BIBB/BAuA Employment Survey 2012


Survey instrument: master questionnaire for CATI programming with variable identifiers

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Main survey version

Further information:

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## Current occupational activity

| F100 | And which is the occupational activity you are currently pursuing?  
| Check: if several gainful activities are pursued and E106 ≠ 2 and NT = 1, then display instead:  
| <Which occupational activity are you currently pursuing as your main activity? What I mean is the gainful activity you spend most of your time on.>  
| Check: if E106 = 2 and NT = 1, then please display:  
| <And which is the occupational activity you are currently pursuing? Don't think of your student or trainee activity but of the gainful activity on which you spend most of the remaining time.  
| Please state the exact occupational title. For example, not <mechanic but automobile mechanic, not teacher but secondary-school teacher>. This is not about the profession for which you have once trained but about the gainful activity you are pursuing today.  
| / _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF100)  
| ***99: not stated => continue with F101  
| Control depending on gender: <female mechanic ("Mechanikerin") but female automobile mechanic ("KFZ-Mechanikerin"), not female teacher ("Lehrerin") but female secondary-school teacher ("Gymnasiallehrerin")>  

| F101 | Now this information is very important to our study. So would you please tell me which occupational activity you are currently pursuing.  
| if F100=99  
| / _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF100)  
| ***99: not stated => end of interview  

| F102 | Check: if stated activity is included in the filed list of occupations, then display for the interviewer  
| Can you give me a more precise name of that occupational activity? Is there a more specific occupational title for what you are doing?  
| / _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF102)  

| F103 | Are you currently working in your chosen field, or would you prefer to work in another occupation?  
| 1: Working in my chosen field  
| 2: Would prefer to work in another occupation  
| ***9: not stated
**Stib**

What is the employment status of your occupational activity as <display activity from F100-102>? Are you …

1: blue collar worker,
2: white collar worker,
3: civil servant,
4: self-employed person,
5: free-lance worker,
6: independent contractor,
7: family worker
9: TP can't decide between "blue collar worker" and "white collar worker"

***99: no information for programming:

INT: please read out possible responses completely.

---

**Working hours and place of work**

<table>
<thead>
<tr>
<th>F200</th>
<th>What are the weekly working hours in your occupational activity as &lt;display activity from F100-102&gt; according to the agreement with your employer, excluding overtime?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>/______________________ hours per week (double-digit format, decimal, one position, 1-85, 97, 99)</td>
</tr>
<tr>
<td></td>
<td>***97: no weekly working hours agreed on</td>
</tr>
<tr>
<td></td>
<td>***99: not stated</td>
</tr>
<tr>
<td></td>
<td>INT: week may include Saturday and Sunday, e.g. in the catering sector</td>
</tr>
<tr>
<td></td>
<td>Check: if F200 &gt; 50 hours =&gt; follow-up question: These are unusually long working hours. Did you agree with your employer on these working hours?</td>
</tr>
<tr>
<td></td>
<td>1: yes, agreed number of working hours</td>
</tr>
<tr>
<td></td>
<td>2: no, give correct number of hours</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F204</th>
<th>How are you compensated for your extra work or your overtime?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: by remuneration</td>
</tr>
<tr>
<td></td>
<td>2: by time off</td>
</tr>
<tr>
<td></td>
<td>3: by both</td>
</tr>
<tr>
<td></td>
<td>4: or is there no compensation</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td></td>
<td>INT: please read out possible responses</td>
</tr>
</tbody>
</table>
F206  And how many hours do you actually work per week, on average, including your sideline activities?

if NT=1

/______________hours per week

***99: not stated

Check: figure in F206 must be greater than or equal to figure in AZ. Check: if more than 70 hours => follow-up question

These are unusually long working hours. Is that correct?

1: yes, number of hours is correct

2: no, give correct number of hours

F207  If you could freely choose the extent of your working hours and if you take into account that your earnings would change with changed working hours:

How many hours per week would you prefer to work?

/______________hours per week (double-digit format, decimal, one position)

***97: the same number of hours as now

***99: not stated

Check: if secondary employment (NT=1), then display:

The following questions all refer to your main activity as <display activity from F100-102>.

F208  How often do you succeed in taking your private interests and the interests of your family into account when planning your working hours?

1: often

2: sometimes

3: or never

***9: not stated

INT: please read out possible responses

F209  Are your working hours typically between 7 a.m. and 7 p.m.?

1: yes

2: no

***9: not stated

F209_01  Are you working shifts or do you have other shifted working hours?

if 1: work in shifts

F209= 2, 9

2: have other shifted working hours => F214 or F214a (if stib=4,5,6,7 => F214/F214a)

3: neither => continue with F214 or F214a (if stib=4,5,6,7 => F214/F214a)

***9: not stated => continue with F214 or F214a (if stib=4,5,6,7 => F214/F214a)
F210  What shifts do you work in your occupational activity as <display activity from F100-102>?

F209_01=1  
1: early shift only  
2: late shift only  
3: night shift only  
4: alternating between early and late shifts  
5: alternating between early and night shifts  
6: alternating between late and night shifts  
7: alternating between early, late and night shifts  
8: alternating between day and night shifts (12-hour shifts)  
98: other  
***99: not stated
INT: do not read out possible answers initially

F210_01  Is that stressful for you?
if F209_01=1  
1: yes  
2: no  
***9: not stated
INT: for answer "sometimes" please enter "yes".

F210_02  On average, how many night shifts do you work in a month?  
if F210=3,5,6,7,8  
/________nights per month (range 1-31)  
***96: less than once per month  
***97: that changes, I can't say  
***99: not stated

F211  When did you start working night shifts? Please tell me the year.
if F210=3,5,6,7,8  
/________year  
Prog.: Check: at least year of birth + 15 years  
***9999: not stated

F214  Does it happen often in your occupational activity that work breaks are skipped on workdays of more than 6 hours? We are talking about breaks of more than 15 minutes.  
if zpalter >=18  
1: yes  
2: no  
***8: no workdays of more than 6 hours  
***9: not stated
INT: please don't read out possible responses

F214a  Does it happen often in your occupational activity that work breaks are skipped on workdays? We are talking about breaks of more than 15 minutes.  
if zpalter <18  
1: yes  
2: no  
***9: not stated
INT: please don't read out possible responses
### F214.01 Why is that? Because you have too much work to do, because breaks do not fit into the work flow, or because you yourself prefer not to take a break?

1: because I have too much work to do  
2: because breaks don't fit into the work flow  
3: because I prefer not to take a break  
***9: not stated

### F216 Are you on standby duty or on-call duty?

1: yes  
2: no  
***9: not stated

### F218 Do you work – even if only occasionally – on Saturdays?

1: yes => F220  
2: no => F221  
***9: not stated => F221

### F220 How many Saturdays a month do you work, on average?

/ ______ Saturdays per month  
***96: less than one per month  
***97: that changes, I can't say  
***99: not stated  
Check: adjust range; not more than 5

### F221 Do you work – even if only occasionally – on Sundays and public holidays?

1: yes  
2: no => F233  
***9: not stated => F233

### F223 How many Sundays and public holidays a month do you work, on average?

/ ______ Sundays and public holidays per month  
***96: less than one per month  
***97: that changes, I can't say  
***99: not stated  
Check: adjust range; not more than 5
**In which Federal state is the firm you work at located?**

1: Baden-Württemberg  
2: Bavaria  
3: Berlin  
4: Brandenburg  
5: Bremen  
6: Hamburg  
7: Hesse  
8: Mecklenburg-Vorpommern  
9: Lower Saxony  
10: North Rhine-Westphalia  
11: Rhineland-Palatinate  
12: Saarland  
13: Saxony  
14: Saxony-Anhalt  
15: Schleswig-Holstein  
16: Thuringia  

***20: abroad***  
***99: not stated***

INT: don't read out list, please ask openly and assign

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**Job tasks performed**

**F300** What is the most important equipment in your work as <display activity from F100-102>? We are talking about the object that is most important in your occupational activity.

/________________(TF300)

***99: not stated***

INT: Naming body parts is not admissible here; the question is about objects. If an imprecise answer is given, e.g. "tools", please ask whether a more specific answer is possible.

**F301** Do you have colleagues to whom you are the immediate supervisor?

1: yes  
2: no  

***9: not stated***

**F302** And how many are they?

if F301=1  
/__________colleagues

***99999: not stated***

Please think of your occupational activity as <display activity from F100-102>. I will now give you a number of specific job tasks. Please tell me how often these job tasks occur in your work, whether they occur often, sometimes or never.

F303 to F320 in random order: For the first statement display the question "Does this occur often, sometimes or never?".

