects: in ge	neral		
							1			
		[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 o	current energy	crisis for company: mood in	3rd quarter 2022		once
	Wording o	f auestion								
	3rd quarter 20	022							Further information	
	1) To what ex	tent does the o	current energy	crisis affect y	our company wi	ith regard to t	the following aspects: mood	in the staff		
]			
		[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use				
							1			
	•									
	Nr.	Name			Label			Survey period		Survey frequency
	3.837)	sf_2022q3_	_1c		increasing cost		crisis for company:	3rd quarter 2022		once
	Wording o	fquestion								
	3rd quarter 2	122							Further information	
	1) To what ex	tent does the o	current energy	crisis affect y	our company w	ith regard to t	the following aspects: increa	asing costs		
							7			
		[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				
		[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				
		[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use				
	Nr.	[1] heavy	[2] medium	[3] low	[4] not at all	[5] no use		Survey period		Survey frequency
	Nr.		[2] medium	[3] low		[5] no use		Survey period		Survey frequency
				[3] low	Label burden of the c		y crisis for company: difficult			Survey frequency once
	3.838)	Name sf_2022q3_		[3] low	Label		r crisis for company: difficult			
		Name sf_2022q3_		[3] low	Label burden of the c		r crisis for company: difficult			
	3.838)	Name sf_2022q3_f question		[3] low	Label burden of the c		verisis for company: difficult		Further information	
	3.838) Wording o	Name sf_2022q3 f question	1d		Label burden of the oplanning	current energy	r crisis for company: difficult	3rd quarter 2022	Further information	
_	3.838) Wording o	Name sf_2022q3 f question	1d		Label burden of the oplanning	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question	1d		Label burden of the oplanning	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question	.1d		Label burden of the oplanning	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question 222 tent does the o	.1d	crisis affect y	Label burden of the c planning bur company wi	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question 222 tent does the o	.1d	crisis affect y	Label burden of the c planning bur company wi	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question 222 tent does the o	.1d	crisis affect y	Label burden of the c planning bur company wi	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question 222 tent does the o	.1d	crisis affect y	Label burden of the c planning bur company wi	current energy		3rd quarter 2022	Further information	
	3.838) Wording o	Name sf_2022q3 f question 222 tent does the o	.1d	crisis affect y	Label burden of the c planning bur company wi	current energy		3rd quarter 2022	Further information	
	3.838) Wording o 3rd quarter 2(Name sf_2022q3 f question 222 [1] heavy	.1d	crisis affect y	Label burden of the oplanning bur company wi	current energy		3rd quarter 2022	Further information	once
	3.838) Wording o 3rd quarter 2i 1) To what ex	Name sf_2022q3 f question 222 [1] heavy	_1d	crisis affect y	Label burden of the oplanning bur company wi	current energy ith regard to t	he following aspects: diffic	3rd quarter 2022	Further information	once
_	3.838) Wording o 3rd quarter 2t 1) To what ex Nr. 3.839)	Name sf_2022q3_ f question 222 [1] heavy Name sf_2022q3_	_1d	crisis affect y	Label burden of the c planning our company wi	current energy ith regard to t	he following aspects: diffic	3rd quarter 2022 ult planning Survey period	Further information	once Survey frequency
	3.838) Wording o 3rd quarter 2i 1) To what ex	Name sf_2022q3_ f question 222 [1] heavy Name sf_2022q3_	_1d	crisis affect y	Label burden of the c planning our company wi	current energy ith regard to t	he following aspects: diffic	3rd quarter 2022 ult planning Survey period	Further information	once Survey frequency
_	3.838) Wording o 3rd quarter 2t 1) To what ex Nr. 3.839)	Name sf_2022q3 f question 222 [1] heavy Name sf_2022q3 f question	_1d	crisis affect y	Label burden of the c planning our company wi	current energy ith regard to t	he following aspects: diffic	3rd quarter 2022 ult planning Survey period	Further information Further information	once Survey frequency

