# BIBB/BAuA Employment Survey 2012

## Employment Survey of the Working Population on Qualification and Working Conditions in Germany 2012

Survey instrument: master questionnaire for CATI
programming with variable identifiers

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**Main survey version**

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# START OF MAIN INTERVIEW

## Current occupational activity

**F100**  **And which is the occupational activity you are currently pursuing?**

Check: if several gainful activities are pursued and E106 ≠ 2 and NT = 1, then display instead:

**<Which occupational activity are you currently pursuing as your main activity? What I mean is the gainful activity you spend most of your time on.>**

Check: if E106 = 2 and NT = 1, then please display:

**<And which is the occupational activity you are currently pursuing? Don't think of your student or trainee activity but of the gainful activity on which you spend most of the remaining time.**

**Please state the exact occupational title. For example, not <mechanic but automobile mechanic, not teacher but secondary-school teacher>. This is not about the profession for which you have once trained but about the gainful activity you are pursuing today.**

/_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF100)

***99: not stated => continue with F101

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

**F101**

if
F100=99

**Now this information is very important to our study. So would you please tell me which occupational activity you are currently pursuing.**

/_ _ _ _ _ _ _ _ _ _ _ _ _ _ _

***99: not stated => end of interview

**F102**  Check: if stated activity is included in the filed list of occupations, then display for the interviewer

**Can you give me a more precise name of that occupational activity? Is there a more specific occupational title for what you are doing?**

/_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF102)

**F103**  **Are you currently working in your chosen field, or would you prefer to work in another occupation?**

1: Working in my chosen field
2: Would prefer to work in another occupation

***9: not stated

| **Stib** | **What is the emplyoment status of your occupational activity as \<display activity from F100-102\>? Are you …** |
|---|---|
| | 1: blue collar worker, |
| | 2: white collar worker, |
| | 3: civil servant, |
| | 4: self-employed person, |
| | 5: free-lance worker, |
| | 6: independent contractor, |
| | 7: family worker |
| | 9: TP can't decide between "blue collar worker" and "white collar worker" |
| | ***99: no information for programming: |
| | INT: please read out possible responses completely. |

| | **Working hours and place of work** |
|---|---|

| **F200**<br>if<br>STIB≠4,5,6 | **What are the weekly working hours in your occupational activity as \<display activity from F100-102\> according to the agreement with your employer, excluding overtime?** |
|---|---|
| | /_____hours per week (double-digit format, decimal, one position, 1-85, 97, 99) |
| | ***97: no weekly working hours agreed on<br>***99: not stated |
| | INT: week may include Saturday and Sunday, e.g. in the catering sector |
| | Check: if F200 > 50 hours => follow-up question:<br>These are unusually long working hours. Did you agree with your employer on these working hours? |
| | 1: yes, agreed number of working hours<br>2: no, give correct number of hours |

| **F204**<br>if<br>AZ>F200 | **How are you compensated for your extra work or your overtime?** |
|---|---|
| | 1: by remuneration<br>2: by time off<br>3: by both<br>4: or is there no compensation |
| | ***9: not stated |
| | INT: please read out possible responses |

| | |
|---|---|
| **F206** | **And how many hours do you actually work per week, on average, including your sideline activities?** |
| if NT=1 | / _____ hours per week |
| | ***99: not stated |
| | Check: figure in F206 must be greater than or equal to figure in AZ. Check: if more than 70 hours => follow-up question |
| | These are unusually long working hours. Is that correct? |
| | 1: yes, number of hours is correct<br>2: no, give correct number of hours |

| | |
|---|---|
| **F207** | **If you could freely choose the extent of your working hours and if you take into account that your earnings would change with changed working hours:** |
| | **How many hours per week would you prefer to work?** |
| | / _____ hours per week (double-digit format, decimal, one position) |
| | ***97: the same number of hours as now<br>***99: not stated |

| | |
|---|---|
| | Check: if secondary employment (NT=1), then display: |
| | **The following questions all refer to your main activity as <display activity from F100-102>.** |

| | |
|---|---|
| **F208** | **How often do you succeed in taking your private interests and the interests of your family into account when planning your working hours?** |
| | 1: often<br>2: sometimes<br>3: or never |
| | ***9: not stated |
| | INT: please read out possible responses |

| | |
|---|---|
| **F209** | **Are your working hours typically between 7 a.m. and 7 p.m.?** |
| | 1: yes<br>2: no |
| | ***9: not stated |

| | |
|---|---|
| **F209_01** | **Are you working shifts or do you have other shifted working hours?** |
| If F209= 2, 9 | 1: work in shifts<br>2: have other shifted working hours => F214 or F214a (if stib=4,5,6,7 => F214/F214a)<br>3: neither => continue with F214 or F214a (if stib=4,5,6,7 => F214/F214a) |
| | ***9: not stated => continue with F214 or F214a (if stib=4,5,6,7 => F214/F214a) |

| **F210** | **What shifts do you work in your occupational activity as <display activity from F100-102>?** |
|---|---|
| F209_01=1 | 1: early shift only |
| | 2: late shift only |
| | 3: night shift only |
| | 4: alternating between early and late shifts |
| | 5: alternating between early and night shifts |
| | 6: alternating between late and night shifts |
| | 7: alternating between early, late and night shifts |
| | 8: alternating between day and night shifts (12-hour shifts) |
| | 98: other |
| | ***99: not stated |
| | INT: do not read out possible answers initially |

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

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

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

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

| **F214a** | **Does it happen often in your occupational activity that work breaks are skipped on workdays? We are talking about breaks of more than 15 minutes.** |
|---|---|
| if zpalter <18 | 1: yes |
| | 2: no |
| | ***9: not stated |
| | INT: please don't read out possible responses |

| | |
|---|---|
| **F214_01**<br>if F214=1 or<br>F214a=1 | **Why is that? Because you have too much work to do, because breaks do not fit into the work flow, or because you yourself prefer not to take a break?**<br><br>1: because I have too much work to do<br>2: because breaks don't fit into the work flow<br>3: because I prefer not to take a break<br><br>***9: not stated |
| **F216** | **Are you on standby duty or on-call duty?**<br><br>1: yes<br>2: no<br><br>***9: not stated |
| **F218** | **Do you work – even if only occasionally – on Saturdays?**<br><br>1: yes              => F220<br>2: no               => F221<br><br>***9: not stated => F221 |
| **F220**<br><br>if<br>F218=1 | **How many Saturdays a month do you work, on average?**<br><br>/_____Saturdays per month<br><br>***96: less than one per month<br>***97: that changes, I can't say<br>***99: not stated<br><br>Check: adjust range; not more than 5 |
| **F221** | **Do you work – even if only occasionally – on Sundays and public holidays?**<br><br>1: yes<br>2: no                => F233<br><br>***9: not stated => F233 |
| **F223**<br><br>if<br>F221=1 | **How many Sundays and public holidays a month do you work, on average?**<br><br>/_____Sundays and public holidays per month<br><br>***96: less than one per month<br>***97: that changes, I can't say<br>***99: not stated<br><br>Check: adjust range; not more than 5 |

| F233 | **In which Federal state is the firm you work at located**? |
|---|---|

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

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

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

## Job tasks performed

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

/ _____ (TF300)

***99: not stated

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

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

1: yes
2: no

***9: not stated

| F302<br>if<br>F301=1 | **And how many are they?** |
|---|---|

/ _____ colleagues

***99999: not stated

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

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

| F303 | **Manufacturing, producing goods and commodities** |
|---|---|

1: often
2: sometimes
3: never

***9: not stated

INT: read out categories at first, then repeat if requested

**F304**     **Measuring, testing, quality control**

1: often
2: sometimes
3: never

***9: not stated

---

**F305**     **Monitoring, control of machines, plants, technical processes**

1: often
2: sometimes
3: never

***9: not stated

---

**F306**     **Repairing, refurbishing**

1: often
2: sometimes
3: never

***9: not stated

---

**F307**     **Purchasing, procuring, selling**

1: often
2: sometimes
3: never

***9: not stated

---

**F308**     **Transporting, storing, shipping**

1: often
2: sometimes
3: never

***9: not stated

INT: transporting can also refer to persons.