**F303** Manufacturing, producing goods and commodities

1: often  
2: sometimes  
3: never  

***9: not stated***

INT: read out categories at first, then repeat if requested
<table>
<thead>
<tr>
<th>Code</th>
<th>Task Description</th>
<th>Scales</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>F304</td>
<td>Measuring, testing, quality control</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F305</td>
<td>Monitoring, control of machines, plants, technical processes</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F306</td>
<td>Repairing, refurbishing</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F307</td>
<td>Purchasing, procuring, selling</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F308</td>
<td>Transporting, storing, shipping</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F309</td>
<td>Advertising, marketing, public relations</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F310</td>
<td>Organising, planning and preparing work processes. Here we are not talking about your own work processes.</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F311</td>
<td>Developing, researching, constructing</td>
<td>1: often 2: sometimes 3: never</td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F312</td>
<td>Training, instructing, teaching, educating</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:</td>
<td>often</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
<td></td>
<td></td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F313</th>
<th>Gathering information, investigating, documenting</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F314</th>
<th>Providing advice and information</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F315</th>
<th>Entertaining, accommodating, preparing food</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F316</th>
<th>Nursing, caring, healing</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F317</th>
<th>Protecting, guarding, patrolling, directing traffic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F318</th>
<th>Working with computers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F319</th>
<th>Using the Internet or editing e-mails</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td></td>
</tr>
<tr>
<td>F318 ≤ 2</td>
<td></td>
</tr>
<tr>
<td>1:</td>
<td>often</td>
</tr>
<tr>
<td>2:</td>
<td>sometimes</td>
</tr>
<tr>
<td>3:</td>
<td>never</td>
</tr>
<tr>
<td>***9:</td>
<td>not stated</td>
</tr>
</tbody>
</table>
F320  Cleaning, removing waste, recycling

1: often
2: sometimes
3: never
***9: not stated

F321  Did we forget an activity that you frequently perform?

1: yes / _____________(TF321)
2. no
***9: not stated
INT: if several activities are named, record the most frequently performed one.

F322  Is your occupational activity related to renewable or regenerative energies?

1: yes
2. no
***9: not stated
INT: Renewable or regenerative energies are energy resources that are permanently available. This includes wind energy, bioenergy, solar energy, hydropower and geothermal energy.

F323  Does your firm work in this field?

if F322=2
1: yes
2: no
***9: not stated

F324  In the following, we would like to know in what way you are working with computers. Are you exclusively a computer user, or does your work with computers include more than just using them?

if F318=1,2
1: exclusively a user
2: more than just using them
***8: I can't say => continue with F326
***9: not stated => continue with F326

F325  Which of the following IT-related activities do you perform?

if F324=2

F325_01  Developing software, programming, systems analysis

1: yes
2. no
***9: not stated
F325_02  Developing, producing IT technology or hardware
   1: yes
   2. no
   ***9: not stated

F325_03  Administration of networks, IT systems, databases, web servers etc.
   1: yes
   2. no
   ***9: not stated

F325_04  Web design, web site maintenance
   1: yes
   2. no
   ***9: not stated

F325_05  IT consulting, user support, training
   1: yes
   2. no
   ***9: not stated

F325_06  IT sales
   1: yes
   2. no
   ***9: not stated

F325_07  Other
   1: yes
   2. no
   ***9: not stated

F326  What percentage of your working hours in your occupational activity as <display activity from F100-102> do you spend working at the computer, on average?
   /________per cent
   ***998: I can't say
   ***999: not stated
   INT: please enter percentage
F327 I will now read out a couple of situations. We would like to know how often these situations occur in your work. How often does it happen in your occupational activity ... 
F327_01-327_06 in random order
INT: read out categories at first, then repeat if requested

F327_01 that you have to react to and solve problems? Does this occur often, sometimes or never?
1: often
2: sometimes
3: never
***9: not stated
*** INT: if respondents state "always" or "all the time", please assign the answer to "often"

F327_02 that you have to take difficult decisions autonomously?
1: often
2: sometimes
3: never
***9: not stated

F327_03 that you have to recognize and close gaps in your own knowledge?
1: often
2: sometimes
3: never
***9: not stated
F327_04 that you have to take responsibility for other people?
1: often
2: sometimes
3: never
***9: not stated

F327_05 that you have to convince other people and negotiate compromises?
1: often
2: sometimes
3: never
***9: not stated

F327_06 that you have to communicate with other people in your occupational activity?
1: often
2: sometimes
3: never
***9: not stated

### Occupational requirements

F400 What kind of training is usually required for performing your occupational activity as <display activity from F100-102>? Having completed initial vocational education and training, having a technical college or university degree, having a further training certificate e.g. as a master craftsman or technician, or is no vocational training certificate required at all?
1: completed apprenticeship training, also school-based apprenticeship training
2: technical college or university degree
3: master craftsman or technician certificate, technical school certificate
4: no vocational training certificate
***8: I can't say
***9: not stated
Is a quick briefing <at the workplace> sufficient to perform your occupational activity as <display activity from F100-102>, or is a longer working-in period <in the firm> required?

1: quick briefing <at the workplace> sufficient
2: longer working-in period <in the firm> required

***8: I can't say
***9: not stated

Check: don't display <at the workplace> and <in the firm> if STIB = 4,5

And is it usually necessary to attend special courses or seminars to perform your occupational activity?

1: yes
2: no

***9: not stated

I will now read out a number of different fields of knowledge. For each of these fields, please tell me whether you need that knowledge in your occupational activity as <display activity from F100-102> and, if so, whether basic or specialist knowledge is required. If specialist knowledge is required only in a sub-domain of the field of knowledge, please answer specialist knowledge anyway.

F403_01 to F403_09 in random order
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Categories</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>F403_01</td>
<td>Legal knowledge</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: expert knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_02</td>
<td>Knowledge in the field of project management</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>7: I don't know what that is</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_03</td>
<td>Knowledge in the field of medical or nursing care</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_04</td>
<td>Knowledge in the field of mathematics, technical calculation, statistics</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_05</td>
<td>Knowledge of German, written expression, spelling</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_06</td>
<td>Do you require basic or specialist knowledge about computer application programs?</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td>if F318=1,2</td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_07</td>
<td>Technical knowledge</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
<tr>
<td>F403_08</td>
<td>Do you require basic or specialist commercial or business administrative knowledge?</td>
<td>1: no knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: basic knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: specialist knowledge</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>9: not stated</td>
<td></td>
</tr>
</tbody>
</table>
Do you require basic or specialist knowledge in the field of renewable or regenerative energies?

**F403_09**

if F322=1

1: no knowledge
2: basic knowledge
3: specialist knowledge

***9: not stated

---

Do you require basic or specialist knowledge of languages other than German in your work as <display activity from F100-102>?

**F403_10**

1: no knowledge
2: basic knowledge
3: specialist knowledge

***9: not stated

INT: if basic knowledge of one language and specialist knowledge of another language is required, please enter specialist knowledge

---

Is English the language of which you require this <specialist knowledge if F403_10=3; else> knowledge?

**F403_11**

if F403_10=2,3

1: yes
2: no

***9: not stated

---

How proficient do you have to be in English? Do you need to be proficient in speaking, proficient in writing or business fluent?

**F404**

if F403_10=3 & F403_11=1

F404_01 proficient in speaking
F404_02 proficient in writing
F404_03 business fluent
F404_09 not stated

Check: multiple answers allowed

---

In your work as <display activity from F100-102>, do you generally feel equal to the demands placed on your professional knowledge and skills, or do you rather feel overchallenged or underchallenged?

**F409**

1: generally equal to the demands
2: rather overchallenged
3: rather underchallenged

***9: not stated

---

And do you generally feel equal to the demands placed on you due to the amount of work or workload, or do you feel rather overchallenged or underchallenged?

**F410**

1: generally equal to the demands
2: rather overchallenged
3: rather underchallenged

***9: not stated

---

I will now read out a couple of work demands. For each of them, please tell me how often it occurs in your work, whether often, sometimes, rarely or never. How often does it happen in your occupational activity ...
F411_01  that you have to work under strong pressure of time or performance?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated
INT: read out categories at first, then repeat if requested

F412_01  Is that stressful for you?
if F411_01=1
1: yes
2: no
***9: not stated
INT: For answer "sometimes" please enter "yes". This applies in F412_1 to F412_13 as well.

F411_02  How often does it happen in your occupational activity that your work is stipulated in the minutest details?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_02  Is that stressful for you?
if F411_02=1
1: yes
2: no
***9: not stated

F411_03  How often does it happen in your occupational activity that one and the same work cycle / process is repeated in the minutest details?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_03  Is that stressful for you?
if F411_03=1
1: yes
2: no
***9: not stated

F411_04  How often does it happen in your occupational activity that you are facing new tasks which you have to think through and get familiar with?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_04  Is that stressful for you?
if F411_04=1
1: yes
2: no
***9: not stated
<table>
<thead>
<tr>
<th>Field</th>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F411_05</td>
<td>How often does it happen in your occupational activity that you improve existing procedures or try out something new?</td>
<td>1: often, 2: sometimes, 3: rarely, 4: or never, ***9: not stated</td>
</tr>
<tr>
<td>F411_06</td>
<td>How often does it happen in your occupational activity that your work is disturbed or interrupted, e.g. by colleagues, inferior materials, machine malfunctions or phone calls?</td>
<td>1: often, 2: sometimes, 3: rarely, 4: or never, ***9: not stated</td>
</tr>
<tr>
<td>F412_06</td>
<td>Is that stressful for you?</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F411_07</td>
<td>How often does it happen in your occupational activity that you are instructed to produce a precise number of items, provide a certain minimum performance or do a particular work in a specified time?</td>
<td>1: often, 2: sometimes, 3: rarely, 4: or never, ***9: not stated</td>
</tr>
<tr>
<td>F412_07</td>
<td>Is that stressful for you?</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F411_08</td>
<td>How often does it happen in your occupational activity that you are expected to do things you have not learned or you are not proficient in?</td>
<td>1: often, 2: sometimes, 3: rarely, 4: or never, ***9: not stated</td>
</tr>
<tr>
<td>F412_08</td>
<td>Is that stressful for you?</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
</tbody>
</table>
F411_09  How often does it happen in your occupational activity that you have to keep an eye on different work processes or sequences at the same time?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_09  Is that stressful for you?
if F411_09=1
1: yes
2: no
***9: not stated

F411_11  How often does it happen in your occupational activity that even a small mistake or a slight inattentiveness can lead to larger financial losses?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_11  Is that stressful for you?
if F411_11=1
1: yes
2: no
***9: not stated

F411_12  How often does it occur in your occupational activity that you have to reach the very limits of your capabilities?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_12  Is that stressful for you?
if F411_12=1
1: yes
2: no
***9: not stated

F411_13  How often does it occur in your occupational activity that you have to work very quickly?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_13  Is that stressful for you?
if F411_13=1
1: yes
2: no
***9: not stated
At the beginning of our talk you said that you are working in your occupational activity <display status in employment>.

