BIBB/BAuA-
Employment Survey 2018

Employment Survey of the Working Population on Qualification and Working Conditions in Germany 2018

Version main survey
BIBB/BAuA Employment Survey 2018

Work and Occupations in Transition, Acquisition and Utilization of Vocational Qualifications

Survey instrument
Questionnaire master for CATI programming
incl. variable identifier

**Version main survey**
02.10.2017 – 05.04.2018

FURTHER INFORMATION:

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Current occupational activity

F100  What occupational activity are you currently engaged in?
Test: If several gainful activities are exercised and E106 ≠ 2 and NT = 1, then show instead:
< What occupational activity are you currently engaged in? By this I mean the gainful employment for which you spend most of your time.
Please give me the specific name. For example, not <mechanics, but car mechanics, not teacher, but high school teacher>. This is not about the occupation that was learned in the past, but about the gainful employment that is practised today.

***99: no specification (F100_kA)⇒ continue with F101

Formulation depending on gender: <female mechanic ("Mechanikerin") but female car mechanic ("KFZ-Mechanikerin"), not female teacher ("Lehrerin") but female secondary-school teacher ("Gymnasiallehrerin")>

F101  if F100=99
This is a very important information for our study. Would you please tell me what your current occupational activity is?

***99: not specified (F101_kA)⇒ End of interview

F102  if term is included in occupational list
Can you tell me more about this occupational activity? Does what you do have a more specific name?

***99: Target person (ZP) can't choose between "worker" and "salaried employee"

F103  Are you currently working in your desired occupation or would you rather work in another occupation?
1: Work in my desired occupation
2: Would prefer to work in another occupation

***9: not specified

Stib  What is your occupational status in your activity as < show activity from F100-102>? Are you ...?
1: Worker,
2: Salaried employee,
3: Civil servant,
4: Self-employed person
5: Freelancer (In German: freiberuflich tätig),
6: Freelance collaborator (in German: Freie Mitarbeiter/in),
7: Assisting family member

***9: Target person (ZP) can't choose between "worker" and "salaried employee"

***99: not specified

INT: Please read the instructions aloud

PROG: Formulation of occupational status in relation to S1 (gender)
### Working time and place of work

<table>
<thead>
<tr>
<th>F200</th>
<th>In your occupational activity, how many hours per week is your weekly working time agreed with the employer without overtime?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>_____________ Hours per week (two-digit, decimal, one digit, 1-85, 97, 99)</strong></td>
</tr>
<tr>
<td></td>
<td><strong>97: No weekly working hours agreed</strong></td>
</tr>
<tr>
<td></td>
<td><strong>99: not specified</strong></td>
</tr>
<tr>
<td></td>
<td><strong>INT: Week can also include Saturday and Sunday, e.g. in the gastronomy area.</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F200P</th>
<th>This is an unusually high number of hours. Have you agreed this with your employer?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: Yes, number of hours agreed as follows</td>
</tr>
<tr>
<td></td>
<td>2: No, correct number of hours</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F204</th>
<th>How is your overtime or extra work compensated?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: by payment</td>
</tr>
<tr>
<td></td>
<td>2: through leisure time compensation</td>
</tr>
<tr>
<td></td>
<td>3: through both</td>
</tr>
<tr>
<td></td>
<td>4: or there is no compensation</td>
</tr>
<tr>
<td></td>
<td><strong>9: not specified</strong></td>
</tr>
<tr>
<td></td>
<td><strong>INT: Please read the instructions aloud</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F206</th>
<th>And how long do you actually work for an average of one week, including your secondary employment?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>_____________ Hours per week</strong></td>
</tr>
<tr>
<td></td>
<td><strong>999: not specified</strong></td>
</tr>
<tr>
<td></td>
<td><strong>INT: Please round up half hours to full hours.</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Test: F206 must be higher than or equal to AZ.</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F206P</th>
<th>This is an unusually high number of hours. Is that correct?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: Yes, number of hours correct</td>
</tr>
<tr>
<td></td>
<td>2: No, correct number of hours</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F208</th>
<th>How often do you manage to take your family and private interests into account when planning your working hours?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: frequently</td>
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<tr>
<td></td>
<td>2: sometimes</td>
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<tr>
<td></td>
<td>3: rarely</td>
</tr>
<tr>
<td></td>
<td>4: or never</td>
</tr>
<tr>
<td></td>
<td><strong>9: not specified</strong></td>
</tr>
<tr>
<td></td>
<td><strong>INT: Please read the instructions aloud</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F209</th>
<th>Do you normally work between 7 and 19 o’clock?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td><strong>9: not specified</strong></td>
</tr>
</tbody>
</table>
F209_01  Do you work shifts?
if F209= 2, 9
  1: yes
  2: No
  **9: not specified

F210  In which shifts do you work in your activity?
if F209_01=1
  1: Early shift only
  2: Late shift only
  3: Night shift only
  4: Alternating shift
  **98: Other
  **99: not specified
INT: Do not read out default values at first

F211  Which shifts are these?
if F210=4
  1: Early and late shift
  2: Early and night shift
  3: Late and night shift
  4: Early, late and night shift
  5: day and night shift (12-hour shifts)
  **98: Other
  **99: not specified
INT: Read answers only when needed

F210_01  Is that stressful to you?
if F209_01=1
  1: Yes
  2: No
  **9: not specified
INT: For answer "sometimes" please enter "yes".

F216  Have you agreed the following in your activity?
F216_01  Standby duty
F216_02  On-call duty
F216_03  Work on call
F216_04  None of it
F216_09  **9: not specified
INT: Read categories individually! Multiple answer possible.
ad 1: In on-call duty, the employer determines the employee's location.
ad 2: When on-call, the worker chooses his location and must start work as soon as possible if necessary.
ad 3: In the case of work on call, a contractual agreement is the basis that the beginning and/or end of working time is determined as required.
INT: Read notes only when required.

F220  Do you normally work at least once a month on Saturdays?
  1: Yes
  2: No
  **9: not specified
<table>
<thead>
<tr>
<th>Code</th>
<th>Question</th>
<th>Options</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>F223</td>
<td>Do you normally work at least once a month on Sundays?</td>
<td>1: Yes&lt;br&gt;2: No</td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F228</td>
<td>If STIB  4.5, Do you work for your company - even if only occasionally - from home?</td>
<td>1: Yes&lt;br&gt;2: No ⇒ F232&lt;br&gt;***9: not specified ⇒ F232</td>
<td></td>
</tr>
<tr>
<td>F229</td>
<td>How frequently does this occur?</td>
<td>1: always&lt;br&gt;2: frequently&lt;br&gt;3: sometimes&lt;br&gt;4: or rarely</td>
<td>***9: not specified&lt;br&gt;INT: Please read the instructions aloud</td>
</tr>
<tr>
<td>F230</td>
<td>Is this so-called telework? Does that mean you regularly use a computer or telephone when you work at home?</td>
<td>1: Yes&lt;br&gt;2: No ⇒ F230.02&lt;br&gt;***9: not specified ⇒ F230.02</td>
<td></td>
</tr>
<tr>
<td>F230_01</td>
<td>Is this teleworking contractually agreed with you? In other words, is there, for example, a service agreement or works agreement, or a settlement agreement or subsidiary agreement?</td>
<td>1: Yes&lt;br&gt;2: No</td>
<td></td>
</tr>
<tr>
<td>F230_02</td>
<td>Is it contractually agreed that you can work from home? In other words, is there, for example, a service agreement or works agreement, or a settlement agreement or subsidiary agreement?</td>
<td>1: Yes&lt;br&gt;2: No</td>
<td></td>
</tr>
<tr>
<td>F231</td>
<td>As a rule, how many hours per week do you work from home on average? This refers to hours actually worked, regardless of your standard working time.</td>
<td>✍  (1-120, 997-999)</td>
<td>***997: irregular&lt;br&gt;***998: I can't say&lt;br&gt;***999: not specified&lt;br&gt;INT: Only suggest &quot;997: irregular&quot; if no exact number of hours per week can be specified.&lt;br&gt;INT: Please round up half hours to full hours.</td>
</tr>
</tbody>
</table>
F231_01  How many days a week are the hours you work at home usually spread over?
if F229 >=2
________________ (1-7, 97-99)
***97: irregular
***98: I can't say
***99: not specified
INT: Only suggest "97: irregular" if no exact number of days per week can be specified.

F231_02  Are the hours you work from home fully, partially or not at all counted as working time?
if F229 >=2
1: Complete
2: Partially
3: Not at all
***9: not specified

F232  If your company would allow you to work at home temporarily, would you accept this offer?
if F228=2.9
1: Yes
2: No
3: Is not possible with my work
***9: not specified
INT: Please read the instructions aloud

F233_GKZ  Can you tell me the postal code of your business premises?
(F233_PLZ)
***99996: Plain text input of the city/community
***99997: The business premises is located abroad
***99998: changing place of work in different regions
***99999: not specified
INT: If target person cannot spontaneously make an entry, please read aloud:
If you do not know these exactly, please tell me the city or the municipality in which your business premises is located.
(F233_GKZ - generated via location entry)
***99999996: No city selected, postal code available
***99999997: The business premises is located abroad
***99999998: changing place of work in different regions
***99999999: not specified
Check: if city is not contained in the deposited common list or "no information" for postcode/city:
In which federal state is your business premises located?
________________ (F233_Bula)
***99: not specified
### Activities carried out