---

**F309**     **Advertising, marketing, public relations**

1: often
2: sometimes
3: never

***9: not stated

---

**F310**     **Organising, planning and preparing work processes. Here we are not talking about your own work processes.**

1: often
2: sometimes
3: never

***9: not stated

---

**F311**     **Developing, researching, constructing**

1: often
2: sometimes
3: never

***9: not stated

**F312**      **Training, instructing, teaching, educating**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F313**      **Gathering information, investigating, documenting**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F314**      **Providing advice and information**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F315**      **Entertaining, accommodating, preparing food**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F316**      **Nursing, caring, healing**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F317**      **Protecting, guarding, patrolling, directing traffic**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F318**      **Working with computers**

    1: often
    2: sometimes
    3: never

    ***9: not stated

---

**F319**      **Using the Internet or editing e-mails**

if
$F318 \leq 2$
    1: often
    2: sometimes
    3: never

    ***9: not stated

**F320**  **Cleaning, removing waste, recycling**

1: often
2: sometimes
3: never

***9: not stated

---

**F321**  **Did we forget an activity that you frequently perform?**

1: yes / _____ (TF321)
2. no

***9: not stated

INT: if several activities are named, record the most frequently performed one.

---

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

1: yes
2. no

***9: not stated

INT: Renewable or regenerative energies are energy resources that are permanently available. This includes wind energy, bioenergy, solar energy, hydropower and geothermal energy.

---

**F323**  **Does your firm work in this field?**

if
F322=2

1: yes
2: no

***9: not stated

---

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

if
F318=1,2

1: exclusively a user
2: more than just using them

***8: I can't say        => continue with F326
***9: not stated         => continue with F326

---

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

if
F324=2

**F325_01**  **Developing software, programming, systems analysis**

1: yes
2. no

***9: not stated

---

**F325_02**  **Developing, producing IT technology or hardware**

1: yes
2. no

***9:  not stated

---

**F325_03**  **Administration of networks, IT systems, databases, web servers etc.**

1: yes
2. no

***9: not stated

---

**F325_04**  **Web design, web site maintenance**

1: yes
2. no

***9: not stated

---

**F325_05**  **IT consulting, user support, training**

1: yes
2. no

***9: not stated

---

**F325_06**  **IT sales**

1: yes
2. no

***9: not stated

---

**F325_07**  **Other**

1: yes
2. no

***9: not stated

---

**F326**
if
F318=1,2

**What percentage of your working hours in your occupational activity as <display activity from F100-102> do you spend working at the computer, on average?**

/_____per cent

***998: I can't say
***999: not stated

INT: please enter percentage

| | |
|---|---|
| **F327** | **I will now read out a couple of situations. We would like to know how often these situations occur in your work. How often does it happen in your occupational activity ...** |

F327_01-327_06 in random order

INT: read out categories at first, then repeat if requested

| | |
|---|---|
| **F327_01** | **that you have to react to and solve problems? Does this occur often, sometimes or never?** |

1: often
2: sometimes
3: never

***9: not stated

*** INT: if respondents state "always" or "all the time", please assign the answer to "often"

| | |
|---|---|
| **F327_02** | **that you have to take difficult decisions autonomously?** |

1: often
2: sometimes
3: never

***9: not stated

| | |
|---|---|
| **F327_03** | **that you have to recognize and close gaps in your own knowledge?** |

1: often
2: sometimes
3: never

***9: not stated

**F327_04**     **that you have to take responsibility for other people?**

1: often
2: sometimes
3: never

***9: not stated

---

**F327_05**     **that you have to convince other people and negotiate compromises?**

1: often
2: sometimes
3: never

***9: not stated

---

**F327_06**     **that you have to communicate with other people in your occupational activity?**

1: often
2: sometimes
3: never

***9: not stated

---

## Occupational requirements

**F400**     **What kind of training is usually required for performing your occupational activity as <display activity from F100-102>? Having completed initial vocational education and training, having a technical college or university degree, having a further training certificate e.g. as a master craftsman or technician, or is no vocational training certificate required at all?**

1: completed apprenticeship training, also school-based apprenticeship training
2: technical college or university degree
3: master craftsman or technician certificate, technical school certificate
4: no vocational training certificate

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

| **F401** | **Is a quick briefing \<at the workplace\> sufficient to perform your occupational activity as \<display activity from F100-102\>, or is a longer working-in period \<in the firm\> required?** |
|---|---|

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

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

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

| **F402** | **And is it usually necessary to attend special courses or seminars to perform your occupational activity?** |
|---|---|

1: yes
2: no

***9: not stated

| **F403** | **I will now read out a number of different fields of knowledge. For each of these fields, please tell me whether you need that knowledge in your occupational activity as \<display activity from F100-102\> and, if so, whether basic or specialist knowledge is required. If specialist knowledge is required only in a sub-domain of the field of knowledge, please answer specialist knowledge anyway.** |
|---|---|

F403_01 to F403_09 in random order

**F403_01**    **Legal knowledge**

1: no knowledge
2: basic knowledge
3: expert knowledge

***9: not stated

---

**F403_02**    **Knowledge in the field of project management**

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

***7: I don't know what that is
***9: not stated

---

**F403_03**    **Knowledge in the field of medical or nursing care**

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

***9: not stated

---

**F403_04**    **Knowledge in the field of mathematics, technical calculation, statistics**

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

***9: not stated

---

**F403_05**    **Knowledge of German, written expression, spelling**

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

***9: not stated

---

**F403_06**    **Do you require basic or specialist knowledge about computer application programs?**

if
F318=1,2

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

***9: not stated

---

**F403_07**    **Technical knowledge**

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

***9: not stated

---

**F403_08**    **Do you require basic or specialist commercial or business administrative knowledge?**

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

***9: not stated

| **F403_09** | **Do you require basic or specialist knowledge in the field of renewable or regenerative energies?** |
| --- | --- |
| if<br>F322=1 | 1: no knowledge<br>2: basic knowledge<br>3: specialist knowledge |
| | ***9: not stated |

| **F403_10** | **Do you require basic or specialist knowledge of languages other than German in your work as <display activity from F100-102>?** |
| --- | --- |
| | 1: no knowledge<br>2: basic knowledge<br>3: specialist knowledge |
| | ***9: not stated |
| | INT: if basic knowledge of one language and specialist knowledge of another language is required, please enter specialist knowledge |

| **F403_11** | **Is English the language of which you require this <specialist knowledge if F403_10=3; else> knowledge?** |
| --- | --- |
| if<br>F403_10=2,3 | 1: yes<br>2: no |
| | ***9: not stated |

| **F404** | **How proficient do you have to be in English? Do you need to be proficient in speaking, proficient in writing or business fluent?** |
| --- | --- |
| if F403_10=3<br>& F403_11=1 | |
| F404_01<br>F404_02<br>F404_03 | proficient in speaking<br>proficient in writing<br>business fluent |
| F404_09 | not stated |
| | Check: multiple answers allowed |

| **F409** | **In your work as <display activity from F100-102>, do you generally feel equal to the demands placed on your professional knowledge and skills, or do you rather feel overchallenged or underchallenged?** |
| --- | --- |
| | 1: generally equal to the demands<br>2: rather overchallenged<br>3: rather underchallenged |
| | ***9: not stated |

| **F410** | **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?** |
| --- | --- |
| | 1: generally equal to the demands<br>2: rather overchallenged<br>3: rather underchallenged |
| | ***9: not stated |

| **F411** | **I will now read out a couple of work demands. For each of them, please tell me how often it occurs in your work, whether often, sometimes, rarely or never. How often does it happen in your occupational activity ...** |
| --- | --- |