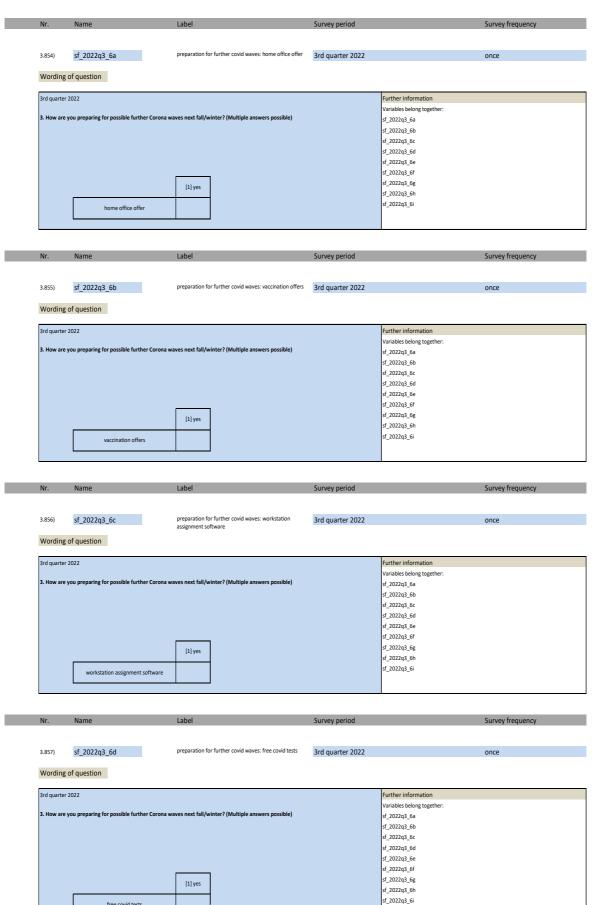
2.a) Emergency plan in case of energy	·			
	iortager			
[1] yes	[2] no	[3] no use		
Nr. Name	Label		Survey period	Survey frequency
3.840) sf_2022q3_3a		neasures if an energy shortage occurs	3rd quarter 2022	once
Wording of question	short-time work	K		
3rd quarter 2022				Further information
2.b) Probability of the following meas	es for your company, should an	energy shortage occur: short-time w	rork	
[1] high [2] medi	m [3] low [4] not at all	[5] no use		
Nr. Name	Label		Survey period	Survey frequency
3.841) sf_2022q3_3b	probability of m	neasures if an energy shortage occurs	3rd quarter 2022	once
Wording of question	dismantling vac	ation	Sid quarter 2022	once
3rd quarter 2022				Further information
2.b) Probability of the following meas	res for your company, should an	energy shortage occur: dismantling	vacation	
[1] high [2] medi	m [3] low [4] not at all	[5] no use		
Nr. Name	Label		Survey period	Survey frequency
Nr. Name	Label		Survey period	Survey frequency
3.842) sf_2022q3_3c		neasures if an energy shortage occurs ime		Survey frequency once
	probability of m			
3.842) sf_2022q3_3c Wording of question	probability of m reduction overt	ime	: 3rd quarter 2022	once
3.842) sf_2022q3_3c Wording of question 3rd quarter 2022	probability of m reduction overt	ime	: 3rd quarter 2022	once
sf_2022q3_3c Wording of question 3rd quarter 2022	probability of m reduction overt	ime	: 3rd quarter 2022	once
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas	probability of m reduction overt res for your company, should an o	energy shortage occur: reduction ov	: 3rd quarter 2022	once
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas [1] high [2] medi	probability of m reduction overton ove	energy shortage occur: reduction ov	: 3rd quarter 2022	Once Further information
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas	probability of m reduction overton reduction overton o	energy shortage occur: reduction ov	ertime Survey period	once
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas [1] high	probability of m reduction overton reduction overton o	energy shortage occur: reduction ov	ertime Survey period	Once Further information
3.842) sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas [3] high [2] medi Nr. Name 3.843) sf_2022q3_3d Wording of question	probability of m reduction overton ove	energy shortage occur: reduction ov	ertime Survey period	Further information Survey frequency once
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas [1] high	probability of m reduction overton see for your company, should an	energy shortage occur: reduction ov [5] no use heasures if an energy shortage occurs	ertime Survey period : staff 3rd quarter 2022	Further information Survey frequency
sf_2022q3_3c Wording of question 3rd quarter 2022 2.b) Probability of the following meas [1] high	probability of m reduction overton see for your company, should an	energy shortage occur: reduction ov [5] no use heasures if an energy shortage occurs	ertime Survey period : staff 3rd quarter 2022	Further information Survey frequency once