Check:
if STIB=1 => continue with F500
if STIB=2,9,99 => continue with F501
if STIB=3 => continue with F503
if STIB=4 => continue with F506
if STIB=5,6,7 => continue with F510

F500 Which of the following groups do you belong to? Are you…

1: semi-skilled worker, labourer, unskilled worker
2: skilled worker, work gang foreman
3: foreman, group leader
4: or master craftsman, site foreman in your worker status

***9: not stated

INT: please read out possible responses

Check: Use feminine form for females. Keep masculine form for site foreman.

Filter: All continue with F503

F501 Are you a white collar worker...

1: performing simple tasks
2: performing qualified tasks, e.g. as accounting clerk, bookkeeper, engineering draftsman
3: performing highly qualified tasks, e.g. as scientific collaborator, engineer, head of department

***9: not stated

INT: please read out possible responses; examples for simple tasks are sales assistant, cleaning worker, nursing assistant

F502 Are you employed as master craftsman or site foreman?

1: yes
2: no

***9: not stated

Check: Use feminine form for females. Keep masculine form for site foreman.
### F503
**Do you perform your tasks by following instructions or rather independently?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Task Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,3,9,99</td>
<td>1: by following instructions =&gt; continue with F505 (if STIB = 3: continue with F504)</td>
</tr>
<tr>
<td></td>
<td>2: rather independently =&gt; continue with F505 (if STIB = 3: continue with F504)</td>
</tr>
<tr>
<td></td>
<td>3: both equally often =&gt; continue with F505 (if STIB = 3: continue with F504)</td>
</tr>
<tr>
<td></td>
<td>9: not stated =&gt; next: all continue with F505 (if STIB = 3: continue with F504)</td>
</tr>
</tbody>
</table>

### F504
**Are you a civil servant<> in the lower service, intermediate service, upper intermediate service or higher service?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Service Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>1: in the lower service</td>
</tr>
<tr>
<td></td>
<td>2: in the intermediate service</td>
</tr>
<tr>
<td></td>
<td>3: in the upper intermediate service</td>
</tr>
<tr>
<td></td>
<td>4: in the higher service</td>
</tr>
<tr>
<td></td>
<td>9: not stated</td>
</tr>
</tbody>
</table>

Check: use feminine form for females

### F505
**Are you authorised to give work-related instructions to other employees?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Authorisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,3,9,99</td>
<td>1: yes =&gt; continue with F507 (if STIB = 3: continue with F510)</td>
</tr>
<tr>
<td></td>
<td>2: no =&gt; continue with F507 (if STIB = 3: continue with F510)</td>
</tr>
<tr>
<td></td>
<td>9: not stated =&gt; continue with F507 (if STIB = 3: continue with F510)</td>
</tr>
</tbody>
</table>

### F506
**Are you an independent master craftsman?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Independent Master Craftsman</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>1: yes =&gt; continue with F510</td>
</tr>
<tr>
<td></td>
<td>2: no =&gt; continue with F510</td>
</tr>
<tr>
<td></td>
<td>9: not stated =&gt; continue with F510</td>
</tr>
</tbody>
</table>

Check: use feminine form for females

### F507
**Are you currently employed on a fixed-term contract or on a permanent contract?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Employment Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,9,99</td>
<td>1: fixed-term contract</td>
</tr>
<tr>
<td></td>
<td>2: permanent contract</td>
</tr>
<tr>
<td></td>
<td>9: not stated</td>
</tr>
</tbody>
</table>

### F508
**Are you interested in converting your employment relationship into a permanent one?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no</td>
</tr>
<tr>
<td></td>
<td>9: not stated</td>
</tr>
</tbody>
</table>

### F509
**Are you employed by a temporary work agency that hires you out to other companies?**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,9,99</td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no</td>
</tr>
<tr>
<td></td>
<td>9: not stated</td>
</tr>
</tbody>
</table>

### F510
**Since when have you been working for your current employer? Please tell me the year.**

<table>
<thead>
<tr>
<th>STIB</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: fixed-term contract</td>
</tr>
<tr>
<td></td>
<td>2: permanent contract</td>
</tr>
<tr>
<td></td>
<td>9: not stated</td>
</tr>
</tbody>
</table>

Check: Target Person must have been at least 14 years old at the time.
**F510** Since when have you been operating this firm, this business? Please tell me the year.
/_____year
***9999: not stated
Check: TP must have been at least 14 years old at the time.

**F510** Since when have you been working as an *<independent contractor>* for the firm which you work most of the time for? Please tell me the year.
/_____year
***9999: not stated
Check: use feminine form of "contractor" for females
Check: TP must have been at least 14 years old at the time.

**F510** Since when have you been employed by this temporary work agency? Please tell me the year.
/_____year
***9999: not stated
Check: TP must have been at least 14 years old at the time.

**F510_01** What did you do immediately before that?
if F509=1
1: were you unemployed
2: did you work for another temporary work agency
3: did you work outside the temporary employment sector
4: or did you do something else
***9: not stated
INT: please read out possible responses

**F510_02** When was the first time you were employed by a temporary work agency? Please tell me the year.
/_____year
***9999: not stated
Check: TP must have been at least 14 years old at the time and F510_02 must not be after F510.

**F511** And since when are you working in your occupational activity as *<display activity from F100-102>* at your present work place? Please tell me the year.
/_____year [F511_j]
9999: not stated
Check: if year >2009 then ask for month as well: [And since what month?] /_____month [F511_m]
99: not stated
Check: TP must have been at least 14 years old at the time and F511 must not be before F510.
**F512** Does the *firm* you work at belong to ...

if $STIB = 1,2,3,7,9,99$

1: the public service sector
2: industry
3: craft sector
4: commerce sector
5: other services
6: another sector
7: or is it a private household => continue with F518

***9: not stated

Check: if F509 = 1: *<hiring firm>*

INT: if currently not hired out: last hiring firm
INT: please read out possible responses

**F512** Does your firm belong to ...

if $STIB = 4,5$

2: industry
3: craft sector
4: commerce sector
5: other services
6: or another sector

***9: not stated

INT: please read out possible responses

**F512** Does this firm you predominantly work for belong to...

if $STIB = 6$

2: industry
3: the craft sector
4: commerce sector
5: other services
6: or another sector

***9: not stated

INT: please read out possible responses

**F513** And to which industry sector does the firm belong? Please tell me as precisely as possible.

if $F512 \neq 7$

/________________(TF513)

***99: not stated

INT: Please ask for specific sector, e.g. not "trade" but "retail trade", not "public service" but "hospital". Ask again if necessary!
F515  How many people are employed in the firm you work at, approximately, including <<the owner and>> apprentices?

If \((STIB=1,2,3,7,9,99)\) and \(F512\neq 7\):
1: 1 person
2: 2 persons
3: 3 to 4 persons
4: 5 to 9 persons
5: 10 to 19 persons
6: 20 to 49 persons
7: 50 to 99 persons
8: 100 to 249 persons
9: 250 to 499 persons
10: 500 to 999 persons
11: 1000 persons and more

***99: not stated

Check: if public service sector \((F512=1)\) then please also display: <We are talking about the number of employees of the local department.>

If public service \((F512=1)\): <<>>

INT: please don't read out possible responses

INT: if several sites exist then the question applies to the local firm or branch

F515  How many people are employed in your firm all in all, if you count yourself in and also the apprentices, if any?

If \((STIB=4,5)\):
1: 1 person
2: 2 persons
3: 3 to 4 persons
4: 5 to 9 persons
5: 10 to 19 persons
6: 20 to 49 persons
7: 50 to 99 persons
8: 100 to 249 persons
9: 250 to 499 persons
10: 500 to 999 persons
11: 1000 persons and more

***99: not stated

INT: please don't read out possible responses

F516  How do you assess the economic situation of the firm you work at?

If \((STIB=1,2,7,9,99)\) and \(F512\neq 1\) and \(F512\neq 7\):
1: very good
2: good
3: not so good
4: or bad

***8: don't know
***9: not stated

INT: please read out possible responses

F516  How is the current economic situation of your firm?

If \((STIB=4,5)\) and \(F512\neq 1\) and \(F512\neq 7\):
1: very good
2: good
3: not so good
4: or bad

***8: don't know
***9: not stated

INT: please read out possible responses
Check: if STIB = 6

How high do you think is the likelihood that your work as an independent contractor for the firm you predominantly work for will be terminated in the near future?

Check: if F507=1

How high do you think is the likelihood that your contract will not be extended?

Check: else

How high do you think is the likelihood that you will be laid off by the firm in the near future?