<table>
<thead>
<tr>
<th>Question</th>
<th>Possible Responses</th>
</tr>
</thead>
</table>
| **F300** What is the most important working tool for your activity as <show activity from F100-102>? What is meant is the object that is most important for it. | ✈️____________ (TF300)  
**•**99: not specified (F300_kA)  
INT: The naming of parts of the body is not permitted here, it is about objects. In case of inaccurate information, e.g. "tool", please ask if a more exact naming is possible. |
| **F301** Do you have employees for whom you are <the> direct superior?    | 1: Yes  
2: No  
**•**9: not specified  
Test: if gender is female: <in German: die instead of der>  
INT: It's about employees for whom you have personnel responsibility. |
| **F302** And how many is that?                                           | ✈️_________ Employees  
**•**99999: not specified |
| **F302_01** What level of management would you assign yourself to?       | 1: the upper  
2: the middle  
3: or the lower  
**•**7: there's only one management level  
**•**8: ZP cannot clearly assign himself to a category  
**•**9: not specified  
INT: Please read the instructions aloud |
| **F303** Manufacturing, producing goods and commodities                  | 1: frequently  
2: sometimes  
3: never  
**•**9: not specified |
| **F304** Measuring, testing, quality control                            | 1: frequently  
2: sometimes  
3: never  
**•**9: not specified |
<table>
<thead>
<tr>
<th>Code</th>
<th>Task Description</th>
<th>Frequency Options</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>F305</td>
<td>Monitoring, control of machines, plants, technical processes</td>
<td>1: frequently</td>
<td></td>
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<td></td>
<td></td>
<td>2: sometimes</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
</tr>
<tr>
<td>F306</td>
<td>Repairing, renovating</td>
<td>1: frequently</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
<td></td>
</tr>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
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<tr>
<td>F307</td>
<td>Purchasing, procuring, selling</td>
<td>1: frequently</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
<td></td>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
</tr>
<tr>
<td>F308</td>
<td>Transporting, storing, shipping</td>
<td>1: frequently</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
<td></td>
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<td></td>
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<td>***9: not specified</td>
<td>INT: Transport can also refer to persons.</td>
</tr>
<tr>
<td>F309</td>
<td>Advertising, Marketing, Public Relations, PR</td>
<td>1: frequently</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
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<tr>
<td>F310</td>
<td>Organizing, planning and preparing work processes. What is meant here are work</td>
<td>1: frequently</td>
<td></td>
</tr>
<tr>
<td></td>
<td>processes of others.</td>
<td>2: sometimes</td>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
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<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
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<tr>
<td>F311</td>
<td>Developing, researching, constructing</td>
<td>1: frequently</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
<td></td>
</tr>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
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<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
</tr>
<tr>
<td>F312</td>
<td>Training, instructing, teaching, education</td>
<td>1: frequently</td>
<td></td>
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<td></td>
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<td>2: sometimes</td>
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<td></td>
<td></td>
<td>3: never</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
<td></td>
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<td>---------------------------------------------------</td>
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</tr>
<tr>
<td>F313</td>
<td>Gathering information, researching, documenting</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td>F314</td>
<td>Providing advice and information</td>
<td></td>
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<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td>F315</td>
<td>Entertaining, accommodating, preparing food</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td>F316</td>
<td>Nursing, caring, healing</td>
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<tr>
<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td>F317</td>
<td>Protecting, guarding, monitoring, regulating traffic</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td>F318</td>
<td>Working with computers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1: frequently</td>
<td>2: sometimes</td>
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<tr>
<td></td>
<td>INT: We also mean tablets, but not mobile phones.</td>
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<tr>
<td>F319</td>
<td>Use of the Internet or e-mail processing</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>if $F318 \leq 2$</td>
<td>1: frequently</td>
<td>2: sometimes</td>
</tr>
<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>F320</td>
<td>Cleaning, waste disposal, recycling</td>
<td>1: frequently</td>
<td>2: sometimes</td>
</tr>
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<td></td>
<td></td>
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</tbody>
</table>
F321 Have we forgotten an activity you do frequently?
1: Yes  
2: No.
***9: not specified

INT: if several activities are mentioned, enter the most frequent.

F322 Does your activity have anything to do with renewable or regenerative energies?
1: Yes
2: No.
***9: not specified

INT: Renewable or regenerative energies are permanently available energy resources. These include wind energy, bioenergy, solar energy, hydropower and geothermal energy.

F323 Is your company active in this field?

if F322=2
1: Yes
2: No
***9: not specified

F324 In the following we are interested in the way you work with computers. Do you use computers exclusively as users or does your use go beyond the pure application?

if F318=1,2
1: Exclusively as user
2: Goes beyond pure application
***8: Can't say ⇒ continue with F327
***9: not specified ⇒ continue with F327

F325 Which of the following IT activities do you perform?

if F324=2

PROG: Query F325_01- F325_07 only if F324=2

F325_01 Software development, programming, system analysis
1: Yes
2: No.
***9: not specified

F325_02 Develop, produce IT technology or hardware
1: Yes
2: No.
***9: not specified

F325_03 IT administration e.g. of networks, IT systems, databases, web servers
1: Yes
2: No.
***9: not specified
F325_04  Website design and support
1: Yes
2. No.
***9: not specified

F325_05  IT consulting, user support, training
1: Yes
2. No.
***9: not specified

F325_06  IT sales
1: Yes
2. No.
***9: not specified

F325_07  Other
1: Yes
2. No.
***9: not specified

F327  I'll read you some situations now. We are interested in how often these situations occur in your work. How often does it occur in your work, ...
Sequence F327_01-327_06 randomly generated
INT: Read categories aloud at the beginning, then read them aloud again only if required.

F327_01  that you have to react to problems and solve them? Does this happen frequently, sometimes or never?
1: frequently
2: sometimes
3: never
***9: not specified

F327_02  that you have to make difficult decisions on your own?
1: frequently
2: sometimes
3: never
***9: not specified

F327_03  that you have to recognize and close your own gaps in knowledge?
1: frequently
2: sometimes
3: never
***9: not specified

F327_04  that you have to take responsibility for other people?
1: frequently
2: sometimes
3: never
***9: not specified
F327_05 that you have to convince others and negotiate compromises?
1: frequently
2: sometimes
3: never
***9: not specified

F327_06 that you need to communicate with other people professionally?
1: frequently
2: sometimes
3: never
***9: not specified

**Occupational requirements**

F400 What type of training is usually required for performing your activity as <show occupational activity from F100-102>? A completed vocational training, a university of applied sciences degree or university degree, an advanced training degree, e.g. as a master or technician, or is no vocational training degree required?
1: Completed vocational training (also school-based vocational training)
2: University of applied sciences or university degree
3: Advanced training degree (master's or technician's degree, trade and technical school degree, etc.)
4: No vocational training degree required
***8: I can't say
***9: not specified

F401 Is for your activity as <show activity from F100-102> a rather short briefing <at the workplace> sufficient for the exercise of your activity or is a longer induction <in the company> necessary?
1: Short briefing <at the workplace> is sufficient
2: Longer training <in the company> required
***8: I can't say
***9: not specified
Test: <at the workplace> and <in the company> do not show if STIB = 4,5

F402 And is it usually necessary to attend special training courses or seminars?
1: Yes
2: No
***9: not specified

F403 I'm going to read you various subjects. For each area, please tell us whether you need this knowledge for your current occupational activity as <Fade in job from F100-102> and if yes, whether basic knowledge or specialist knowledge. If specialist knowledge is required in only one subarea, please nevertheless state "specialist knowledge".
Sequence F403_01 to F403_09 randomly generated
INT: Read out defaults only when required

F403_01 Legal knowledge
1: No knowledge
2: Basic knowledge
3: Specialist knowledge
***9: not specified
| F403_02 | Knowledge of project management |
|---------|---------------------------------
| 1: No knowledge |
| 2: Basic knowledge |
| 3: Specialist knowledge |
| **7: I don't know #** |
| **9: not specified** |

<table>
<thead>
<tr>
<th>F403_03</th>
<th>Knowledge in the medical or nursing field</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_04</th>
<th>Knowledge in mathematics, calculus, statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_05</th>
<th>Knowledge of German, written expression, spelling</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_06</th>
<th>Knowledge of PC application programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_07</th>
<th>Technical knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_08</th>
<th>Commercial or business knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F403_10</th>
<th>Do you need in your activity as &lt;Fade in activity from F100-102&gt; basic or specialist knowledge in English?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: No knowledge</td>
<td></td>
</tr>
<tr>
<td>2: Basic knowledge</td>
<td></td>
</tr>
<tr>
<td>3: Specialist knowledge</td>
<td></td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>
How well do you have to speak English? Do you need to be confident in speaking, writing or business fluent?

F404_10=3

Confident in speaking
Confident in writing
Business fluent

***9: not specified

INT: Multiple answers possible

Do you need basic or specialist knowledge in languages other than English and German?

1: No knowledge
2: Basic knowledge
3: Specialist knowledge

***9: not specified

Do you feel in your activity as usually up to the requirements of your occupational knowledge and skills, rather overchallenged or rather underchallenged?

1: usually up to the requirements
2: rather overchallenged
3: rather underchallenged

***9: not specified

And do you usually feel up to the demands of the amount of work or the workload, rather overchallenged or rather underchallenged?

1: usually up to the requirements
2: rather overchallenged
3: rather underchallenged

***9: not specified

I’ll now read you some work demands. Please tell me on each point how often this occurs in your work, whether frequently, sometimes, rarely or never. How often does it occur in your work, ...

INT: Read categories aloud at the beginning, then read them aloud again if required.

...that you have to work under strong deadline or performance pressure?

1: frequently
2: sometimes
3: rarely
4: or never

***9: not specified

Is that stressful to you?

1: Yes
2: No

***9: not specified

INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no". Applies to F412_1 to F412_13 in each case
### F411_02
...that the execution of the work is prescribed to you in every detail?

1: frequently  
2: sometimes  
3: rarely  
4: or never  
***9: not specified

### F412_02
Is that stressful to you?

if F411_02=1
1: Yes  
2: No  
***9: not specified

### F411_03
...that one and the same operation is repeated in every detail?

1: frequently  
2: sometimes  
3: rarely  
4: or never  
***9: not specified

### F412_03
Is that stressful to you?

if F411_03=1
1: Yes  
2: No  
***9: not specified

### F411_04
... that you find yourself confronted with new tasks in your work, which you first have to think about and familiarise yourself with?

1: frequently  
2: sometimes  
3: rarely  
4: or never  
***9: not specified

### F412_04
Is that stressful to you?

if F411_04=1
1: Yes  
2: No  
***9: not specified

### F411_05
...that you improve existing procedures or try something new?

1: frequently  
2: sometimes  
3: rarely  
4: or never  
***9: not specified

### F411_06
...that you are disturbed or interrupted at work, e.g. by colleagues, bad material, machine malfunctions or telephone calls?

1: frequently  
2: sometimes  
3: rarely  
4: or never  
***9: not specified
F412_06  Is that stressful to you?
if F411_06=1
  1: Yes
  2: No
  ***9: not specified

F411_07  ... that you are prescribed an exact number of pieces, a certain minimum output or the time to do a certain task?
  1: frequently
  2: sometimes
  3: rare
  4: or never
  ***9: not specified

F412_07  Is that stressful to you?
if F411_07=1
  1: Yes
  2: No
  ***9: not specified

F411_08  ...that things are demanded of you that you have not learned or that you do not master?
  1: frequently
  2: sometimes
  3: rarely
  4: or never
  ***9: not specified

F412_08  Is that stressful to you?
if F411_08=1
  1: Yes
  2: No
  ***9: not specified

F411_09  ...that you have to keep an eye on different types of work or processes at the same time?
  1: frequently
  2: sometimes
  3: rarely
  4: or never
  ***9: not specified

F412_09  Is that stressful to you?
if F411_09=1
  1: Yes
  2: No
  ***9: not specified