Nr.	Name	Label	Survey period	Survey frequency
3.844)	sf_2022q3_3e	probability of measures if an energy short	tage occurs: 3rd quarter 2022	once
Wording	of question	reduction building temp.		
3rd quarter	r 2022		Further inform	ation
2.b) Probab	bility of the following measures fo	or your company, should an energy shortage occur: re	duction building temperature	
	[1] high [2] medium	[3] low [4] not at all [5] no use		
Nr.	Name	Label	Currous paried	Current from ton or
INT.	Name	Labei	Survey period	Survey frequency
3.845)	sf_2022q3_3f	probability of measures if an energy short increased home-office	age occurs: 3rd quarter 2022	once
Wording	of question			
3rd quarter	r 2022		Further inform	ation
2.b) Probal	bility of the following measures fo	or your company, should an energy shortage occur: in	creased home-office	
	[1] high [2] medium	[3] low [4] not at all [5] no use		
Nr	Name	Lahel	Survey period	Survey frequency
Nr.	Name	Label	Survey period	Survey frequency
Nr. 3.846)	Name sf_2022q3_3g	probability of measures if an energy short		Survey frequency once
3.846)				
3.846)	sf_2022q3_3g	probability of measures if an energy short		once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question r 2022 billity of the following measures f	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question r 2022 billity of the following measures f	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question r 2022 billity of the following measures from/service, shorter service times	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question r 2022 billity of the following measures from/service, shorter service times	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probat of producti	sf_2022q3_3g of question r_2022 billity of the following measures frion/service, shorter service times [1] high [2] medium	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use	striction of business activity (e.g. reduction	once
3.846) Wording 3rd quarter 2.b) Probal	sf_2022q3_3g of question r 2022 billity of the following measures from/service, shorter service times	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re	tage occurs: 3rd quarter 2022 Further inform	once
3.846) Wording 3rd quarter 2.b) Probat of producti	sf_2022q3_3g of question r_2022 billity of the following measures frion/service, shorter service times [1] high [2] medium	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short	striction of business activity (e.g. reduction Survey period	once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. Nr.	sf_2022q3_3g of question 7 2022 billity of the following measures foon/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: response to the state of the short	striction of business activity (e.g. reduction Survey period	once action Survey frequency
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. Nr.	sf_2022q3_3g of question r 2022 billity of the following measures foon/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short	striction of business activity (e.g. reduction Survey period	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording	sf_2022q3_3g of question r 2022 bility of the following measures from/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text	striction of business activity (e.g. reduction Survey period Survey period Further inform	once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat Nr. 3.847) Wording 3rd quarter 2.b) Probat	sf_2022q3_3g of question r 2022 billity of the following measures for following measures for following measures following me	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low	Survey period Survey period Survey period Survey period Survey period	once Survey frequency once Survey frequency
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording 3rd quarter 2.b) Probat Nr.	sf_2022q3_3g of question r 2022 billity of the following measures f	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: re [3] low [4] not at all [5] no use Label probability of measures if an energy short others text or your company, should an energy shortage occur: ot	Survey period Survey period Survey period Survey period Survey period	Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat Nr. 3.847) Wording Nr. Nr. 3.848)	sf_2022q3_3g of question r2022 bility of the following measures follow/service, shorter service times [1] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: rei) [3] low [4] not at all [5] no use Label probability of measures if an energy short others text or your company, should an energy shortage occur: ot	Survey period	once Survey frequency once Survey frequency once
3.846) Wording 3rd quarter 2.b) Probat of producti Nr. 3.847) Wording Nr. Nr. 3.848) Wording 3rd quarter	sf_2022q3_3g of question r 2022 billity of the following measures follow/service, shorter service times [13] high	probability of measures if an energy short restriction of business activity or your company, should an energy shortage occur: rei) [3] low [4] not at all [5] no use Label probability of measures if an energy short others text or your company, should an energy shortage occur: ot	striction of business activity (e.g. reduction Survey period Survey period Further inform Further inform Survey period Survey period Survey period Survey period Survey period Further inform Survey period	once Survey frequency once Survey frequency once