1: very high
2: high
3: rather low
4: or is it completely unlikely?

***8: don't want to be employed
***9: not stated

INT: please read out possible responses

Check: if STIB=4,5

How high do you think is the likelihood that you will have to close down your firm in the near future?

1: very high
2: high
3: rather low
4: or is it completely unlikely?

***9: not stated

INT: please read out possible responses

Now to your monthly gross income, i.e. your salary or wages before deduction of taxes and social-security contributions. Please don't include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?

/________EURO (range 0 – 99997)

***99998: don't know
***99999: not stated

Now to your monthly gross income. We are not talking about the turnover. Please don't include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?

/________EURO (range 1 – 99997)

***99998: don't know
***99999: not stated
F518
if STIB=4,5
Now to your monthly gross income. We are not talking about the commercial turnover or profit. Please don’t include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?  
/ _____ EURO (range 1 – 99997)  
***99998: don't know  
***99999: not stated

F519
Would you then perhaps tell me: Is your monthly gross income less than 1500 euros?  
1: yes, less than 1500 euros  
2: no, 1500 euros and more  
***9: not stated

F520
if STIB=1,2,7,9,99 and (F518 <=400 or F519=1,9)
Is your work as <display activity from F100-102> a so-called minor employment, also called mini-job, with a maximum income of 400 euros per month?  
1: yes  
2: no  
***9: not stated

Working conditions

F600
I will now read out a number of working conditions. Once again, please tell me for each one of them whether they occur often, sometimes, rarely or never in your work as <display activity from F100-102>.

F600_01
Working on your feet. How often does that happen?  
1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated  
INT: read out categories at first, then repeat if requested

F602_01
Is that stressful for you?  
if F600_01=1  
1: yes  
2: no  
***9: not stated  
INT: For answer "sometimes" please enter "yes". This applies in F602_01 to F602_13 as well.

F600_03
Lifting and carrying loads of more than < for male TP insert: 20 kg, for female TP: 10 kg >  
1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated
F602_03  Is that stressful for you?
if  
F600_03=1
1: yes
2: no
***9: not stated

F600_04  Working exposed to fumes, dusts or gases, vapours
1: often
2: sometimes
3: rarely
4: never
***9: not stated

F602_04  Is that stressful for you?
if  
F600_04=1
1: yes
2: no
***9: not stated

F600_05  Working exposed to cold, heat, moisture, humidity or draughts
1: often
2: sometimes
3: rarely
4: never
***9: not stated

F602_05  Is that stressful for you?
if  
F600_05=1
1: yes
2: no
***9: not stated

F600_06  Working with oil, grease, dirt, grime
1: often
2: sometimes
3: rarely
4: never
***9: not stated

F602_06  Is that stressful for you?
if  
F600_06=1
1: yes
2: no
***9: not stated

F600_07a  Performing manual work that requires a high degree of skilfulness, fast movement sequences or the use of great force
1: often
2: sometimes
3: rarely
4: never
***9: not stated
**F602_07a**  Is that stressful for you?
if F600_07a=1
1: yes
2: no
***9: not stated

**F600_07b**  Working in a bent, squatting, kneeling or recumbent position, working overhead
1: often
2: sometimes
3: rarely
4: never
***9: not stated

**F602_07b**  Is that stressful for you?
if F600_07b=1
1: yes
2: no
***9: not stated

**F600_08**  Working exposed to powerful shocks, jolts and vibrations that can be felt physically
1: often
2: sometimes
3: rarely
4: never
***9: not stated

**F602_08**  Is that stressful for you?
if F600_08=1
1: yes
2: no
***9: not stated

**F600_09**  Working under harsh light or in light conditions that are poor or too low
1: often
2: sometimes
3: rarely
4: never
***9: not stated

**F602_09**  Is that stressful for you?
if F600_09=1
1: yes
2: no
***9: not stated

**F600_10**  Handling of hazardous substances
1: often
2: sometimes
3: rarely
4: never
***9: not stated
F602_10  Is that stressful for you?
if F600_10=1
   1: yes
   2: no
   ***9: not stated

F600_11  Wearing protective clothing or equipment
   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F602_11  Is that stressful for you?
if F600_11=1
   1: yes
   2: no
   ***9: not stated

F600_12  Working exposed to noise
   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F602_12  Is that stressful for you?
if F600_12=1
   1: yes
   2: no
   ***9: not stated

F600_13  Dealing with microorganisms like pathogens, bacteria, moulds or viruses
   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F602_13  Is that stressful for you?
if F600_13=1
   1: yes
   2: no
   ***9: not stated

F601  Do you work at a place where people are smoking?
   1: yes
   2: no
   ***9: not stated
**F601_01**  Is that stressful for you?
if F601=1
1: yes  
2: no  
***9: not stated  
INT: for answer "sometimes" please enter "yes".

**F603**  Has a risk assessment been carried out at your workplace?
1: yes  
2: no  
***7: I don't know what that is  
***8: don't know  
***9: not stated  
INT: If TP asks for explanation: In a risk assessment, the risks present in your workplace are documented in order to start implementing suitable safety measures. This also includes inspections of computer workplaces.

**F604**  Did this assessment also take possible impairment caused by problematical work flows, working hours or insufficient cooperation into account?
if F603 = 1
1: yes  
2: no  
***8: don't know  
***9: not stated

**F700_02**  How often does it happen that you can plan and schedule your work on your own?
not if STIB=4,5 and F515=1
1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated  
INT: read out categories at first, then repeat if requested

**F701_02**  Is that stressful for you?
if F700_02=4
1: yes  
2: no  
***9: not stated  
INT: For answer "sometimes" please enter "yes". This applies in F701_02 to F701_13 as well.

**F700_03**  that you can influence the workload assigned to you?
not if STIB=4,5 and F515=1
1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated

**F701_03**  Is that stressful for you?
if F700_03=4
1: yes  
2: no  
***9: not stated
<table>
<thead>
<tr>
<th>Question</th>
<th>Rating Options</th>
</tr>
</thead>
</table>
| **F700_04** that your work puts you in situations that are emotionally straining? | 1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated |
| **F700_06** that you can decide when to take a break?                   | 1: often  
2: sometimes  
3: rarely  
4: never  
***8: don't have any breaks  
***9: not stated |
| **F701_06** Is that stressful for you?                                  | 1: yes  
2: no  
***9: not stated |
| **F700_07** How often do you feel that your work is important?           | 1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated |
| **F701_07** Is that stressful for you?                                  | 1: yes  
2: no  
***9: not stated |
| **F700_08** How often does it happen in your workplace that you are not provided in time with information about far-reaching decisions, changes or plans for the future? | 1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated |
| **F701_08** Is that stressful for you?                                  | 1: yes  
2: no  
***9: not stated |
| **F700_09** that you don't receive all the information necessary for performing your work correctly? | 1: often  
2: sometimes  
3: rarely  
4: never  
***9: not stated |
F701_09  Is that stressful for you?
if F700_09=1
  1: yes
  2: no
***9: not stated

F700_10  that you feel as a part of a community in your workplace?
not if STIB=4,5 and F515=1
  1: often
  2: sometimes
  3: rarely
  4: never
***9: not stated

F701_10  Is that stressful for you?
if F700_10=4
  1: yes
  2: no
***9: not stated

F700_11  How often do you consider the collaboration between you and your <colleagues> to be good?
not if F515=1
Check: if STIB = 4,5: <staff>
  1: often
  2: sometimes
  3: rarely
  4: never
***9: not stated

F701_11  Is that stressful for you?
if F700_11=4
  1: yes
  2: no
***9: not stated

F700_12  How often do you receive help and support for your work from your colleagues if you require it?
if STIB=1,2,3,9, 99
  1: often
  2: sometimes
  3: rarely
  4: never
***9: not stated

F701_12  Is that stressful for you?
if F700_12=4
  1: yes
  2: no
***9: not stated

F700_13  And how often do you receive help and support for your work from your direct supervisor if you require it?
if STIB=1,2,3,9, 99
  1: often
  2: sometimes
  3: rarely
  4: never
***9: not stated
F701_13  Is that stressful for you?
if F700_13 = 4
  1: yes
  2: no
  ***9: not stated

---

### Professional and life goals

**F900**  How strongly do you pursue the following goals? For each of them, please tell me whether you pursue that goal very strongly, strongly, rather not or not at all.

**F900_01**  Getting ahead
1: very strongly
2: strongly
3: rather not
4: not at all
***8: undecided
***9: not stated

**F900_02**  Pursuing your own interests
1: very strongly
2: strongly
3: rather not
4: not at all
***8: undecided
***9: not stated

*** INT: refers to both professional work and private life

**F900_03**  Earning a good income
1: very strongly
2: strongly
3: rather not
4: not at all
***8: undecided
***9: not stated

**F900_04**  Having a secure job
1: very strongly
2: strongly
3: rather not
4: not at all
***8: undecided
***9: not stated

**F900_05**  Finding enough time for family, partner and children
1: very strongly
2: strongly
3: rather not
4: not at all
***7: don't have family, partner, children
***8: undecided
***9: not stated
Changes in the last two years

**F1001_A** Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 <=2009)

Please tell me now whether the following changes were undertaken in your immediate working environment in the last two years. In the last two years, have...

if STIB = 4,5: <firm>

---

**F1001_B** Check: if (((STIB = 4,5,6 or F509 =1) and F510 >2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 >2009)

Please tell me whether the following changes were undertaken in your immediate working environment in the time since you started your activity at your current place of work. In this time, have ...