F411_12  ...that you have to go to the limits of your capabilities?
  1: frequently
  2: sometimes
  3: rarely
  4: or never
  ***9: not specified
<table>
<thead>
<tr>
<th>F412_12</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if F411_12=1</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F411_13</th>
<th>...that you have to work very fast?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: frequently</td>
</tr>
<tr>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td>3: rarely</td>
</tr>
<tr>
<td></td>
<td>4: or never</td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F412_13</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if F411_13=1</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F411_14</th>
<th>... that you find it difficult to switch off after work?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: frequently</td>
</tr>
<tr>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td>3: rarely</td>
</tr>
<tr>
<td></td>
<td>4: or never</td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F411_15</th>
<th>... that your job puts you in situations that stress you emotionally?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: frequently</td>
</tr>
<tr>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td>3: rarely</td>
</tr>
<tr>
<td></td>
<td>4: or never</td>
</tr>
<tr>
<td><strong>9: not specified</strong></td>
<td></td>
</tr>
<tr>
<td>Einl_stib</td>
<td>Employment status / employment relationship</td>
</tr>
<tr>
<td>-----------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td><strong>You said at the beginning of our conversation that you are performing your job &lt;show position in occupation&gt;.</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Examination:</strong></td>
<td></td>
</tr>
<tr>
<td>if STIB=1 =&gt; continue with F500</td>
<td></td>
</tr>
<tr>
<td>if STIB=2,9,99 =&gt; continue with F501</td>
<td></td>
</tr>
<tr>
<td>if STIB=3 =&gt; continue with F503</td>
<td></td>
</tr>
<tr>
<td>if STIB=4 =&gt; continue with F506</td>
<td></td>
</tr>
<tr>
<td>if STIB=5,6,7 =&gt; continue with F510</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F500</th>
<th>Which of the following groups do you belong to? Are you...</th>
</tr>
</thead>
<tbody>
<tr>
<td>if STIB=1</td>
<td>1: semi-skilled worker, unskilled worker, auxiliary staff</td>
</tr>
<tr>
<td></td>
<td>2: Skilled worker, journeyman</td>
</tr>
<tr>
<td></td>
<td>3: Foreman (in German: Vorarbeiter), Column Leader (in German: Kolonnenführer)</td>
</tr>
<tr>
<td></td>
<td>4: or master, foreman (in German: Polier) in an employment relationship</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>INT: Please read the instructions</td>
<td></td>
</tr>
<tr>
<td>Test: In case of women use female form. Forman (Polier) remains in male form</td>
<td></td>
</tr>
<tr>
<td>Filter: All continue with F503</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F501</th>
<th>Are you an employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>if STIB=2,9,99</td>
<td>1: with simple tasks</td>
</tr>
<tr>
<td></td>
<td>2: with qualified tasks e.g. clerk, office clerk, technical draftsman</td>
</tr>
<tr>
<td></td>
<td>3: with highly qualified tasks, e.g. scientific assistant, engineer, department head</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>Test: In case of women use female form.</td>
<td></td>
</tr>
<tr>
<td>INT: Please read the instructions aloud</td>
<td></td>
</tr>
<tr>
<td>INT: Examples of simple tasks are salesperson, cleaning staff, nursing assistants, etc.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F502</th>
<th>Are you employed as a master or a foreman?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if F501=2,3</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>Test: In case of women use female form. Foreman (in German: Polier) remains in male form.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F503</th>
<th>Do you carry out your tasks predominantly according to instructions or predominantly independently?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if STIB=1,2,3,9,99</td>
<td>1: predominantly according to instructions</td>
</tr>
<tr>
<td></td>
<td>2: predominantly self-employed</td>
</tr>
<tr>
<td></td>
<td>***3: Both equally frequent</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F504</th>
<th>Are you a civil servant in the lower, middle, upper or higher level of the civil service?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if STIB=3</td>
<td>1: in simple service</td>
</tr>
<tr>
<td></td>
<td>2: in the middle service</td>
</tr>
<tr>
<td></td>
<td>3: in the upper service</td>
</tr>
<tr>
<td></td>
<td>4: in the higher service</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>Test: For women female form</td>
<td></td>
</tr>
<tr>
<td>F503_01</td>
<td>Do you have specialist responsibility as a project, group or team leader?</td>
</tr>
<tr>
<td>---------</td>
<td>-----------------------------------------------------------------------</td>
</tr>
<tr>
<td>if</td>
<td>STIB. 1,2,3,9,99</td>
</tr>
<tr>
<td></td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td></td>
<td>INT: Holiday replacement or other replacements are not meant here.</td>
</tr>
<tr>
<td></td>
<td>Test: For women use female form</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F503_02</th>
<th>Do you have autonomous budget responsibility in your activity?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>STIB. 1,2,3,9,99</td>
</tr>
<tr>
<td></td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td></td>
<td>INT: This does not mean the shopping, ordering goods or managing of</td>
</tr>
<tr>
<td></td>
<td>small sums (&lt;1000 €), read reference only on demand.</td>
</tr>
</tbody>
</table>

| F505    | Are you formally entitled to give technical instructions to other    |
|---------| employees?                                                            |
| if      | STIB. 1,2,3,9,99                                                       |
|         | 1: Yes                                                                |
|         | 2: No                                                                 |
|         | ***9: not specified                                                    |

<table>
<thead>
<tr>
<th>F506</th>
<th>Are you an independent master?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>STIB=4</td>
</tr>
<tr>
<td></td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td></td>
<td>Test: For women use female form</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F507</th>
<th>Are you currently in a temporary or permanent employment relationship?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>STIB. 1,2,9,99</td>
</tr>
<tr>
<td></td>
<td>1: Temporary</td>
</tr>
<tr>
<td></td>
<td>2: permanent</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
</tbody>
</table>

| F509    | Are you employed by a temporary employment agency that places you     |
|---------| with other companies?                                                 |
| if      | STIB. 1,2,9,99                                                        |
|         | 1: Yes                                                                |
|         | 2: No                                                                 |
|         | ***9: not specified                                                    |
**F510**

Test: if STIB = 1,2,3,7,9,99 & F509<> 1

How long have you been working for your current employer? Please name the year.

Test: if STIB = 4.5

How long have you been running this operation, this business? Please name the year.

Test: if STIB = 6

Since when have you been working as a <freelancer> for the company for which you spend most of your working time? Please name the year.

Test: if F509=1

How long have you been with this temporary employment agency? Please name the year.

飞船年

**9999: not specified**

Examination: ZP must have been at least 14 years old at that time.

Use female form for women (as far as possible)

---

**F511**

And since when do you carry out your activity as <show activity from F100-102> on your current workplace? Please tell me the year.

飞船年 (F511_j)

**9999: not specified**

Exam: if year >2015, then also ask for month: [And since what month?]

飞船月 (F511_m)

99: not specified

Testing: ZP must have been at least 14 years old at that time and F511 must not have been before F510.

INT: We don't mean the time of education here.

---

**F512**

Test: if STIB = 1,2,3,7,9,99 & F509<> 1

Does the company in which you work belong to...

Test: if STIB = 4.5

Does your company...

Test: if STIB = 6

Does this company in which you mainly work belong to...

Test: if F509=1

Does the borrowing company in which you work belong to...

1: public service
2: to industry
3: to the craft
4: to trade
5: other services
6: to another area

**7: Private household⇒ continue with F518**

**9: not specified**

If F509=1: INT: if not currently lent, last borrowing company.

INT: Please read the instructions.

Prog: Show item 1 and 7 only for Stib=1,2,3,7,9,99
And what industry does the company belong to? Please tell me as precisely as possible, e.g. not "public service" but "hospital", not "industry" but "electrical industry", not "motor vehicle industry" but e.g. "repair or sale of motor vehicles".

***99: not specified

INT: Please ask if necessary!

Test: if STIB = 1,2,3,7,9,99

How many people are roughly employed in the company where you work, including <<owners and>> apprentices?

Test: if STIB = 4.5

How many people are employed in your company if you count yourself and any trainees?

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 and more persons

***99: not specified

Test: If public service (F512=1), please also display: <What is meant here is the total number of employees of the local office.>

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

INT: Read out defaults if required

INT: In the case of several locations, this refers to the local company or branch.

if F509=1: INT: the question relates to your direct working environment, not to your temporary employment agency

Does your company have a works council or a staff council?

1: Yes
2: No

***9: not specified

if F509=1: INT: the question relates to your direct working environment, not to your temporary employment agency

What is the current economic situation of your company?

1: very good
2: good
3: less good
4: or bad

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

INT: Please read the instructions aloud
### F517

**Test:** if STIB = 6

*How high do you estimate the risk that in the near future your freelance work for the company for which you mainly work will be terminated?*

**Test:** if F507 = 1

*How high do you estimate the risk that your contract will not be extended?*

**Test:** if STIB = 4, 5

*How high do you estimate the risk that you will have to close your business in the near future?*

**Test:** Otherwise

*How high do you estimate the risk that you will be dismissed from the company in the near future?*

1: very high
2: high
3: rather low
4: or is there no danger at all?

**9:** not specified

INT: Please read the instructions aloud

if F509 = 1: INT: the question relates to your direct working environment, not to your temporary employment agency

### F518

**Test:** if STIB = 1,2,3,7,9,99

*Now to your monthly gross wage, i.e. salary before deduction of taxes and social security. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?*

**Test:** if STIB = 6

*Now to your gross monthly wage. This does not refer to turnover. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?*

**Test:** if STIB = 4.5

*Now to your gross monthly wage. This does not refer to turnover or profit. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?*

**9:** not specified

### F519

*Would you then perhaps tell me: Does your gross monthly wage amount to less than 1500 euros?*

1: Yes, less than 1500 Euro
2: No, 1500 Euro and more

***9:** not specified

### F520

*Is your job <show activity from F100-102> a so-called minor employment (in German: “geringfügige Beschäftigung”), also called a mini-job, with a payment of up to 450 Euro per month?*

1: Yes
2: No

***9:** not specified
F524  The legal minimum wage was introduced in January 2015. Did you previously earn <in your main occupational activity at that time> a gross hourly wage of less than € 8.50?  
if STIB=1,2,9,99 and (F518 <2.000€ or F519=1.9)  
1: Yes  
2: No  
***7: wasn't employed at the time.  
***8: don't know  
***9: not specified  
PROG: show < in your main job occupational activity at that time > if  F511_j > 2014  
INT: The minimum wage is a legal minimum wage and applies to all employees in Germany.

F525  Has your gross wage increased due to the introduction of the minimum wage?  
if STIB=1,2,9,99 and (F518 <2.000€ or F519=1.9)  
1: Yes  
2: No  
***8: don't know  
***9: not specified

working conditions

Let us now come to various working conditions and whether this occurs frequently, sometimes, rarely or never during your activity as <show activity from F100-102>.  
INT: Read categories at the beginning, then read them out again if necessary.