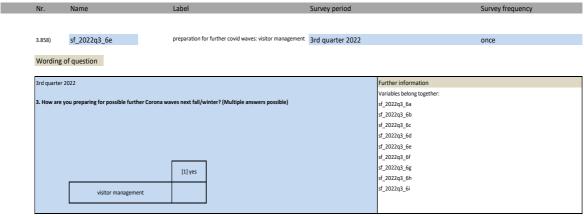








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3.859)	sf_2022q3_6f	preparation fo office tools	r further covid waves: training for home	3rd quarter 2022	once	
Wording	of question					
3rd quarter	2022				Further information	
					Variables belong together:	
3. How are	you preparing for possible furthe	er Corona waves next fall/w	rinter? (Multiple answers possible)		sf_2022q3_6a	
					sf_2022q3_6b	
					sf_2022q3_6c	
					sf_2022q3_6c sf_2022q3_6d	
					sf_2022q3_6d	
		[1] vec	l		sf_2022q3_6d sf_2022q3_6e	
		[1] yes			sf_2022q3_6d sf_2022q3_6e sf_2022q3_6f	

Survey period

Survey period

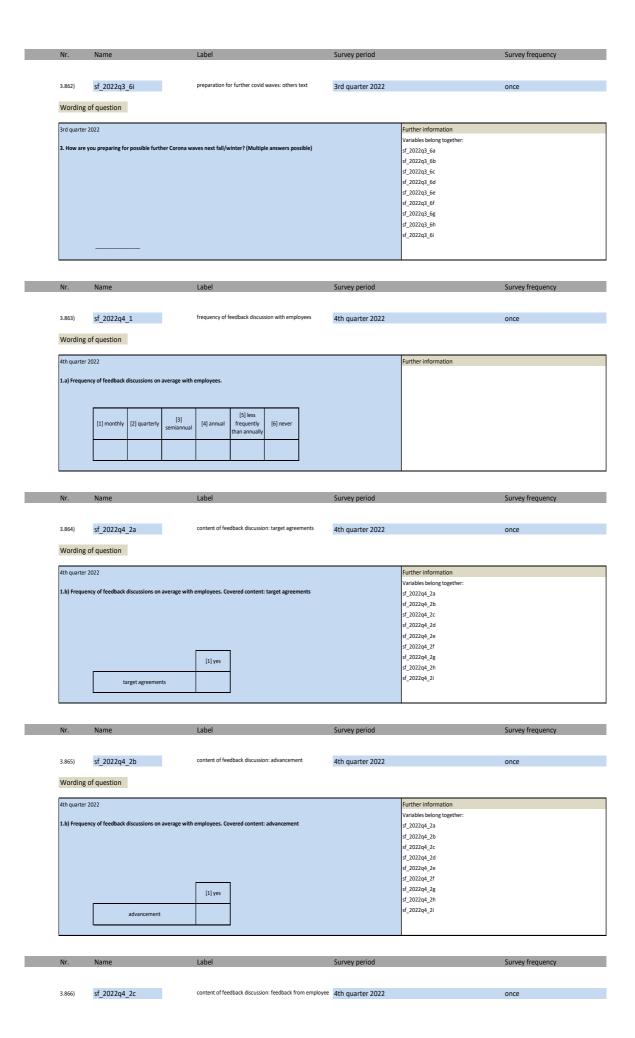
Survey frequency

Survey frequency

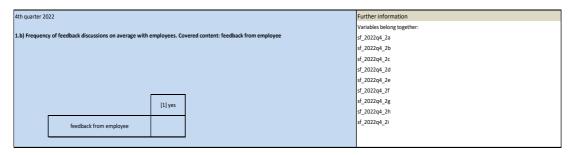
Nr. Name

3.860)	sf 2022q3 6g	preparation fo	r further covid waves: nothing planned	3rd quarter 2022	once
	_ ,_ 0				
Wording	of question				
3rd quarter	2022				Further information
					Variables belong together:
3. How are	you preparing for possible further	Corona waves next fall/w	inter? (Multiple answers possible)		sf_2022q3_6a
					sf_2022q3_6b
					sf_2022q3_6c
					sf_2022q3_6d
					sf_2022q3_6e
					sf_2022q3_6f
		[1] yes			sf_2022q3_6g
		[1] yes			sf_2022q3_6h
					sf_2022q3_6i
	nothing planned				