| | |
|---|---|
| **F411_01** | **that you have to work under strong pressure of time or performance?** |
| | 1: often |
| | 2: sometimes |
| | 3: rarely |
| | 4: or never |
| | ***9: not stated |
| | INT: read out categories at first, then repeat if requested |
| **F412_01** | **Is that stressful for you?** |
| if F411_01=1 | 1: yes |
| | 2: no |
| | ***9: not stated |
| | INT: For answer "sometimes" please enter "yes". This applies in F412_1 to F412_13 as well. |
| **F411_02** | **How often does it happen in your occupational activity that your work is stipulated in the minutest details?** |
| | 1: often |
| | 2: sometimes |
| | 3: rarely |
| | 4: or never |
| | ***9: not stated |
| **F412_02** | **Is that stressful for you?** |
| if F411_02=1 | 1: yes |
| | 2: no |
| | ***9: not stated |
| **F411_03** | **How often does it happen in your occupational activity that one and the same work cycle / process is repeated in the minutest details?** |
| | 1: often |
| | 2: sometimes |
| | 3: rarely |
| | 4: or never |
| | ***9: not stated |
| **F412_03** | **Is that stressful for you?** |
| if F411_03=1 | 1: yes |
| | 2: no |
| | ***9: not stated |
| **F411_04** | **How often does it happen in your occupational activity that you are facing new tasks which you have to think through and get familiar with?** |
| | 1: often |
| | 2: sometimes |
| | 3: rarely |
| | 4: or never |
| | ***9: not stated |
| **F412_04** | **Is that stressful for you?** |
| if F411_04=1 | 1: yes |
| | 2: no |
| | ***9: not stated |

**F411_05** **How often does it happen in your occupational activity that you improve existing procedures or try out something new?**

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

***9: not stated

---

**F411_06** **How often does it happen in your occupational activity that your work is disturbed or interrupted, e.g. by colleagues, inferior materials, machine malfunctions or phone calls?**

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

***9: not stated

---

**F412_06** **Is that stressful for you?**

if
F411_06=1

1: yes
2: no

***9: not stated

---

**F411_07** **How often does it happen in your occupational activity that you are instructed to produce a precise number of items, provide a certain minimum performance or do a particular work in a specified time?**

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

***9: not stated

---

**F412_07** **Is that stressful for you?**

if
F411_07=1

1: yes
2: no

***9: not stated

---

**F411_08** **How often does it happen in your occupational activity that you are expected to do things you have not learned or you are not proficient in?**

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

***9: not stated

---

**F412_08** **Is that stressful for you?**

if
F411_08=1

1: yes
2: no

***9: not stated

---

**F411_09**  How often does it happen in your occupational activity that you have to keep an eye on different work processes or sequences at the same time?

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

***9: not stated

---

**F412_09**  Is that stressful for you?

if
F411_09=1
1: yes
2: no

***9: not stated

---

**F411_11**  How often does it happen in your occupational activity that even a small mistake or a slight inattentiveness can lead to larger financial losses?

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

***9: not stated

---

**F412_11**  Is that stressful for you?

if
F411_11=1
1: yes
2: no

***9: not stated

---

**F411_12**  How often does it occur in your occupational activity that you have to reach the very limits of your capabilities?

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

***9: not stated

---

**F412_12**  Is that stressful for you?

if
F411_12=1
1: yes
2: no

***9: not stated

---

**F411_13**  How often does it occur in your occupational activity that you have to work very quickly?

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

***9: not stated

---

**F412_13**  Is that stressful for you?

if
F411_13=1
1: yes
2: no

***9: not stated

| | |
|---|---|
| | **Employment contract** |

**Einl_stib**

**At the beginning of our talk you said that you are working in your occupational activity <display status in employment>.**

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

---

**F500**

if STIB=1

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

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

***9: not stated

INT: please read out possible responses

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

Filter: All continue with F503

---

**F501**

if STIB=2,9,99

**Are you a white collar worker...**

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

***9: not stated

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

---

**F502**

if F501=2,3

**Are you employed as master craftsman or site foreman?**

1: yes
2: no

***9: not stated

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

| | |
|---|---|
| **F503** | **Do you perform your tasks by following instructions or rather independently?** |
| if STIB= 1,2,3,9,99 | 1: by following instructions    => continue with F505 (if STIB = 3: continue with F504)<br>2: rather independently    => continue with F505 (if STIB = 3: continue with F504) |
| | ***3: both equally often    => continue with F505 (if STIB = 3: continue with F504)<br>***9: not stated          => next: all continue with F505 (if STIB = 3: continue with F504) |
| **F504** | **Are you a civil servant<> in the lower service, intermediate service, upper intermediate service or higher service?** |
| if STIB=3 | 1: in the lower service<br>2: in the intermediate service<br>3: in the upper intermediate service<br>4: in the higher service |
| | ***9: not stated |
| | Check: use feminine form for females |
| **F505** | **Are you authorised to give work-related instructions to other employees?** |
| if STIB= 1,2,3,9,99 | 1: yes    => continue with F507 (if STIB = 3: continue with F510)<br>2: no     => continue with F507 (if STIB = 3: continue with F510) |
| | ***9: not stated => continue with F507 (if STIB = 3: continue with F510) |
| **F506** | **Are you an independent master craftsman?** |
| if STIB=4 | 1: yes    => continue with F510<br>2: no     => continue with F510 |
| | ***9: not stated => continue with F510 |
| | Check: use feminine form for females |
| **F507** | **Are you currently employed on a fixed-term contract or on a permanent contract?** |
| if STIB= 1,2,9,99 | 1: fixed-term contract<br>2: permanent contract |
| | ***9: not stated |
| **F508** | **Are you interested in converting your employment relationship into a permanent one?** |
| if F507 = 1 | 1: yes<br>2: no |
| | ***9: not stated |
| **F509** | **Are you employed by a temporary work agency that hires you out to other companies?** |
| if STIB= 1,2,9,99 | 1: yes<br>2: no |
| | ***9: not stated |
| **F510** | **Since when have you been working for your current employer? Please tell me the year.** |
| if (STIB= 1,2,3,7,9,99 and F509≠1) | /_____year<br><br>***9999: not stated |
| | Check: Target Person must have been at least 14 years old at the time. |

| **F510** | **Since when have you been operating this firm, this business? Please tell me the year.** |
|---|---|
| if<br>STIB=4,5 | /_____year |
| | ***9999: not stated |
| | Check: TP must have been at least 14 years old at the time. |

| **F510** | **Since when have you been working as an <independent contractor> for the firm which you work most of the time for? Please tell me the year.** |
|---|---|
| if<br>STIB=6 | /_____year |
| | ***9999: not stated |
| | Check: use feminine form of "contractor" for females |
| | Check: TP must have been at least 14 years old at the time. |

| **F510** | **Since when have you been employed by this temporary work agency? Please tell me the year.** |
|---|---|
| if<br>F509=1 | /_____year |
| | ***9999: not stated |
| | Check: TP must have been at least 14 years old at the time. |

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

| **F510_02** | **When was the first time you were employed by a temporary work agency? Please tell me the year.** |
|---|---|
| if<br>F509=1 | /_____year |
| | ***9999: not stated |
| | Check: TP must have been at least 14 years old at the time and F510_02 must not be after F510. |

| **F511** | **And since when are you working in your occupational activity as <display activity from F100-102> at your present work place? Please tell me the year.** |
|---|---|
| if<br>STIB=<br>1,2,3,7,9,99<br>and F509≠1) | /_____year [F511_j] |
| | 9999: not stated |
| | Check: if year >2009 then ask for month as well: **[And since what month?]** |
| | /_____month [F511_m] |
| | 99: not stated |
| | Check: TP must have been at least 14 years old at the time and F511 must not be before F510. |

| F512 | **Does the &lt;firm&gt; you work at belong to ...** |
|---|---|
| if<br>STIB=<br>1,2,3,7,9,99 | 1: the public service sector<br>2: industry<br>3: craft sector<br>4: commerce sector<br>5: other services<br>6: another sector<br>7: or is it a private household ⇒ continue with F518<br><br>***9: not stated<br><br>Check: if F509 = 1: **&lt;hiring firm&gt;**<br><br>INT: if currently not hired out: last hiring firm<br>INT: please read out possible responses |