F600_01  Work standing up. How often does this happen?  
1: Frequently  
2: Sometimes  
3: Rarely  
4: Never  
***9: not specified

F602_01  Is that stressful to you?  
if F600_01=1  
1: Yes  
2: No  
***9: not specified  
INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no".  
Applies to F602_01 to F602_13 in each case

F600_02  Work at least one hour continuously in a seated position. How often does this happen?  
1: Frequently  
2: Sometimes  
3: Rarely  
4: Never  
***9: not specified

F602_02  Is that stressful to you?  
if F600_02=1  
1: Yes  
2: No  
***9: not specified
<table>
<thead>
<tr>
<th>F600_03</th>
<th>Loads of more than &lt; for male ZP: 20 kg, for female ZP use 10 kg &gt; lift and carry</th>
</tr>
</thead>
</table>
|         | 1: Frequently
|         | 2: Sometimes
|         | 3: Rarely
|         | 4: Never
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F602_03</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>F600_03=1</td>
</tr>
</tbody>
</table>
|         | 1: Yes
|         | 2: No
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F600_04</th>
<th>Work with smoke, dust or under gases, vapours</th>
</tr>
</thead>
</table>
|         | 1: Frequently
|         | 2: Sometimes
|         | 3: Rarely
|         | 4: Never
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F602_04</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>F600_04=1</td>
</tr>
</tbody>
</table>
|         | 1: Yes
|         | 2: No
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F600_05</th>
<th>Work under cold, heat, moisture, humidity or draughts.</th>
</tr>
</thead>
</table>
|         | 1: Frequently
|         | 2: Sometimes
|         | 3: Rarely
|         | 4: Never
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F602_05</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>F600_05=1</td>
</tr>
</tbody>
</table>
|         | 1: Yes
|         | 2: No
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F600_06</th>
<th>Working with oil, grease, dirt</th>
</tr>
</thead>
</table>
|         | 1: Frequently
|         | 2: Sometimes
|         | 3: Rarely
|         | 4: Never
|         | ***9: not specified

<table>
<thead>
<tr>
<th>F602_06</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if</td>
<td>F600_06=1</td>
</tr>
</tbody>
</table>
|         | 1: Yes
|         | 2: No
|         | ***9: not specified
<table>
<thead>
<tr>
<th>Question</th>
<th>Description</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F600_07a</td>
<td>Performing work with your hands that requires a high degree of skill, fast sequences of movements or greater forces</td>
<td>1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified</td>
</tr>
<tr>
<td>F602_07a</td>
<td>Is that stressful to you?</td>
<td>1: Yes 2: No ***9: not specified</td>
</tr>
<tr>
<td>F600_07b</td>
<td>Working in a bent, squatting, kneeling position or working overhead</td>
<td>1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified</td>
</tr>
<tr>
<td>F602_07b</td>
<td>Is that stressful to you?</td>
<td>1: Yes 2: No ***9: not specified</td>
</tr>
<tr>
<td>F600_07c</td>
<td>In which posture exactly do you work? Do you work frequently ...</td>
<td>in a stooped posture in squatting or kneeling posture overhead ***9: not specified INT: Please do not read out the defaults in the block, but one after the other; multiple answers are possible.</td>
</tr>
<tr>
<td>F600_09</td>
<td>Work in bright light or with poor or insufficient illumination.</td>
<td>1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified</td>
</tr>
<tr>
<td>F602_09</td>
<td>Is that stressful to you?</td>
<td>1: Yes 2: No ***9: not specified</td>
</tr>
<tr>
<td>F600_09a</td>
<td>Is the artificial lighting at your workplace very dark or very bright?</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>------------------------------------------------------------------------</td>
<td></td>
</tr>
</tbody>
</table>
| if F600_09=1 | 1: very dark 2: very bright  
***3: neither  
***8: there's no artificial lighting  
***9: not specified |

<table>
<thead>
<tr>
<th>F600_09b</th>
<th>Is the light blinding you?</th>
</tr>
</thead>
</table>
| if F600_09=1 | 1: Yes 2: No  
***9: not specified |

INT: It's about artificial lighting.

<table>
<thead>
<tr>
<th>F600_12</th>
<th>Working under noise</th>
</tr>
</thead>
</table>
| 1: Frequently 2: Sometimes 3: Rarely 4: Never  
***9: not specified |

<table>
<thead>
<tr>
<th>F602_12</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
</table>
| if F600_12=1 | 1: Yes 2: No  
***9: not specified |

<table>
<thead>
<tr>
<th>F600_12a</th>
<th>Working under disturbing noises</th>
</tr>
</thead>
</table>
| 1: Frequently 2: Sometimes 3: Rarely 4: Never  
***9: not specified |

INT: for enquiries: This refers to noises of any kind and volume, e.g. speech noise, road traffic or noises from machines.

<table>
<thead>
<tr>
<th>F602_12a</th>
<th>Is that stressful to you?</th>
</tr>
</thead>
</table>
| if F600_12a=1 | 1: Yes 2: No  
***9: not specified |

<table>
<thead>
<tr>
<th>F600_12b</th>
<th>What is the main cause of noise pollution?</th>
</tr>
</thead>
</table>
| if F602_12a=1 | 1: Machines or devices in your working environment 2: Noise from outside, e.g. road traffic, adjacent production areas 3: Language 4: Other  
***9: not specified |

INT: Please read out the specifications, only one answer possible
If F602_12a = 1:

How often does the following working condition occur during your work? Handling microorganisms such as pathogens, bacteria, moulds or viruses?

Or else:

Handling microorganisms such as pathogens, bacteria, moulds or viruses?

1: Frequently
2: Sometimes
3: Rarely
4: Never

***9: not specified

Is that stressful to you?

1: Yes
2: No

***9: not specified

Do you work more than half of your working hours outdoors?

1: Yes
2: No

***9: not specified

Are you regularly informed about the dangers of solar radiation?

1: Yes
2: No

***9: not specified

How often does it happen that you can plan and schedule your own work yourself?

Not if STIB=4.5 and F515=1

1: Frequently
2: Sometimes
3: Rarely
4: Never

***9: not specified

Is that stressful to you?

1: Yes
2: No

***9: not specified

INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no". Applies to F701_02 to F701_14.

... that you have influence on the amount of work assigned to you?

Not if STIB=4.5 and F515=1

1: Frequently
2: Sometimes
3: Rarely
4: Never

***9: not specified
<table>
<thead>
<tr>
<th>Question</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F701_03</strong></td>
<td>Is that stressful to you?</td>
</tr>
<tr>
<td>if F700_03=4</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F700_06</strong></td>
<td>...that you can decide for yourself when to take a break?</td>
</tr>
<tr>
<td>Not if STIB=4.5 and F515=1</td>
<td>1: Frequently</td>
</tr>
<tr>
<td></td>
<td>2: Sometimes</td>
</tr>
<tr>
<td></td>
<td>3: Rarely</td>
</tr>
<tr>
<td></td>
<td>4: Never</td>
</tr>
<tr>
<td></td>
<td>***8: have no breaks</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F701_06</strong></td>
<td>Is that stressful to you?</td>
</tr>
<tr>
<td>if F700_06=4</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F700_07</strong></td>
<td>How often do you feel that your job is important?</td>
</tr>
<tr>
<td></td>
<td>1: Frequently</td>
</tr>
<tr>
<td></td>
<td>2: Sometimes</td>
</tr>
<tr>
<td></td>
<td>3: Rarely</td>
</tr>
<tr>
<td></td>
<td>4: Never</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F701_07</strong></td>
<td>Is that stressful to you?</td>
</tr>
<tr>
<td>if F700_07=4</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F700_08</strong></td>
<td>How often does it happen that you are not informed in time about drastic decisions, changes or plans for the future?</td>
</tr>
<tr>
<td>Not if STIB=4.5 and F515=1</td>
<td>1: Frequently</td>
</tr>
<tr>
<td></td>
<td>2: Sometimes</td>
</tr>
<tr>
<td></td>
<td>3: Rarely</td>
</tr>
<tr>
<td></td>
<td>4: Never</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F701_08</strong></td>
<td>Is that stressful to you?</td>
</tr>
<tr>
<td>if F700_08=1</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td><strong>F700_09</strong></td>
<td>... that you do not receive all the necessary information to carry out your activities properly?</td>
</tr>
<tr>
<td>Not if STIB=4.5 and F515=1</td>
<td>1: Frequently</td>
</tr>
<tr>
<td></td>
<td>2: Sometimes</td>
</tr>
<tr>
<td></td>
<td>3: Rarely</td>
</tr>
<tr>
<td></td>
<td>4: Never</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
</tbody>
</table>
F701_09  Is that stressful to you?
if F700_09=1
   1: Yes
   2: No
***9: not specified

F700_10  ... that you feel part of a community at your workplace?
Not if STIB=4.5 and F515=1
   1: Frequently
   2: Sometimes
   3: Rarely
   4: Never
***9: not specified

F701_10  Is that stressful to you?
if F700_10=4
   1: Yes
   2: No
***9: not specified

F700_11  How often do you feel the cooperation between you and your <colleagues> is good?
Not if F515=1
Check: if STIB = 4,5: <employees>
   1: Frequently
   2: Sometimes
   3: Rarely
   4: Never
***9: not specified

F701_11  Is that stressful to you?
if F700_11=4
   1: Yes
   2: No
***9: not specified

F700_12  How often do you get help and support for your work from colleagues when you need it?
if STIB. 1,2,3,9,99
   1: Frequently
   2: Sometimes
   3: Rarely
   4: Never
***9: not specified

F701_12  Is that stressful to you?
if F700_12=4
   1: Yes
   2: No
***9: not specified

F700_13  And how often do you get help and support for your work from your line manager when you need it?
if STIB. 1,2,3,9,99
   1: Frequently
   2: Sometimes
   3: Rarely
   4: Never
***8: does not apply
***9: not specified
F701_13 Is that stressful to you?
if F700_13=4
1: Yes
2: No
***9: not specified

F700_14 How often does your direct supervisor give you praise and recognition for doing a good job?
if STIB, 1,2,3,9,99
1: Frequently
2: Sometimes
3: Rarely
4: Never
***8: does not apply
***9: not specified

F701_14 Is that stressful to you?
if F700_14=4
1: Yes
2: No
***9: not specified

Career and life goals
F900_01 How strongly do you pursue the goal of a career? Very strong, strong, not much or not at all?
1: very strong
2: strong
3: not much
4: not at all
***8: part / part
***9: not specified

Changes over the last two years
Test: if ((STIB = 4,5,6 or F509 =1) and F510 <=2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2015)
Please now tell me whether the following changes have been made in your <direct working environment> in the last two years. In the last two years have...
if STIB = 4.5: <operation>

Check: if (((STIB = 4,5,6 or F509 =1) and F510 >2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j >2015)
Please tell me whether the following changes have been made in your <direct working environment> in the time since you started working at your current workplace. In this time have...
Check: if STIB = 4.5: <operation since you have been operating it,>

Check: if ((STIB = 4,5,6 or F509 =1) and F510 = not specified) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j = not specified)
Please now tell me whether the following changes have been made in your <direct working environment> in the last two years. If you are new in your current job, please think about the time << since you have been in your current job>>. In the last two years have ...
Test: if STIB = 4.5: <operation>
<< since you have been doing your job>>
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1001_01 new manufacturing or process technologies been introduced?</td>
<td>1: Yes,</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>if STIB = 4.5: &lt; operation&gt;</td>
<td></td>
</tr>
<tr>
<td>F1001_02 new computer programs been introduced? New versions of existing</td>
<td>1: Yes,</td>
</tr>
<tr>
<td>programs are not meant here.</td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>if STIB = 4.5: &lt; operation&gt;</td>
<td></td>
</tr>
<tr>
<td>Test: if F510 &lt;=2015</td>
<td></td>
</tr>
<tr>
<td>In the last two years have...</td>
<td></td>
</tr>
<tr>
<td>Test: if F510 &gt;2015</td>
<td></td>
</tr>
<tr>
<td>Since you started working at your current workplace have ...</td>
<td></td>
</tr>
<tr>
<td>Check: if F510 = not specified</td>
<td></td>
</tr>
<tr>
<td>In the last two years or since you started working in your current job</td>
<td></td>
</tr>
<tr>
<td>have ...</td>
<td></td>
</tr>
<tr>
<td>F1001_04 new or significantly modified products or materials been used?</td>
<td>1: Yes,</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>if STIB = 4.5: &lt; operation&gt;</td>
<td></td>
</tr>
<tr>
<td>F1001_05 new or significantly changed services been provided?</td>
<td>1: Yes,</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1001_06 Have there been significant restructuring or reorganisation</td>
<td>1: Yes,</td>
</tr>
<tr>
<td>affecting your immediate working environment?</td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***8: don't know</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
</tbody>
</table>
Have there been any workforce reductions or redundancies in your immediate environment in the last two years?