		outro, pottor	
3.861) sf_2022q3_6h	preparation for further covid waves: others	3rd quarter 2022	once
Wording of question			
3rd quarter 2022		Further information	
		Variables belong together:	
3. How are you preparing for possible	further Corona waves next fall/winter? (Multiple answers possible)	sf_2022q3_6a	
		sf_2022q3_6b	
		sf_2022q3_6c	
		sf_2022q3_6d	
		sf_2022q3_6e	
		sf_2022q3_6f	
	[1] yes	sf_2022q3_6g	
		sf_2022q3_6h	
others		sf_2022q3_6i	

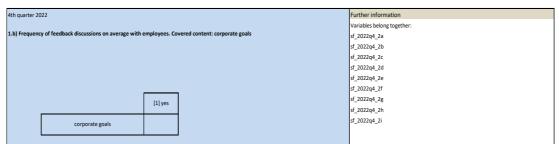


Wording of question



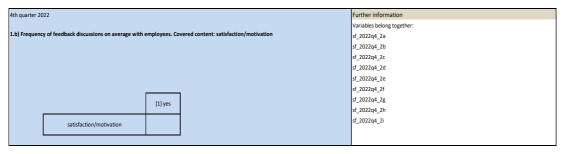
Nr.	Name	Label	Survey period	Survey frequency
3.867)	sf_2022q4_2d	content of feedback discussion: external/self-assessment	4th quarter 2022	once
Wording	g of question			
4th quarte	er 2022			Further information
				Variables belong together:
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		Variables belong together: sf_2022q4_2a
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		sf_2022q4_2a
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		sf_2022q4_2a sf_2022q4_2b
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment		sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d
1.b) Frequ	uency of feedback discussions on avu			sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e
1.b) Frequ	uency of feedback discussions on av	erage with employees. Covered content: external/self-assessment $\label{eq:content} \begin{picture}(120,0) \put(0.00,0) \put$		sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f
1.b) Frequ	uency of feedback discussions on ave	[1] yes		sf_2022q4_2a sf_2022q4_2b sf_2022q4_2c sf_2022q4_2d sf_2022q4_2e sf_2022q4_2e sf_2022q4_2g

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			



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

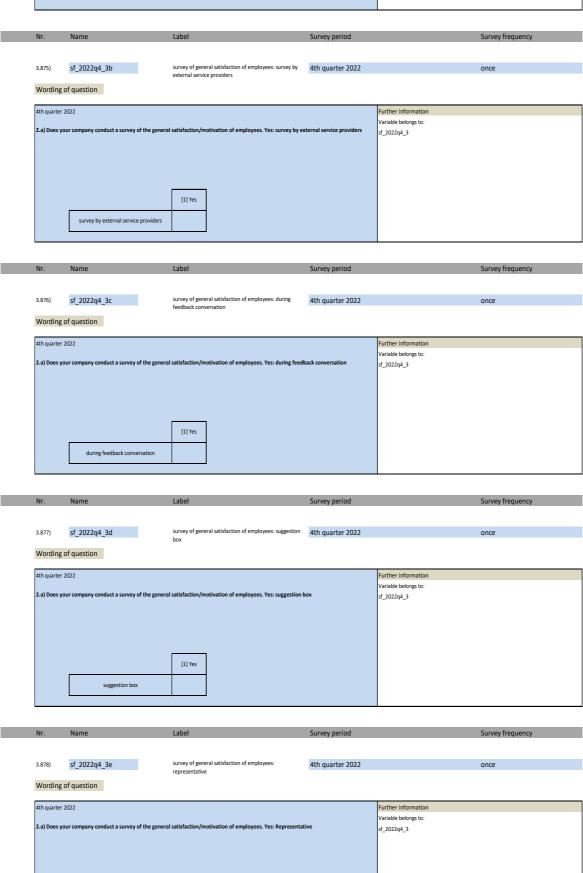


Nr.	Name	Label	Survey period	Survey frequency
3.870)	sf_2022q4_2g	content of feedback discussion: feedback to employees	4th quarter 2022	once

