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Data availability
The data set described in this manual can be requested as a Scientific Use File at our website www.bibb-fdz.de.

Note on version numbering
Changes from the previous version without major thematic relevance are documented by sequentially increasing the number after the dot (second level). Changes of thematic relevance, on the other hand, lead to a sequential increase of the number at the first level.
1 Introduction

1.1 Content of the manual

The present manual contains a brief documentation of the BIBB/BAuA Employment Survey 2012\(^1\). This version of the manual also gives information on the extended research data which are now available.

The Scientific Use File includes all cases (n=20,036) contained in the original data but, for example, no sensitive variables and regional identifiers. Data access to weakly anonymized variables (full texts, smaller regional units, occupational and industry codes at the 3-/4-/5-digit level) is organized via remote data access and/or through separate BIBB-FDZ workplaces for guest researchers.

1.2 Structure of the manual

The following section will start by providing an overview of the survey. Chapter 2 outlines the content of the survey. This includes a documentation of the changes in the questionnaire program compared to the 2006 Employment Survey and an overview of the additionally created or appended variables. Chapter 3 contains a brief documentation of the data collection process. Data anonymization is explained in Chapter 4 and data access and usage instructions in Chapter 5. Chapter 6 shows how to cite the data set. Chapter 7 und 8 give an overview of the extended research data available as of 2014.

1.3 Brief description and structure of the data set

The Employment Survey is a representative survey among fully employed persons in Germany. "Fully employed persons" are at least 15 years old and in paid employment for at least 10 hours per week. The survey was conducted from 1979 to 1999 by the Federal Institute for Vocational Education and Training (BIBB) in cooperation with the Institute for Employment Research (IAB) and thereafter in cooperation with the Federal Institute for Occupational Safety and Health (BAuA).

The Employment Survey was first conducted with the intention of gathering more detailed information about employed persons, their qualifications and the like than was available from the microcensus, and it has continually developed since then. Today it is a data set which is unique in Germany. It collects a multitude of data from the two thematic areas "work and occupation in transition" and "acquisition and utilisation of vocational qualifications". Six

\(^1\) The field phase of the main survey was conducted from 17th October 2011 to 1st April 2012. With the switchover from the previous cooperation partner, the Institute for Employment Research (IAB), to the current partner, the Federal Institute for Occupational Safety and Health (BAuA), which took place in the course of the 2006 survey, the designation of the data set was changed to include the second survey year only.
Employment Surveys have been completed so far. The time period from 1979 (via the surveys conducted in 1985/86, 1991/92, 1998/99, 2005/06) to 2011/2012 has thus been covered.

The survey covers the content and implementation of occupations, the requirement levels of jobs and the qualification backgrounds of employed persons. Data is also collected on the mental and physical strains to which employees are subjected today.

Compared to other data sources, the Employment Survey has a number of strengths and special features. It contains, for example, information on the types of work (graded by how often they are performed), detailed professional requirements, venues where knowledge is acquired in initial and continuing education and training and the qualification requirements necessary for performing job-related tasks at the workplace. All this allows defining occupational profiles both for specific professions and for employees with specific qualification levels and to record the professional qualification exactly and also facilitates comparisons between individually acquired qualifications and the qualification requirements of the job. In addition, the survey collects subjective assessments on the utilisation of vocational qualifications, on changing the profession trained for and the reasons for such change, on job satisfaction and on career aspirations. For English language skills the level of fluency is recorded, as well.

The designation of both training occupation and vocational activity creates interfaces to other data sources which contain data on the same characteristics. The occupation-related information is recorded as plain text. The data set is thus predestined for using the 2010 Classification of Occupations (KldB2010) in a large statistics study for the first time. The large sample size of 20,000 employed persons allows comparisons between occupational groups up to the 4-digit or, using the KldB2010, 5-digit level\(^2\) in cases of strongly frequented occupations.

The 2012 survey is to a large extent comparable with the data collected in 2006. The questionnaire program is very similar and the survey mode has also remained the same (CATI). Changes in the questionnaire programme are discussed separately in Chapter 3 and in the Appendix.

\(^2\) The 4-digit or 5-digit level can be analysed via remote data access or at separate workplaces for guest researchers at BIBB-FDZ in Bonn.
### 1.4 Overview of key features

<table>
<thead>
<tr>
<th>Title</th>
<th>BIBB/BAuA Employment Survey of the Working Population on Qualification and Working Conditions in Germany 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short description</td>
<td>Representative survey of 20,036 employed persons on qualification and working conditions in Germany 2012</td>
</tr>
<tr>
<td>Observation design</td>
<td>Longitudinal design (trend study)</td>
</tr>
<tr>
<td>Observation year</td>
<td>2011/2012 (17 October 2011 to 1 April 2012)</td>
</tr>
<tr>
<td>Observation unit</td>
<td>Employed persons</td>
</tr>
<tr>
<td>Key topic</td>
<td>Employment</td>
</tr>
<tr>
<td>Keywords</td>
<td>Career paths; main areas of activity; specialist knowledge; qualification requirements; job-related burdens; need for continuing education and training; match between training and employment; utility of vocational qualifications; occupation changes; qualification development</td>
</tr>
<tr>
<td>Data access option</td>
<td>SUF; GWA (on-site use); DFV (remote data access), ZV</td>
</tr>
<tr>
<td>Project page</td>
<td><a href="http://www.bibb.de/de/63182.htm">http://www.bibb.de/de/63182.htm</a></td>
</tr>
<tr>
<td>Net sample</td>
<td>122257</td>
</tr>
<tr>
<td>Responses</td>
<td>54152</td>
</tr>
<tr>
<td>Response rate (in %)</td>
<td>44.3</td>
</tr>
<tr>
<td>Population</td>
<td>Employed persons aged 15 or older in paid employment for at least 10 hours per week in Germany</td>
</tr>
<tr>
<td>Weighting/projection</td>
<td>Design and population weight; projection weight</td>
</tr>
<tr>
<td>Survey method</td>
<td>CATI</td>
</tr>
<tr>
<td>Interview length (in min)</td>
<td>40.3</td>
</tr>
<tr>
<td>Representative regional level</td>
<td>Spatial planning region (Raumordnungsregion)</td>
</tr>
<tr>
<td>Number of variables</td>
<td>655 (SUF); 140 (GWA/DFV; including 58 full texts, 4 regional identifiers, 78 occupational codes at the 3-/4-/5-digit level)</td>
</tr>
<tr>
<td>Selection procedure</td>
<td>ADM method (improved version of Gabler-Häder method); Kish method</td>
</tr>
</tbody>
</table>
2 Description of variables

2.1 Topics, list of variables and questionnaire program changes from 2006

Like its predecessors, the 2012 Employment Survey covers several topics: The employed persons are questioned about their current gainful activity with regard to characteristics of the job (job-related cross-sectional part) and to personal characteristics such as subjectively feeling under- or overchallenged, job satisfaction and health (individual cross-sectional part). In addition, information about the employees’ education and career paths is collected (individual longitudinal part). The survey furthermore contains variables on the firm in which the current gainful activity is pursued, as well as a number of socio-demographic variables. In addition to the ethnicity, questions about the social origin are included in 2012 for the first time.

The interview consists of different subject areas of various lengths. The questions are numbered as follows:

F100ff: Questions about the current occupational activity
F200ff: Working hours and place of work
F300ff: Types of work performed
F400ff: Professional requirements
F500ff: Employment status
F600ff/F700ff: Working conditions
F900ff: Professional and life goals
F1000ff: Changes in the last two years
F1100ff: School education
F1200ff: Vocational education and training
F1300ff: Continuing training
F1400ff: Career path
F1450ff: Job satisfaction
F1500ff: Health
F1600ff: Personal details

In addition to the directly collected variables, further variables have been included in the SUF. They are discussed in Section 2.2. Table I in the Appendix contains a list of variables sorted by these topics and indicates changes in comparison to the 2006 questionnaire program.

2.2 Additionally generated variables

In addition to the directly collected variables (excluding full text answers and selected further variables, cf. Section 4.2), users of the SUF are supplied with additionally generated variables for evaluation purposes. These are subdivided into weights and automatically
generated variables from the screening part of the interview (cf. 2.2.1), codings of open occupation and industry sector designations into occupation and industry sector codes (2.2.2) and other recoded original variables on the branch of the economy, training certificates, occupational fields, gross wages and social origin (2.2.3). We recommend a thorough examination of the way these variables are generated before using them; depending on the research question and the research interests it may be more sensible to use recodings different from the ones carried out here.

2.2.1 Automatically generated variables and weighting factors

- **Intnr**: Unique identification number (generated internally)
- **Int Jahr, Int_mon**: Year and month of the interview (generated internally)
- **Stib**: Position in the company (cf. Questionnaire, p. 3)
- **AZ**: Actual working hours (cf. Questionnaire, p. 9)
- **NT**: Sideline activities (cf. Questionnaire, p. 9)
- **Zalter**: Age
- **Bula**: Federal state of place of residence (generated based on phone number)
- **Gkpol**: Political municipal code (generated based on phone number)
- **Bik10**: BIK municipal type, 10 types (generated based on phone number)
- **Des2012**: Design weight (cf. Section 3.3)
- **Gew2012**: Population weight MZ 2011 (cf. Section 3.3)
- **Gew2012_hr**: Projection factor MZ 2011 (cf. Section 3.3)

2.2.2 Occupational and industry information

The industry (economic activity) of the current occupational activity was recorded in plain text form (TF512) and then assigned to the code of the groups (2-digit level) of the Classification of Economic Activities of the European Union (NACE Rev. 1.1 and Rev. 2) and the German Classification of Economic Activities (WZ), 2003 and 2008 edition (cf. the TNS Infratest report on coding economic activities, Hartmann et al. 2012a). Version 3.0 and later versions of the SUF additionally include a 2014 version for both WZ variables (WZ2003n, WZ2008n) which are based on slightly different coding rules in case of ambiguous information (cf. the

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5 The automatically generated variables are at the beginning of the data set.
6 The newly formed variables for the current occupation, the first occupation, the training occupations and the occupations of the parents are inserted into the data set at the respective positions of the original variables in the questionnaire.
7 The national classification of economic activities WZ corresponds to the European classification NACE up to the fourth level (classes). In addition to the NACE, the WZ has a fifth level (subclasses). WZ2003 and NACE Rev. 1.1 differ in two points: Class 52.48 of NACE Rev. 1.1 has been subdivided in WZ2003 into Classes 52.48 and 52.49 and Class/Group 64.2/64.20 into Class/Group 64.3/64.30 (Federal Statistical Office 2003, 2008).
8 Differences add up to 3.1 % in case of WZ 2003 (disregarding 615 cases which were defined as system missing in the 2012 version but are now coded as -1) and to 3.8% in case of the WZ 2008. Changes only matter for individual cases with the exception of 420 cases which in WZ2008n no longer are classified in code Metallerzeugung und –verarbeitung (24) but in code Herstellung von Metallerzeugnissen (25).
TNS Infratest report on coding economic activities, version 2014, Hartmann et al. 2014). The level of groups contains 60/62 (cf. footnote 2) and 88 2-digit groups in 2003 and 2008 respectively. The current occupation, the first occupation, the training occupations and the occupations of the parents are accompanied by the following occupation codes (cf. the TNS Infratest reports on occupation coding, Hartmann et al. 2012b,c): KldB2010 and KldB1992 (2010 and 1992 Classification of Occupations) as well as ISCO08 and ISCO88 (1988 and 2008 International Standard Classification). The SUF includes these classifications at the 2-digit level\(^9\). 5-/4-/3-digit occupational codes are available via remote data access and at the safe centers at BIBB-FDZ (sv-data set, see 8.2.2).