1: Yes,
2: No

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

if STIB = 4.5: <operation>

Were freelancers, temporary employees, interns or temporary workers increasingly used?

1: Yes,
2: No

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

if F509=1: INT: The question refers to your direct working environment, not your temporary employment agency.

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

1: Yes,
2: No

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

if F509=1: INT: the question relates to your direct working environment, not to your temporary employment agency.

Have stress and work pressure increased, have they remained the same or have they decreased?

1: Increased
2: The same
3: Decreased

***9: not specified

Have the occupational requirements of your work <in the last two years / in this time> increased, have they remained the same or have they decreased?

1: Increased
2: The same
3: Decreased

***9: not specified

Now please think of <Your entire company / if public sector (F512=1): your entire agency>. Please tell me whether < in the last two years / in this time> the following changes have taken place?
**F1002_01**  Relocation or outsourcing < of parts of a company/ if public sector (F512=1): of parts of the agency>  
1: Yes  
2: No  
***8: don’t know  
***9: not specified  

INT: both within Germany and abroad  
if F509=1: INT: the question relates to your direct working environment, not to your temporary employment agency

**F1002_02**  Merger with < another company/ if public sector (F512=1): another agency>  
1: Yes  
2: No  
***8: don’t know  
***9: not specified

**F1002_03**  Expansion or strong growth < of the enterprise/ if public sector (F512=1): of the public agency>  
1: Yes  
2: No  
***8: don’t know  
***9: not specified
I would now like to ask you a few questions about your school and training years.

**S3**

**What is your highest general school leaving certificate?**

1: Sonderschulabschluss, Abschluss einer Förderschule
2: Hauptschulabschluss/ Volksschulabschluss
4: Qualifizierender Hauptschulabschluss, erweiterter Hauptschulabschluss
5: Realschulabschluss, Mittlere Reife, Fachoberschulreife, Mittlerer Bildungsabschluss
7: Fachhochschulreife
8: Abitur/ Hochschulreife/ Fachabitur
9: Erweiterte Oberschule (EOS) (DDR-Abschluss)
10: Foreign school leaving certificate
11: Other school leaving qualifications
12: no school leaving certificate

***99: Not specified

**INT:** ask respondents to name. Read specifications only when required.

**INT:** Only one entry!

**INT:** General education schools are schools, such as Hauptschule, Realschule, Gymnasium, which impart general knowledge as opposed to imparting specialist knowledge at vocational schools.

**S4**

**Which German school leaving certificate does this certificate correspond to?**

if S3 = 10
1: Hauptschulabschluss
2: Realschulabschluss
3: Abitur

***8: Don't know
***9: Not specified

**INT:** Please read the instructions aloud

**F1104**

**What year did you graduate?**

if S3≠12, 99

\[\text{_________ year}\]

***9999: not specified

Test: ZP must have been at least 10 years old at that time.

**F1105**

**In which country did you graduate? In Germany or in another country?**

if S3≠12, 99
1: in Germany
2: in another country, namely (\text{TF1105_________})

***9: not specified

Exam: if S3=10 < In which country have you graduated?>

**F1108**

**What was your overall grade at graduation? Very good, good, satisfying or sufficient?**

if S3 <=11
1: Very good
2: Good
3: Satisfying
4: Sufficient

***7: No grade foreseen
***8: don't know
***9: not specified
**vocational training**

**F1200**  
Have you completed vocational training or a course of study?  
1: Yes  
2: No  
***9: Not specified  
PROG: F1200=2,9 =>continue with F1200_01  
INT: This is about vocational qualifications; qualifications from general schools should not be included here.  
INT: Do not count as vocational training: Voluntary service, internship, traineeship, vocational preparation or vocational preparation measures.

**F1201**  
if F1200=1  
Do you have one or more degrees? Please also consider retraining and advanced vocational training degrees such as master, technician, certified senior clerk, business economist.  
1: One degree  
2: Multiple degrees  
***9: not specified (up to G1221 treat as '1')

**F1200_01**  
if F1200=2,9  
Are you currently a pupil, student or in training?  
1: Yes  
2: No  
***9: not specified  
Formulation depending on gender  
F1200=2,9 =>continue with F1230

Start loop  
if F1201=2  
Let's start with your first degree.  
Test: The vocational training module is completed for each completed training; a maximum of 5 loops.
What degree did you graduate from? An in-company vocational training or apprenticeship, a school-based vocational training e.g. at a vocational school, a university of applied sciences degree or university degree, a civil servant training or another degree?

1. In-company vocational training or apprenticeship (also dual vocational training)
2. School-based vocational training (e.g. at a full time vocational school, school for health care occupations or special vocational schools)
3. University of applied sciences degree (also engineering school, administrative university)
4. University degree (also pedagogical, technical, theological university, art academy, pedagogical institute (GDR degree))
5. Civil servant training for civil service career (intermediate traineeship)
6. Other training qualification

***10: Degree from a university of cooperative education, dual university
***7: Advanced vocational training degree (master, technician, business economist, certified senior clerk, business administrator, business economist, other trade and technical college degree)
***99: not specified

INT: Do not read the defaults. Please let the respondents name the degree and then assign. If you have any questions about individual training courses, please read the texts under the Help button.

INT: Bachelor's and Master's degrees can be obtained both at universities of applied sciences and at universities. Please inquire where the degree was obtained.

INT: Referendariat, 2nd state examination, 3rd state examination, doctorate, specialist doctor please assign to university degree.

INT: Degrees acquired abroad must be assigned to an equivalent German degree.

Numbering loop: F1202ff = 1st loop; G1202ff = 2nd loop; H1202ff = 3rd loop, I1202ff = 4th loop, J202ff = 5th (or last) loop
Now let’s move on to your next degree. What degree did you graduate from? An in-company vocational training or apprenticeship, a school-based vocational training, a university of applied sciences degree or university degree, a civil servant training, an advanced vocational training qualification e.g. as a master, technician, business economist or another qualification?

1: In-company vocational training or apprenticeship (also dual vocational training)
2: School-based vocational training (e.g. at a full time vocational school, school for health care professions or special vocational schools)
3: University of applied sciences degree (also engineering school, administrative university)
4: University degree (also pedagogical, technical, theological university, art academy, pedagogical institute (GDR degree))
5: Civil servant training for civil service career (intermediate traineeship)
7: Advanced vocational training degree (master, technician, business economist, certified senior clerk, business administrator, business economist, other trade and technical college degree)
6: Other training qualification

***10: Degree from a university of cooperative education, dual university
***8: Legal clerkship, 2nd state examination, 3rd state examination, doctorate, medical specialist
***9: But no further training ⇒ continue with F1224
***99: not specified.

INT: Do not read the defaults. Please let the respondents name the degree and then assign. If you have any questions about individual training courses, please read the texts under the Help button.

INT: Bachelor's and Master's degrees can be obtained both at universities of applied sciences and at universities. Please inquire where the degree was obtained.

INT: Degrees acquired abroad are to be assigned to an equivalent German degree.
What is this degree?

1: State Examination
2: Diploma
3: Magister
4: Bachelor
5: Master
6: Other degree

***9: not specified

INT: Assign Teacher Training Exams to State Examination
INT: Please read the instructions aloud

PROG: If F/G/H/I/J 1202=10, then show only categories 2: Diplom, 4: Bachelor and 6: other degree
### F1204

**In which federal state did you graduate?**

<table>
<thead>
<tr>
<th>Number</th>
<th>Federal State</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Baden-Württemberg</td>
</tr>
<tr>
<td>2</td>
<td>Bavaria</td>
</tr>
<tr>
<td>3</td>
<td>West Berlin</td>
</tr>
<tr>
<td>31</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-Western Pomerania</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 (TF1204, TG1204, TH1204, TI1204, TJ1204))</td>
</tr>
<tr>
<td>99</td>
<td>not specified</td>
</tr>
</tbody>
</table>

INT: If in the GDR, then please enter today's federal state.

### F1205

**Did the training company at the end of your training belong to ...**

<table>
<thead>
<tr>
<th>Number</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>public service</td>
</tr>
<tr>
<td>2</td>
<td>to industry</td>
</tr>
<tr>
<td>3</td>
<td>to the craft</td>
</tr>
<tr>
<td>4</td>
<td>to trade</td>
</tr>
<tr>
<td>5</td>
<td>other services</td>
</tr>
<tr>
<td>6</td>
<td>to another area</td>
</tr>
</tbody>
</table>

There was no training company because ...

***7:*** training was not provided in a company; external training

***8:*** After several years of occupational experience, a chamber examination was completed.

***9:*** Skilled worker qualification awarded according to GDR regulations

***99:*** not specified

INT: Please ask for specifications openly and assign them.

### F1206

**How many people were employed in your training company at the time?**

<table>
<thead>
<tr>
<th>Number</th>
<th>Employment Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 to 9 persons</td>
</tr>
<tr>
<td>2</td>
<td>10 to 49 persons</td>
</tr>
<tr>
<td>3</td>
<td>50 to 249 persons</td>
</tr>
<tr>
<td>4</td>
<td>250 and more persons</td>
</tr>
<tr>
<td>9</td>
<td>not specified</td>
</tr>
</tbody>
</table>

INT: Please read the instructions aloud

INT: in the case of several locations, this refers to the local office

Check: if F1205=1, then show: This refers to the number of employees in the local office.