| F512 | **Does your firm belong to ...** |
|---|---|
| if<br>STIB=4,5 | 2: industry<br>3: craft sector<br>4: commerce sector<br>5: other services<br>6: or another sector<br><br>***9: not stated<br><br>INT: please read out possible responses |

| F512 | **Does this firm you predominantly work for belong to...** |
|---|---|
| if<br>STIB=6 | 2: industry<br>3: the craft sector<br>4: commerce sector<br>5: other services<br>6: or another sector<br><br>***9: not stated<br><br>INT: please read out possible responses |

| F513 | **And to which industry sector does the firm belong? Please tell me as precisely as possible.** |
|---|---|
| if<br>F512≠7 | /_____(TF513)<br><br>***99: not stated<br><br>INT: Please ask for specific sector, e.g. not "trade" but "retail trade", not "public service" but "hospital". Ask again if necessary! |

| F515 | How many people are employed in the firm you work at, approximately, including <<the owner and>> apprentices? |
|---|---|
| if (STIB= 1,2,3,7,9,99) and F512≠7 | 1: 1 person<br>2: 2 persons<br>3: 3 to 4 persons<br>4: 5 to 9 persons<br>5: 10 to 19 persons<br>6: 20 to 49 persons<br>7: 50 to 99 persons<br>8: 100 to 249 persons<br>9: 250 to 499 persons<br>10: 500 to 999 persons<br>11: 1000 persons and more<br><br>***99: not stated<br><br>Check: if public service sector (F512=1) then please also display: **<We are talking about the number of employees of the local department.>**<br><br>if public service (F512=1): <<>><br><br>INT: please don't read out possible responses<br><br>INT: if several sites exist then the question applies to the local firm or branch |
| F515 | How many people are employed in your firm all in all, if you count yourself in and also the apprentices, if any? |
| if STIB=4,5 | 1: 1 person<br>2: 2 persons<br>3: 3 to 4 persons<br>4: 5 to 9 persons<br>5: 10 to 19 persons<br>6: 20 to 49 persons<br>7: 50 to 99 persons<br>8: 100 to 249 persons<br>9: 250 to 499 persons<br>10: 500 to 999 persons<br>11: 1000 persons and more<br><br>***99: not stated<br><br>INT: please don't read out possible responses |
| F516 | How do you assess the economic situation of the firm you work at? |
| if (STIB= 1,2,7,9,99) and F512≠1 and F512≠7 | 1: very good<br>2: good<br>3: not so good<br>4: or bad<br><br>***8: don't know<br><br>***9: not stated<br><br>INT: please read out possible responses |
| F516 | How is the current economic situation of your firm? |
| if STIB=4,5 and F512≠1 and F512≠7 | 1: very good<br>2: good<br>3: not so good<br>4: or bad<br><br>***8: don't know<br>***9: not stated<br><br>INT: please read out possible responses |

| | |
|---|---|
| **F517**<br><br>if (STIB=<br>1,2,6,7,9,99<br>and F512≠7 | Check: if STIB = 6<br>**How high do you think is the likelihood that your work as an independent contractor for the firm you predominantly work for will be terminated in the near future?**<br><br>Check: if F507=1<br>**How high do you think is the likelihood that your contract will not be extended?**<br><br>Check: else<br>**How high do you think is the likelihood that you will be laid off by the firm in the near future?**<br><br>1: very high<br>2: high<br>3: rather low<br>4: or is it completely unlikely?<br><br>***8: don't want to be employed<br><br>***9: not stated<br><br>INT: please read out possible responses |
| **F517**<br><br>if STIB=4,5<br>and F512≠7 | **How high do you think is the likelihood that you will have to close down your firm in the near future?**<br>1: very high<br>2: high<br>3: rather low<br>4: or is it completely unlikely?<br><br>***9: not stated<br><br>INT: please read out possible responses |
| **F518**<br><br>if<br>STIB=<br>1,2,3,7,9,99 | **Now to your monthly gross income, i.e. your salary or wages before deduction of taxes and social-security contributions. Please don't include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?**<br><br>/_____EURO (range 0 – 99997)<br><br>***99998: don't know<br>***99999: not stated |
| **F518**<br><br>if<br>STIB=6 | **Now to your monthly gross income. We are not talking about the turnover. Please don't include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?**<br><br>/_____EURO (range 1 – 99997)<br><br>***99998: don't know<br>***99999: not stated |

| | |
|---|---|
| **F518**<br><br>if<br>STIB=4,5 | **Now to your monthly gross income. We are not talking about the commercial turnover or profit. Please don't include child benefits. What is your monthly gross income from your occupational activity as <display activity from F100-102>?**<br><br>/_____EURO (range 1 – 99997)<br><br>\*\*\*99998: don't know<br>\*\*\*99999: not stated |
| **F519**<br><br>if<br>F518=99998,<br>99999 | **Would you then perhaps tell me: Is your monthly gross income less than 1500 euros?**<br><br>1: yes, less than 1500 euros<br>2: no, 1500 euros and more<br><br>\*\*\*9: not stated |
| **F520**<br><br>if STIB=<br>1,2,7,9,99<br>and (F518<br><=400 or<br>F519=1,9) | **Is your work as <display activity from F100-102> a so-called minor employment, also called mini-job, with a maximum income of 400 euros per month?**<br><br>1: yes<br>2: no<br><br>\*\*\*9: not stated |

## Working conditions

| | |
|---|---|
| **F600** | **I will now read out a number of working conditions. Once again, please tell me for each one of them whether they occur often, sometimes, rarely or never in your work as <display activity from F100-102>.** |
| **F600_01** | **Working on your feet. How often does that happen?**<br><br>1: often<br>2: sometimes<br>3: rarely<br>4: never<br><br>\*\*\*9: not stated<br><br>INT: read out categories at first, then repeat if requested |
| **F602_01**<br><br>if<br>F600_01=1 | **Is that stressful for you?**<br><br>1: yes<br>2: no<br><br>\*\*\*9: not stated<br><br>INT: For answer "sometimes" please enter "yes". This applies in F602_01 to F602_13 as well. |
| **F600_03** | **Lifting and carrying loads of more than** < for male TP insert: **20 kg**, for female TP: **10 kg** ><br><br>1: often<br>2: sometimes<br>3: rarely<br>4: never<br><br>\*\*\*9: not stated |

| F602_03 | **Is that stressful for you?** |
|---|---|
| if F600_03=1 | 1: yes<br>2: no<br><br>***9: not stated |

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

| F602_04 | **Is that stressful for you?** |
|---|---|
| if F600_04=1 | 1: yes<br>2: no<br><br>***9: not stated |

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

| F602_05 | **Is that stressful for you?** |
|---|---|
| if F600_05=1 | 1: yes<br>2: no<br><br>***9: not stated |

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

| F602_06 | **Is that stressful for you?** |
|---|---|
| if F600_06=1 | 1: yes<br>2: no<br><br>***9: not stated |

| F600_07a | **Performing manual work that requires a high degree of skilfulness, fast movement sequences or the use of great force** |
|---|---|
| | 1: often<br>2: sometimes<br>3: rarely<br>4: never<br><br>**\*9: not stated |

**F602_07a**   **Is that stressful for you?**

if
F600_07a=1   1: yes
2: no

***9: not stated

---

**F600_07b**   **Working in a bent, squatting, kneeling or recumbent position, working overhead**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_07b**   **Is that stressful for you?**

if
F600_07b=1   1: yes
2: no

***9: not stated

---

**F600_08**   **Working exposed to powerful shocks, jolts and vibrations that can be felt physically**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_08**   **Is that stressful for you?**

if
F600_08=1   1: yes
2: no

***9: not stated

---

**F600_09**   **Working under harsh light or in light conditions that are poor or too low**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_09**   **Is that stressful for you?**

if
F600_09=1   1: yes
2: no

***9: not stated

---

**F600_10**   **Handling of hazardous substances**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

**F602_10**  **Is that stressful for you?**

1: yes
2: no

***9: not stated

---

**F600_11**  **Wearing protective clothing or equipment**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_11**  **Is that stressful for you?**