### Current occupation (F100)

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>f100_kldb2010</td>
<td>Occupation KldB2010 5-digit (not in the SUF)</td>
</tr>
<tr>
<td>f100_kldb2010_4d</td>
<td>Occupation KldB2010 4-digit (not in the SUF)</td>
</tr>
<tr>
<td></td>
<td>Occupation KldB2010 3-digit</td>
</tr>
<tr>
<td></td>
<td>Occupation KldB2010 2-digit</td>
</tr>
<tr>
<td>f100_kldb92</td>
<td>Occupation KldB1992 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>EB92o</td>
<td>Occupation KldB1992 3-digit</td>
</tr>
<tr>
<td>EB92g</td>
<td>Occupation KldB1992 2-digit</td>
</tr>
<tr>
<td>f100_isco08</td>
<td>Occupation Isco08 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>F100_isco08_2d</td>
<td>Occupation Isco08 3-digit</td>
</tr>
<tr>
<td>F100_isco08_3d</td>
<td>Occupation Isco08 2-digit</td>
</tr>
<tr>
<td>F100_isco88</td>
<td>Occupation Isco88 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>F100_isco88_2d</td>
<td>Occupation Isco88 3-digit</td>
</tr>
<tr>
<td>F100_isco88_3d</td>
<td>Occupation Isco88 2-digit</td>
</tr>
</tbody>
</table>

### First occupation (F1401)

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>f1401_kldb2010</td>
<td>1st Occupation KldB2010 5-digit (not in the SUF)</td>
</tr>
<tr>
<td>f1401_kldb2010_4d</td>
<td>1st Occupation KldB2010 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>f1401_kldb2010_2d</td>
<td>1st Occupation KldB2010 2-digit</td>
</tr>
<tr>
<td>f1401_kldb92</td>
<td>1st Occupation KldB1992 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>EB1_92o</td>
<td>1st Occupation KldB1992 3-digit</td>
</tr>
<tr>
<td>EB1_92g</td>
<td>1st Occupation KldB1992 2-digit</td>
</tr>
<tr>
<td>f1401_isco08</td>
<td>1st Occupation ISCO08 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>F1401_isco08_3d</td>
<td>1st Occupation ISCO08 3-digit</td>
</tr>
<tr>
<td>F1401_isco08_2d</td>
<td>1st Occupation ISCO08 2-digit</td>
</tr>
<tr>
<td>f1401_isco88</td>
<td>1st Occupation ISCO88 4-digit (not in the SUF)</td>
</tr>
<tr>
<td>F1401_isco88_2d</td>
<td>1st Occupation ISCO88 3-digit</td>
</tr>
</tbody>
</table>

---

\(^9\) As of version 2.0 (doi:10.7803/501.12.1.1.20) on, the SUF additionally includes 3-digit codes for the current and the first job (see section 8.2.1).
<table>
<thead>
<tr>
<th>Training occupations</th>
<th>f1203_kldb2010</th>
<th>1st Training KldB2010 5-digit (not in the SUF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>f1203_kldb2010_4d</td>
<td>1st Training KldB2010 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1203_kldb2010_3d</td>
<td>1st Training KldB2010 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1203_kldb2010_2d</td>
<td>1st Training KldB2010 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1203_kldb92</td>
<td>1st Training KldB1992 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>AB1_92o</td>
<td>1st Training KldB1992 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>AB1_92g</td>
<td>1st Training KldB1992 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1203_isco08</td>
<td>1st Training ISCO08 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1203_isco08_3d</td>
<td>1st Training ISCO08 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1203_isco08_2d</td>
<td>1st Training ISCO08 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1203_isco88</td>
<td>1st Training ISCO88 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1203_isco88_3d</td>
<td>1st Training ISCO88 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1203_isco88_2d</td>
<td>1st Training ISCO88 2-digit</td>
<td></td>
</tr>
<tr>
<td>etc.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Occupation of father (F1609)</th>
<th>f1609_kldb2010</th>
<th>Occupation of father KldB2010 5-digit (not in the SUF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>f1609_kldb2010_4d</td>
<td>Occupation of father KldB2010 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1609_kldb2010_3d</td>
<td>Occupation of father KldB2010 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1609_kldb2010_2d</td>
<td>Occupation of father KldB2010 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1609_kldb92</td>
<td>Occupation of father KldB1992 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>vb_92o</td>
<td>Occupation of father KldB1992 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>Vb_92g</td>
<td>Occupation of father KldB1992 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1609_isco08</td>
<td>Occupation of father ISCO08 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1609_isco08_3d</td>
<td>Occupation of father ISCO08 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1609_isco08_2d</td>
<td>Occupation of father ISCO08 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1609_isco88</td>
<td>Occupation of father ISCO88 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1609_isco88_3d</td>
<td>Occupation of father ISCO88 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1609_isco88_2d</td>
<td>Occupation of father ISCO88 2-digit</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Occupation of mother (F1610)</th>
<th>f1610_kldb2010</th>
<th>Occupat. of mother KldB2010 5-digit (not in the SUF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>f1610_kldb2010_4d</td>
<td>Occupat. of mother KldB2010 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1610_kldb2010_3d</td>
<td>Occupat. of mother KldB2010 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1610_kldb2010_2d</td>
<td>Occupat. of mother KldB2010 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1610_kldb92</td>
<td>Occupat. of mother KldB1992 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>mb_92o</td>
<td>Occupat. of mother KldB1992 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>Mb_92g</td>
<td>Occupat. of mother KldB1992 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1610_isco08</td>
<td>Occupation of mother ISCO08 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1610_isco08_3d</td>
<td>Occupation of mother ISCO08 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1610_isco08_2d</td>
<td>Occupation of mother ISCO08 2-digit</td>
<td></td>
</tr>
<tr>
<td>f1610_isco88</td>
<td>Occupation of mother ISCO88 4-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>f1610_isco88_3d</td>
<td>Occupation of mother ISCO88 3-digit (not in the SUF)</td>
<td></td>
</tr>
<tr>
<td>F1610_isco88_2d</td>
<td>Occupation of mother ISCO88 2-digit</td>
<td></td>
</tr>
</tbody>
</table>
2.2.3 Further variables

- **F512_neu: Revised economic sector**

  *F512_neu* is a revised version of the original variable F512 (self-assessed sector of economic activity). Original values were checked against industry information (economic activity, TF512) and their recodes into WZ03 / WZ08. In addition to some individual cases, these are frequent mappings of respondents like “Post”, “Telekom”, “Postbank”, “Deutsche Bahn” to the public service sector. These cases have been coded as “Sonstige Dienstleistungen” (other services). In contrast, “Sparkassen” were coded as “Öffentlicher Dienst” (public service). Unions, special interest groups, associations, boards and chambers, Diakonie (social welfare organization of the Protestant Church in Germany), Deutsches Rotes Kreuz (the German Red Cross), Caritas, churches, private households and non-profit organizations were summarized in an additional category in *F512_neu* (category 100).

- **F1202_korr to J1202_korr: Type of vocational training certificate**

  The terms “Fachschule” (technical school) and “Berufsfachschule” (full-time vocational school) and also “betriebliche Ausbildung” (in-company training), “schulische Ausbildung” (in-school training), “Fortbildung” (further training) and “Weiterbildung” (continuing training) have very different meanings to different respondents. To adjust the answers regarding the vocational training certificate acquired, additional information such as the professional title, the occupation code, the duration of training and the training venue was taken into account. For example, a large number of Krankenpfleger/-innen und Erzieher/-innen (registered nurses and nursery teachers) assign themselves to in-company training although they have in fact undergone in-school training at full-time vocational schools, schools of the public health system or technical schools for socio-pedagogic occupations. The types of vocational training certificate have been adjusted in the first iteration according to standardized criteria (see box below). At the final stage each of the answers was edited manually. The adjusted values were stored in a new variable (*F1202_korr* to *J1202_korr*). The data inspection has no claim to be exhaustive.

---

10 The additionally formed variables are appended to the end of the data set in the order given here.
### Standardized criteria for adjusting the training loops

**Not considered as training were e.g.:**
Internships, vocational preparation, continuing academic training such as to become a “Facharzt” (medical specialist), other further training with a duration of less than 24 months, initial training with a duration of less than 12 months starting with the 2nd loop, unclear answers regarding the occupation (individually assessed).

1: “Betriebliche Ausbildung” or “Lehre” (In-company vocational education and training or apprenticeship)
Checked using the occupation code (Index of recognized training occupations). If no valid occupation class but valid occupation order then leave unchanged, else code -1 or “sonstige Ausbildung” (other training). The occupation groups 86 and 85 (except BO856) are recoded to “schulische Ausbildung” (in-school training).

2: “Schulische Berufsausbildung” (School vocational education and training)
Checked using Series 11, Sub-series 2 of the Federal Statistical Office (StBA). If no valid occupation class but valid occupation order then leave unchanged, else code -1 or "other training". Further check based on Kursnet: if school vocational education and training is possible then leave all other occupation orders unchanged, else set to "other training". If training venue is technical college/university and professional title is plausible then "technical college or university degree".

3: “Fachhochschulabschluss” (University of applied sciences, technical college degree) / 4: “Universitätsabschluss” (University degree)
If “anderer Abschluss” (other degree) (*1202B=6) then individual assessment.

6: “Anderer Ausbildungsabschluss” (Other education or training certificate)
If training venue is “Berufsfachschule” (full-time vocational school), “Schule des Gesundheitswesens” (school of the public health system) or “sozialpädagogische Fachschule (technical school for socio-pedagogic occupations) then set to “schulische Ausbildung” (in-school training). If training venue is “andere Fachschule” (different trade and technical school) then individual assessment; starting with 2nd loop often continuing training. Occupation groups 85+86 set to “schulischer Ausbildung” (in-school training) if training venue is an enterprise, else leave unchanged. If it is a regulated further training, i.e. to become a “Betriebswirt” (business administrator) etc., change to “Fortbildung” (further training). If training venue is “Berufskademie” (college of advanced vocational studies) and professional title is plausible and duration of training is at least 24 months then change to “Berufskademie” (college of advanced vocational studies). If training venue is technical college/university and professional title is plausible then change to “akademische Ausbildung” (academic training).
Other courses of training with a duration of less than 24 months (starting with 2nd loop) are not considered, unless the training venue is a “Berufsfachschule” (full-time vocational school), “Schule des Gesundheitswesens” (school of the public health system) or “Fachschule” (technical school) - individual assessment.

>>>Note: the distinction between “schulischer Ausbildung” (in-school training) and “sonstiger Ausbildung” (other training) is very fuzzy. The answers given by the respondents were mostly left unchanged. Many courses of training completed at other educational institutions or retraining courses are possible as “in-school training” as well. If research interest is focused on a particular occupation/occupational field, we suggest an evaluation based on the classification of occupations.

7: Fortbildungsabschluss zum Meister, Techniker, Betriebs-, Fachwirt etc. (Further training certificate as a master craftsman, technician, business administrator, management expert etc.)
Checked using Series 11, Sub-series 3 of the Federal Statistical Office (StBA). Other courses of further training with a duration of less than 24 months are not considered - individual assessment.
If “sonstige Fortbildung” (other further training) and designation is master craftsman, technician, business administrator, management expert, commercial clerk etc. then assign accordingly.

8: Referendariat, 2. Staatsexamen, 3. Staatsexamen, Promotionen (Practical legal or teacher training, second state examination, third state examination, doctorate)
If no previous indication of higher education certificate then set to “Universitätsabschluss” (university degree); else not considered.
• **M1202**: Highest vocational training certificate, unadjusted

The variable **M1202** is generated based on the unadjusted training loops (see *höchster Ausbildungsabschluss.sps*).

• **Max1202**: Highest vocational training certificate, adjusted

The variable **Max1202** is generated based on the adjusted training loops, F1202_korr to J1202_korr (see *höchster Ausbildungsabschluss.sps*). The variable has the following values and value labels:

1 "Ohne Berufsabschluss" (without training certificate)
2 "Betriebliche, schulische Berufsausbildung/einf., mittl. Beamte" (In-company or school-based vocational education and training, lower/medium civil servants)
3 "Aufstiegsfortbildung (Meister, Techniker, Fachwirt u.ä.)" (advanced further training, master craftsman, technician, business administrator, management expert etc.)
4 "Fachhochschule, Universität/ geh., höhere Beamte" (university of applied sciences, university / higher civil servants)
9 "keine Angabe" (no answer)

When using this variable it should be considered that the information of specific filter questions refers to the original variables (**F1202, G1202** etc.).

Cases were no occupational code could be classified because of an unclear occupational information (**F1202_korr**=1 „keine eindeutige Angabe“ (ambiguous)) but which stated their type of training (**F1202**) were coded corresponding to their type of training (providing that the training duration is at least 12 months). Cases, were no information on the type of training is available (**F1202**=99), but for which a level can be specified by means of the occupational information were coded according to the adjusted variable (**F1202_korr**).

To validate **Max1202** a comparison with census data from 2011 as well as with the unadjusted variable (**M1202**) were performed.

**Table 1**: Highest vocational training certificate (in %)

<table>
<thead>
<tr>
<th></th>
<th>Microcensus 2011*</th>
<th>BIBB/BAuA 2012 (Max1202)</th>
<th>BIBB/BAuA 2012 (M1202)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ohne Berufsabschluss</td>
<td>12,4</td>
<td>9,1</td>
<td>9,0</td>
</tr>
<tr>
<td>Duale, schulische Ausbildung</td>
<td>59,2</td>
<td>59,3</td>
<td>58,3</td>
</tr>
<tr>
<td>Aufstiegsfortbildung</td>
<td>7,3</td>
<td>7,6</td>
<td>8,3</td>
</tr>
<tr>
<td>Fachhochschule, Universität</td>
<td>20,7</td>
<td>24,0</td>
<td>24,3</td>
</tr>
<tr>
<td>Keine Angabe</td>
<td>0,4</td>
<td>0,1</td>
<td>0,1</td>
</tr>
</tbody>
</table>

Source: Microcensus 2011; Kenerwerbstätige (fully employed persons) (corresp. to BIBB/BAuA 2012), special analyses of the StBA.

The provision of this adjusted variable is a service of the BIBB. We do not claim the adjustments to be complete; they represent one of several different potential classification strategies. Depending on the research question and the research interests it may be more sensible to use recodings different from the ones carried out here.
**f1216dn to j1216dn: Duration of training (loop 1 to 5)**

see *Dauer der Ausbildung.sps*.

**berufsfeld, bhf92, bof92: Occupational field, major occupational field, top-level occupational domain**

For the current occupation (F100), three variables were formed in accordance with the occupational field definitions of the BIBB (distinction between 54 occupational fields, 12 major occupational fields and 3 top-level occupational domains, cf. Tiemann, Michael et al. 2008, see *Berufsfelder.sps*).

**exp_wage_imp_miss/extr: Imputation of missing income data**

Almost 20 per cent of the respondents in the BIBB/BAuA Employment Survey 2012 made no statement about their monthly gross income (n=3,977)\(^{11}\). These persons were therefore asked the question: "Would you then perhaps tell me: Is your monthly gross income less than 1,500 euros?". An answer to this question was still refused by 703 persons. The presence or absence of values for a sensitive variable like the income is usually not accidental. Missing answers can influence the properties of estimators and test statistics, which in turn has consequences for the validity of making estimates for the population from the sample. The missing income data was therefore imputed in analogy to the procedure followed in the 2006 Employment Survey using a MNAR failure mechanism (for the algorithm see Alda/Rohrbach-Schmidt 2011). The estimated mean income values of the original and imputed variables in 2012 are higher than in the 2006 survey. When adjusted to purchase power parity, the mean value differences are negligible. The dispersion of the income values – measured as standard deviation – is higher in 2012 than in 2006, even though, for example, the ratio of the 90/10 percentile has decreased. The reason for that is that, in 2012, fewer cases with a low income are represented in the sample than in 2006. In addition there are a few cases with incomes higher than the maximum value of the 2006 survey (>50,000 euros)\(^{12}\). The original values of these cases were replaced by their mean plus/minus the multiple of 1,000 (see section 4.2 on anonymizations).