Check: if STIB = 4,5: <firm since you started running it>,

---

**F1001_C** Check: if ((STIB = 4,5,6 or F509 =1) and F510 = not stated) or if (STIB <> 4,5,6 and F509 <> 1 and F511 = not stated)

Please tell me now whether the following changes were undertaken in your immediate working environment in the last two years. If you have started working in your current occupational activity less than two years ago, please think of the time since you started working in your occupational activity at your present place of work>. In the last two years, have...

Check: if STIB = 4,5: <firm>

<<since you started your work>>

---

**F1001_01** new manufacturing or process technologies been introduced <<in your immediate working environment>>?

1: yes
2: no

***8: don't know
***9: not stated

if STIB = 4,5: <firm>

---

**F1001_02** new computer programs been introduced? We are not talking about new release versions of existing programs here.

1: yes
2: no

***8: don't know
***9: not stated

---

**F1001_03** new machines or equipment been introduced <<in your immediate working environment>>?

1: yes
2: no

***8: don't know
***9: not stated

if STIB = 4,5: <firm>
F1001_04  new or significantly changed products or materials been employed <<<in your immediate working environment>>>?

1: yes
2: no

***8: don't know
***9: not stated

if STIB = 4,5: <firm>

F1001_05  new or significantly changed services been provided?

1: yes
2: no

***8: don't know
***9: not stated

F1001_06  there been significant restructurings or reorganisation pertaining to your immediate working environment?

1: yes
2: no

***8: don't know
***9: not stated

F1001_07  <<<in your immediate working environment>>> Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 <=2009) "in the last 2 years”>

Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2009 or not stated)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511 >2009 or not stated))) "in this time”>

workforce reductions or redundancies been effected?

1: yes
2: no

***8: don't know
***9: not stated

if STIB = 4,5: <firm>

F1001_08  increased numbers of independent contractors, temporary employees, interns or temporary agency workers been employed?

1: yes
2: no

***8: don't know
***9: not stated

F1001_09  Have you been assigned a new direct supervisor <in the last two years / in this time>?

not if STIB=4,5

1: yes
2: no

***8: don't know
***9: not stated
F1001_10  How did work pressure and stress change? Did they increase, remain unchanged or decrease?
1: increased
2: remained unchanged
3: decreased
***9: not stated

F1001_12  In this time, did the demands placed on your skills in performing your work increase, remain unchanged or decrease?
1: increased
2: remained unchanged
3: decreased
***9: not stated

F1002  Check: if (((STIB = 4,5,6 or F509 =1) and F510 <=2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 <=2009)) "in the last 2 years"
Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2009 or not stated)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511 >2009 or not stated))) "in this time"

F1002_01  Now please think of your entire firm. Please tell me whether the following changes took place <in the last two years / in this time>?
Relocation or outsourcing of firm units
1: yes
2: no
***8: don't know
***9: not stated

INT: to another location in Germany or abroad

F1002_02  Merger with another firm
1: yes
2: no
***8: don't know
***9: not stated

F1002_03  Expansion or strong growth of the firm
1: yes
2: no
***8: don't know
***9: not stated
School education

I would now like to ask you some questions about your school and training period.

F1104  
At the beginning of our talk you said that you have <display school leaving qualification>.  
In which year did you obtain this school leaving certificate?  
/ __________ year 
***9999: not stated 
Check: TP must have been at least 10 years old at the time.

F1108  
What was your overall score on your school leaving certificate? Very good, good, satisfactory or sufficient?  
1: very good  
2: good  
3: satisfactory  
4: sufficient  
***7: qualification has no score  
***9: not stated

Check F1109 
Check: if under 44 years old => continue with F1109 
Check: if not under 44 years old => continue with F1200:

F1109  
Are you currently in an education or training program, meaning as a pupil, student or apprentice?  
1: yes, I am a pupil  => continue with F1200  
2: yes, I am a student  => continue with F1200  
3: yes, I am an apprentice  => continue with F1200  
4: no, I am not  => continue with F1200  
***9: not stated  => continue with F1200

phrase depending on gender

F1110  
Are you studying at a school of general education or at a vocational school or technical school?  
1: school of general education  
2: vocational school, technical school  
***9: not stated

Vocational education and training

F1200  
Have you completed an apprenticeship training or a course of study? Please think of all your certificates, e.g. apprenticeship training in firms, at a vocational school or at university or technical college.  
1: yes  => continue with F1300  
2: no  => continue with F1300  
***9: not stated  => continue with F1300

INT: Please read out question completely.  
INT: This is about vocational qualifications; general education certificates are not recorded here.  
INT: Not counted as vocational education and training: traineeship, internship, vocational preparation courses or measures.
F1201  Do you have one or several certificates? Please also think of retraining and upgrading vocational training leading to master craftsman, technician, management expert or business administrator certificates.
1: one certificate
2: several certificates
***9: not stated (treat like ‘1’ until F1221)
INT: please read out question completely.

start of loop, if F1201 = 2

Let’s start with your first certificate.
Check: The vocational education and training module is repeated for each completed training; maximum 5 loops

F1202  What education or training did you complete? A firm- or school-based apprenticeship, a technical college or university degree, civil service training or a different qualification?
if F1200 = 1
1: firm based apprenticeship training
2: school-based apprenticeship training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training for a career in public services
6: different education or training certificate
***7: further training certificate as a master craftsman, technician, business administrator, management expert, commercial clerk (usually not possible as initial vocational training)
***8: practical legal or teacher training, second state examination, third state examination, doctorate (usually not possible as initial vocational training)
***9: not stated
INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.

Loop numbering: F1202ff = 1st loop; G1202ff = 2nd loop; H1202ff = 3rd loop, I1202ff = 4th loop, J202ff = 5th (i.e. last) loop

G1202  Let’s now come to <your next> certificate. Which qualification do you have? Firm- or school-based apprenticeship training, technical college or university degree, civil service training, further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk or a different qualification?
2nd loop if F1201 = 2 or F1220B = 1
1: firm-based apprenticeship training
2: school-based apprenticeship training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training
7: further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk
6: different education or training certificate
***8: practical legal or teacher training, second state examination, third state examination, doctorate
***9: mistake, no additional certificate => continue with F1224
***99: not stated
Check: if F1220B = 1 <this>
INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.
Let's now come to your next certificate. Which qualification is that?

1: firm-based apprenticeship training
2: school-based apprenticeship training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training
6: different education or training certificate
7: further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk
8: practical legal or teacher training, second state examination, third state examination, doctorate
9: not stated

INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.

**F1202B**

What degree is that?

1: State examination
2: Diploma
3: Magister
4: Bachelor
5: Master
6: other degree
7: not stated

**F1203**

Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the certificate or training contract.

1: _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF1203, TG1203, TH1203, TI1202, TJ1203)
**F1204**  
**In which Federal state did you obtain this certificate?**

<table>
<thead>
<tr>
<th>Number</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Baden-Württemberg</td>
</tr>
<tr>
<td>2</td>
<td>Bavaria</td>
</tr>
<tr>
<td>31</td>
<td>West Berlin</td>
</tr>
<tr>
<td>32</td>
<td>East Berlin</td>
</tr>
<tr>
<td>4</td>
<td>Brandenburg</td>
</tr>
<tr>
<td>5</td>
<td>Bremen</td>
</tr>
<tr>
<td>6</td>
<td>Hamburg</td>
</tr>
<tr>
<td>7</td>
<td>Hesse</td>
</tr>
<tr>
<td>8</td>
<td>Mecklenburg-Vorpommern</td>
</tr>
<tr>
<td>9</td>
<td>Lower Saxony</td>
</tr>
<tr>
<td>10</td>
<td>North Rhine-Westphalia</td>
</tr>
<tr>
<td>11</td>
<td>Rhineland-Palatinate</td>
</tr>
<tr>
<td>12</td>
<td>Saarland</td>
</tr>
<tr>
<td>13</td>
<td>Saxony</td>
</tr>
<tr>
<td>14</td>
<td>Saxony-Anhalt</td>
</tr>
<tr>
<td>15</td>
<td>Schleswig-Holstein</td>
</tr>
<tr>
<td>16</td>
<td>Thuringia</td>
</tr>
<tr>
<td>20</td>
<td>abroad / _ _ _ _ _ (TF1204s)</td>
</tr>
</tbody>
</table>

***99: not stated***

INT: Don't read out list, please ask openly and assign. If in GDR then please enter today's Federal state.

---

**F1205**  
**At the end of your period of training, did your training firm belong to ...**

<table>
<thead>
<tr>
<th>Number</th>
<th>Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>the public service sector</td>
</tr>
<tr>
<td>2</td>
<td>industry</td>
</tr>
<tr>
<td>3</td>
<td>craft sector</td>
</tr>
<tr>
<td>4</td>
<td>commerce sector</td>
</tr>
<tr>
<td>5</td>
<td>other services</td>
</tr>
<tr>
<td>6</td>
<td>or another sector</td>
</tr>
</tbody>
</table>

There was no training firm because ...

***7: training was not attended in a firm***  
***8: a Chamber examination was completed after several years of professional experience***  
***9: skilled worker certification was granted following GDR regulations***  
***99: not stated***

INT: Please read out possible responses 1-6.