Filter: All on F/G/H/I/J1216
<table>
<thead>
<tr>
<th>Question</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F1207</strong></td>
<td>And in which training centre did you do your training?</td>
</tr>
<tr>
<td>G,H,I,J</td>
<td>1: at a vocational school, 2: at a school for health care occupations, 3: at a vocational school for social care or social pedagogical occupations, pedagogical college (GDR degree), 4: at another vocational school, 5: at a higher commercial school or, 11: at another educational institution, <strong>99: not specified</strong></td>
</tr>
<tr>
<td>if F/G/H/I/J 1202=2</td>
<td>=&gt;continue with F1216</td>
</tr>
<tr>
<td><strong>INT:</strong> Please read the instructions in the block.</td>
<td></td>
</tr>
<tr>
<td><strong>Test:</strong> Show GDR terms only if F1204 = East and age &gt;= 45 years</td>
<td></td>
</tr>
<tr>
<td><strong>F1208</strong></td>
<td>And what kind of educational institution was that?</td>
</tr>
<tr>
<td>G,H,I,J</td>
<td>6: Technical school, engineering school, polytechnic, 7: University of applied sciences (engineering college), 8: University (Pedagogical or Technical University, Pedagogical Institute (GDR)), 10: University of Cooperative Education, Cooperative State University 12: Chamber (e.g. IHK, Chamber of Crafts), 13: Trade unions, 14: free or private educational institutions, 15: Company/training firm, 16: elsewhere, <strong>99: not specified</strong></td>
</tr>
<tr>
<td>if F/G/H/I/J 1207=11</td>
<td>=&gt;continue with F1216</td>
</tr>
<tr>
<td><strong>INT:</strong> Please ask for specifications openly and assign them.</td>
<td></td>
</tr>
<tr>
<td><strong>Check:</strong> Show GDR terms only if F1204 = East</td>
<td></td>
</tr>
<tr>
<td><strong>Filter:</strong> All on F/G/H/I/J1216</td>
<td></td>
</tr>
<tr>
<td><strong>F1209</strong></td>
<td>Was this a training to the ...</td>
</tr>
<tr>
<td>G,H,I,J</td>
<td>1: simple service, 2: middle service, 3: upper service, 4: or to the higher service? <strong>99: not specified</strong></td>
</tr>
<tr>
<td>if F/G/H/I/J 1202=5</td>
<td>=&gt;continue with F1216</td>
</tr>
<tr>
<td><strong>INT:</strong> Please read the instructions.</td>
<td></td>
</tr>
<tr>
<td><strong>INT:</strong> Training for higher service usually requires a university degree</td>
<td></td>
</tr>
<tr>
<td><strong>Filter:</strong> All on F/G/H/I/J1216</td>
<td></td>
</tr>
</tbody>
</table>
### And in which training centre did you do your training?

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Full-time vocational school</td>
<td>2</td>
<td>School for health care occupations</td>
<td>3</td>
<td>Vocational school for social care/social pedagogical occupations</td>
</tr>
<tr>
<td>4</td>
<td>Other technical school</td>
<td>7</td>
<td>University of Applied Sciences (Engineering University)</td>
<td>8</td>
<td>University (Pedagogical or Technical University, Pedagogical Institute)</td>
</tr>
<tr>
<td>9</td>
<td>Company/training firm</td>
<td>10</td>
<td>University of Cooperative Education, Cooperative State University</td>
<td>11</td>
<td>Other educational institution</td>
</tr>
<tr>
<td>12</td>
<td>for one chamber (e.g. Chamber of Industry and Commerce, Chamber of Crafts)</td>
<td>13</td>
<td>Trade unions</td>
<td>14</td>
<td>with an independent or private educational institution</td>
</tr>
<tr>
<td>15</td>
<td>in another educational establishment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>***99: not specified</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**INT:** Please ask for specifications openly and assign them.

Filter: All on F/G/H/I/J

### What kind of training did you graduate?

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Master</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Technician, engineer at the technical college (GDR only)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Business administrator, certified senior</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Specialist businessman</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>or other training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**INT:** Please read the instructions aloud

Test: "engineer at the technical college" (GDR term) only fade in if F1204=East and age >= 45 years. In women female form

### Was this a master training in crafts, industry or any other field?

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Master craftsman</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Master in industry</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Master in other field</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Filter: All on F/G/H/I/J

### In which training centre did you do your advanced training?

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>at a vocational school</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>at a technical, engineering school, polytechnic</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>at a master school</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>at a vocational school of the former GDR</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>or at another educational institution</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>***99: not specified</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**INT:** Please read the instructions aloud

Test: "at a vocational school of the former GDR" only shown if F1204=East and age >= 45 years
And where exactly did you do your training?

1: Vocational school  
2: School for health care occupations  
3: Vocational school for social care or social pedagogical occupations  
7: University of Applied Sciences (Engineering University)  
8: University (Pedagogical or Technical University, Pedagogical Institute)  
9: Company  
12: with a chamber (e.g. Chamber of Industry and Commerce, Chamber of Crafts)  
13: with the trade unions  
14: with an independent or private educational institution  
15: elsewhere

***99: not specified

INT: Please ask for specifications openly and assign them.

Filter: All on F/G/H/I/J1216

From when until when did you do this training? Please state the month and year

From month: _ _ Year:____to month: _ _ Year:____(F1216_bm, F1216_bj, F1216_em, F1216_ej)

21: Beginning of the year
24: Spring
27: Summer, mid-year
30: Autumn
31: Winter, end of year

***99: not specified (for month)
***9999: not specified (for year)

INT: If the ZP can only remember seasons, please enter the numbers.

Check: if F/G/H/I/J1212=1, then show the following interviewer statement:

INT: if the training to become a master craftsman is composed of several training sections, please include all training sections together as one training course.

Test: ZP must be at least 12 years old at the beginning. End must be after beginning.

This training period is <show with x months> unusually short. What was that about?

1: Common for this occupation  
2: Education abroad  
3: Exams brought forward, shortened  
4: External examination  
5: Internship  
6: Vocational preparation or vocational preparation measure  
17: Other _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF/G/H/I/J1217)  
18: Incorrect input correction of F1216⇒

***96: Question not asked (reason: initial filter error)
***99: not specified

INT: Please do not read out specifications, ask for them openly and then assign them.

Check: wrong input ⇒Correction of F/G/H/I/J1216
F1219 G,H,I,J
How much of the occupational knowledge and skills that you have acquired in this <training> can you use in your current activity as <activity from F100-102>?
if F/G/H/I/J 1202=0 and ≠ 9
1: Very much
2: Quite a lot
3: But some things
4: Little
5: Very little
***6: Nothing at all
***9: not specified
Test: if F/G/H/I/J 1202=7 <training> instead of <training> fade in
INT: Please read the instructions aloud

F1219_01 G,H,I,J
How much has this advanced training helped you so far in terms of a higher income?
if F/G/H/I/J 1202=7
1: Very much
2: Quite a lot
3: But some things
4: Little
5: Very little
***6: Nothing at all
***9: not specified
INT: Please read the instructions aloud

F1219_02 G,H,I,J
...and in view of a more demanding position?
if F/G/H/I/J 1202=7
1: Very much
2: Quite a lot
3: But some things
4: Little
5: Very little
***6: Nothing at all
***9: not specified
INT: Please read the instructions aloud

F1219_03 G,H,I,J
And all in all: Has this advanced training so far been...
if F/G/H/I/J 1202=7
1: Very much
2: Quite a lot
3: But some things
4: Little
5: or very little useful?
***6: Nothing at all
***9: not specified
INT: Please read the instructions aloud

F1219_04 G,H,I,J
Do you have the impression that with your advanced training degree you are competing with people who have a university or technical college degree?
if F/G/H/I/J 1202=7
1: Yes
2: No
***3: do not work in this occupation
***8: I can't say
***9: not specified
INT: On request: e.g. when applying for a new job or for promotions
Filter guide test:
if loop > 1 and loop < 5  ⇒ continue with G/H/I1221
if loop = 5  ⇒ continue with F1224

G1221, H, I

<table>
<thead>
<tr>
<th>Have you completed further vocational training or a course of study afterwards?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if G/H/I 1202&gt;0 and # 9 2nd - 4th loop Last question in the loop</td>
</tr>
<tr>
<td>1: Yes  ⇒ continue with F1224</td>
</tr>
<tr>
<td>2: No  ⇒ continue with F1224</td>
</tr>
<tr>
<td>***9: not specified  ⇒ continue with F1224</td>
</tr>
</tbody>
</table>

Start of second loop
Start with G1202.
G1221/H1221 is the last question in the 2nd and 3rd loop.
I1221 is the last question in loop 4 if I1221 = 2.9.
Otherwise in loop 4 I1223 and I1224 are the last questions.
In the 5th loop, J1219 is the last question. From there it goes on F1224.

Start of third and further loops

I1223

<table>
<thead>
<tr>
<th>How many other occupational or academic degrees did you graduate after that?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if I1221=1</td>
</tr>
<tr>
<td>⬇️ Number</td>
</tr>
<tr>
<td>***99: not specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Now please remember your last vocational training or the last degree you completed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Filter: continue with J1202</td>
</tr>
</tbody>
</table>

End Loop

Definition insertion <last degree> for the questions F1224 to F1229:

1. in the case of more than one degree, the training with the highest year of completion shall be taken into account.
2) The training must last at least 12 months. There are two exceptions to this: if F,G,H,I,J1212=1 or if F,G,H,I,J1217=4

Loop shown (Guided)

F1224

<table>
<thead>
<tr>
<th>What overall grade did you have as the &lt;last degree from F1203&gt; when you graduated? Very good, good, satisfying or sufficient?</th>
</tr>
</thead>
<tbody>
<tr>
<td>if F1200=1</td>
</tr>
<tr>
<td>1: Very good</td>
</tr>
<tr>
<td>2: Good</td>
</tr>
<tr>
<td>3: Satisfying</td>
</tr>
<tr>
<td>4: Sufficient</td>
</tr>
<tr>
<td>***7: No grade foreseen</td>
</tr>
<tr>
<td>***8: don't know</td>
</tr>
<tr>
<td>***9: not specified</td>
</tr>
</tbody>
</table>
# Connection between training and employment

**F1225**

If you once compare your current occupational activity as *<activity from F100-102>* with your training as *<last training from F-J1203>* compare, what would you say then?

1: the activity corresponds to that on which this training usually prepares for ⇒ continue with F1230
2: the activity is related to this training ⇒ continue with F1230
3: or the activity has nothing to do with this training any more

***8: I can't tell you ⇒ continue with F1230
***9: not specified ⇒ continue with F1230

Filter for 3: if G1221 = 1 or F1201 = 2 ⇒ continue with F1227, otherwise on F1228

INT: Please read the instructions in the block.

**F1227**

Is your activity related to *<one of your previous trainings>* or has it nothing to do with *<your previous trainings>*?

⇒ 1: the activity is related to *<a previous education>* continue with F1230
2: the activity has nothing to do with *<previous degrees>* ⇒ continue with F1228

***9: not specified ⇒ continue with F1230

Test: if a total of two degrees then use singular, *<your previous degree>* if a total of two degrees then use singular

**F1228**

Why are you doing a completely different occupational activity now? Which of the following statements apply?

F1228_01 I have not found a job in the occupation I have learned
F1228_02 I wanted to earn more money
F1228_03 I wanted to do another occupational activity
F1228_04 I wanted better working conditions
F1228_05 I wanted other working hours.
F1228_06 for private or family reasons
F1228_07 for other reasons
F1228_09 not specified

INT: Please do not read out the defaults in the block, but work through them one after the other; multiple answers possible.

Filter: All continue on F1228_a

**F1228_a**

Would you describe the change as voluntary or more as involuntary?

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

1: rather voluntary
2: rather involuntary

***8: I can't say
***9: not specified
F1229_01  How did you acquire the knowledge and skills that you need as <occupational activity from F100-102> in the first place and how did you acquire them in the second place?
First and foremost by...

1: Continuing education,
2: Retraining
3: Work experience
4: Training at the workplace
5: Self-learning in the workplace
6: or otherwise?

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

INT: Please read the instructions in the block.

F1229_02  And by which, in second place?

if F1229_1 <=6
1: Continuing education,
2: Retraining
3: Work experience
4: Training at the workplace
5: Self-learning in the workplace
6: or otherwise?