Three new variables were added to the data set (cf. Table 2):

- **exp_wage_imp_miss**: Imputed wages for missing wage data (delogarithmized)
- **exp_wage_imp_extr**: Imputed wages for extreme values (99.5 and 0.5 percentile) / missing wage data (delogarithmized)
- **wage_imp_gruppe**: Code for imputed wages

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\(^{11}\)The share of respondents not giving valid income information was slightly lower at about 15 per cent in the 2006 Employment Survey.

\(^{12}\)In this context, it has to be taken into account that in 2012, for the first time, the income question included the interviewer instruction to record incomes in the range from 1 to 99997 euros. In addition, low-level educated persons were slightly underrepresented in the 2012 sample compared to the microcensus (2011), while in 2006 this group was slightly overrepresented.
Table 2: Comparison of imputed and non-imputed values 2012 and 2006 (all figures in euros)

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean value (Standard dev.)</th>
<th>Quotient Percentile 90/10</th>
<th>Quotient Percentile 80/20</th>
<th>valid cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIBB/BAuA Employment Survey 2012</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original values</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original variable</td>
<td>2.869 (2916)</td>
<td>5.556</td>
<td>2.840</td>
<td>16,059</td>
</tr>
<tr>
<td>Imputation 1*</td>
<td>2.906 (2672)</td>
<td>5.000</td>
<td>2.559</td>
<td>20,036</td>
</tr>
<tr>
<td>Imputation 2*</td>
<td>2.799 (1706)</td>
<td>4.825</td>
<td>2.533</td>
<td>20,036</td>
</tr>
<tr>
<td>Logarithmized</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original variable</td>
<td>7.704 (0.747)</td>
<td>1.252</td>
<td>1.145</td>
<td>16,954</td>
</tr>
<tr>
<td>Imputation 1</td>
<td>7.750 (0.706)</td>
<td>1.233</td>
<td>1.128</td>
<td>20,036</td>
</tr>
<tr>
<td>Imputation 2</td>
<td>7.747 (0.666)</td>
<td>1.228</td>
<td>1.127</td>
<td>20,036</td>
</tr>
<tr>
<td>BIBB/BAuA Employment Survey 2012</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original values</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original variable</td>
<td>2.600 (2155)</td>
<td>6.429</td>
<td>2.917</td>
<td>16,954</td>
</tr>
<tr>
<td>Imputation 1*</td>
<td>2.648 (2045)</td>
<td>5.625</td>
<td>2.769</td>
<td>20,000</td>
</tr>
<tr>
<td>Imputation 2*</td>
<td>2.571 (1542)</td>
<td>5.625</td>
<td>2.720</td>
<td>20,000</td>
</tr>
<tr>
<td>Logarithmized</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original variable</td>
<td>7.603 (0.816)</td>
<td>1.284</td>
<td>1.151</td>
<td>16,954</td>
</tr>
<tr>
<td>Imputation 1</td>
<td>7.642 (0.789)</td>
<td>1.258</td>
<td>1.142</td>
<td>20,000</td>
</tr>
<tr>
<td>Imputation 2</td>
<td>7.642 (0.722)</td>
<td>1.258</td>
<td>1.140</td>
<td>20,000</td>
</tr>
</tbody>
</table>

* Imputation of missing values (exp_wage_imp_miss); ** Imputation of missing values and runaway values (exp_wage_imp_extr). Source: BIBB/BAuA Employment Surveys 2012 and 2006.

- **ISEI and MPS**

The current occupation, the first occupation, the training occupations and the occupations of the parents are assigned the values of the International Socio-Economic Index of Occupational Status (ISEI) and the Magnitude Prestige Scale (MPS) (F100_isei, F1401_isei, F1203_isei-J1203_isei, F1609_isei, F1610_isei, and F100_mps F1401_mps F1203_mps-J1203_mps, F1609_mps, F1610_mps). The ISEI connects income and education in order to indicate the socio-economic status of an occupation (cf. Ganzeboom et al. 1992). The ISEI values were created following the procedure suggested by Schimpf-Neimanns (2004) based on the ISCO88 values of the answers regarding the occupation (3-digit). The MPS assigns values to occupations that are based on the perceived social prestige of the occupation among the population. The MPS was formed using the occupation codes from KldB92 (3-digit) (cf. Frietsch Wirth 2001).

- **Lgueltr**

Questions F1224 and F1225 make reference to the last training, which was defined as follows:

1. In the case of several completed courses of training, the one with the highest completion year is used.
2. The duration of training must be at least 12 months. There are two exceptions to this rule: if F,G,H,I,J1212=1 (further training certificate "master craftsman") or if F,G,H,I,J1217=4 (short duration of training due to extern examination)
Generally the programming is designed such that the first training loop is initially set as $L_{gueltr}$ and any subsequent loop is checked whether it has occurred later. If that is the case, that loop is used (under consideration of the defined duration and the two exceptions). In each of these steps, only the year given is considered and the month given is not. It follows from this algorithm that, if the year of completion is given as "not stated", the last valid training before that is used for $L_{gueltr}$. If all dates of completion are "not stated" then the first training loop is used. In the case of parallel training phases with the same year of completion, the one first stated is used. On analysing it should be checked whether a "valid" training designation was indicated. For this purpose it is useful to match with the last valid training ($L_{n\_abr}$) (see Letzte eindeutige Ausbildung.sps and there the variables $l_{gueltr}$ and $l_{n\_abr}$).

3 Data collection

Just as in the previous survey in 2006, data was collected by TNS Infratest Sozialforschung, Munich (Gensicke et al. 2012). A detailed description of the data collection process is included in the field report. It can be downloaded from the BIBB-FDZ web pages on the 2012 Employment Survey (www.bibb.de/de/63182.htm).

3.1 Population and selection procedure

The population consists of employed persons aged 15 or older in paid employment for at least 10 hours per week in Germany. Persons were defined as being employed if they were pursuing paid work or work connected to an income at the time of surveying. The first step in selecting the persons to be surveyed was the selection of a household via a random digit dialling method (landline sample) performed by Infratest according to the ADM standard (improved version of the Gabler-Häder method) (Gensicke et al. 2012a, p. 9-11). In the second step the target person to be questioned was randomly selected using the Swedish selection grid (Kish method). In the subsequent screening (short interview) several guiding questions were used to determine whether the target person was an employed person within the meaning of the study. Similar to the 2006 survey, targeted measures were employed during sampling in the later stages of the field phase to counteract the anticipated lower willingness of people with lower education levels to respond. In contrast to the last survey the counteraction was not carried out via the occupational situation but via the school leaving certificate. Due to this change, the question about the highest school leaving certificate was now asked in the screening interview and the question about the occupational situation in the

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13 Included were persons who had interrupted their work for a short time, i.e. up to a duration of three months at the most, as well as family workers and foreign citizens sufficiently fluent in the German language. Persons pursuing their paid work on an honorary basis were not surveyed. Also excluded were persons in an employment relationship as part of their initial vocational training and persons working in the context of an internship (cf. details on this in the field report (Gensicke et al. 2012a, p. 8)).

14 With a few exceptions (such as the highest general education certificate), the variables collected in the screening part are not part of the SUF (cf. Chapter 4 on anonymization).

15 The proportion of persons with lower educational levels in the sample was slightly below and that of persons with higher education levels slightly above the respective proportions in the 2010 microcensus (cf. Gensicke et al. 2012a, p. 17).
main interview. Interviewer training and two pretests took place prior to the main survey. Details on the interviewer training and other quality assurance measures are included in the field report.

### 3.2 Field work and exhaustion

The field work of the main survey took place from 17 October 2011 to 1 April 2012. A total of 20,036 interviews were conducted. The average interview length was 40.3 minutes and thus a bit shorter than in the 2006 survey (43 minutes). Table 3 illustrates the exhaustion of the sample.

**Table 3: Exhaustion overview**

<table>
<thead>
<tr>
<th>Category</th>
<th>Initial gross</th>
<th>Adjusted gross</th>
<th>Neutral non-response, total</th>
<th>Remaining addresses</th>
<th>Interviews conducted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phone number not connected</td>
<td>317,980</td>
<td>138,321</td>
<td>16,064</td>
<td>122,257</td>
<td>54,152</td>
</tr>
<tr>
<td>Fax / Modem</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duplicate address according to contact/target person</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regional cell not determined</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maximum number of contacts (&gt;=10) reached</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unusable numbers, total</td>
<td>179,659</td>
<td>138,321</td>
<td>16,064</td>
<td>122,257</td>
<td>54,152</td>
</tr>
<tr>
<td>No private household</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No communication with contact person</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No communication with contact person</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target person not able</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No target person in household</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participant does not pick up the phone</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Busy signal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private answering machine</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interview aborted</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact person busy/appointment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact person busy/appointment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact person refuses to answer</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target person refuses to answer</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No appointment possible</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No answer for F101 (activity)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-response, total</td>
<td>68,105</td>
<td>54,152</td>
<td>16,064</td>
<td>122,257</td>
<td>54,152</td>
</tr>
<tr>
<td>Complete interview with employed person</td>
<td>20,060</td>
<td>20,036</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>of which not evaluable interviews</td>
<td>24</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evaluable, complete interviews</td>
<td>20,036</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Short interview with not employed person</td>
<td>29,105</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Short interview with too highly educated person</td>
<td>4,350</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Complete interview with trainee/intern</td>
<td>637</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net estimate target group interviews</td>
<td>20,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: TNS Infratest field report (Gensicke et al. 2012, p. 15).
At the end of the interview, the respondents were asked for their agreement to participate in possible follow-up surveys. 74.1 per cent of the respondents, a high proportion given the length of the interview, gave their permission. Some socio-demographic information about the target persons refusing to be interviewed could be gathered for the failure analyses: the gender for 85 per cent of the persons refusing to be interviewed, the age for 69 per cent and the educational qualification for 47 per cent. Evaluations carried out so far give no indication of systematic distortion of the sample for additional surveys due to the refusals.

3.3 Weighting due to sample design and failure development

A weighting model was developed by TNS Infratest in order to compensate for the different selection probabilities of households and target persons caused by the sample design (design weight) and the selective failures due to refusals (non-response weight) (see the weighting report of Gensicke et al. 2012b). This model calculates weighting factors for adjusting the distribution of key features (gainful activity, vocational position, West/East, Federal state, education, gender, marital status, German/not German) in the sample to the distributions in the population (with the 2011 microcensus serving as the reference statistics). The resulting weighting components are available in the data set as variables Des2012 (design weight) and Gew2012 (population weight: design weight multiplied with non-response). A projection factor based on the 2011 microcensus (Gew2012_hr) is available for calculating point estimators or variance estimators for the population using the sample data.

4 Data anonymization

4.1 Provisions of the data protection regulations

Access to BIBBs’ SUF data is exclusively granted in line with the European data protection regulations, in particular Chapter 89 of the Regulation (EU) 2016/679: General Data Protection Regulation (GDPR) and its national amendments, in particular § 27 of the German Data Protection Act (BDSG 2018). Accordingly, data may be left for independent scientific research if it is impossible to establish a reference to a unique survey unit ("anonymity"). In order to achieve this goal without any exception, the organization and/or the researcher(s) have to establish specific technical and organizational data security arrangements, making unauthorized access to BIBBs’ SUF data impossible, respectively. BIBBs’ Research Data Centre (BIBB-FDZ) recommends that researchers with data access be specifically obliged to complying with the GDPR (c.f. our respective SUF using guidelines).

BIBB-FDZ staff get insights into research questions, methods, and analyses of researchers only for the purpose of providing advice, improving the BIBB-FDZ service, and ensuring compliance with the guidelines of the GDPR. BIBB employees who are not belonging to BIBB-FDZ staff get no insights into any activities of researchers.
4.2 Anonymization

The types of anonymization (simplifications and deletions) carried out for the SUF are shown in the list below:

<table>
<thead>
<tr>
<th>Group</th>
<th>Variable names</th>
<th>Variable content</th>
<th>Anonymization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Screening var.¹</td>
<td>E101-E606</td>
<td>See screening questionnaire</td>
<td>deleted</td>
</tr>
<tr>
<td>Internally generated variables</td>
<td>dauer, int_tag</td>
<td>Interview length, Day of interview</td>
<td>deleted</td>
</tr>
<tr>
<td>Full texts</td>
<td>TF100,F100_kA, TF101,F101_kA,TF102,F102_kA,TF300,F300_kA, TF321,TF513,F513_kA, TF1203,TF1204,TF1208, TF1210,TF1212,TF1217,TF1203,TF1204, TG1208,TG1210,TG1212, TG1215,TG1217,TH1203, TH1204,TH1208,TH1210, TH1212,TH1215,TH1217, TI1203,TI1204, TI1208, TI1210, TI1212, TI1215, TI1217, TJ1203, TJ1204, TJ1208, TJ1210, TJ1212, TJ1215, TJ1217, TF1228,TF1305,TF1304, TF1401,TF1402,TF1411A, F1411A_kA,TF1418A, TF1418B,TF1606,TF1609, TF1610</td>
<td>Full texts of answers regarding occupation, full texts of answers regarding industry sector, full texts of answers regarding equipment, other full texts</td>
<td>deleted</td>
</tr>
<tr>
<td>Place of residence information</td>
<td>gkz, kkz</td>
<td>Municipal code, District code</td>
<td>deleted</td>
</tr>
<tr>
<td>Personal details</td>
<td>Anzmobilf</td>
<td>Number of mobile phones used</td>
<td>deleted</td>
</tr>
<tr>
<td></td>
<td>Anztelf</td>
<td>Number of landline connections</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ISDN, Netz1, Netz2, F1620b</td>
<td>ISDN landline connection</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Internet use yes/no</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Frequency of Internet use</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Name of respondent</td>
<td></td>
</tr>
<tr>
<td>Variables from the main interview</td>
<td>f100*,f1401*,f1203*,j1203*,f1609*,f1610*</td>
<td>4-digit occupation codes</td>
<td>2-digit (but see fn. 8)</td>
</tr>
<tr>
<td>Nationality</td>
<td>F1607_15</td>
<td>Nationality: stateless</td>
<td>Combined with F1607_99: F1607_99n &quot;Nationality: not stated new&quot;</td>
</tr>
<tr>
<td>Gross income</td>
<td>F518</td>
<td>Monthly gross income (open question)</td>
<td>Values &gt;50,000 were replaced by their mean +/- the multiple of 1,000 (obtaining the original order): F518_SUF, Exp_wage_imp_mis_SUF</td>
</tr>
</tbody>
</table>

¹Exceptions: S1 (gender), S2 (month/year of birth), S3, S4 (highest general school leaving certificate).
5 Data access (pre-version of the SUF 2013)

The pre-version of the research data published in 2013 was exclusively distributed by the BIBB-FDZ. The contractual right to use this data set ends with the publication of the 2014 version. Data usage from now on is permitted solely based on the 2014 version. Chapter 7 and 8 below provide details on this extended data versions.