---

**F1206**  
**Approximately how many people were employed in your training firm back then?**

<table>
<thead>
<tr>
<th>Number</th>
<th>Range</th>
<th>Continue with F1216</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 to 9 persons</td>
<td>F1216</td>
</tr>
<tr>
<td>2</td>
<td>10 to 49 persons</td>
<td>F1216</td>
</tr>
<tr>
<td>3</td>
<td>50 to 249 persons</td>
<td>F1216</td>
</tr>
<tr>
<td>4</td>
<td>250 persons and more</td>
<td>F1216</td>
</tr>
</tbody>
</table>

***9: not stated***

INT: Please read out possible responses

INT: If several firm locations exist then the question applies to the local firm or branch

Check: if F1205=1 then display:

We are talking about the number of employees of the local department.
And in what training institution did you attend your training?
1: at a full-time vocational school, => continue with F1216
2: at a school for public health related occupations, => continue with F1216
3: at a trade and technical school for social care, socio-pedagogic occupations, pedagogical trade and technical school (GDR), => continue with F1216
4: at a different trade and technical school, => continue with F1216
5: at an advanced-level commercial school or => continue with F1216
11: at another educational institution => continue with F1208

***99: not stated => continue with F1216

INT: please read out all possible responses first.
Check: only display GDR terms if F1204 = East

And what kind of educational institution was that?
6: at a technical engineering school, engineering school, polytechnic school, 7: at a technical college (engineering college), 8: at a university (pedagogical or technical university, pedagogical institute (GDR)), 9: at a college of advanced vocational studies 12: at a Chamber, 13: at the trade unions, 14: at an independent or private education provider, 15: in a firm 16: somewhere else _ _ _ _ _ (TF1208, TG1208, Th1208, Ti1208, TJ1208)

***99: not stated

INT: Please don't read out possible responses, ask openly and then assign.
Check: only display GDR terms if F1204 = East
Filter: all to F/G/H/I/J1216

Was that training in the ...
1: lower service 2: intermediate service 3: upper intermediate service 4: or higher service? 9: not stated

INT: please read out possible responses
Filter: all to F/G/H/I/J1216
And in what training institution did you attend your training?

1: full-time vocational school
2: school for public health related occupations
3: trade and technical school for social care/socio-pedagogic occupations
4: different trade and technical school
7: technical college (engineering college)
8: university (pedagogical or technical university, pedagogical institute)
9: college of advanced vocational studies
10: firm
11: other educational institution
12: with a Chamber
13: trade unions
14: with an independent or private education provider
15: in a different educational institution (/_ _ _ _ _)(TF1210s)

***99: not stated

INT: please don’t read out possible responses.

Filter: all to F/G/H/I/J1216

What further training did you complete?

1: master craftsman
2: technician, engineer at a trade and technical school (GDR only)
3: business administrator, management expert
4: commercial clerk
5: or another training (/_ _ _ _ _)(TF1212s)

***9: not stated => continue with F/G/H/I/J1214

INT: please read out possible responses

Check: only display GDR terms if F1204=East
use feminine form for females

Was that a master craftsman training in the crafts, in industry or in a different field?

1: master craftsman in the crafts
2: master craftsman in industry
3: master craftsman in a different field

***9: not stated

Filter: all to F/G/H/I/J1214

In what training institution did you attend your further training?

5: at a trade and technical school,
6: at a technical engineering school, engineering school, polytechnic school
11: or at another educational institution

***99: not stated => continue with F/G/H/I/J1216

INT: please read out possible responses
And where exactly did you attend your further training?

1: full-time vocational school
2: school for public health related occupations
3: trade and technical school for social care or socio-pedagogic occupations
4: firm
5: technical college (engineering college)
6: university (pedagogical or technical university, pedagogical institute)
7: at a Chamber
8: at the trade unions
9: at an independent or private education provider
10: somewhere else /_ _ _ _ _ _ (TF1215s)

***99: not stated

INT: please don't read out possible responses, ask openly and then assign.

Filter: all to F/G/H/I/J1216

From when to when did you attend this training? Please give me the year and month.

from month: _ _ year: _ _ to month: _ _ year: _ _

1: beginning of the year
2: spring
3: summer, middle of the year
4: autumn
5: winter, end of the year

***99: not stated (month)
***9999: not stated (year)

INT: if the TP can only remember the season, please enter corresponding numbers.

Check: if F/G/H/I/J1212=1 then display the following for the interviewer:
INT: if the further training to become a master craftsman consisted of several training stages, please treat the totality of all training stages as one course of further training.

Check: TP must have been at least 12 years old at the beginning. The end must be after the beginning.

This training period <display: of x months> is unusually short. Why was that?

1: that's common for this occupation
2: training abroad
3: training shortened, examination date pushed up
4: extern examination (German "Externenprüfung")
5: internship
6: vocational preparation courses or measures
7: somewhere else /_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1217s)

18: wrong input => correct F/G/H/I/J1216

***99: not stated

INT: Please don't read out possible responses, ask openly and then assign.

Check: wrong input => correct F/G/H/I/J1216
### F1219 G,H,I,J

Considering all the occupational knowledge and skills you have acquired during your training, how much of it can you utilise in your current work as <display activity from F100-102>?

1: very much  
2: quite a bit  
3: some of it  
4: little  
5: very little  
***6: nothing at all  
***9: not stated

INT: please read out possible responses 1-5!

<table>
<thead>
<tr>
<th>Start of 2nd loop</th>
<th>Starts with G1202.</th>
</tr>
</thead>
<tbody>
<tr>
<td>G1221/H1221 is the last question in loop 2 and 3.</td>
<td></td>
</tr>
<tr>
<td>I1221 is the last question in loop 4 if I1221 = 2,9.</td>
<td></td>
</tr>
<tr>
<td>Otherwise I1223 and I1224 are the last questions in loop 4.</td>
<td></td>
</tr>
<tr>
<td>In the 5th loop, J1219 is the last question. From there it continues with F1224.</td>
<td></td>
</tr>
</tbody>
</table>

### F1220B

Have you finished academic studies before starting this vocational education and training?

1: yes => continue with G1202
2: no
3: not stated

Check filtering: if loop = 1:

<table>
<thead>
<tr>
<th>Start of 3rd and subsequent loops</th>
<th></th>
</tr>
</thead>
</table>

### G1221 H;I

Have you completed another vocational education and training or a course of study afterwards?

1: yes => continue with F1224
2: no => continue with F1224
3: not stated => continue with F1224

### I1223

After that, how many additional vocational certificates or university degrees did you acquire?

1: yes
2: no
3: not stated

### I1224

Now please think of your last vocational training or the last course of study you have completed.

Filter: continue with J1202
Definition of display <last training> for questions F1224 and F1225:

1. In case of several completed courses of training, the course of training with the greatest year of completion is used.
2. The duration of training must be at least 12 months. There are two exceptions to this rule: if F,G,H,I,J1212=1 or if F,G,H,I,J1217=4

F1224 What was your overall score when you completed your <last training from F1203>: Very good, good, satisfactory or sufficient?

1: very good
2: good
3: satisfactory
4: sufficient

***7: qualification has no score
***9: not stated

Relationship between training occupation and occupational activity

F1225 If you now compare your current occupational activity as <display activity from F100-102> with your training as <last training from F1203>, what would you say?

if F1200=1

1: the occupational activity corresponds to the activity this course of training usually prepares for, => continue with F1300
2: the occupational activity is related to the course of training => continue with F1300
3: or the current activity has nothing to do with this training

***9: not stated => continue with F1300

Filter for 3: if F1221 = 1 or F1201 = 2 or F1220B = 1 => continue with F1227, else go to F1228

INT: please read out all possible responses first.

F1227 Is your occupational activity related to <one of your previous courses of training> or is it not connected to <your previous courses of training> either?

if F1225=3

1: the activity is related to <a previous course of training> => continue with F1300
2: the activity has nothing to do with <previous courses of training> => continue with F1228

***9: not stated => continue with F1300

Check: if there are two courses of training then use the singular form <your previous course of training>
Why do you currently perform a completely different activity? Which of the following statements apply?

Check: if F1225 = 3 and F1227 = 2 or if F1225 = 3 and (F1201 = 1, 9 or F1220B = 2, 9)

I did not find a job in the profession for which I have trained
my current job provides a better income
I had other interests and wanted to change my occupation
for other reasons, namely / __ __ __ __ (TF1228s)
not stated

INT: please don’t read out all possible responses first; instead, read them one after the other; multiple answers possible.

Filter: All continue with F1300

F1300 Check: if F510 <= 2009: Now please think of the last 2 years.
Check: if F510 > 2009: Now please think of the time since you started working in your occupational activity at your present place of work.
Check: if F510 = 9999: Now please think of the last two years. If you have started working in your current occupational activity less than two years ago, please think of the time since you started working in your occupational activity at your present workplace.

Did you attend one or several courses or seminars of further training in this period? Please consider courses or seminars which are still ongoing, as well. This includes courses or seminars held in the firm.

1: yes, one
2: yes, several
3: no

***9: not stated

F1303 Are you planning to attend further training over the next two years?