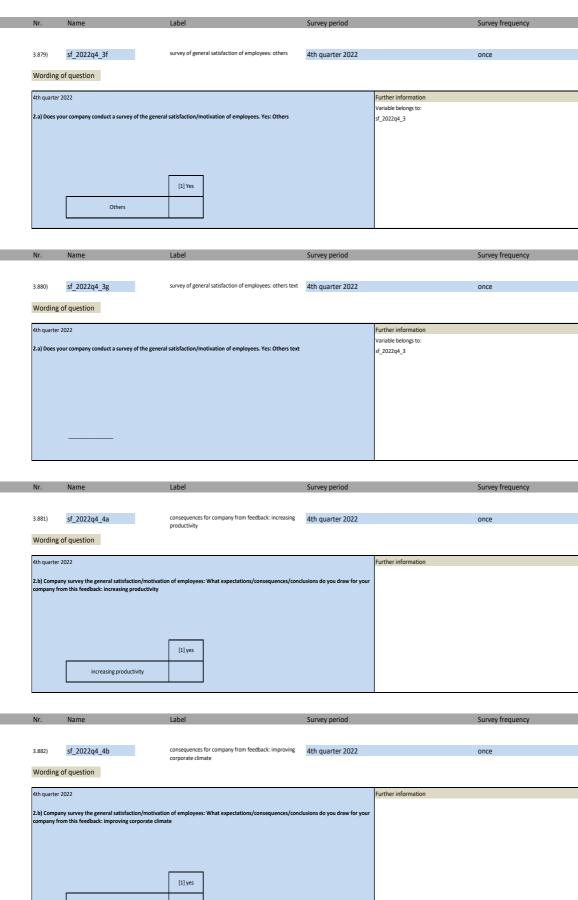
Wording of question

1 b) E				Further information	
	angu of foodback dissured	ith amplayans County I		Variables belong together:	
1.0) Freque	ency of feedback discussions on average w	rith employees. Covered content: feedback to employees		sf_2022q4_2a	
				sf_2022q4_2b	
				sf_2022q4_2c	
				sf_2022q4_2d	
				sf_2022q4_2e	
				sf_2022q4_2f	
		[1] yes		sf_2022q4_2g	
				sf_2022q4_2h	
	feedback to employees			sf_2022q4_2i	
Nr.	Name	Label	Survey period		Survey frequency
INT.	Name	Label	Survey period		Survey frequency
3.871)	sf_2022q4_2h	content of feedback discussion: others	4th quarter 2022		once
			4-0-10-10-1		
Wording	of question				
4th quarter	2022			Further information	
4 6) 5		ith and an army Others		Variables belong together:	
1.b) Freque	ency of feedback discussions on average w	rith employees. Covered content: Others		sf_2022q4_2a	
				sf_2022q4_2b	
				sf_2022q4_2c	
				sf_2022q4_2d	
				sf_2022q4_2e	
				sf_2022q4_2f	
		[1] yes		sf_2022q4_2g	
				sf_2022q4_2h	
	Others			sf_2022q4_2i	
Nr.	Name	Label	Survey period		Survey frequency
3.872)	sf_2022q4_2i	content of feedback discussion: others text	4th quarter 2022		once
	SI_EGEEN I_EI		ren quarter 2022		Office
Wording	of question				
4th quarter	2022			Further information	
-un quarter				Variables belong together:	
1.b) Freque	ency of feedback discussions on average w	rith employees. Covered content: Others text			
1.0) Freque	ancy or reeupack discussions on average w	nui employees. Covered Content: Others text		sf_2022q4_2a	
				sf_2022q4_2b	
				sf_2022q4_2c	
				sf_2022q4_2c sf_2022q4_2d	
				sf_2022q4_2d sf_2022q4_2e	
				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f	
				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g	
				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	
				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g	
				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	
Nr.	Name	Label	Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	Survey frequency
Nr.	Name	Label	Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	Survey frequency
	Name sf_2022q4_3	Label survey of general satisfaction of employees	Survey period 4th quarter 2022	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	Survey frequency once
3.873)				sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	
3.873) Wording	sf_2022q4_3 of question			sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording	sf_2022q4_3 of question			sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2g	
4th quarter	sf_2022q4_3 of question			sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	sf_2022q4_3 of question	survey of general satisfaction of employees		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	sf_2022q4_3 of question	survey of general satisfaction of employees		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	sf_2022q4_3 of question	survey of general satisfaction of employees		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	sf_2022q4_3 of question	survey of general satisfaction of employees		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter 2.a) Does yo	of question 2022 our company conduct a survey of the general	survey of general satisfaction of employees eral satisfaction/motivation of employees?		sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	