6 Citing the data set

Every work using a data set available in the BIBB-FDZ or making reference to it should acknowledge that source in the form of a bibliographic citation in the list of references or in a footnote. In addition to citing the data itself, reference should be made to the respective BIBB-FDZ data and methodological reports where appropriate.

<table>
<thead>
<tr>
<th>Title of data set (German):</th>
<th>Short title (German):</th>
<th>Short title (English):</th>
</tr>
</thead>
</table>

**English title of data set:** BIBB/BAuA Employment Survey of the Working Population on Qualification and Working Conditions in Germany 2012

**BIBB-FDZ data and methodological report:**

- **DOI (SUF):** [doi:10.7803/501.12.1.1.60](https://doi.org/10.7803/501.12.1.1.60)
- **Study-No. GESIS (SUF):** ZA5657

|---|---|---|
7 Data version 2014 and follow-up survey

In 2014, an extended research data version is available which includes sensitive variables (such as 3-, 4- and 5-digit occupation codes, full texts, spatial planning regions) and additional newly generated variables (e.g. classifications of open answers, EGP values, ISEI values based on ISCO-08, for details cf. section 8.2). The sensitive variables can be analysed via remote data access and at the workplaces for guest researchers at BIBB in Bonn. The SUF, just like the previous Employment Surveys, is distributed via GESIS, Leibniz Institute for the Social Sciences, Dept. Data Archive for the Social Sciences (cf. section 8.1).

Users of the SUF can also apply for access to research data of the BIBB Supplemental Task Survey to the Employment Survey 2012 (Alda et al. 2015). The BIBB Supplemental Task Survey to the Employment Survey 2012 was administered by the Federal Institute for Vocational Education and Training (BIBB) and measures occupational mobility for a representative subsample of the main study (excluding, however, workers with a 'Fortbildungsabschluss') around one year after the main interview, i.e. at the end of 2012. The survey consists of two parts: Part one is a CATI administered survey on job mobility since the main interview (n=4,356 employees). For employees who changed their job, besides others, data on the frequency of job of tasks, the percentage of usability of skills and knowledge from the old job in the new one, up to eleven reasons for the job change were collected. Part two is a non-participating workplace study where respondents (n=2,273) were asked to write down the time (in minutes and hours) they spent on each of 19 single tasks during or shortly after one randomly selected working day, rate their difficulty and asses how representative the task is for their job. Both data sources, the BIBB/BauA Employment Survey 2012 and the BIBB Supplemental Task Survey to the Employment Survey 2012, can be linked using the interview number. For more information on this survey see the English website of the study.

8 Data access and research data in 2014

8.1 Data access

The Scientific Use File of the 2012 Employment Survey can be accessed via GESIS Leibniz Institute for the Social Sciences (ZA-Study-No. ZA5657).

Data access to weakly anonymized variables (full texts, smaller regional units, occupational codes at the 3-/4-/5-digit level) is organized via remote data access and/or through separate BIBB-FDZ workplaces for guest researchers at BIBB in Bonn and/or by ZV application (sensitive variables under data protection law).
8.2 Research data

8.2.1 Scientific-Use-File (SUF)

In 2013 a pre-version of the SUF was published and distributed by the BIBB-FDZ (doi:10.7803/501.12.1.1.10). As of version 2.0 (doi:10.7803/501.12.1.1.20) the SUF in addition includes the 3-digit occupational code for the current and the first job and further additionally generated variables (see table 4 below). These in total 68 new variables are attached at the end of the data set. Occupational codes at the 3-digit-level and other new variables with cases <4 were recoded into an extra code (-111). The new variables are described in detail at the BIBB-FDZ metadata portal and the programs to build them can be downloaded there.

As for the other additionally generated variables (cf. 2.2) we recommend a thorough examination of the way these variables are generated before using them; depending on the research question and the research interests it may be more sensible to use recodings different from the ones carried out here.

In contrast to the pre-version of the SUF published in 2013 (doi:10.7803/501.12.1.1.10) two variable names, a value label and three variable labels have been changed (cf. table 5 below). The MPS-variables (F100_mps-F1610_mps) were saved as float with values smaller one as binary coded. The present version includes these variables with storing type float with one decimal place to facilitate the work with them.

Version 3.0 of the SUF (doi:10.7803/501.12.1.1.30) additionally includes a 2014 version for both WZ variables (WZ2003n, WZ2008n) which are based on slightly different coding rules in case of ambiguous information (cf. 2.2.2). Further generated variables which depend on the economic activity variables (cf. column 3 in table 4 below) are included as recodes of WZ2003 and WZ2008. The BIBB-FDZ metadata portal provides Stata and SPSS programs allowing generating these further variables based on WZ2003n and WZ2008n. Version 3.0 of the SUF (doi:10.7803/501.12.1.1.30) moreover includes a revised version of the EGP variable (respondent, EB_egp). This variable was erroneously coded in the previous version. The program can be downloaded online as well.

Version 4.0 of the SUF (doi:10.7803/501.12.1.1.40) includes two additional (sets of) variables: first, for respondents’ place of residence the NUTS2-classification (Nomenclature of Territorial Units for Statistics, Nuts2), which is a regional identifier developed by EUROSTAT (Eurostat 2011). The variable was computed using Kreiskennziffern. Second, the SUF includes the requirement level (degree of complexity) of occupations as measured by the 5th level of the 2010 Classification of Occupations 2010 (KldB2010). Four requirement levels are distinguished to map the degree of complexity of an occupation (see Paulus and Matthes 2010: 9): 1: unskilled/semiskilled tasks (no vocational qualification required or regular one-year vocational training required), 2: skilled/specialist tasks (at least two years of vocational training required), 3: complex tasks (qualification as master craftsman or technician or
equivalent technical school or college graduation, graduation from a professional academy or university bachelor's degree required), 4: highly complex tasks (completed university studies of at least four years required). The requirement level variable is included for respondents' current and first occupational activity (F100, F1401), the training occupations (F1203-J1203) and parents' occupations (F1609, F1610).

Moreover, the SUF as of version 4.0 (doi:10.7803/501.12.1.1.40) includes slightly revised versions of the occupational codes for the 1992 Classification of Occupations (KldB 1992) and the 1988 International Standard Classification of Occupations (ISCO 1988) for respondents' current and first occupational activity (F100, F1401), the first three training occupations (F1203-H1203) and mothers' occupations (F1610). In four cases of occupational 4-digit codes of the 1992 Classification of Occupations (Wärme-, Kälte- und Schallschutzisolierer/-in (only KldB 1992), Pharmazeutisch-kaufmännisch Angestellte/-r, Gesundheits- und Kinderkrankenpfleger/in, Gesundheits- und Krankenpfleger/in) a small number of full texts was originally misclassified. These 4-digit KldB 1992 codes have in common that they carry occupational titles of training occupations that were renamed within the last years. With regards to other renamed training occupations no such misclassifications occur. The misclassified cases were recoded into their correct KldB 1992 and corresponding ISCO 1988 occupational code by using the conversion codes of the Federal Statistical Office. As of SUF 4.0 the corrected 3- and 2-digit variables replace the original variables (variable names remain the same). Consequently, classification variables derived from KldB 1992 and ISCO 1988 were replaced by the ones generated based on the corrected occupational codes (here, too, variable names remain the same). This applies to AB1_pr_dl-AB3_pr_dl (classification into production vs. service training occupations), F100_mps-F1610_mps (Magnitude-Prestige-Scale), EB_wib1-MB_wib3 (knowledge intensive occupations by three definitions), EB1_berufsfeld-MB_berufsfeld (BIBB definition of occupational fields), EB_blossfeld-EB1_blossfeld (Blossfeld occupational classification), EB_egg-MB_egg (EGP), F100_isei-F1610_isei (ISEI), EB_siops-MB_siops (SIOPS), EB_esec-EB_ESEC2 (ESEC, ESEC2). Table 6 includes the number of reclassified cases for each (occupational) classification variable. The SUF as of version 4.0 (doi:10.7803/501.12.1.1.40) finally includes a corrected and more current version of occupational fields for respondent's first occupational activity and parents' occupations (EB1_berufsfeld-MB_berufsfeld) as well as more current versions of EB_esec2 (European Socio-economic Classification for respondent, full method) and AB4_berufsabschnitte, AB5_berufsabschnitte (see table 5).

Version 5.0 of the SUF (doi:10.7803/501.12.1.1.50) includes two corrections of variables:

- The variable TI_KI “technological intensity_knowledgeintensive services” was coded in a wrong way and has been actualized.
- The variables F100_kldb2010_5 (requirement level of respondent’s current main job), F-J1203_kldb2010_5 (requirement level of respondent’s 1.-5. training occupation), F1401_kldb2010_5 (requirement level of respondent’s first main job),
(F1609_kldb2010_5) (requirement level of father’s occupations), included wrong mappings for Military occupations. The Requirement level is the 5th level of the German Classification of Occupations (Klassifikation der Berufe 2010, KldB2010). In the new SUF-version the Requirement level variables includes the corrected requirement level for Military occupations requirement level.

Version 3.0 of the SV (doi:10.7803/501.12.1.5.30) includes additional variables:

- Netz1_1, Netz1_2, Netz1_3, Netz1_9, Netz2_1 (Internet usage)

For the SUF from version 6.0 (doi:10.7803/501.12.1.1.60) the following corrections and additions have been made:

- From ISCO 2008, the variables F100_eseg_1, F100_eseg_2, F1609_eseg_1, F1609_eseg_2, F1610_eseg_2 and F100_siops08, F1401_siops08, F1609_siops08, F1610_siops08 were also created and supplemented in the SUF.
- For F100, F1401, F1609, F1610 the occupational field, the main occupational field and the upper occupational field have been coded, if not already available. The variables were coded and named uniformly according to the logic used in the BIBB/BAuA Employment Survey 2018.
- The variables VB_egp and MB_egp were renamed into F1609_egp and F1610_egp and adapted to the coding of the EGP for the occupation in question.
- For the variables F100_isei, F1401_isei, F1609_isei, F1610_isei, F1203_isei, G1203_isei, H1203_isei, I1203_isei and J1203_isei the coding has been changed, instead of Schimpl-Neimanns (2004) they are now coded according to Ganzeboom and Treiman (1996). As a result, the coding in the 2006, 2012 and 2018 BIBB/BAuA Employment Surveys is now uniform.
- The value labels in variable F1401 and the variables AB1_pr_dl, AB2_pr_dl, AB3_pr_dl, AB4_pr_dl and AB5_pr_dl have each been corrected.