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

INT: Please read the instructions in the block.
Exam: Do not show the category named in F1229_01 in F1229_02 anymore.

F1230  If you now compare the requirements in your activity as <occupational activity from F100-102> with your current occupational knowledge and skills, what would you say?

1: The requirements correspond to my occupational knowledge and skills.
2: The requirements are higher
3: The requirements are lower

***8: I can't say
***9: Not specified

INT: Please read the instructions aloud

F1231  Could your occupational activity also be carried out by someone who has learned a completely different occupation than you?

if F-J1202=1 and F-J1202≠3,4
1: Yes
2: No

***9: not specified

PROG: at least one dual training completed (F-Jf1202=1), but no higher education (F-Jf1202≠3,4)
Further Training

F1300

Exam: if F510 ≤ 2015: **Just think of the last 2 years.**
Exam: if F510 > 2015: **Please think of the time since you have been working in your current occupational activity.**
Exam: if F510 = 9999: **Please think of the last two years. If you are not yet in your current occupational activity, please remember the time since you started working in your current occupational activity.**

During this time, have you attended one or more courses or training courses that have served your occupational development? Please also consider courses or training courses that are still in progress. Courses or training courses in the company are also included.

1: Yes, one
2: Yes, several
3: No

***9: not specified

INT: Please read the instructions.

Career History

F1400

When did you start working for the first time? Please name the year. We don't mean periods of vocational training, holiday jobs or internships.

_____ year

***999999: not specified ⇒ continue with F1407

Test: The target must have been at least 12 years old at the time.
Check: If F1400 = F(GHIJ)1216_bj:

In the year <F(GHIJ)1216_bj show> you have also started your training. We're not talking about vocational training here. May I therefore ask again when you first took up an occupational activity?

_____ Year (F1400_kor)

F1400_01

What country was that in? Was that in Germany or in another country?

If F1400 <9999
1: in Germany ⇒ continue with F1401
2: in another country, namely (TF1400_01__________) ⇒ continue with F1400_02

***9: not specified ⇒ continue with F1401

F1400_02

And when was the first occupational activity in Germany?

If F1400_01=2

_____ year

***999997: No occupational activity in Germany yet ⇒ continue with F1401
***999999: not specified ⇒ continue with F1401

INT: This is about the first occupational activity regardless of the occupation learnt.

F1401

Which occupational activity did you have at that time <show year from F1400>?
Please enter the exact occupational title again.

_________________________ (TF1401)

***97: corresponds to my today's activity ⇒ continue with F1407
***98: Is not comparable with an occupational activity in Germany (only if F1400_01=2) ⇒ continue with F1407
***99: not specified ⇒ continue with F1407
Test: if the occupational activity in question is included in the deposited list of occupational activities (with inaccurate names), then show for interviewer:

**Can you tell me more about this occupational activity? Does what you did back then have a more specific name?**

____________ (TF1402)

***97: Not an exact description
***99: not specified

**F1407** Have you at any time since < year from F1400 > interrupted your occupational activity? Interruptions also include periods of unemployment and training as well as parental leave.

1: Yes
2: No

***9: not specified ⇒ continue with F1409

INT: Interruptions also count as interruptions:
- Military or civilian service
- Voluntary social, ecological year
- Times of study
- Times of household dissolution/migration

Do not count as interruption:
- Periods of further education and training
- Legal maternity protection
- Times of illness

Check: if F1400=9999, then <year off F1400> do not fade in.

**F1408** How many years did you interrupt your occupational activity in total, approximately in whole years?

if F1407 =1

____________ Year(s)

***97: Less than half a year ⇒ further with F1409
***99: not specified ⇒ continue with F1409

INT: Half years please round up to whole years.

**F1408_01** How many years of interruption are attributable to your working life since <year from F1400_02> in Germany?

if F1407=1 and F1400_01=2 and F1400_02<9997 and F1408<97

____________ Year(s)

***Less than half a year.
***99: not specified

INT: Half years please round up to whole years.

**F1409** Have you ever been unemployed in the course of your occupational life?

if F1407=1 or F1407=9

1: Yes
2: No ⇒ continue with F1410_02

***9: not specified ⇒ continue with F1410_02

**F1410** How long have you been unemployed in total, approximately in whole years?

if F1409=1

____________ Year(s)

***Less than half a year.
***99: not specified

INT: Half years please round up to whole years.
F1410_01  How many years attributable to your working life since <year from F1400_02> in Germany?
if F1409=1 and F1400_01=2 and F1400_02 <9997 and F1410<97

________ Year(s)
***Less than half a year.
***99: not specified
INT: Half years please round up to whole years.

F1410_02  Have you been working abroad for at least half a year since <year from F1400>? We don't mean summer jobs or internships here.
1: Yes
2: No
***9: not specified
Check: if F1400_01=2 and F1400_02 < 9997, then show <year from F1400_02 > if F1400_02 < 9997
Check: if F1400 = 9999, then hide "since" and do not show year
Check: if F1400_02 = 9999, then hide "since" and do not show year

F1410_03  How long have you worked abroad in total, approximately in years?
if F1410_02=1

________ Year(s)
***Less than half a year.
***99: not specified
INT: Half years please round up to whole years.

F1412  If you look at your entire working life since <year F1400>, would you say you have experienced a career advancement, a decline, no substantial change, or was that more of an ups and downs?
1: Career advancement
2: Career decline
3: No substantial change
4: or rather an ups and downs
***8: I can't say
***9: not specified

F1412_01  To what do you attach this advancement in the first place?
if F1412=1
1: at a higher income
2: in a more demanding position
3: or something else?
***8: I can't say
***9: not specified
INT: Emphasize “in the first place”. Only one entry possible.
INT: Please read the instructions aloud
Please tell me now for different aspects of your activity as <show occupational activity from F100-102> whether you are very satisfied, satisfied, less satisfied or not satisfied with it. How satisfied are you...

INT: Read categories aloud at the beginning, then read them aloud again if required.

<table>
<thead>
<tr>
<th>Code</th>
<th>Question</th>
<th>Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1450_01</td>
<td>with the income from this activity?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1450_02</td>
<td>with the current career opportunities?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***7: There are no</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1450_03</td>
<td>with your current working hours?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1450_04</td>
<td>with the working atmosphere?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1450_05</td>
<td>with your direct superior?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***8: does not apply</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1450_06</td>
<td>with type and content of activity?</td>
<td>1: Very satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: Satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: Less satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4: Not satisfied</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not specified</td>
</tr>
</tbody>
</table>
F1450_08 with the possibilities to apply your skills?
1: Very satisfied
2: Satisfied
3: Less satisfied
4: Not satisfied
***9: not specified

F1450_09 with the opportunities of further education and learning?
1: Very satisfied
2: Satisfied
3: Less satisfied
4: Not satisfied
***9: not specified

F1450_10 with the occupational position?
1: Very satisfied
2: Satisfied
3: Less satisfied
4: Not satisfied
***9: not specified

F1450_11 with the physical working conditions?
1: Very satisfied
2: Satisfied
3: Less satisfied
4: Not satisfied
***9: not specified

F1451 And now, all in all: How satisfied are you with your work in total?
1: Very satisfied
2: Satisfied
3: Less satisfied
4: Not satisfied
***9: not specified

INT: Please read the instructions aloud
The last part deals with health problems related to your current work.

**F1500**

Please tell me if the following health problems have occurred in the last 12 months during your work or on working days. We're interested in the complaints that occurred frequently.

- lower back pain, low back pain
- pain in the neck, shoulder area
- pain in the arms
- pain in the hands
- hip pain
- pain in the knees
- swollen legs
- pain in the legs, feet
- headaches
- heart pain, stinging, pain or tightness in the chest

And have the following complaints frequently occurred during the last 12 months at work or on working days?

- shortness of breath
- skin irritations, itching
- sleep disorders at night
- general fatigue, tiredness or exhaustion
- stomach or digestive problems
- hearing deterioration, ringing in the ears
- nervousness or irritability
- dejectedness
- dizziness
- physical exhaustion
- emotional exhaustion
- other complaints

**F1501**

I'll tell you your complaints again. Please tell me whether you have been treated by a doctor or therapist in the last 12 months because of these complaints.
F1501_01  lower back pain, low back pain
F1501_02  pain in the neck, shoulder area
F1501_03a pain in the arms
F1501_03b pain in the hands
F1501_04  hip pain
F1501_05  pain in the knees
F1501_06a swollen legs
F1501_06b pain in the legs, feet
F1501_07  headaches
F1501_08  heart pain, stinging, pain or tightness in the chest
F1501_09  shortness of breath
F1501_13  skin irritations, itching
F1501_14  sleep disorders at night
F1501_15  general fatigue, tiredness or exhaustion
F1501_16  stomach or digestive problems
F1501_17  hearing deterioration, ringing in the ears
F1501_18  nervousness or irritability
F1501_19  dejectedness
F1501_20  dizziness
F1501_21  physical exhaustion
F1501_22  emotional exhaustion
F1501_23  other complaints

F1502  How would you describe your general state of health?
1: excellent
2: very good
3: good
4: less good
5: or bad
***9: not specified
INT: Please read the instructions aloud

F1503  Have you stayed ill at home in the last 12 months or have you called in sick?
1: Yes
2: No  ⇒continue with F1512
***9: not specified ⇒ continue with F1512

F1505  How many working days was that in total?
if F1503=1  ❄️_________ working days
***999: not specified
INT: Conversion example:
1 week = 5 working days; 2 weeks = 10 working days; 1 month = 20 working days
<table>
<thead>
<tr>
<th>F1505_01</th>
<th>Due to your longer sick leave, was your employer offering you company integration management, e.g. a reduction in the amount of work, a working time reduction or flexibilisation?</th>
</tr>
</thead>
</table>
| if F1505 >30 and F1505<999 and STIB 4,5,6,7 | 1: Yes  
| 2: No  
| ***9: not specified |

**INT:** Operational integration management - BEM for short - is a legally anchored procedure. The aim of the BEM is to restore, maintain and promote the employability of workers who have been unfit for work for more than six weeks without interruption or repeatedly within the last 12 months.

<table>
<thead>
<tr>
<th>F1505_02</th>
<th>Did you accept the offer?</th>
</tr>
</thead>
</table>
| if F1505_01=1 | 1: Yes  
| 2: No  
| ***9: not specified |

<table>
<thead>
<tr>
<th>F1512</th>
<th>Have any health promotion measures been carried out in your company in the last 2 years?</th>
</tr>
</thead>
</table>
| Not if STIB=4.5 and F515=1 | 1: Yes  
| 2: No  
| ***8: don't know  
| ***9: not specified |

**INT:** Measures to promote health are offers by the employer to promote the health of the employees, such as physical activity offers, nutritional advice, offers to cope with stress or health circles.