1: yes
2: no

***9: not stated

---

**F600_12**  **Working exposed to noise**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_12**  **Is that stressful for you?**

1: yes
2: no

***9: not stated

---

**F600_13**  **Dealing with microorganisms like pathogens, bacteria, moulds or viruses**

1: often
2: sometimes
3: rarely
4: never

***9: not stated

---

**F602_13**  **Is that stressful for you?**

1: yes
2: no

***9: not stated

---

**F601**  **Do you work at a place where people are smoking?**

1: yes
2: no

***9: not stated

| | |
|---|---|
| **F601_01** | **Is that stressful for you?** |
| if<br>F601=1 | 1: yes<br>2: no |
| | ***9: not stated |
| | INT: for answer "sometimes" please enter "yes". |

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

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

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

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

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

| | |
|---|---|
| **F701_03** | **Is that stressful for you?** |
| if<br>F700_03=4 | 1: yes<br>2: no |
| | ***9: not stated |

**F700_04** | **that your work puts you in situations that are emotionally straining?**
1: often
2: sometimes
3: rarely
4: never

\*\*\*9: not stated

---

**F700_06** | **that you can decide when to take a break?**

not if
STIB=4,5 and
F515=1

1: often
2: sometimes
3: rarely
4: never

\*\*\*8: don't have any breaks

\*\*\*9: not stated

---

**F701_06** | **Is that stressful for you?**

if
F700_06=4

1: yes
2: no

\*\*\*9: not stated

---

**F700_07** | **How often do you feel that your work is important?**

1: often
2: sometimes
3: rarely
4: never

\*\*\*9: not stated

---

**F701_07** | **Is that stressful for you?**

if
F700_07=4

1: yes
2: no

\*\*\*9: not stated

---

**F700_08** | **How often does it happen in your workplace that you are not provided in time with information about far-reaching decisions, changes or plans for the future?**

not if
STIB=4,5 and
F515=1

1: often
2: sometimes
3: rarely
4: never

\*\*\*9: not stated

---

**F701_08** | **Is that stressful for you?**

if
F700_08=1

1: yes
2: no

\*\*\*9: not stated

---

**F700_09** | **that you don't receive all the information necessary for performing your work correctly?**

not if
STIB=4,5 and
F515=1

1: often
2: sometimes
3: rarely
4: never

\*\*\*9: not stated

---

| | |
|---|---|
| **F701_09** | **Is that stressful for you?** |
| if F700_09=1 | 1: yes<br>2: no<br><br>***9: not stated |

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

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

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

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

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

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

| | |
|---|---|
| **F700_13** | **And how often do you receive help and support for your work from your direct supervisor if you require it?** |
| if STIB=1,2,3,9, 99 | 1: often<br>2: sometimes<br>3: rarely<br>4: never<br><br>***9: not stated |

| | |
|---|---|
| **F701_13** | **Is that stressful for you?** |

1: yes
2: no

***9: not stated

## Professional and life goals

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

| | |
|---|---|
| **F900_01** | **Getting ahead** |

1: very strongly
2: strongly
3: rather not
4: not at all

***8: undecided
***9: not stated

| | |
|---|---|
| **F900_02** | **Pursuing your own interests** |

1: very strongly
2: strongly
3: rather not
4: not at all

***8: undecided
***9: not stated

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

| | |
|---|---|
| **F900_03** | **Earning a good income** |

1: very strongly
2: strongly
3: rather not
4: not at all

***8: undecided
***9: not stated

| | |
|---|---|
| **F900_04** | **Having a secure job** |

1: very strongly
2: strongly
3: rather not
4: not at all

***8: undecided
***9: not stated

| | |
|---|---|
| **F900_05** | **Finding enough time for family, partner and children** |

1: very strongly
2: strongly
3: rather not
4: not at all

***7: don't have family, partner, children
***8: undecided
***9: not stated

## Changes in the last two years

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

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

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

---

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

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

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

---

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

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

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

**<<since you started your work>>**

---

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

1: yes
2: no

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

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

---

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

1: yes
2: no

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

---

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

1: yes
2: no

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

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

**F1001_04**  **new or significantly changed products or materials been employed <<<in your immediate working environment>>>?**

1: yes
2: no

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

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

---

**F1001_05**  **new or significantly changed services been provided?**

1: yes
2: no

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

---

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

1: yes
2: no

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

---

**F1001_07**  **<<<in your immediate working environment>>>**

**Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 <=2009) <"in the last 2 years">**

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

**workforce reductions or redundancies been effected?**

1: yes
2: no

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

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

---

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

1: yes
2: no

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

---

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

not if
STIB=4,5

1: yes
2: no

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

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

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

**F1002**

not if
STIB=3,6 or
F512=7

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

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

**F1002_01**

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

**Relocation or outsourcing of firm units**

1: yes
2: no

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

INT: to another location in Germany or abroad

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

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

## School education

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

---

**F1104**

if
S3≠12, 99

**At the beginning of our talk you said that you have <display school leaving qualification>. In which year did you obtain this school leaving certificate?**

/_____year

***9999: not stated

Check: TP must have been at least 10 years old at the time.

---

**F1108**

if S3=7,8,9
or S4=3

**What was your overall score on your school leaving certificate? Very good, good, satisfactory or sufficient?**

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

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

---

Check F1109

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

---

**F1109**

**Are you currently in an education or training program, meaning as a pupil, student or apprentice?**

1: yes, I am a pupil
2: yes, I am a student          => continue with F1200
3: yes, I am a apprentice       => continue with F1200
4: no, I am not                 => continue with F1200

***9: not stated                => continue with F1200

phrase depending on gender

---

**F1110**

if
F1109=1

**Are you studying at a school of general education or at a vocational school or technical school?**

1: school of general education
2: vocational school, technical school

***9: not stated

---

## Vocational education and training

---

**F1200**

**Have you completed an apprenticeship training or a course of study? Please think of all your certificates, e.g. apprenticeship training in firms, at a vocational school or at university or technical college.**

1: yes
2: no                          => continue with F1300

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

INT: Please read out question completely.
INT: This is about vocational qualifications; general education certificates are not recorded here.
INT: Not counted as vocational education and training: traineeship, internship, vocational preparation courses or measures.

---

| **F1201** | **Do you have one or several certificates? Please also think of retraining and upgrading vocational training leading to master craftsman, technician, management expert or business administrator certificates.** |
|---|---|
| if F1200=1 | |

1: one certificate
2: several certificates

***9: not stated (treat like '1' until F1221)

INT: please read out question completely.

---

| start of loop, if F1201=2 | **Let's start with your first certificate.** |
|---|---|
| | Check: The vocational education and training module is repeated for each completed training; maximum 5 loops |

---

| **F1202** | **What education or training did you complete? A firm- or school-based apprenticeship, a technical college or university degree, civil service training or a different qualification?** |
|---|---|
| if F1200=1 | |
| *1st loop* | |

1: firm based apprenticeship training
2: school-based apprenticeship training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute
(GDR))
5: civil service training for a career in public services
6: different education or training certificate

***7:further training certificate as a master craftsman, technician, business administrator, management expert, commercial clerk
*(usually not possible as initial vocational training)*
***8:practical legal or teacher training, second state examination, third state examination, doctorate
*(usually not possible as initial vocational training)*
***9: not stated

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

---

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

---

| **G1202** | **Let's now come to <your next> certificate. Which qualification do you have? Firm- or school-based apprenticeshiptraining , technical college or university degree, civil service training, further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk or a different qualification?** |
|---|---|
| *2nd loop* | |
| if F1201=2 or F1220B=1 | |

1: firm-based apprenticeship training
2: school-based apprenticeship training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training
7: further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk
6: different education or training certificate

***8: practical legal or teacher training, second state examination, third state examination, doctorate
***9: mistake, no additional certificate      => continue with F1224