Table 4 Further additionally generated variables available in the SUF 2014 (as of version 2.0)

<table>
<thead>
<tr>
<th>Variable-names</th>
<th>Content</th>
<th>Original variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>EB_berufsabschnitt</td>
<td>Berufsabschnitte (occupational sections) for the current occupation, the first occupation, the training occupations and the occupations of the parents</td>
<td>KldB92</td>
</tr>
<tr>
<td>EB_berufsabschnitt</td>
<td>Classification into production vs. service training occupations</td>
<td>KldB92, F1202_korr</td>
</tr>
<tr>
<td>EB_blossfeld, EB1_blossfeld</td>
<td>Blossfeld occupational classification for the current occupation, the first occupation</td>
<td>KldB92</td>
</tr>
<tr>
<td>EB_wib1-MB_wib3</td>
<td>Knowledge intensive occupations (three definitions) for the current occupation, the first occupation and the occupations of the parents</td>
<td>KldB92; Max1202; S3 (only for wib2)</td>
</tr>
</tbody>
</table>
Table 5: Errata

<table>
<thead>
<tr>
<th>Variable (name)</th>
<th>Errata</th>
<th>New variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUF pre-version</td>
<td>Preversion of the SUF (doi:10.7803/501.12.1.1.10), published in 2013</td>
<td></td>
</tr>
<tr>
<td>az</td>
<td>The variable name was not capitalized</td>
<td>AZ</td>
</tr>
<tr>
<td>nt</td>
<td>The variable name was not capitalized</td>
<td>NT</td>
</tr>
<tr>
<td>WZ2008</td>
<td>Value -1 corresponding to &quot;Keine Angabe/Nicht zu vercoden&quot; was not labeled</td>
<td>WZ2008 (includes the value label)</td>
</tr>
<tr>
<td>F100_mps-F1610_mps</td>
<td>String type float with binary coded binäre codierten valued below 1&lt;br&gt;/br&gt;1&lt;br&gt; F100_mps-F1610_mps (float)</td>
<td></td>
</tr>
<tr>
<td>F1002_01</td>
<td>Variable (name) is falsely labeled; &quot;In dieser Zeit stattgefunden: Verlegen von Unternehmensteilen innerhalb Deutschlands&quot;</td>
<td>New label (s. questionnaire): &quot;Verlagerung oder Auslagerung von Unternehmensteilen&quot;</td>
</tr>
<tr>
<td>Variable (name)</td>
<td>Old Label</td>
<td>New Label (s. questionnaire)</td>
</tr>
<tr>
<td>----------------</td>
<td>-----------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>F1002_02</td>
<td>&quot;In dieser Zeit stattgefunden: Verlegen von Unternehmensteilen ins Ausland&quot;</td>
<td>&quot;In dieser Zeit stattgefunden: Auslagerungen von Betriebsteilen&quot;</td>
</tr>
<tr>
<td>F1002_03</td>
<td>&quot;In dieser Zeit stattgefunden: Verlegen von Unternehmensteilen ins Ausland&quot;</td>
<td>&quot;Zusammenschluss mit einem anderen Unternehmen&quot;</td>
</tr>
</tbody>
</table>

**Version 2.0 of the SUF** (doi:10.7803/501.12.1.1.20)

**Version 4.0 of the SUF** (doi:10.7803/501.12.1.1.40)

<table>
<thead>
<tr>
<th>Variable</th>
<th>Old Label</th>
<th>New Label</th>
</tr>
</thead>
<tbody>
<tr>
<td>EB_egp</td>
<td>The variable included a bug related to the classification of executive employees</td>
<td>EB_egp (without bug and some minor additional changes)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Variable (name)</th>
<th>Old Label</th>
<th>New Label (s. questionnaire)</th>
</tr>
</thead>
<tbody>
<tr>
<td>F100_kldb92_3d-f1610_kldb92_3d, F100_kldb92_2d-F1610_kldb92_2d</td>
<td>Due to the misclassification of four KldB 1992 codes (see 8.2.1) some 3-/2-digit codes were misclassified as well.</td>
<td>Due to the misclassification of four KldB 1992 codes (see 8.2.1) some 3-/2-digit codes were misclassified as well.</td>
</tr>
<tr>
<td>F100_isco88_3d-f1610_isco88_3d, F100_isco88_2d-F1610_isco88_2d</td>
<td>Due to the misclassification of three ISCO 1988 codes (see 8.2.1) some 3-/2-digit codes were misclassified as well.</td>
<td>Due to the misclassification of three ISCO 1988 codes (see 8.2.1) some 3-/2-digit codes were misclassified as well.</td>
</tr>
</tbody>
</table>

**Version 5.0 of the SUF** (doi:10.7803/501.12.1.1.50)

<table>
<thead>
<tr>
<th>Variable (name)</th>
<th>Old Label</th>
<th>New Label</th>
</tr>
</thead>
<tbody>
<tr>
<td>F*_kldb2010_5</td>
<td>For military occupations the requirement level was coded</td>
<td>F*_kldb2010 (variable names remain the same)</td>
</tr>
<tr>
<td>Ti_Ki</td>
<td>WZ2008 used to generate the variable</td>
<td>Ti_Ki (variable names remain the same)</td>
</tr>
</tbody>
</table>

**Version 6.0 of the SUF** (doi:10.7803/501.12.1.1.60)

<table>
<thead>
<tr>
<th>Variable (name)</th>
<th>Old Label</th>
<th>New Label</th>
</tr>
</thead>
<tbody>
<tr>
<td>New classification variables</td>
<td>eseg08, siops08, (all) BIBB-Berufsfeld variables for current, 1st, father and mother occupation (recode of 0 „not assignable“ to -4; unified variable labels, and changing the variable names (originally EB_<em>, EB1_</em>, VB_* and MB_*)</td>
<td>*isco08, *kldb92, *kldb2010</td>
</tr>
<tr>
<td>F1609_egp, F16010_egp</td>
<td>EGP for occupation of father and mother (F1609, F1610) adapted to the coding of current occupation, and change of variable names (originally VB_egp and MB_egp)</td>
<td>VB_egp, MB_egp</td>
</tr>
<tr>
<td>F1410</td>
<td>Value label 1 &quot;Null&quot; changed to &quot;1&quot;</td>
<td>F1410</td>
</tr>
<tr>
<td>AB*_pr_dl</td>
<td>Value label 1 &quot;Produktionsberuf&quot; corrected to &quot;Produktionsberuf&quot;</td>
<td>AB*_pr_dl</td>
</tr>
</tbody>
</table>
Table 6: Number of reclassified cases by variable names

<table>
<thead>
<tr>
<th>Variable name</th>
<th>f100_kldb92</th>
<th>f100_isco88</th>
<th>f1203_kldb92</th>
<th>f1203_isco88</th>
<th>g1203_kldb92</th>
<th>g1203_isco88</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orig. variable</td>
<td>40</td>
<td>39</td>
<td>68</td>
<td>66</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>*_berufsabschnitte</td>
<td>38</td>
<td>-</td>
<td>63</td>
<td>-</td>
<td>16</td>
<td>-</td>
</tr>
<tr>
<td>*_pr_dl</td>
<td>-</td>
<td>-</td>
<td>15</td>
<td>-</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>*_mps</td>
<td>39</td>
<td>-</td>
<td>66</td>
<td>-</td>
<td>16</td>
<td>-</td>
</tr>
<tr>
<td>*_wib 1/2/3</td>
<td>38/36/0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_berufsfeld</td>
<td>39</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_blossfeld</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_egp</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_isei</td>
<td>-</td>
<td>39</td>
<td>-</td>
<td>66</td>
<td>-</td>
<td>16</td>
</tr>
<tr>
<td>*_siops</td>
<td>-</td>
<td>39</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_esec</td>
<td>-</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>EB_esec2</td>
<td>-</td>
<td>3</td>
<td>-</td>
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</tr>
<tr>
<td>Bhf92</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bof92</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Variable name</th>
<th>h1203_kldb92</th>
<th>h1203_isco88</th>
<th>f1401_kldb92</th>
<th>f1401_isco88</th>
<th>f1610_kldb92</th>
<th>f1610_isco88</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orig. variable</td>
<td>3</td>
<td>2</td>
<td>20</td>
<td>20</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>*_berufsabschnitte</td>
<td>2</td>
<td>-</td>
<td>18</td>
<td>-</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>*_pr_dl</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>*_mps</td>
<td>2</td>
<td>-</td>
<td>20</td>
<td>-</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>*_wib 1/2/3</td>
<td>-</td>
<td>-</td>
<td>18/18/0</td>
<td>-</td>
<td>2/2/0</td>
<td>-</td>
</tr>
<tr>
<td>*_berufsfeld</td>
<td>-</td>
<td>-</td>
<td>20</td>
<td>-</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>*_blossfeld</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>-</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>*_egp</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>*_isei</td>
<td>-</td>
<td>2</td>
<td>-</td>
<td>20</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>*_siops</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>20</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>*_esec</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bhf92</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bof92</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

8.2.2 Data access to weakly anonymized variables (remote data access and/or through separate BIBB-FDZ workplaces for guest researchers)

Data access to weakly anonymized variables (full texts, smaller regional units, occupational codes at the 3-/4-/5-digit level) is organized via remote data access and/or through separate BIBB-FDZ workplaces for guest researchers (cf. table 7 below). Test data for these sensible variables (except full text) can be requested from BIBB-FDZ.
**Table 7**: Variables available via remote data access and/or through separate BIBB-FDZ workplaces for guest researchers

<table>
<thead>
<tr>
<th>Group of sensitive variables</th>
<th>Variable names</th>
<th>Content</th>
<th>Name of the research data</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full text variables</strong></td>
<td>TF100,F100_kA,TF101,F101_kA,TF102,F102_kA,TF300,F300_kA,TF321,TF513,F513_kA,TF1203,TF1204,TF1208, TF1210,TF1212,TF1217, TG1203,TG1204, TG1208, TG1210, TG1212,TG1215,TG1217,TH1203,TH1204,TH1208,TH1210, TH1212,TH1215,TH1217, TH1203, T11204, T11208, T11210, T11212, T11215, T11217, T1203, T1204, T1210, T1212, T1215, T1217, T1228, T1305, T1304, T1401, T1402, T1411A, F1411A_kA, TF1418A, TF1418B, TF1606, TF1609, TF1610</td>
<td>Full text occupational information, economic activities, working tools, other full texts</td>
<td>vt_1.0 (58 variables) doi:10.7803/501.12.1.4.10</td>
</tr>
<tr>
<td><strong>Regional identifiers</strong></td>
<td>Ror (respondent's place of residence)</td>
<td>Raumordnungsregion (German spatial region (i=96), regions as at 2011) Raumordnungsregion systemfrei</td>
<td>reg_2.0 (4 variables) doi:10.7803/501.12</td>
</tr>
<tr>
<td></td>
<td>ror_systemfrei (respondent's place of residence)</td>
<td>Arbeitsagenturbezirke (German spatial region (i=154), regions as at 2014), Kreiskennziffer (German spatial regions (i=403),regions as at 2011)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Aab respondent's place of residence (as of version 2.0),</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kkz_11 respondent's place of residence (as of version 2.0)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Occupational codes</strong></td>
<td>f100*,f1401*,f1203*-f1203*,f1609*,f1610*: as of version 2.0: 4-digit KldB 2010 and slightly revised version of the die 4-digit KldB92 and ISCO 1988 (see 8.2.1)</td>
<td>Occupational codes at the 5-/4-/3-digit level</td>
<td>sv_2.0 (73 variables) doi:10.7803/501.12.1.5.20</td>
</tr>
<tr>
<td><strong>Use of the internet</strong></td>
<td>Netz1_1, Netz1_2, Netz1_3, Netz1_9, Netz2_1</td>
<td>Use of the Internet</td>
<td>sv_3.0 (78 variables) doi:10.7803/501.12.1.5.30</td>
</tr>
</tbody>
</table>

1 For full bibliographic citation see section 6.
9 References


Alda, Holger, Rohrbach-Schmidt, Daniela, Tiemann, Michael, 2015: BIBB Supplemental Task Survey to the Employment Survey 2012. suf_2.0; Research Data Center at BIBB (ed.; data access); Bonn: Federal Institute for Vocational Education and Training. doi:10.7803/610.12.1.1.20


## 10 Appendix

### Table I  List of variables 2012 and changes from 2006

Questions that were asked in 2011/2012 for the first time are marked as "new" in column 1, modified variables are marked as "mod". The filtering is included in the questionnaire only. Column 2 contains the question numbers in the questionnaire and/or the variable names in the data set.

<table>
<thead>
<tr>
<th>Current gainful activity (job-related cross-sectional part)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation</td>
</tr>
<tr>
<td>F100-F102 And which is the occupational activity you are currently pursuing?</td>
</tr>
<tr>
<td>new F103 Are you currently working in your chosen field, or would you prefer to work in another profession?</td>
</tr>
<tr>
<td>nt * One or several such gainful activities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Working hours and workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>az * How many hours did you work last week in this activity in total?</td>
</tr>
<tr>
<td>F200 What are the weekly working hours in your job as &lt;…&gt;(^{16}) according to the agreement with your employer, excluding overtime?</td>
</tr>
<tr>
<td>mod F204 How are you compensated for your extra work or your overtime?</td>
</tr>
<tr>
<td>F206 And how many hours do you actually work per week, on average, including your sideline activities?</td>
</tr>
<tr>
<td>new F207 How many hours per week would you most like to work then?</td>
</tr>
<tr>
<td>F208 How often do you succeed in taking your private interests and the interests of your family into account when planning your working hours?</td>
</tr>
<tr>
<td>new F209 Are your working hours normally between 7 a.m. and 7 p.m.?</td>
</tr>
<tr>
<td>new F209_01 Are you working shifts or do you have other shifted working hours?</td>
</tr>
<tr>
<td>mod F210 What shifts do you work in your job as &lt;…&gt;?</td>
</tr>
<tr>
<td>new F210_01 Is that stressful for you?</td>
</tr>
<tr>
<td>new F210_02 On average, how many night shifts do you work in a month?</td>
</tr>
<tr>
<td>new F211 When did you start working night shifts?</td>
</tr>
<tr>
<td>new F214 Does it happen often in your job that work breaks are skipped on workdays of more than 6 hours?</td>
</tr>
<tr>
<td>new F214a Does it happen often in your job that work breaks are skipped on workdays?</td>
</tr>
<tr>
<td>new F214_01 Why is that? Because you have too much work to do, because breaks don’t fit into the work flow or because you prefer not to take a break?</td>
</tr>
<tr>
<td>F216 Are you on standby duty or on-call duty?</td>
</tr>
<tr>
<td>F218 Do you work – even if only occasionally – on Saturdays?</td>
</tr>
<tr>
<td>F220 How many Saturdays a month do you work, on average?</td>
</tr>
<tr>
<td>F221 Do you work – even if only occasionally – on Sundays and public holidays?</td>
</tr>
<tr>
<td>F223 How many Sundays and public holidays a month do you work, on average?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Types of work performed</th>
</tr>
</thead>
<tbody>
<tr>
<td>F300 What is the most important equipment in your work as &lt;…&gt;?</td>
</tr>
<tr>
<td>F301 Do you have colleagues to whom you are &lt;the&gt; immediate superior?</td>
</tr>
<tr>
<td>F302 And how many are they?</td>
</tr>
</tbody>
</table>

I will now give you a number of specific activities. Please tell me how often these activities occur in your work, whether they occur often, sometimes or never.