3.873) Wording 4th quarter 2.a) Does yo	of question 2022 Our company conduct a survey of the general sur	eral satisfaction/motivation of employees?	4th quarter 2022	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once
3.873) Wording 4th quarter 2.a) Does yo	of question 2022 Our company conduct a survey of the general sur	eral satisfaction/motivation of employees?	4th quarter 2022 Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once
3.873) Wording 4th quarter 2.a) Does yo	of question 2022 our company conduct a survey of the general part of the general par	eral satisfaction/motivation of employees? [2] yes Label	4th quarter 2022 Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once Survey frequency
3.873) Wording 4th quarter 2.a) Does yo Nr. 3.874)	of question 2022 our company conduct a survey of the general part of the general par	eral satisfaction/motivation of employees? [2] yes Label	4th quarter 2022 Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once Survey frequency
Wording White quarter (2.a) Does ye White (3.874) Wording	of question 2022 our company conduct a survey of the general control of the general contr	eral satisfaction/motivation of employees? [2] yes Label	4th quarter 2022 Survey period	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once Survey frequency
Wording Wording 4th quarter Does ye	of question 2022 our company conduct a survey of the general control of the general contr	eral satisfaction/motivation of employees? [2] yes Label	4th quarter 2022 Survey period	sf_2022q4_2d sf_2022q4_2f sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2h	once Survey frequency
Wording Wording Wath quarter Nr. Wording	sf_2022q4_3 of question 2022 our company conduct a survey of the general survey of th	eral satisfaction/motivation of employees? [2] yes Label	4th quarter 2022 Survey period 4th quarter 2022	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i Further information	once Survey frequency
Wording Wording Whith quarter Wording Wording	sf_2022q4_3 of question 2022 our company conduct a survey of the general survey of th	eral satisfaction/motivation of employees? [2] yes Label survey of general satisfaction of employees: own survey	4th quarter 2022 Survey period 4th quarter 2022	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i	once Survey frequency
Wording Wording Wording Whith quarter	sf_2022q4_3 of question 2022 our company conduct a survey of the general survey of th	eral satisfaction/motivation of employees? [2] yes Label survey of general satisfaction of employees: own survey	4th quarter 2022 Survey period 4th quarter 2022	sf_2022q4_2d sf_2022q4_2e sf_2022q4_2f sf_2022q4_2g sf_2022q4_2h sf_2022q4_2i Further information	once Survey frequency