<table>
<thead>
<tr>
<th>F1513</th>
<th>Did you take part in it?</th>
</tr>
</thead>
</table>
| if F1512=1 | 1: Yes  
| 2: No  
| ***9: not specified |

<table>
<thead>
<tr>
<th>F1514</th>
<th>Do you have an officially recognised disability?</th>
</tr>
</thead>
</table>
| 1: Yes  
| 2: No  
| ***9: not specified |

<table>
<thead>
<tr>
<th>F1515</th>
<th>Do you care for someone in your private environment?</th>
</tr>
</thead>
</table>
| 1: Yes  
| 2: No  
| ***9: not specified |

**INT:** In addition to physical care, this also means psychological support.
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1516 How many hours a week do you spend on this?</td>
<td>If F1515=1: Hours per week (1-120, 997-999)</td>
</tr>
<tr>
<td></td>
<td>***997: Irregular</td>
</tr>
<tr>
<td></td>
<td>***998: I don't know.</td>
</tr>
<tr>
<td></td>
<td>***9999: Not specified</td>
</tr>
<tr>
<td></td>
<td>INT: If the target person can only specify a range &quot;from to hours&quot;, please enter the average value.</td>
</tr>
<tr>
<td></td>
<td>INT: Please round up half hours to full hours.</td>
</tr>
<tr>
<td></td>
<td><strong>About the person</strong></td>
</tr>
<tr>
<td></td>
<td>Finally, I would like to ask you for a few personal details.</td>
</tr>
<tr>
<td>F1600 What's your marital status?</td>
<td>1: Married</td>
</tr>
<tr>
<td></td>
<td>2: Single</td>
</tr>
<tr>
<td></td>
<td>3: Divorced</td>
</tr>
<tr>
<td></td>
<td>4: Widowed</td>
</tr>
<tr>
<td></td>
<td>***5: Registered civil partnership</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1601 Do you live with your partner?</td>
<td>If F1600=1.5: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1602 Do you live with a partner?</td>
<td>If F1600=2,3,4, 9 or F1601=2: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1603 Is your partner currently employed?</td>
<td>If F1601=1 or F1602=1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1604 Do you have any children? This refers to own children and adopted children.</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td>F1604a How many is that?</td>
<td>If F1604=1: (1-20)</td>
</tr>
<tr>
<td></td>
<td>***99: not specified</td>
</tr>
<tr>
<td>F1605 Do children under the age of 18 live in your household?</td>
<td>1: Yes</td>
</tr>
<tr>
<td></td>
<td>2: No</td>
</tr>
<tr>
<td></td>
<td>=&gt; continue with F1605d, if F1604=1, otherwise F1606</td>
</tr>
<tr>
<td></td>
<td>***9: not specified</td>
</tr>
<tr>
<td></td>
<td>=&gt; continue with F1605d, if F1604=1, otherwise F1606</td>
</tr>
</tbody>
</table>
F1605a  How many is that?
if F1605a =1
    ___________ (1-20)
***99: not specified

F1605b  How old is the youngest child in the household?
if F1605a >1
    ___________ years
***99: not specified
INT: If child under 1 year, please enter 0.

F1605c  And how old is it?
if F1605a =1
    ___________ years
***99: not specified
INT: If child under 1 year, please enter 0.

F1605d  And how old is your oldest child?
if F1604a > F1605a or F1605a >1 or (F1604 = 1 and F1605a = empty)
    ___________ years
***96: no specification due to missing input filter
***99: not specified
INT: This also includes children who no longer live in the household.
PROG: Child must be at least 10 years younger than ZP.

F1605e  Have you made sacrifices because of your children in order to balance family and career?
if F1604=1
    1: Yes
    2: No
***9: not specified

F1605f  Were these sacrifices mainly professional or mainly private or equal in both areas?
if F1605e=1
    1: mainly in the professional area
    2: mainly in the private area
    3: in both areas equally
***9: not specified

F1605g  How big were the sacrifices you took?
if F1605f=1.3
    1: Very large
    2: Rather large
    3: Rather low
    4: Very low
***9: not specified
INT: Please read the instructions aloud
PROG: If F1605f=3: <Please now remember only your professional sacrifices.>
### F1606  What language(s) did you learn as a child as a 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 specified

*INT:* Please do not read out specifications, multiple answers possible

### F1607  What is your nationality?

- F1607_01 Germany (German)
- F1607_02 Italy
- F1607_03 Turkey
- F1607_04 Austria
- F1607_05 Belgium, Luxembourg, Netherlands
- F1607_06 Denmark, Finland, Sweden, Norway
- F1607_07 France
- F1607_08 United Kingdom, Ireland
- F1607_09 Greece
- F1607_10 Portugal, Spain
- F1607_11 Poland
- F1607_12 Estonia, Latvia, Lithuania, Malta, Slovakia, Slovenia, Czech Republic, Hungary, Cyprus
- F1607_13 Russia
- F1607_14 Other
- F1607_15 Stateless
- F1607_99 Not specified

*INT:* Please do not read out specifications, multiple answers possible.

---

**S2_2**

At the beginning of our conversation, you didn’t want to tell me when you were born. This is very important information for us. That’s why I wanted to ask again if you could tell us.

If yes, please tell me the month and year of your birth.

Month: ______ (S2_2m) (1-12, 99) Year: ______ (S2_2j) (1900-current year minus 15.9999)

*INT:* Please ask carefully. "Not specified" 99 or 9999 respectively

*PROG:* No specification is permitted.
I would like to ask you briefly for a few details about the occupational activity of your father or mother. Have you lived with your father throughout your life until you were 15 years old?

1: Yes
2: No

***7: I'm an orphan ⇒ continue with Anzmobilf.
***8: don't know ⇒ continue with Anzmobilf
***9: not specified ⇒ continue with Anzmobilf

INT: if inquired: it should be investigated to what extent the career opportunities also depend on the parental background.

INT: if inquired: for time reasons only one parent is asked.

What was your father’s main occupation when you were 15 years old?

if

F1608=1

_______________________

TF1609

***7: not working, continued with Anzmobilf
***8: don't know ⇒ continue with Anzmobilf
***9: not specified ⇒ continue with Anzmobilf

PROG: Please provide a list of too general terms.

Test: if the activity is included in the list of too general terms of occupational activities, show for interviewers

Can you tell me more about this occupational activity? Does what your father did have a more specific name?

_______________________

TF1609a

What was your mother’s main occupation when you were 15 years old?

if

F1608=2

_______________________

TF1610

***7: not working ⇒ continue with Anzmobilf
***8: don't know ⇒ continue with Anzmobilf
***9: not specified ⇒ continue with Anzmobilf

PROG: Please provide a list of too general terms.

Test: if the activity is included in the list of too general terms of occupational activities, show for interviewers

Can you tell me more about this occupational activity? Does what your mother did have a more specific name?

_______________________

TF1610a

In which occupational position was <he/she> active when you were 15 years old? As a worker, employee, civil servant or was <he/she> self-employed?

1: Worker
2: Employee or civil servant
3: Self-employed person(s)

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

Test: if F1608 = 1 <he>, otherwise she
F1612 For how many employees did <he/she> perform a supervisor function?
if F1611=2,3
1: For none
2: 1 to 9 employees
3: 10 employees and more
***8: don't know
***9: not specified
Test: if F1608 = 1 <he>, otherwise she
INT: Please read the instructions aloud

Anzmobil Finally < 3 (for landlines)> < 4 (for mobile)> short statistical questions.
Please tell us how many mobile phone numbers you currently use personally, whether privately or professionally.
✓_____ (mobile phone number: 1-8; landline number: 0-8)
**9: Not specified

Anztelef Under how many landline numbers can your household be reached by telephone?
0: no landline number (check: only show for mobile phones)
1: 1 landline number
2: 2 landline numbers
3: 3 or more landline numbers
9: not specified
***INT: Telephone numbers used exclusively for fax are not included.
INT: This also includes the Homezone numbers, but not the normal mobile phone numbers with 015..., 016..., 017.... The mobile phone can be reached via two telephone numbers. Once with the mobile phone number beginning with 015... 016.. or 017... and also with a further number, starting with a fixed line prefix

ISDN Is your telephone connection an ISDN connection?
if Number 1-2
1: Yes
2: No
***8: don't know
***9: not specified
***INT: With ISDN you can use several devices at the same time, e.g. fax and telephone. Telekom currently defines the ISDN connection with the designation "Universal" for billing purposes.

Q10031 How many people live permanently in your household? Please count yourself in.
✓_____ 1-9: number of persons, 9 = 9 and more persons

Q10032a Now think of people aged 15 and over in the household. How many of these people aged 15 and over are currently employed, i.e. do they have a paid job? This refers to activities which are carried out at least 10 hours a week. This does not apply to persons undergoing vocational training. Please count yourself in.
✓_____ Number of persons employed (1-7)
***8: I don't know/ I can't say

Thank you very much for your kind information. Your information is very important for research. Finally, a request.
The Federal Institute for Vocational Education and Training may wish to ask you again about similar topics at a later date. This survey is much shorter.

Would you agree to be contacted again for this purpose? We would store your phone number for this purpose, but separately from the information you kindly provided today. We would also use some of the information you have provided today for a later survey. This evaluation is just as anonymous as that of today's survey. You have the possibility to revoke your consent to the renewed use of your data at any time even after the conclusion of this interview.

1: ZP grants approval
2: ZP refuses approval
8: Permission granted, but name not mentioned despite intensive demand
9: Permission not granted after all

May I have your name, please, so that they can refer to you next time?

________________________________________________________________________ (F1620b_ZP)

INT: If the ZP does not want to name the surname, please enter only the first name.
INT: For requests regarding the duration of address storage: The addresses are stored until the end of 2019 at the most.

INT: Further hints about help button

*** INT: For questions about the duration of the address storage:
Your contact information will be stored until the end of 2019 and then deleted.

*** INT: demand for the duration of the planned follow-up interviews:
The interviews during the follow-up interviews are significantly shorter than today's interview.

*** INT: Why are follow-up interviews conducted on this study?
It is increasingly important for scientific studies to obtain in-depth information on individual aspects of employment or the working population and to take it into account in statistical analyses. For this purpose we would like to link the survey data from this interview with survey data from follow-up surveys.

*** INT: Internet site where you can find information.
You can find out more about today's survey and a planned follow-up survey on the "attractiveness of occupations and personality traits" on the following website: www.bibb.de/arbeit-im-wandel

*** INT: How are the results used?
For example, press releases, articles for magazines or for the Internet are created. The Internet address for the current interview is: www.bibb.de/arbeit-im-wandel

*** INT: How is data protection ensured?
All information you provide will be treated confidentially and evaluated anonymously. Participation is of course voluntary. However, it is very important that as many selected persons as possible participate so that the research project can be carried out successfully. We would also use some of the information you have provided today for a later survey. This evaluation is just as anonymous as that of today's survey. You have the possibility at any time to revoke your consent to the follow-up survey. If you like, I can already give you a telephone number or e-mail address for this case, where you can revoke your consent at any time.
Phone number: 089 1247116491
E-mail address: arbeitimwandel@kantarpublic.com

*** INT: Who is the client for the follow-up surveys?
The follow-up surveys are conducted on behalf of the Federal Institute for Vocational Education and Training (BIBB).

*** INT: Who's doing the follow-up interviews?
When conducting the follow-up surveys, BIBB will select survey institutes that have extensive experience in conducting scientific studies and also commit them to BIBB's data protection guidelines.

Thank you very much for this interview!