\(^{16}\) <> indicates displaying or hiding certain terms, e.g. the type of work performed.
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F303</td>
<td>Manufacturing, producing goods and commodities</td>
</tr>
<tr>
<td>F304</td>
<td>Measuring, testing, quality control</td>
</tr>
<tr>
<td>F305</td>
<td>Monitoring, control of machines, plants, technical processes</td>
</tr>
<tr>
<td>F306</td>
<td>Repairing, refurbishing</td>
</tr>
<tr>
<td>F307</td>
<td>Purchasing, procuring, selling</td>
</tr>
<tr>
<td>F308</td>
<td>Transporting, storing, shipping</td>
</tr>
<tr>
<td>F309</td>
<td>Advertising, marketing, public relations</td>
</tr>
<tr>
<td>F310</td>
<td>Organising, planning and preparing work processes. Here we are not talking about your own work processes.</td>
</tr>
<tr>
<td>F311</td>
<td>Developing, researching, constructing</td>
</tr>
<tr>
<td>F312</td>
<td>Training, instructing, teaching, educating</td>
</tr>
<tr>
<td>F313</td>
<td>Gathering information, investigating, documenting</td>
</tr>
<tr>
<td>F314</td>
<td>Providing advice and information</td>
</tr>
<tr>
<td>F315</td>
<td>Entertaining, accommodating, preparing food</td>
</tr>
<tr>
<td>F316</td>
<td>Nursing, caring, healing</td>
</tr>
<tr>
<td>F317</td>
<td>Protecting, guarding, patrolling, directing traffic</td>
</tr>
<tr>
<td>F318</td>
<td>Working with computers</td>
</tr>
<tr>
<td>F319</td>
<td>Using the Internet or editing e-mails</td>
</tr>
<tr>
<td>F320</td>
<td>Cleaning, removing waste, recycling</td>
</tr>
<tr>
<td>F321</td>
<td>Did we forget an activity that you frequently perform?</td>
</tr>
<tr>
<td>F322</td>
<td>Is your activity related to renewable or regenerative energies?</td>
</tr>
<tr>
<td>F323</td>
<td>Does your enterprise work in this field?</td>
</tr>
<tr>
<td>F324</td>
<td>In the following, we would like to know in what way you are working with computers. Are you exclusively a computer user, or does your work with computers include more than just using them?</td>
</tr>
<tr>
<td>F325</td>
<td>Which of the following IT-related activities do you perform?</td>
</tr>
<tr>
<td>F325_01</td>
<td>Developing software, programming, systems analysis</td>
</tr>
<tr>
<td>F325_02</td>
<td>Developing, producing IT technology or hardware</td>
</tr>
<tr>
<td>F325_03</td>
<td>Administration of networks, IT systems, databases, web servers etc.</td>
</tr>
<tr>
<td>F325_04</td>
<td>Web design, web site maintenance</td>
</tr>
<tr>
<td>F325_05</td>
<td>IT consulting, user support, training</td>
</tr>
<tr>
<td>F325_06</td>
<td>IT sales</td>
</tr>
<tr>
<td>F325_07</td>
<td>others</td>
</tr>
<tr>
<td>F326</td>
<td>What percentage of your working hours in your job as &lt;...&gt; do you spend working at the computer, on average?</td>
</tr>
<tr>
<td>F327</td>
<td>I will now read out a couple of situations. We would like to know how often these situations occur in your work. How often does it happen in your job …</td>
</tr>
<tr>
<td>mod F327_01</td>
<td>that you have to react to and solve problems?</td>
</tr>
<tr>
<td>mod F327_02</td>
<td>that you have to take difficult decisions independently?</td>
</tr>
<tr>
<td>mod F327_03</td>
<td>that you have to recognize and close gaps in your own knowledge?</td>
</tr>
<tr>
<td>new F327_04</td>
<td>that you have to assume responsibility for other people?</td>
</tr>
<tr>
<td>new F327_05</td>
<td>that you have to convince other people and negotiate compromises?</td>
</tr>
<tr>
<td>new F327_06</td>
<td>that you have to communicate with other people in your job?</td>
</tr>
</tbody>
</table>

**Professional requirements**

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F400</td>
<td>What kind of training is usually required for performing your work as &lt;...&gt;? Having completed initial vocational education and training, having a technical college or university degree, having a further training certificate e.g. as a master craftsman or technician, or is no vocational training certificate required at all?</td>
</tr>
<tr>
<td>F401</td>
<td>Is a quick briefing &lt;at the workplace&gt; sufficient to perform your work as &lt;...&gt;, or is a longer working-in period &lt;in the enterprise&gt; required?</td>
</tr>
<tr>
<td>F402</td>
<td>And is it usually necessary to attend special courses or seminars to perform these tasks?</td>
</tr>
</tbody>
</table>
I will now read out a number of different fields of knowledge. For each of these fields, please tell me whether you need that knowledge in your current work as <...> and, if so, whether basic or specialist knowledge is required. If specialist knowledge is required only in a sub-domain of the field of knowledge, please answer specialist knowledge anyway.

<table>
<thead>
<tr>
<th>F403</th>
<th>Legal knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>F403_01</td>
<td>Knowledge in the field of project management</td>
</tr>
<tr>
<td>F403_03</td>
<td>Knowledge in the field of medical or nursing care</td>
</tr>
<tr>
<td>F403_04</td>
<td>Knowledge in the field of mathematics, technical calculation, statistics</td>
</tr>
<tr>
<td>F403_05</td>
<td>Knowledge of German, written expression, spelling</td>
</tr>
<tr>
<td>F403_06</td>
<td>Do you require basic or specialist knowledge about computer application programs?</td>
</tr>
<tr>
<td>F403_07</td>
<td>Technical knowledge</td>
</tr>
<tr>
<td>F403_08</td>
<td>Do you require basic or specialist commercial or business administrative knowledge?</td>
</tr>
<tr>
<td>new F403_09</td>
<td>Do you require basic or specialist knowledge in the field of renewable or regenerative energies?</td>
</tr>
<tr>
<td>mod F403_10</td>
<td>Do you require basic or specialist knowledge of languages other than German in your work as &lt;...&gt;?</td>
</tr>
<tr>
<td>mod F403_11</td>
<td>Do you require &lt;specialist knowledge if F403_9=3; else&gt; knowledge of English?</td>
</tr>
<tr>
<td>mod F404</td>
<td>How proficient do you have to be in English? Do you need to be proficient in speaking, proficient in writing or business fluent?</td>
</tr>
<tr>
<td>F404_01</td>
<td>proficient in speaking</td>
</tr>
<tr>
<td>F404_02</td>
<td>proficient in writing</td>
</tr>
<tr>
<td>F404_03</td>
<td>business fluent</td>
</tr>
<tr>
<td>F409</td>
<td>In your work as &lt;...&gt;, do you generally feel equal to the demands placed on your professional knowledge and skills, or do you rather feel overchallenged or underchallenged?</td>
</tr>
<tr>
<td>F410</td>
<td>And do you generally feel equal to the demands placed on you due to the amount of work or workload, or do you feel rather overchallenged or underchallenged?</td>
</tr>
<tr>
<td>F411</td>
<td>I will now read out a couple of work demands. For each of them, please tell me how often it occurs in your work, whether often, sometimes, rarely or never.</td>
</tr>
<tr>
<td>F411_01</td>
<td>that you have to work under acute pressure to meet deadlines or to perform?</td>
</tr>
<tr>
<td>F412_01</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_02</td>
<td>How often does it happen in your job that you are given highly specific regulations on how to perform your work?</td>
</tr>
<tr>
<td>F412_02</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_03</td>
<td>How often does it happen in your job that you have to repeat the same step in every detail?</td>
</tr>
<tr>
<td>F412_03</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_04</td>
<td>How often does it happen in your job that you are facing new tasks which you have to think through and get familiar with?</td>
</tr>
<tr>
<td>F412_04</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_05</td>
<td>How often does it happen in your job that you improve existing procedures or try out something new?</td>
</tr>
<tr>
<td>F412_05</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_06</td>
<td>How often does it happen in your job that your work is disturbed or interrupted, e.g. by colleagues, inferior materials, machine malfunctions or phone calls?</td>
</tr>
<tr>
<td>F412_06</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_07</td>
<td>How often does it happen in your job that you are instructed to produce a precise number of items, provide a certain minimum performance or do a particular work in a specified time?</td>
</tr>
<tr>
<td>F412_07</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>Code</td>
<td>Question</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>F411_08</td>
<td>How often does it happen in your job that you are expected to do things you have not learned or you are not proficient in?</td>
</tr>
<tr>
<td>F412_08</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_09</td>
<td>How often does it happen in your job that you have to keep an eye on different work processes or sequences at the same time?</td>
</tr>
<tr>
<td>F412_09</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_11</td>
<td>How often does it happen in your job that even a small mistake or a slight inattentiveness can lead to larger financial losses?</td>
</tr>
<tr>
<td>F412_11</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_12</td>
<td>How often does it occur in your job that you have to reach the very limits of your capabilities?</td>
</tr>
<tr>
<td>F412_12</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F411_13</td>
<td>How often does it occur in your job that you have to work very quickly?</td>
</tr>
<tr>
<td>F412_13</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td></td>
<td>Employment status</td>
</tr>
<tr>
<td>Stb</td>
<td>Occupational situation</td>
</tr>
<tr>
<td>F500</td>
<td>Blue collar workers: Which of the following groups do you belong to?</td>
</tr>
<tr>
<td>mod</td>
<td>Are you a white collar worker with …:</td>
</tr>
<tr>
<td>F501</td>
<td>Are you a master craftsman, site foreman in your worker status?</td>
</tr>
<tr>
<td>F502</td>
<td>White collar workers: Do you perform your tasks by following instructions or rather independently?</td>
</tr>
<tr>
<td>F504</td>
<td>Are you a civil servant in the lower service, intermediate service, upper intermediate service or higher service?</td>
</tr>
<tr>
<td>F505</td>
<td>Are you authorised to give expert instructions to other employees?</td>
</tr>
<tr>
<td>F506</td>
<td>Are you an independent master craftsman?</td>
</tr>
<tr>
<td>F507</td>
<td>Are you currently employed on a fixed-term contract or on a permanent contract?</td>
</tr>
<tr>
<td>new</td>
<td>Is this a publicly subsidised job position, such as in a job creation scheme or a so-called one-euro job?</td>
</tr>
<tr>
<td>F508</td>
<td>Are you employed by a temporary work agency that hires you out to other companies?</td>
</tr>
<tr>
<td>F509</td>
<td>Since when have you been working for your current employer? *)</td>
</tr>
<tr>
<td>new</td>
<td>What did you do immediately before that?</td>
</tr>
<tr>
<td>new</td>
<td>When was the first time you were employed by a temporary work agency? Please tell me the year.</td>
</tr>
<tr>
<td>F511</td>
<td>And since when are you working in your job as &lt;…&gt; at your present place of work?</td>
</tr>
<tr>
<td>F517</td>
<td>How high do you think is the likelihood that you will be laid off by the company in the near future? *)</td>
</tr>
<tr>
<td>F518</td>
<td>Now to your monthly gross income, i.e. your salary or wages before deduction of taxes and social-security contributions. Please don't include child benefits. What is your monthly gross income from your work as &lt;…&gt;? *)</td>
</tr>
<tr>
<td>F519</td>
<td>Would you then perhaps tell me: Is your monthly gross income less than 1500 euros?</td>
</tr>
<tr>
<td>F520</td>
<td>Is your work as &lt;…&gt; a so-called minor employment, also called mini-job, with a maximum income of 400 euros per month?</td>
</tr>
<tr>
<td></td>
<td>Physical working conditions</td>
</tr>
<tr>
<td>F600</td>
<td>I will now read out a number of working conditions. For each of them, please tell me again how often it occurs in your work as &lt;…&gt;, whether often, sometimes, rarely or never.</td>
</tr>
<tr>
<td>F600_01</td>
<td>Working on your feet. How frequently does that happen?</td>
</tr>
<tr>
<td>F602_01</td>
<td>Is that stressful for you?</td>
</tr>
</tbody>
</table>
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| F600_03 | Lifting and carrying loads of more than < for male TP insert: 20 kg, for female TP: 10 kg > | Is that stressful for you? |
| F600_04 | Working exposed to fumes, dusts or gases, vapours | Is that stressful for you? |
| F600_05 | Working exposed to cold, heat, moisture, humidity or draughts | Is that stressful for you? |
| F600_06 | Working with oil, grease, dirt, grime | Is that stressful for you? |
| F600_07a | Performing manual work that requires a high degree of skilfulness, fast movement sequences or the use of great force | Is that stressful for you? |
| F600_07b | Working in a bent, squatting, kneeling or recumbent position, working overhead | Is that stressful for you? |
| F600_08 | Working exposed to powerful shocks, jolts and vibrations that can be felt physically | Is that stressful for you? |
| F600_09 | Working under harsh light or in light conditions that are poor or too low | Is that stressful for you? |
| F600_10 | Handling of hazardous substances | Is that stressful for you? |
| F600_11 | Wearing protective clothing or equipment | Is that stressful for you? |
| F600_12 | Working exposed to noise | Is that stressful for you? |
| F600_13 | Dealing with microorganisms like pathogens, bacteria, moulds or viruses | Is that stressful for you? |
| F601 | Do you work at a place where people are smoking? | Is that stressful for you? |
| F603 | Has a risk analysis been carried out at your workplace? | |
| F604 | Did this assessment also take possible impairment caused by problematical work flows, working hours or insufficient cooperation into account? | |