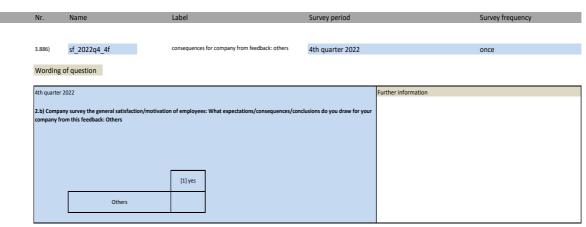








Nr. Name Survey period Survey frequency consequences for company from feedback: evaluation of managers 4th quarter 2022 sf_2022q4_4c 3.883) once Wording of question 4th quarter 2022 Further information 2.b) Company survey the general satisfaction/motivat company from this feedback: evaluation of managers [1] yes evaluation of managers Nr. Name Survey frequency Survey period sf_2022q4_4d consequences for company from feedback: organizational $\mbox{\sc 4th quarter 2022}$ 3.884) once Wording of question 4th quarter 2022 Further information 2.b) Company survey the general satisfaction/motivation of company from this feedback: organizational development [1] yes organizational development Survey frequency Nr. Name Survey period sf_2022q4_4e consequences for company from feedback: process improvement 4th quarter 2022 3.885) once Wording of question 4th quarter 2022 Further information 2.b) Company survey the general satisfaction/motiv company from this feedback: process improvement [1] yes process improvement



	Name			Label			Survey period		Survey frequency
3.887)	sf_2022q4_	4g		consequences	for company f	rom feedback: others text	4th quarter 2022		once
ording o	of question								
								I	
quarter 2	2022							Further information	
	ny survey the ge om this feedback		on/motivation	of employees	: What expect	ations/consequences/cond	lusions do you draw for your		
								l	
lr.	Name			Label			Survey period	_	Survey frequency
							отто, ролос		
88)	sf_2022q4_	5	a	assessment of	feedback cultu	re in the company	4th quarter 2022		once
oraing o	of question								
quarter 2	2022							Further information	
iow do y	ou generally ass	ess the feedba	ck culture in yo	ur company?					
	[1] very				[5] very				
	positive	[2]	[3]	[4]	negative				
r.	Name		1	Label			Survey period		Survey frequency
389)	sf_2022q4_	_6a	C	change feedba	ick culture in la	st three years	4th quarter 2022		once
	sf_2022q4_ of question	_6a	c	change feedba	ick culture in la	st three years	4th quarter 2022		once
ording o	of question	_6a		change feedba	ick culture in la	st three years	4th quarter 2022	Fusher information	once
ording o	of question			change feedba	ick culture in la	st three years	4th quarter 2022	Further information	once
Vording o	of question			change feedba	ick culture in la	st three years	4th quarter 2022	Further information	once
ording o	of question			change feedba	ick culture in la	st three years	4th quarter 2022	Further information	once
ording o	of question 2022 Feedback cultur	e in last three	years.		[5] more	st three years	4th quarter 2022	Further information	once
rding o	of question 2022 I feedback cultur			change feedba		st three years	4th quarter 2022	Further information	once
ording o	of question 2022 Feedback cultur	e in last three	years.		[5] more	st three years	4th quarter 2022	Further information	once
Vording o	of question 2022 Feedback cultur	e in last three	years.		[5] more	st three years	4th quarter 2022	Further information	once
ording o	of question 2022 Feedback cultur	e in last three	years.	[4]	[5] more	st three years		Further information	
ording of h quarter 2	of question 2022 Feedback cultur	e in last three	years.		[5] more	st three years	4th quarter 2022 Survey period	Further information	once Survey frequency
quarter 2	of question 2022 [1] more positive	re in last three	(3)	[4]	[5] more negative		Survey period	Further information	Survey frequency
ording of quarter 2	of question 2022 (1) more positive	re in last three	(3)	[4]	[5] more negative	st three years		Further information	
quarter 2 quarter 2	of question 2022 [1] more positive	re in last three	(3)	[4]	[5] more negative		Survey period	Further information	Survey frequency
change of Change	of question 2022 [1] more positive Name sf_2022q4_of question	re in last three	(3)	[4]	[5] more negative		Survey period	Further information Further information	Survey frequency
u quarter 2	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
ording of a quarter 2 Change of f	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
Vording of h quarter 2 Change of r. r. r.	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
Vording of the quarter 2 Change of the quarter 2 (Change of the quarter	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
/ording of h quarter 2 Change of r. r. r.	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
fording of h quarter 2 Change of r. r. r.	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency
Sith quarter 2	of question 2022 [1] more positive Name sf_2022q4_of question	[2]	years.	[4] Label change feedba	[5] more negative		Survey period		Survey frequency