***99:not stated

Check: if F1220B = 1 <this>

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

| | |
|---|---|
| **H1202, I1202, J1202**<br><br>*3rd,4th, 5th loop*<br><br>if G1221=1, H1221=1, I1221=1 | **Let's now come to your next certificate. Which qualification is that?**<br><br>1: firm-basedapprenticeship training<br>2: school-based apprenticeship training<br>3: technical college degree (including college of applied sciences, college of administrative sciences)<br>4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))<br>5: civil service training<br>7: further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk<br>6: different education or training certificate<br><br>\*\*\*8: practical legal or teacher training, second state examination, third state examination, doctorate<br><br>\*\*\*9: not stated<br><br><br>INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed. |
| **F1202B G,H,I,J**<br><br>if F/G/H/I/J 1202=3,4 | **What degree is that?**<br><br>1: State examination<br>2: Diploma<br>3: Magister<br>4: Bachelor<br>5: Master<br>6: other degree<br><br>\*\*\*9: not stated |
| **F1203 G,H,I,J**<br><br>if F/G/H/I/J 1202=1,2,5 | **Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the certificate or training contract.**<br><br>/_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1203, TG1203, TH1203, TI1202, TJ1203) |
| **F1203 G,H,I,J**<br><br>if F/G/H/I/J 1202=3,4,8 | **Please give me the exact designation or occupational title of that qualification. If possible this should be the designation or professional title given in the examination certificate, or the major subject.**<br><br>/_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1203, TG1203, TH1203, TI1202, TJ1203)<br><br>INT: in case of tertiary (university) education this refers to the main programme of study; temporary changes of programme are not important here |
| **F1203 G,H,I,J**<br><br>if F/G/H/I/J 1202=6,9 | **Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the examination certificate.**<br><br>/_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1203, TG1203, TH1203, TI1202, TJ1203) |
| **F1203 G,H,I,J**<br><br>if F/G/H/I/J 1202=7 | **Please give me the exact designation or professional title of that further training. If possible this should be the designation or professional title given in the examination certificate.**<br><br>/_ _ _ _ _ _ _ _ _ _ _ _ _ (TF1203, TG1203, TH1203, TI1202, TJ1203) |

**F1204**
**G,H,I,J**

if
F/G/H/I/J
1202>0

**In which Federal state did you obtain this certificate?**

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

***99: not stated

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

---

**F1205**
**G,H,I,J**

if
F/G/H/I/J
1202=1

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

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

There was no training firm because …

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

INT: please read out possible responses 1-6.

---

**F1206**

**G,H,I,J**
If
F/G/H/I/J

1202=1 and
F/G/H/I/J
1205<=6

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

1: 1 to 9 persons          => continue with F1216
2: 10 to 49 persons        => continue with F1216
3: 50 to 249 persons       => continue with F1216
4: 250 persons and more => continue with F1216
***9: not stated => continue with F1216

INT: please read out possible responses
INT: if several firm locations exist then the question applies to the local firm or branch

Check: if F1205=1 then display:
We are talking about the number of employees of the local department.

| **F1207** | **And in what training institution did you attend your training?** | |
|---|---|---|
| **G,H,I,J** | | |
| if F/G/H/I/J 1202=2 | 1: at a full-time vocational school, | => continue with F1216 |
| | 2: at a school for public health related occupations, | => continue with F1216 |
| | 3: at a trade and technical school for social care, socio-pedagogic occupations,pedagogical trade and technical school (GDR), | => continue with F1216 |
| | 4: at a different trade and technical school, | => continue with F1216 |
| | 5: at an advanced-level commercial school or | => continue with F1216 |
| | 11: at another educational institution | => continue with F1208 |

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

INT: please read out all possible responses first.

Check: only display GDR terms if F1204 = East

| **F1208** | **And what kind of educational institution was that?** |
|---|---|
| **G,H,I,J** | |
| if F/G/H/I/J 1207=11 | 6: at a technical engineering school, engineering school, polytechnic school, |
| | 7: at a technical college (engineering college), |
| | 8: at a university (pedagogical or technical university, pedagogical institute (GDR)), |
| | 9: at a college of advanced vocational studies |
| | 12: at a Chamber, |
| | 13: at the trade unions, |
| | 14: at an independent or private education provider, |
| | 15: in a firm |
| | 16: somewhere else /_ _ _ _ _ (TF1208, TG1208, Th1208, TI1208, TJ1208) |

***99: not stated

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

Check: only display GDR terms if F1204 = East

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

| **F1209** | **Was that training in the ...** |
|---|---|
| **G,H,I,J** | |
| if F/G/H/I/J 1202=5 | 1: lower service |
| | 2: intermediate service |
| | 3: upper intermediate service |
| | 4: or higher service? |

***9: not stated

INT: please read out possible responses

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

| **F1210** | **And in what training institution did you attend your training?** | |
|---|---|---|
| **G,H,I,J** | | |
| if F/G/H/I/J 1202=6 | 1: full-time vocational school | |
| | 2: school for public health related occupations | |
| | 3: trade and technical school for social care/socio-pedagogic occupations | |
| | 4: different trade and technical school | |
| | 7: technical college (engineering college) | |
| | 8: university (pedagogical or technical university, pedagogical institute) | |
| | 9: college of advanced vocational studies | |
| | 10: firm | |
| | 11: other educational institution | |
| | 12: with a Chamber | |
| | 13: trade unions | |
| | 14: with an independent or private education provider | |
| | 15: in a different educational institution /_ _ _ _ _(TF1210s) | |

***99: not stated

INT: please <u>don't</u> read out possible responses.

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

---

| **F1212** | **What further training did you complete?** | |
|---|---|---|
| **G,H,I,J** | | |
| if F/G/H/I/J 1202=7; else continue with F1216 | 1: master craftsman | => continue with F/G/H/I/J1213 |
| | 2: technician, engineer at a trade and technical school (GDR only) | => continue with F/G/H/I/J1214 |
| | 3: business administrator, management expert | => continue with F/G/H/I/J1214 |
| | 4: commercial clerk | => continue with F/G/H/I/J1214 |
| | 5: or another training /_ _ _ _ _ _ (TF1212s) | => continue with F/G/H/I/J1214 |

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

INT: please read out possible responses

Check: only display GDR terms if F1204=East

use feminine form for females

---

| **F1213** | **Was that a master craftsman training in the crafts, in industry or in a different field?** |
|---|---|
| **G,H,I,J** | |
| if F/G/H/I/J 1212=1 | 1: master craftsman in the crafts |
| | 2: master craftsman in industry |
| | 3: master craftsman in a different field |

***9: not stated

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

---

| **F1214** | **In what training institution did you attend your further training?** | |
|---|---|---|
| **G,H,I, J** | | |
| if F/G/H/I/J 1202=7 | 5: at a trade and technical school, | => continue with F/G/H/I/J1216 |
| | 6: at a technical engineering school, engineering school, polytechnic school | => continue with F/G/H/I/J1216 |
| | 11: or at another educational institution | => continue with F/G/H/I/J1215 |