### Mental working conditions

<p>| F700 | How often does it happen ... |
| F700_02 | that you can plan and schedule your work on your own? | Is that stressful for you? |
| F701_02 | Is that stressful for you? |
| F700_03 | that you can influence the workload assigned to you? | Is that stressful for you? |
| F701_03 | Is that stressful for you? |
| F700_04 | that your work puts you in situations that are emotionally straining? | Is that stressful for you? |
| F701_04 | Is that stressful for you? |
| F700_06 | that you can decide when to take a break? | Is that stressful for you? |
| F701_06 | Is that stressful for you? |
| F700_07 | How often do you feel that your work is important? | Is that stressful for you? |
| F701_07 | Is that stressful for you? |
| F700_08 | How often does it happen in your workplace that you are not provided in time with information about far-reaching decisions, changes or plans for the future? | Is that stressful for you? |
| F701_08 | Is that stressful for you? |
| F700_09 | that you don't receive all the information necessary for performing your work correctly? | Is that stressful for you? |
| F701_09 | Is that stressful for you? |
| F700_10 | that you feel as a part of a community in your workplace? | Is that stressful for you? |
| F701_10 | Is that stressful for you? |</p>
<table>
<thead>
<tr>
<th>F700_11</th>
<th>How often do you consider the collaboration between you and your colleagues to be good?</th>
</tr>
</thead>
<tbody>
<tr>
<td>F701_11</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F700_12</td>
<td>How often do you receive help and support for your work from colleagues if you require it?</td>
</tr>
<tr>
<td>F701_12</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F700_13</td>
<td>And how often do you receive help and support for your work from your direct supervisor if you require it?</td>
</tr>
<tr>
<td>F701_13</td>
<td>Is that stressful for you?</td>
</tr>
</tbody>
</table>

**Changes in the last two years**

<table>
<thead>
<tr>
<th>F1001</th>
<th>Please tell me now whether the following changes were undertaken in your &lt;immediate working environment&gt; in the last two years. “)</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1001_01</td>
<td>new manufacturing or process technologies</td>
</tr>
<tr>
<td>F1001_02</td>
<td>new computer programs</td>
</tr>
<tr>
<td>F1001_03</td>
<td>new machines or equipment</td>
</tr>
<tr>
<td>F1001_04</td>
<td>new or significantly changed products or materials</td>
</tr>
<tr>
<td>F1001_05</td>
<td>new or significantly changed services</td>
</tr>
<tr>
<td>F1001_06</td>
<td>Have there been significant restructurings or reorganisation pertaining to your immediate working environment?</td>
</tr>
<tr>
<td>F1001_07</td>
<td>Have workforce reductions or redundancies been effected in your immediate environment in the last two years?</td>
</tr>
<tr>
<td>F1001_08</td>
<td>employment of increased numbers of independent contractors, temporary employees, interns or temporary agency workers</td>
</tr>
<tr>
<td>F1001_09</td>
<td>Have you been assigned a new direct supervisor in the last two years?</td>
</tr>
<tr>
<td>F1001_10</td>
<td>Did work pressure and stress increase, remain unchanged or decrease?</td>
</tr>
<tr>
<td>F1001_12</td>
<td>In this time, did the demands placed on your skills in performing your work increase, remain unchanged or decrease?</td>
</tr>
</tbody>
</table>

F1002 | Now please think of your entire enterprise. Please tell me whether the following changes took place <in the last two years / in this time>. |

new F1002_01 | Relocation or outsourcing of company units |
new F1002_02 | Merger with another enterprise |
new F1002_03 | Expansion or strong growth of the enterprise |

**Current gainful activity (individual cross-sectional part)**

**Overchallenge or underchallenge**

| F409 | In your work as <...>, do you generally feel equal to the demands placed on your professional knowledge and skills, or do you rather feel overchallenged or underchallenged? |
| F410 | Do you generally feel equal to the demands placed on you due to the amount of work or workload, or do you feel rather overchallenged or underchallenged? |

**Match between profession trained for and job carried out**

| F1225 | If you now compare your current work as <...> with your training as <last training>, what would you say? |
| F1227 | Is your work related to <one of your previous courses of training> or is it not connected to <your previous courses of training> either? |
| F1228 | Why do you currently perform a completely different activity? |
| F1228_01 | I did not find a job in the profession for which I have trained |
| F1228_02 | My current job provides a better income |
| F1228_03 | I had other interests and wanted to change my occupation |
| F1228_06 | For other reasons, namely… |
Job satisfaction

F1450 I will now concentrate on various aspects of your work. Regarding your work as <...>, please tell me for each aspect whether you are very satisfied, satisfied, less satisfied or not satisfied with it. How satisfied are you...

F1450_01 with your income from this activity?
F1450_02 with the present opportunities for advancement?
F1450_03 with your present working hours?
F1450_04 with the working atmosphere?
F1450_05 with your direct supervisor?
F1450_06 with the type and content of your work?
F1450_08 with the opportunities for applying your skills?
F1450_09 with the opportunities for educating yourself and learning more?
F1450_10 with the work equipment, including furniture and software?
F1450_11 with the physical working conditions?
F1451 And now, as an overall summary: How satisfied are you with your work on the whole?

Health

mod F1500 Please tell me whether you have had the following health complaints during work or on working days in the last 12 months.

F1500_01 low back pain, lumbago
mod F1500_02 pain in the neck and shoulder region
mod F1500_03 a pain in the arms
mod F1500_03 b pain in the hands
F1500_04 pain in the hips
F1500_05 pain in the knees
mod F1500_06 a swollen legs
mod F1500_06 b pain in the legs, feet
mod F1500_07 headaches
F1500_08 heart pain, stabbing pain, pain or tightness in the chest
F1500_09 shortness of breath
F1500_10 coughing
F1500_11 runny nose or urge to sneeze
F1500_12 eye problems, i.e. burning sensation, pain, redness, itching, tears
F1500_13 skin irritations, itching
F1500_14 night-time sleeping disorders
F1500_15 general tiredness, faintness or fatigue
F1500_16 stomach and digestion complaints
F1500_17 hearing deterioration, noise in ear
F1500_18 nervousness or irritability
F1500_19 depression
F1500_20 dizziness
mod F1500_21 physical exhaustion
mod F1500_22 emotional exhaustion
F1500_23 other complaints

mod F1501 I will read out your health complaints once again. For each of them, please tell me whether you have been treated by a physician or therapist for this condition.
mod F1501_01 low back pain, lumbago
mod F1501_02 pain in the neck and shoulder region
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1501_03_a</td>
<td>pain in the arms</td>
</tr>
<tr>
<td>F1501_03_b</td>
<td>pain in the hands</td>
</tr>
<tr>
<td>F1501_04</td>
<td>pain in the hips</td>
</tr>
<tr>
<td>F1501_05</td>
<td>pain in the knees</td>
</tr>
<tr>
<td>F1501_06_a</td>
<td>swollen legs</td>
</tr>
<tr>
<td>F1501_06</td>
<td>pain in the legs, feet</td>
</tr>
<tr>
<td>F1501_07</td>
<td>headaches</td>
</tr>
<tr>
<td>F1501_08</td>
<td>heart pain, stabbing pain, pain or tightness in the chest</td>
</tr>
<tr>
<td>F1501_09</td>
<td>shortness of breath</td>
</tr>
<tr>
<td>F1501_10</td>
<td>coughing</td>
</tr>
<tr>
<td>F1501_11</td>
<td>runny nose or urge to sneeze</td>
</tr>
<tr>
<td>F1501_12</td>
<td>eye problems, i.e. burning sensation, pain, redness, itching, tears</td>
</tr>
<tr>
<td>F1501_13</td>
<td>skin irritations, itching</td>
</tr>
<tr>
<td>F1501_14</td>
<td>night-time sleeping disorders</td>
</tr>
<tr>
<td>F1501_15</td>
<td>general tiredness, faintness or fatigue</td>
</tr>
<tr>
<td>F1501_16</td>
<td>stomach and digestion complaints</td>
</tr>
<tr>
<td>F1501_17</td>
<td>hearing deterioration, noise in ear</td>
</tr>
<tr>
<td>F1501_18</td>
<td>nervousness or irritability</td>
</tr>
<tr>
<td>F1501_19</td>
<td>depression</td>
</tr>
<tr>
<td>F1501_20</td>
<td>dizziness</td>
</tr>
<tr>
<td>F1501_21</td>
<td>physical exhaustion</td>
</tr>
<tr>
<td>F1501_22</td>
<td>emotional exhaustion</td>
</tr>
<tr>
<td>F1501_23</td>
<td>other complaints</td>
</tr>
<tr>
<td>F1502</td>
<td>How would you describe your general state of health?</td>
</tr>
<tr>
<td>F1503</td>
<td>Did you stay home sick or have you called in sick in the last 12 months?</td>
</tr>
<tr>
<td>F1504</td>
<td>How many times was that?</td>
</tr>
<tr>
<td>F1505</td>
<td>How many workdays was that all in all?</td>
</tr>
<tr>
<td>F1506</td>
<td>In the last 12 months, did you ever go to work although you should better have</td>
</tr>
<tr>
<td></td>
<td>called in sick or stayed home due to your state of health?</td>
</tr>
<tr>
<td>F1507</td>
<td>How many times was that?</td>
</tr>
<tr>
<td>F1508</td>
<td>How many workdays was that all in all?</td>
</tr>
<tr>
<td>F1512</td>
<td>Have any health promotion measures been carried out in your enterprise within</td>
</tr>
<tr>
<td></td>
<td>the last 2 years?</td>
</tr>
<tr>
<td>F1513</td>
<td>Did you participate in them?</td>
</tr>
</tbody>
</table>

**Education and career path (individual longitudinal part)**

### Professional and life goals

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F900</td>
<td>How strongly do you pursue the following goals? For each of them, please tell me whether you pursue that goal very strongly, strongly, rather not or not at all.</td>
</tr>
<tr>
<td>F900_01</td>
<td>Advancing professionally</td>
</tr>
<tr>
<td>F900_02</td>
<td>Pursuing your own interests</td>
</tr>
<tr>
<td>F900_03</td>
<td>Earning a good income</td>
</tr>
<tr>
<td>F900_04</td>
<td>Having a secure job</td>
</tr>
<tr>
<td>F900_05</td>
<td>Finding enough time for family, partner and children</td>
</tr>
</tbody>
</table>

### School education

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>S3)</td>
<td>What is your highest general school leaving certificate?</td>
</tr>
</tbody>
</table>

---

17 Due to changed steering as compared to the 2006 survey, the question regarding the highest school leaving certificate was moved from the main part to the screening part.
<table>
<thead>
<tr>
<th>mod</th>
<th>S4</th>
<th>Which German school leaving certificate does this correspond to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1104</td>
<td>In which year did you obtain this certificate?</td>
<td></td>
</tr>
<tr>
<td>mod</td>
<td>F1108</td>
<td>What was your overall score on your school leaving certificate? Very good, good, satisfactory or sufficient?</td>
</tr>
<tr>
<td>F1109</td>
<td>Are you currently in an education or training program, meaning as a pupil, student or trainee?</td>
<td></td>
</tr>
<tr>
<td>F1110</td>
<td>Are you studying at a school of general education or at a vocational school or technical school?</td>
<td></td>
</tr>
</tbody>
</table>

**Vocational education and training**

| F1200 | Have you completed a course of vocational education and training or a course of study? |
| F1201 | Do you have one or several certificates? |

**start of loop**

| F1202 | What education or training did you complete? In-company vocational education and training or apprenticeship, school vocational education and training e.g. at a full-time vocational school, technical college or university degree, civil service training or a different qualification? |
| G1202 | Let's now come to <your next> certificate. What education or training did you complete? In-company vocational education and training or apprenticeship, school vocational education and training, technical college or university degree, civil service training, further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk or a different qualification? |
| H1202-J1202 | Let's now come to your next certificate. What education or training did you complete there? |

**new**

| F-J1202B | What degree is that? |
| F-J1203 | Please give me the exact designation or professional title of that education or training. |
| F-J1204 | In which Federal state did you obtain this certificate? |
| F-J1205 | At the end of your period of training, did your training company belong to... branch of industry |
| F-J1206 | Approximately how many people were employed in your training company back then? |
| F-J1207 | And in what training institution did you attend your education or training? |
| F-J1208 | And what kind of educational institution was that? |
| F-J1209 | Was that training in the lower service, intermediate service, upper intermediate service or higher service? |
| F-J1210 | And in what training institution did you attend your education or training? |
| F-J1212 | What further training did you complete? |
| F-J1213 | Was that a master craftsman training in the crafts, in industry or in a different field? |
| F-J1214 | In what training institution did you attend your further training? |
| F-J1215 | And where exactly did you attend your further training? |
| F-J1216 | From when to when did you attend this training? Please give me the year and month. |
| F-J1217 | This training period <display: of x months> is unusually short. Why was that? |
| F-J1219 | Considering all the vocational knowledge and skills you have acquired during your training, how much of it can you utilise in your current work as <...>? |
| 1220B | Have you completed a course of study before starting this course of training? |
| G-I1221 | Have you completed another course of vocational education and training or a course of study afterwards? |
| mod | I1223 | After that, how many additional vocational certificates or university degrees did you acquire? |
### Continuing training