1: yes
2: no
***8: don’t know
***9: not stated

F1304 In which fields do you plan to to attend further training? In the field of

if F1303=1

F1304_01 Information and communications technology and new software

1: yes
2: no

***9: not stated

F1304_02 foreign languages

1: yes
2: no

***9: not stated
<table>
<thead>
<tr>
<th>Question ID</th>
<th>Question Description</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1304_03</td>
<td>communication and personality training</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1304_04</td>
<td>project management, management training</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1304_05</td>
<td>preventive health care or health promotion</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1304_06</td>
<td>commercial or economic knowledge</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1304_07</td>
<td>other professional knowledge</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1304_08</td>
<td>other fields</td>
<td>1: yes, namely / _ _ _ _ _, 2: no, ***9: not stated</td>
</tr>
<tr>
<td>F1305</td>
<td>Would you attend continuing training with the primary intention of adopting a new</td>
<td>1: adopting a new activity, 2: staying in touch with</td>
</tr>
<tr>
<td></td>
<td>activity, of staying in touch with occupational developments or would it serve another purpose?</td>
<td>professional developments, 3: another purpose, namely / _ _ _ _ _ (TF1305s)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1306</td>
<td>Would you currently like your firm to offer qualification and continuing training</td>
<td>1: yes, 2: no, ***9: not stated</td>
</tr>
<tr>
<td></td>
<td>measures specifically targeted at older employees as well?</td>
<td></td>
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<td></td>
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</tbody>
</table>
Career path

We have a few more questions about your career path so far.

F1400  When was the first time you took up an occupational activity? Please tell me the year. We are not talking about periods of apprenticeship training, summer jobs or internships.

/_________year

***9997: so far no occupational activity in that sense => continue with F1409
***9999: not stated => continue with F1407

Check: target person must have been at least 12 years old at the time.

F1401  Which occupational activity did you pursue back then <display year>? Once again, please state the exact job title.

/_________________(TF1401)

Check: if stated activity is included in the filed list of occupations, then display for the interviewer: => continue with F1402
Else:

***97: same as my present activity => continue with F1403
***99: not stated => continue with F1407

F1402  Can you give me a more precise name of that occupational activity? Is there a more specific occupational title for what did back then?

/_________________(TF1402)

***97: no precise job title => continue with F1403
***99: not stated => continue with F1403

F1403  For how many different employers did you work since then, including your current occupational activity? Periods of self-employment and employment by a temporary work agency do also count.

/_______employers

***99: not stated => continue with F1405

INT: temporary worker periods, the individual hiring firm does not count as employer
INT: excluding periods of vocational training, summer jobs and internships

F1404  Did you leave your last employer at your own request?

1: yes
2: no
***9: not stated

F1405  Did you pursue an activity since <display year from F1400> for which a vocational certificate was not required?

1: yes
2: no
***9: not stated
F1407 Did you at any time since <display year from F1400> interrupt your occupational activity?
1: yes, interrupted it
2: no, did not interrupt it
***9: not stated => continue with F1409

INT: counting as interruptions: periods of unemployment
childcare leave or parental leave
military or civilian service
voluntary social, ecological year
periods of training

not counting as interruptions: periods of further and continuing training
legal maternity protection
periods of sickness

Check: if F1400=9999 then don't display <year from F1400>.

F1408 For how many years did you interrupt your occupational activity in total, given in approximate full years?
if F1407 =1
/ _____ year(s)
***97: less than half a year
***99: not stated

INT: please round up half years to full years.

F1409 Have you ever been unemployed in the course of your working life?
if 1400=9997
1: yes
2: no
or F1407=1 or F1407=9
***9: not stated

F1410 For how long have you been unemployed in total, given in approximate full years?
if F1409=1
/ _____ year(s)
***97: less than half a year
***99: not stated

INT: please round up half years to full years.

F1411 How did you primarily acquire the knowledge and skills required for your occupational activity as <display activity from F100-102>? Through apprenticeship training, through continuing training, through professional experience or by other means?
1: through initial training
2: through continuing training,
3: through professional experience,
4: or by other means?
***8: I can't say
***9: not stated

INT: please read out possible responses and emphasise "primarily"; only one answer possible.

F1411a And how did you acquire your knowledge and skills?
if F1411=4
/ __________ (TF1411s)
<table>
<thead>
<tr>
<th>Code</th>
<th>Question</th>
<th>Options</th>
<th>Notations</th>
</tr>
</thead>
</table>
| F1412 | If you consider your whole working life, what would you say: Did you experience a career advancement, a career decline, no significant change in your professional status, or has it been an upward-and-downward movement? | 1: career advancement  
2: career decline  
3: no significant change  
4: or rather an upward-and-downward movement | ***8: I can't say  
***9: not stated |
| F1413 | All in all, how satisfied are you with your working life so far? Very satisfied, satisfied, less satisfied or not satisfied?                  | 1: very satisfied  
2: satisfied  
3: less satisfied  
4: not satisfied | ***8: I can't say  
***9: not stated |
| F1415 | Have you ever moved house for professional reasons?                                                                                         | 1: yes  
2: no                                   | ***8: I can't say  
***9: not stated |
| F1416 | What do you think, how will your professional situation change in the coming two or three years? Will it become better, remain the same or become worse? | 1: will become better,  
2: remain the same  
3: will become worse | ***8: I can't say  
***9: not stated |
| F1417 | If you had a free choice: Would like to take early retirement, would you like to work until regular retirement age, or would you like to work beyond the regular retirement age? | 1: would like to take early retirement  
2: would like to work until regular retirement age  
3: would like to work beyond the regular retirement age | ***8: don't know  
***9: not stated |
| F1418a| And what would be your main reason for this?                                                                                               | 1: because work is very strenuous  
2: for health reasons  
3: to have time for private interests  
4: or for other reasons, namely _ _ _ _ _ | ***9: not stated  
INT: please read out possible responses
<table>
<thead>
<tr>
<th>F1418b</th>
<th>And what would be your main reason for this?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if F1417=3</td>
<td></td>
</tr>
<tr>
<td>1: for financial reasons</td>
<td></td>
</tr>
<tr>
<td>2: because I enjoy my work</td>
<td></td>
</tr>
<tr>
<td>3: to do something useful</td>
<td></td>
</tr>
<tr>
<td>4: or for other reasons, namely / _ _ _ _</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
<tr>
<td>INT: please read out possible responses</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1450</td>
</tr>
<tr>
<td>F1450_01</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1450_02</td>
</tr>
<tr>
<td>not if STIB=4,5</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***7: there are none</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1450_03</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1450_04</td>
</tr>
<tr>
<td>not if STIB=4,5 and F515=1</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1450_05</td>
</tr>
<tr>
<td>if STIB/=4,5,6,7</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
<tr>
<td>F1450_06</td>
</tr>
<tr>
<td>----------</td>
</tr>
<tr>
<td>1: very satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_08</th>
<th>with the opportunities for applying your skills?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_09</th>
<th>with the opportunities for continuing training and learning more?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_10</th>
<th>with the work equipment, including furniture and software?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_11</th>
<th>with the physical working conditions?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1451</th>
<th>And now, as an overall summary: How satisfied are you with your entire occupational activity?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td>2: satisfied</td>
</tr>
<tr>
<td>3: less satisfied</td>
<td>4: not satisfied</td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

INT: please read out possible responses
In the final part, we will talk about health complaints in connection with your present occupational activity.

F1500 Please tell me whether you have had the following health complaints during work or on working days in the last 12 months. We are interested in the frequently occurring ailments.

| F1500_01 | low back pain, lumbago |
| F1500_02 | pain in the neck and shoulder region |
| F1500_03a | pain in the arms |
| F1500_03b | pain in the hands |
| F1500_04 | pain in the hips |
| F1500_05 | pain in the knees |
| F1500_06a | swollen legs |
| F1500_06b | pain in the legs, feet |
| F1500_07 | headaches |
| F1500_08 | heart pain, stabbing pain, pain or tightness in the chest |
| F1500_09 | shortness of breath |
| F1500_10 | coughing |
| F1500_11 | runny nose or urge to sneeze |
| F1500_12 | eye problems, i.e. burning sensation, pain, redness, itching, tears |
| F1500_13 | skin irritations, itching |
| F1500_14 | night-time sleeping disorders |
| F1500_15 | general tiredness, faintness or fatigue |
| F1500_16 | stomach and digestion complaints |
| F1500_17 | hearing deterioration, noise in ear |
| F1500_18 | nervousness or irritability |
| F1500_19 | depression |
| F1500_20 | dizziness |
| F1500_21 | physical exhaustion |
| F1500_22 | emotional exhaustion |
| F1500_23 | other complaints during or immediately after work?
<table>
<thead>
<tr>
<th>F1501</th>
<th>I will read out your health complaints once again. For each of them, please tell me whether you have been treated by a physician or therapist for this condition in the last 12 months.</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1501_01</td>
<td>low back pain, lumbago</td>
</tr>
<tr>
<td>F1501_02</td>
<td>pain in the neck and shoulder region</td>
</tr>
<tr>
<td>F1501_03a</td>
<td>pain in the arms</td>
</tr>
<tr>
<td>F1501_03b</td>
<td>pain in the hands</td>
</tr>
<tr>
<td>F1501_04</td>
<td>pain in the hips</td>
</tr>
<tr>
<td>F1501_05</td>
<td>pain in the knees</td>
</tr>
<tr>
<td>F1501_06a</td>
<td>swollen legs</td>
</tr>
<tr>
<td>F1501_06b</td>
<td>pain in the legs, feet</td>
</tr>
<tr>
<td>F1501_07</td>
<td>headaches</td>
</tr>
<tr>
<td>F1501_08</td>
<td>heart pain, stabbing pain, pain or tightness in the chest</td>
</tr>
<tr>
<td>F1501_09</td>
<td>shortness of breath</td>
</tr>
<tr>
<td>F1501_10</td>
<td>coughing</td>
</tr>
<tr>
<td>F1501_11</td>
<td>runny nose or urge to sneeze</td>
</tr>
<tr>
<td>F1501_12</td>
<td>eye problems, i.e. burning sensation, pain, redness, itching, tears</td>
</tr>
<tr>
<td>F1501_13</td>
<td>skin irritations, itching</td>
</tr>
<tr>
<td>F1501_14</td>
<td>night-time sleeping disorders</td>
</tr>
<tr>
<td>F1501_15</td>
<td>general tiredness, faintness or fatigue</td>
</tr>
<tr>
<td>F1501_16</td>
<td>stomach and digestion complaints</td>
</tr>
<tr>
<td>F1501_17</td>
<td>hearing deterioration, noise in ear</td>
</tr>
<tr>
<td>F1501_18</td>
<td>nervousness or irritability</td>
</tr>
<tr>
<td>F1501_19</td>
<td>depression</td>
</tr>
<tr>
<td>F1501_20</td>
<td>dizziness</td>
</tr>
<tr>
<td>F1501_21</td>
<td>physical exhaustion</td>
</tr>
<tr>
<td>F1501_22</td>
<td>emotional exhaustion</td>
</tr>
<tr>
<td>F1501_23</td>
<td>other complaints</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1502</th>
<th>How would you describe your general state of health?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: excellent</td>
<td></td>
</tr>
<tr>
<td>2: very good</td>
<td></td>
</tr>
<tr>
<td>3: good</td>
<td></td>
</tr>
<tr>
<td>4: not so good</td>
<td></td>
</tr>
<tr>
<td>5: or bad</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