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

INT: please read out possible responses

| **F1215** | **And where exactly did you attend your further training?** |
|---|---|
| **G,H,I,J** | |
| | 1: full-time vocational school |
| if | 2: school for public health related occupations |
| F/G/H/I/J | 3: trade and technical school for social care or socio-pedagogic occupations |
| 1214=11 | 7: technical college (engineering college) |
| | 8: university (pedagogical or technical university, pedagogical institute) |
| | 10: firm |
| | 12: at a Chamber |
| | 13: at the trade unions |
| | 14: at an independent or private education provider |
| | 15: somewhere else /_ _ _ _ _ _(TF1215s) |
| | ***99: not stated |
| | INT: please don't read out possible responses, ask openly and then assign |
| | Filter: all to F/G/H/I/J1216 |

| **F1216** | **From when to when did you attend this training? Please give me the year and month.** |
|---|---|
| **G,H,I,J** | |
| | from month: _ _ year:____ to month: _ _ year:_____ |
| if | |
| F1200=1 | 21: beginning of the year |
| | 24: spring |
| | 27: summer, middle of the year |
| | 30: autumn |
| | 31: winter, end of the year |
| | ***99: not stated (month) |
| | ***9999: not stated (year) |
| | INT: if the TP can only remember the season, please enter corresponding numbers. |
| | Check: if F/G/H/I/J1212=1 then display the following for the interviewer: |
| | INT: if the further training to become a master craftsman consisted of several training stages, please treat the totality of all training stages as one course of further training. |
| | Check: TP must have been at least 12 years old at the beginning. The end must be after the beginning. |

| **F1217** | **This training period <display: of x months> is unusually short. Why was that?** |
|---|---|
| **G,H,I,J** | |
| | 1: that's common for this occupation |
| if | 2: training abroad |
| F/G/H/I/J | 3: training shortened, examination date pushed up |
| 1202=1,2,3,4, | 4: extern examination (German "Externenprüfung") |
| 5,6 and | 5: internship |
| duration<=12 | 6: vocational preparation courses or measures |
| | 17: other /_ _ _ _ _ _ _ _ _ _ _ _ _ _(TF1217s) |
| | 18: wrong input => correct F/G/H/I/J1216 |
| | ***99: not stated |
| | INT: Please don't read out possible responses, ask openly and then assign. |
| | Check: wrong input => correct F/G/H/I/J1216 |

| | |
|---|---|
| **F1219**<br>**G,H,I,J**<br><br>if<br>F/G/H/I/J<br>1202>0 | **Considering all the occupational knowledge and skills you have acquired during your training, how much of it can you utilise in your current work as <display activity from F100-102>?**<br><br>1: very much<br>2: quite a bit<br>3: some of it<br>4: little<br>5: very little<br><br>***6: nothing at all<br>***9: not stated<br><br>INT: please read out possible responses 1-5! |

Check filtering: if loop = 1:
    if F1209 = 4               => continue with F1220B
    if F1209 <> 4:
        if F1201 = 1,9       => continue with F1224
        if F1201 = 2        => continue with G1202
if loop > 1 and loop < 5      => continue with G/H/I1221
if loop = 5               => continue with F1224

| | |
|---|---|
| **F1220B**<br><br>if<br>F1209=4 | **Have you finished academic studies before starting this vocational education and training?**<br><br>1: yes                               => continue with G1202<br>2: no<br><br>***9: not stated<br><br>Check filtering for 2,9: if F1201 = 1,9    => continue with F1224<br>if F1201 = 2                   => continue with G1202 |

| | |
|---|---|
| **G1221**<br>**H;I**<br><br>from 2nd loop<br>onwards<br>last ques-<br>tion in loop | **Have you completed another vocational education and training or a course of study afterwards?**<br><br>1: yes<br>2: no       => continue with F1224<br><br>***9: not stated   => continue with F1224 |

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

| | |
|---|---|
| | start of 3rd and subsequent loops |

| | |
|---|---|
| **I1223**<br><br>if<br>I1221=1 | **After that, how many additional vocational certificates or university degrees did you acquire?**<br><br>/_____number<br><br>***99: not stated |

| | |
|---|---|
| **I1224**<br><br>if<br>I1223>1<br>and <99 | **Now please think of your last vocational training or the last course of study you have completed.**<br><br>Filter: continue with J1202 |

**Definition of display <last training> for questions F1224 and F1225:**

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

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

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

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

## Relationship between training occupation and occupational activity

| | |
|---|---|
| **F1225**<br>if<br>F1200=1 | **If you now compare your current occupational activity as <display activity from F100-102> with your training as <last training from F1203>, what would you say?** |

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

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

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

INT: please read out all possible responses first.

| | |
|---|---|
| **F1227**<br>if F1225=3 | **Is your occupational activity related to <one of your previous courses of training> or is it not connected to <your previous courses of training> either?** |

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

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

Check: if there are two courses of training then use the singular form <your previous course of training>

| F1228 | **Why do you currently perform a completely different activity? Which of the following statements apply?** |
|---|---|

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

| 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 /_ _ _ _ _ (TF1228s) |
| F1228_09 | not stated |

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

Filter: All continue with F1300

| **Further training** |
|---|

| F1300 | Check: if F510 <= 2009: **Now please think of the last 2 years.** |
|---|---|

Check: if F510 > 2009: **Now please think of the time since you started working in your occupational activity at your present place of work.**

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

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

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

***9: not stated

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

1: yes
2: no

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

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

if
F1303=1

| F1304_01 | **information and communications technology and new software** |
|---|---|

1: yes
2: no

***9: not stated

| F1304_02 | **foreign languages** |
|---|---|

1: yes
2: no

***9: not stated

**F1304_03** **communication and personality training**

1: yes
2: no

***9: not stated

---

**F1304_04** **project management, management training**

1: yes
2: no

***9: not stated

---

**F1304_05** **preventive health care or health promotion**

1: yes
2: no

***9: not stated

---

**F1304_06** **commercial or economic knowledge**

1: yes
2: no

***9: not stated

---

**F1304_07** **other professional knowledge**

1: yes
2: no

***9: not stated

---

**F1304_08** **other fields**

1: yes, namely /_ _ _ _ _
2: no

***9: not stated

---

**F1305**

if
F1303=1

**Would you attend continuing training with the primary intention of adopting a new activity, of staying in touch with occupational developments or would it serve another purpose?**

1: adopting a new activity                                  => continue with F1306
2: staying in touch with professional developments         => continue with F1306
3: another purpose, namely /_ _ _ _ _ (TF1305s )

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

---

**F1306**

if
STIB=1,2,3,9
& zpalter�45
(incl. "not
stated")

**Would you currently like your firm to offer qualification and continuing training measures specifically targeted at older employees as well?**

1: yes
2: no

***9: not stated

---

| | |
|---|---|
| | **Career path** |

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

---

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

/_____year

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

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

---

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

/_____(TF1401)

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

Else:                                          => continue with F1403

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

---

**F1402**

if stated in
F1401

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

/_____(TF1402)

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

---

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

/_____employers

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


INT: temporary worker periods, the individual hiring firm does not count as employer

INT: excluding periods of vocational training, summer jobs and internships

---

**F1404**

if F1403>1
and
F1403<99

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

1: yes
2: no

***9: not stated

---

**F1405**

if
F400<4 &
F-J1202 le 2
(at least 1
period of
training ≤ 2)

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

1: yes
2: no

***9: not stated

---

| | |
|---|---|
| **F1407** | **Did you at any time since &lt;display year from F1400&gt; interrupt your occupational activity?** |
| | 1: yes, interrupted it<br>2: no, did not interrupt it |
| | ***9: not stated => continue with F1409 |
| | INT: counting as interruptions:  periods of unemployment<br>childcare leave or parental leave<br>military or civilian service<br>voluntary social, ecological year<br>periods of training |
| | not counting as interruptions:  periods of further and continuing training<br>legal maternity protection<br>periods of sickness |
| | Check: if F1400=9999 then don't display &lt;year from F1400&gt;. |

| | |
|---|---|
| **F1408**<br>if<br>F1407 =1 | **For how many years did you interrupt your occupational activity in total, given in approximate full years?** |
| | /_____year(s) |
| | ***97: less than half a year<br>***99: not stated |
| | INT: please round up half years to full years. |