<table>
<thead>
<tr>
<th>Question</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Now please think of the last 2 years. Did you attend one or several courses or seminars of continuing vocational training in this period? **)</td>
<td>F1300</td>
</tr>
<tr>
<td>Are you planning to attend continuing vocational training over the next two years?</td>
<td>F1303</td>
</tr>
<tr>
<td>In which fields do you plan to improve your vocational qualifications? In the field of...</td>
<td>F1304</td>
</tr>
<tr>
<td>_01 information and communications technology and new software</td>
<td></td>
</tr>
<tr>
<td>_02 foreign languages</td>
<td></td>
</tr>
<tr>
<td>_03 communication and personality training</td>
<td></td>
</tr>
<tr>
<td>_04 project management, management training</td>
<td></td>
</tr>
<tr>
<td>_05 preventive health care or health promotion</td>
<td></td>
</tr>
<tr>
<td>_06 commercial and economic knowledge</td>
<td></td>
</tr>
<tr>
<td>_07 other professional knowledge</td>
<td></td>
</tr>
<tr>
<td>_08 other topics</td>
<td></td>
</tr>
<tr>
<td>Would you attend continuing training with the primary intention of adopting a new activity, of staying in touch with professional developments or would it serve another purpose?</td>
<td>F1305</td>
</tr>
<tr>
<td>Would you currently like your company to offer qualification and continuing training measures specifically targeted at older employees as well?</td>
<td>F1306</td>
</tr>
</tbody>
</table>

### Career path

<table>
<thead>
<tr>
<th>Question</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>We have a few more questions about your career path so far: When was the first time you took up an occupational activity? Please tell me the year.</td>
<td>F1400</td>
</tr>
<tr>
<td>Which occupational activity did you pursue back then &lt;display year&gt;? Please state the exact job title again.</td>
<td>F1401</td>
</tr>
<tr>
<td>For how many employers did you work since then, including your current job?</td>
<td>F1403</td>
</tr>
<tr>
<td>Did you leave your last employer at your own request?</td>
<td>F1404</td>
</tr>
<tr>
<td>Did you pursue an activity since &lt;...&gt; for which a vocational certificate was not required?</td>
<td>F1405</td>
</tr>
<tr>
<td>Did you at any time since &lt;display year from F1400&gt; interrupt your occupational activity?</td>
<td>F1407</td>
</tr>
<tr>
<td>For how many years did you interrupt your occupational activity in total, given in approximate full years?</td>
<td>F1408</td>
</tr>
<tr>
<td>Have you ever been unemployed in the course of your professional life?</td>
<td>F1409</td>
</tr>
<tr>
<td>For how long have you been unemployed in total, given in approximate full years?</td>
<td>F1410</td>
</tr>
<tr>
<td>How did you primarily acquire the knowledge and skills required for your work as &lt;display activity from F100-102&gt;? Through initial training, through continuing training, through professional experience or by other means?</td>
<td>F1411</td>
</tr>
<tr>
<td>And how did you acquire your knowledge and skills?</td>
<td>F1411a</td>
</tr>
<tr>
<td>If you look at your whole working life, what would you say: Did you experience a career advancement, a career decline, no significant change in your professional status, or has it been an upward-and-downward movement?</td>
<td>F1412</td>
</tr>
<tr>
<td>All in all, how satisfied are you with your working life so far? Very satisfied, satisfied, less satisfied or not satisfied?</td>
<td>F1413</td>
</tr>
<tr>
<td>Have you ever moved house for professional reasons?</td>
<td>F1415</td>
</tr>
<tr>
<td>What do you think, how will your professional situation change in the coming two or three years? Will it become better, remain the same or become worse?</td>
<td>F1416</td>
</tr>
<tr>
<td>If you had a free choice: Would like to take early retirement, would you like to work until regular retirement age, or would you like to work beyond the regular retirement age?</td>
<td>F1417</td>
</tr>
</tbody>
</table>
Enterprise-related questions

<table>
<thead>
<tr>
<th>Question ID</th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1418a</td>
<td>And what would be your main reason for this?</td>
</tr>
<tr>
<td>F1418b</td>
<td>And what would be your main reason for this?</td>
</tr>
<tr>
<td>F233</td>
<td>In which Federal state is your company located?</td>
</tr>
<tr>
<td>F512</td>
<td>Branch of industry: Does the &lt;company&gt; you work at belong to (...)?</td>
</tr>
<tr>
<td>F513</td>
<td>And to which industry sector does the company belong? Please tell me as precisely as possible.</td>
</tr>
<tr>
<td>F514</td>
<td>Does the &lt;company&gt; you work at belong to an enterprise with several sites, branches, subsidiaries? (...)</td>
</tr>
<tr>
<td>F515</td>
<td>How many people are employed in the company you work at, approximately, including (&lt;\text{the owner and}&gt;) trainees? (...)</td>
</tr>
<tr>
<td>F516</td>
<td>How do you assess the economic situation of the company you work at? (...)</td>
</tr>
</tbody>
</table>

Socio-demographic questions

<table>
<thead>
<tr>
<th>Question ID</th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>S1</td>
<td>Gender</td>
</tr>
<tr>
<td>S2_m, S2_j</td>
<td>When were you born? Please give me the year and month of your birth.</td>
</tr>
<tr>
<td>F1600</td>
<td>What is your marital status?</td>
</tr>
<tr>
<td>F1601</td>
<td>Do you live together with &lt;your&gt; &lt;...&gt;?</td>
</tr>
<tr>
<td>F1602</td>
<td>Do you live together with a partner?</td>
</tr>
<tr>
<td>F1603</td>
<td>Is your partner currently employed?</td>
</tr>
<tr>
<td>new F1613a</td>
<td>What is the monthly net income of your partner?</td>
</tr>
<tr>
<td>new F1604</td>
<td>Do you have children?</td>
</tr>
<tr>
<td>new F1605</td>
<td>Are there children under 18 years of age living in your household?</td>
</tr>
<tr>
<td>new F1605a</td>
<td>How many are they?</td>
</tr>
<tr>
<td>new F1605b</td>
<td>How old is the youngest child in the household?</td>
</tr>
<tr>
<td>new F1605c</td>
<td>How old is it?</td>
</tr>
<tr>
<td>F1606</td>
<td>When you were a child, what language(s) did you learn as your mother tongue?</td>
</tr>
<tr>
<td>F1606_01</td>
<td>German</td>
</tr>
<tr>
<td>F1606_02</td>
<td>English</td>
</tr>
<tr>
<td>F1606_03</td>
<td>French</td>
</tr>
<tr>
<td>F1606_04</td>
<td>Russian</td>
</tr>
<tr>
<td>F1606_05</td>
<td>Spanish</td>
</tr>
<tr>
<td>F1606_06</td>
<td>Turkish</td>
</tr>
<tr>
<td>F1606_07</td>
<td>Italian</td>
</tr>
<tr>
<td>F1606_08</td>
<td>Greek</td>
</tr>
<tr>
<td>F1606_09</td>
<td>Portuguese</td>
</tr>
<tr>
<td>F1606_10</td>
<td>Polish</td>
</tr>
<tr>
<td>F1606_11</td>
<td>Arabic</td>
</tr>
<tr>
<td>F1606_12</td>
<td>Japanese</td>
</tr>
<tr>
<td>F1606_13</td>
<td>Chinese</td>
</tr>
<tr>
<td>F1606_17</td>
<td>other language</td>
</tr>
<tr>
<td></td>
<td>What is your nationality?</td>
</tr>
<tr>
<td>F1607_01</td>
<td>Germany</td>
</tr>
<tr>
<td>F1607_02</td>
<td>Italy</td>
</tr>
<tr>
<td>F1607_03</td>
<td>Turkey</td>
</tr>
<tr>
<td>F1607_04</td>
<td>Austria</td>
</tr>
<tr>
<td>F1607_05</td>
<td>Belgium, Luxemburg, the Netherlands</td>
</tr>
<tr>
<td>F1607_06</td>
<td>Denmark, Finland, Sweden</td>
</tr>
<tr>
<td>F1607_07</td>
<td>France</td>
</tr>
<tr>
<td>F1607_08</td>
<td>United Kingdom, Ireland</td>
</tr>
<tr>
<td>F1607_09</td>
<td>Greece</td>
</tr>
<tr>
<td>F1607_10</td>
<td>Portugal, Spain</td>
</tr>
<tr>
<td>F1607_11</td>
<td>Poland</td>
</tr>
</tbody>
</table>
Data and Methodological Reports, No. 1/2013

**Table II**  
Dropped questions (sorted by their occurrence in the questionnaire, questions)\(^{18}\)

<table>
<thead>
<tr>
<th>No. in questionnaire / variable name in 2006 data set</th>
<th>Text of question</th>
</tr>
</thead>
<tbody>
<tr>
<td>F103</td>
<td>Would you say that your current occupational activity did already exist in this form about 10 years ago, or would you rather call this activity a new one?</td>
</tr>
<tr>
<td>F201 if Stib≠4,5,6</td>
<td>Do you sometimes do overtime or extra work?</td>
</tr>
<tr>
<td>F202 if F201=1</td>
<td>Is that stressful for you?</td>
</tr>
<tr>
<td>F203 if F201=1</td>
<td>Approximately how many hours of overtime did you have in the last month in your work as &lt;display activity from F100-102&gt;?</td>
</tr>
<tr>
<td>F231 if F229=1 and F230=2,9</td>
<td>Do you do contractually agreed homework?</td>
</tr>
<tr>
<td>F232</td>
<td>Approximately how many minutes does it take you to get from your home directly to your place of work?</td>
</tr>
<tr>
<td>F234</td>
<td>Do you work at frequently changing locations?</td>
</tr>
<tr>
<td>F314B if F314=1,2</td>
<td>Do you provide advice to colleagues in your company, to external customers or to other target groups?</td>
</tr>
<tr>
<td>F321 if F320=1</td>
<td>Do you also write computer programs or use macros in your work as &lt;display activity from F100-102&gt;?</td>
</tr>
<tr>
<td>F323 if F322_04=1</td>
<td>In your IT work, do you support, advise or train colleagues in your company, external customers or other target groups?</td>
</tr>
<tr>
<td>F403</td>
<td>I will now read out a number of different fields of knowledge. For each of these fields, please tell me whether you need that knowledge in your current work as &lt;display activity from F100-102&gt; and, if so, whether basic or specialist knowledge is required. If specialist knowledge is required only in a sub-domain of the field of knowledge, please answer specialist knowledge anyway. F403_01 to F403_10 in random order</td>
</tr>
<tr>
<td>F403_01</td>
<td>scientific knowledge</td>
</tr>
<tr>
<td>F403_02</td>
<td>knowledge of the craft</td>
</tr>
<tr>
<td>F403_03</td>
<td>pedagogic knowledge</td>
</tr>
<tr>
<td>F404a if F403_11=3</td>
<td>Do you require specialist knowledge in the field of new technologies?</td>
</tr>
</tbody>
</table>

---

\(^{18}\) In addition to the deleted variables, three filters have been deleted: F412 without filter F411=2, F602 without filter F600=2, F701 without filter F700=2.
F404 if F404a=1  
In which fields do you require this specialist knowledge?

F405 if F403 12=3  
In which fields do you require this specialist knowledge?

F406 if F403 13 =2,3  
And in what languages do you require this knowledge?

F408 if F403=2,3  
We now come back once again to the knowledge you said you require in your work as <display activity from F100-102>. Please tell me in which fields you would need to update or expand your knowledge by continuing education and training.

F514 if STIB= 1,2,7,9,99 and F512=1 and F512>7  
Does the <company> you work at belong to an enterprise with several sites, branches, subsidiaries?

F514 if STIB=4,5  
Is your company or business an enterprise with several sites, branches, subsidiaries?

F601 if F600 14 <=3  
Do you yourself smoke in your workplace?

F900  
How important is it to you to advance professionally or to have a career?

F901 if F900<=5  
Has it always been like that or was it different in the past?

F902 if F901=2  
And how important was it to you in the past?

F1001_11  
In this time, did the diversity of the tasks increase, remain unchanged or decrease?

F1218 G,H,I,J if F/G/H/I/J 1202=1,2,5,6 and duration >48  
This training period is unusually long. Why was that?

G1222 H,I,J if G/H/I/J 1202>0  
For what reason did you start that second <or third etc.> course of training? I will give you a number of possible reasons. Please tell me which of them apply.

F1220 G,H,I,J if F/G/H/I/J 1202>0 and <>8  
Were you gainfully employed during this course of training?

F1226  
How would you grade your training as <last training> in terms of preparing you for your current work. Please answer with a school grade from 1 to 6. 1 means "very good", 6 means "unsatisfactory". You can use the values in-between to grade.

F1301 if F1300=1,2 and STIB= 1,2,3,9,99  
Did you participate in this continuing education and training on …

F1302  
Have you used one or several of the following continuing education and training activities <in the last two years>? Please think of the time since you started working in your job at your present place of work.

F1404  
Did that first activity match your training as <display last training>?

F1405 if F1404 =2 or (F1400 < year of end of last training and F1225=3,9)  
Did you ever pursue an activity that matched your training as <display last training>?

F1406 if F1225=1,2 or F1405 =1  
And when was the first time you pursued an occupational activity that matched your training as <display last training>? Please give me the year. We are not talking about periods of vocational training, summer jobs or internships.
| F1409 | All occupational activities taken together: How many different occupations, meaning occupations that differ profoundly in the type of activity, have you performed since your first job in the year <F1400>? |
| F1410 if STIB=1,2,3,7,9,99 | Have you ever been self-employed in your professional life? |
| F1413 | And secondly: |
| F1414 if F1413=7 | And how did you acquire your knowledge and skills?  
_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1414) |
| F1503 | Have you been signed off sick by a doctor due to an illness or accident in the last 12 months? |
| F1505 if F1503=1 | How many days was that? |
| F1516 if F1514=1 | Are measures for supporting people with disabilities carried out in your enterprise? |
| F1605 if F1604=1 | Does that include children aged ... |