INT: please read out possible responses

<table>
<thead>
<tr>
<th>F1503</th>
<th>Did you stay home sick or have you called in sick in the last 12 months?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: yes</td>
<td></td>
</tr>
<tr>
<td>2: no =&gt; continue with F1506</td>
<td></td>
</tr>
<tr>
<td>***9: not stated =&gt; continue with F1506</td>
<td></td>
</tr>
<tr>
<td>Question</td>
<td>Code</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td><strong>F1504</strong> How many times did that happen?</td>
<td>F1504</td>
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<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td><strong>F1505</strong> How many workdays were that all in all?</td>
<td>F1505</td>
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<td></td>
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<td></td>
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</tr>
<tr>
<td><strong>F1506</strong> In the last 12 months, did you ever go to work although you should better have called in sick due to your state of health?</td>
<td>F1506</td>
</tr>
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<td></td>
<td></td>
</tr>
<tr>
<td><strong>F1507</strong> How many times did that happen?</td>
<td>F1507</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>F1508</strong> How many workdays were that all in all?</td>
<td>F1508</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>F1512</strong> Have any health promotion measures been carried out in your firm within the last 2 years?</td>
<td>F1512</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td><strong>F1513</strong> Did you participate in them?</td>
<td>F1513</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td></td>
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<td></td>
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</tr>
</tbody>
</table>
To conclude, I would like to ask you for a few personal details.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1601 Do you live together with &lt;your&gt; partner?</td>
<td>1: yes 2: no 9: not stated</td>
</tr>
<tr>
<td>F1602 Do you live together with a partner?</td>
<td>1: yes 2: no 9: not stated</td>
</tr>
<tr>
<td>F1603 Is your partner currently employed?</td>
<td>1: yes 2: no 9: not stated</td>
</tr>
<tr>
<td>F1603a What is the monthly net income of your partner? We are talking about the amount after deduction of taxes and social-security contributions.</td>
<td>1: less than 1500 euros 2: 1500 to less than 2500 euros or 3: more than 2500 euros 8: don't know 9: not stated</td>
</tr>
<tr>
<td>F1604 Do you have children? By this we mean your own children as well as adopted children.</td>
<td>1: yes 2: no 9: not stated</td>
</tr>
<tr>
<td>F1605 Are there children under 18 years of age living in your household?</td>
<td>1: yes 2: no 9: not stated</td>
</tr>
</tbody>
</table>
**F1605a** How many are they? 
if F1605 =1
/ ____________

***99: not stated

---

**F1605b** How old is the youngest child in the household? ...
if F1605a >1
/ ___________years

***99: not stated
INT: if child under 1 year of age then please enter 0.

---

**F1605c** And how old is it? ...
if F1605a =1
/ ___________years

***99: not stated
INT: if child under 1 year of age then please enter 0.

---

**F1606** When you were a child, what language or languages did you learn as your mother tongue?

F1606_01 German
F1606_02 English
F1606_03 French
F1606_04 Russian
F1606_05 Spanish
F1606_06 Turkish
F1606_07 Italian
F1606_08 Greek
F1606_09 Portuguese
F1606_10 Polish
F1606_11 Arabic
F1606_12 Japanese
F1606_13 Chinese
F1606_17 other language / _ _ _ _ (TF1606)
F1606_99 not stated

INT: please don't read out possible responses, multiple answers possible

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**F1607** What is your nationality?

F1607_01 Germany
F1607_02 Italy
F1607_03 Turkey
F1607_04 Austria
F1607_05 Belgium, Luxemburg, the Netherlands
F1607_06 Denmark, Finland, Sweden
F1607_07 France
F1607_08 United Kingdom, Ireland
F1607_09 Greece
F1607_10 Portugal, Spain
F1607_11 Poland
F1607_12 Estonia, Latvia, Lithuania, Malta, Slovak Republic, Slovenia, Czech Republic, Hungary, Cyprus
F1607_13 Russia
F1607_14 other
F1607_15 stateless
F1607_99 not stated

INT: please don't read out possible responses, multiple answers possible
<table>
<thead>
<tr>
<th>Question</th>
<th>Response Options</th>
</tr>
</thead>
</table>
| F1608 Finally, I would like to ask you for a few details about your father's or your mother's occupation. Did you live together with your father all the time between birth and age 15? | 1: yes  
2: no  
***7: I'm an orphan => continue with Anzmobilf  
***8: don't know => continue with Anzmobilf  
***9: not stated => continue with Anzmobilf |
| INT: If TP asks for explanation: it shall be analyzed to what extent the parents influence the child's career opportunities |
| F1609 Which occupational activity did your father pursue in his main profession when you were 15 years of age? | if F1608=1  
****7: was not gainfully employed => continue with Anzmobilf  
****8: don't know => continue with Anzmobilf  
****9: not stated => continue with Anzmobilf |
| F1610 Which occupational activity did your mother pursue in her main profession when you were 15 years of age? | if F1608=2  
****7: was not gainfully employed => continue with Anzmobilf  
****8: don't know => continue with Anzmobilf  
****9: not stated => continue with Anzmobilf |
| F1611 What was <his/her> vocational position when you were 15 years of age? Blue collar worker, white collar worker, civil servant, or was <he/she> self-employed? | 1: blue collar worker, e.g. in manufacturing, the crafts, construction, agriculture  
2: white collar worker or civil servant  
3: self-employed person  
***8: don't know  
***9: not stated  
Check: if F1608 = 1 <he>, else she |
| F1612 To how many colleagues did <he/she> act as a supervisor? | if F1611=2,3  
1: none  
2: 1 to 9 colleagues  
3: 10 colleagues and more  
***8: don't know  
***9: not stated  
Check: if F1608 = 1 <he>, else she |
| Anzmobilf Are you personally using a mobile phone? If so, how many of them? | for all  
0: don't use a mobile phone  
1: 1 mobile phone  
2: 2 mobile phones  
3: 3 or more mobile phones  
9: not stated |
Anzتلف
for all
How many landline numbers does your household have?
1: 1 landline number
2: 2 landline numbers
3: 3 or more landline numbers
9: not stated
*** INT: phone numbers used exclusively for fax machines do not count

ISDN
for all
Is your telephone connection an ISDN connection?
1: yes
2: no
8: don't know
9: not stated
*** INT: ISDN makes it possible to use several devices, e.g. fax and phone, at the same time. The Telekom currently uses the term "Universal" for ISDN connections in its accounting.

Netz1
for all
Are you personally using the Internet, at least from time to time? If yes, are you using it for professional reasons or for private reasons or both?
1: yes, professionally
2: yes, privately
3: no
9: not stated
*** INT: multiple answers possible

Netz2
if Netz1 < 3
How many days per week do you normally use the Internet?
96: less than once per week
97: less than once per month
99: not stated

Many thanks for your friendly response. Finally, allow me to make a request.

F1620
(erlaub)
The Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health would perhaps like to interview you again at a later point in time on these or similar issues. Would it be okay if we contact you again for that purpose?
We would keep your name and telephone number until then, but separately from the responses you were so nice to give us today. We would use the responses you gave us today in evaluating a later interview. This evaluation would take place anonymously, just like the evaluation of today's interview.
1: TP grants permission
2: TP refuses permission
INT: If TP asks: the stored addresses will be deleted by the end of 2013 at the latest.
May I please write down your name so that I can address you properly the next time?

8: permission granted but name not given in spite of intensive efforts
9: as it turns out, permission not granted after all

INT: if TP does not want to give the surname, please record just the given name
If TP asks: the stored addresses will be deleted by the end of 2013 at the latest.

We would like to thank you very much for this interview