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

| | |
|---|---|
| **F1410**<br>if<br>F1409=1 | **For how long have you been unemployed in total, given in approximate full years?** |
| | /_____year(s) |
| | ***97: less than half a year<br>***99: not stated |
| | INT: please round up half years to full years. |

| | |
|---|---|
| **F1411** | **How did you <u>primarily</u> acquire the knowledge and skills required for your occupational activity as &lt;display activity from F100-102&gt;? Through apprenticeship training, through continuing training, through professional experience or by other means?** |
| | 1: through initial training<br>2: through continuing training,<br>3: through professional experience,<br>4: or by other means? |
| | ***8: I can't say<br>***9: not stated |
| | INT: please read out possible responses and emphasise "primarily"; only one answer possible. |

| | |
|---|---|
| **F1411a**<br>if<br>F1411=4 | **And how did you acquire your knowledge and skills?** |
| | /_____(TF1411s) |

| F1412 | **If you consider your whole working life, what would you say: Did you experience a career advancement, a career decline, no significant change in your professional status, or has it been an upward-and-downward movement?** |
|---|---|
| | 1: career advancement |
| | 2: career decline |
| | 3: no significant change |
| | 4: or rather an upward-and-downward movement |
| | |
| | ***8: I can't say |
| | ***9: not stated |

| F1413 | **All in all, how satisfied are you with your working life so far? Very satisfied, satisfied, less satisfied or not satisfied?** |
|---|---|
| | 1: very satisfied |
| | 2: satisfied |
| | 3: less satisfied |
| | 4: not satisfied |
| | |
| | ***8: I can't say |
| | ***9: not stated |

| F1415 | **Have you ever moved house for professional reasons?** |
|---|---|
| | 1: yes |
| | 2: no |
| | |
| | ***8: I can't say |
| | ***9: not stated |

| F1416 | **What do you think, how will your professional situation change in the coming two or three years? Will it become better, remain the same or become worse?** |
|---|---|
| | 1: will become better, |
| | 2: remain the same |
| | 3: will become worse |
| | |
| | ***8: I can't say |
| | ***9: not stated |

| F1417 | **If you had a free choice: Would like to take early retirement, would you like to work until regular retirement age, or would you like to work beyond the regular retirement age?** |
|---|---|
| if STIB=1,2,3, 9 & Zpalter ≥ 4,5 incl. "not stated" | 1: would like to take early retirement |
| | 2: would like to work until regular retirement age |
| | 3: would like to work beyond the regular retirement age |
| | |
| | ***8: don't know |
| | ***9: not stated |

| F1418a | **And what would be your main reason for this?** |
|---|---|
| if F1417=1 | 1: because work is very strenuous |
| | 2: for health reasons |
| | 3: to have time for private interests |
| | 4: or for other reasons, namely /_ _ _ _ _ |
| | |
| | ***9: not stated |
| | |
| | INT: please read out possible responses |

| **F1418b** | **And what would be your main reason for this?** |
|---|---|
| if<br>F1417=3 | 1: for financial reasons<br>2: because I enjoy my work<br>3: to do something useful<br>4: or for other reasons, namely /_ _ _ _ _<br><br>***9: not stated<br><br>INT: please read out possible responses |

<div style="background-color: yellow; text-align: center;">

**Job satisfaction**

</div>

| **F1450** | **I will now focus on various aspects of your work. Regarding your work as <display activity from F100-102>, 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?** |
|---|---|
| | 1: very satisfied<br>2: satisfied<br>3: less satisfied<br>4: not satisfied<br><br>***9: not stated |

| **F1450_02** | **with the present career opportunities?** |
|---|---|
| not if<br>STIB=4,5 | 1: very satisfied<br>2: satisfied<br>3: less satisfied<br>4: not satisfied<br><br>***7: there are none<br>***9: not stated |

| **F1450_03** | **with your present working hours?** |
|---|---|
| | 1: very satisfied<br>2: satisfied<br>3: less satisfied<br>4: not satisfied<br><br>***9: not stated |

| **F1450_04** | **with the working atmosphere?** |
|---|---|
| not if<br>STIB=4,5 and<br>F515=1 | 1: very satisfied<br>2: satisfied<br>3: less satisfied<br>4: not satisfied<br><br>***9: not stated |

| **F1450_05** | **with your direct supervisor?** |
|---|---|
| if<br>STIB≠4,5,6,7 | 1: very satisfied<br>2: satisfied<br>3: less satisfied<br>4: not satisfied<br><br>***9: not stated |

**F1450_06**  **with the type and content of your work?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

---

**F1450_08**  **with the opportunities for applying your skills?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

---

**F1450_09**  **with the opportunities for continuing training and learning more?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

---

**F1450_10**  **with the work equipment, including furniture and software?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

---

**F1450_11**  **with the physical working conditions?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

---

**F1451**  **And now, as an overall summary: How satisfied are you with your entire occupational activity?**

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***9: not stated

INT: please read out possible responses

**In the final part, we will talk about health complaints in connection with your present occupational activity.**

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

| | |
|---|---|
| F1500_01 | low back pain, lumbago |
| F1500_02 | pain in the neck and shoulder region |
| F1500_03a | pain in the arms |
| F1500_03b | pain in the hands |
| F1500_04 | pain in the hips |
| F1500_05 | pain in the knees |
| F1500_06a | swollen legs |
| F1500_06b | pain in the legs, feet |
| F1500_07 | headaches |
| F1500_08 | heart pain, stabbing pain, pain or tightness in the chest |
| F1500_09 | shortness of breath |
| F1500_10 | coughing |
| F1500_11 | runny nose or urge to sneeze |
| F1500_12 | eye problems, i.e. burning sensation, pain, redness, itching, tears |
| F1500_13 | skin irritations, itching |
| F1500_14 | night-time sleeping disorders |
| F1500_15 | general tiredness, faintness or fatigue |
| F1500_16 | stomach and digestion complaints |
| F1500_17 | hearing deterioration, noise in ear |
| F1500_18 | nervousness or irritability |
| F1500_19 | depression |
| F1500_20 | dizziness |
| F1500_21 | physical exhaustion |
| F1500_22 | emotional exhaustion |
| F1500_23 | other complaints during or immediately after work? |

**F1501**

if stated in
F1500

**I will read out your health complaints once again. For each of them, please tell me whether you have been treated by a physician or therapist for this condition in the last 12 months.**

F1501_01

F1501_02    low back pain, lumbago

F1501_03a   pain in the neck and shoulder region

F1501_03b   pain in the arms

F1501_04    pain in the hands

F1501_05    pain in the hips

F1501_06a   pain in the knees

F1501_06b   swollen legs

F1501_07    pain in the legs, feet

F1501_08    headaches

F1501_09    heart pain, stabbing pain, pain or tightness in the chest

F1501_10    shortness of breath

F1501_11    coughing

F1501_12    runny nose or urge to sneeze

F1501_13    eye problems, i.e. burning sensation, pain, redness, itching, tears

F1501_14    skin irritations, itching

F1501_15    night-time sleeping disorders

F1501_16    general tiredness, faintness or fatigue

F1501_17    stomach and digestion complaints

F1501_18    hearing deterioration, noise in ear

F1501_19    nervousness or irritability

F1501_20    depression

F1501_21    dizziness

F1501_22    physical exhaustion

F1501_23    emotional exhaustion

other complaints

---

**F1502**    **How would you describe your general state of health?**

1: excellent
2: very good
3: good
4: not so good
5: or bad

***9: not stated

INT: please read out possible responses

---

**F1503**    **Did you stay home sick or have you called in sick in the last 12 months?**

1:yes
2: no    => continue with F1506

***9: not stated => continue with F1506

| | |
|---|---|
| **F1504** | **How many times did that happen?** |
| if<br>F1503=1 | _____times<br>***99: not stated |

| | |
|---|---|
| **F1505** | **How many workdays were that all in all?** |
| if<br>F1503=1 | _____workdays<br>***999: not stated |

| | |
|---|---|
| **F1506** | **In the last 12 months, did you ever go to work although you should better have called in sick due to your state of health?**<br><br>Check: if STIB = 4 then please display:<br><br>**In the last 12 months, did you ever go to work although you should better have stayed home due to your state of health?**<br><br>1:yes<br>2: no    => continue with F1512<br><br>***9: not stated => continue with F1512 |

| | |
|---|---|
| **F1507** | **How many times did that happen?** |
| if<br>F1506=1 | _____times<br>***99: not stated |

| | |
|---|---|
| **F1508** | **How many workdays were that all in all?** |
| if<br>F1506=1 | _____workdays<br>***999: not stated |

| | |
|---|---|
| **F1512** | **Have any health promotion measures been carried out in your firm within the last 2 years?** |
| not if<br>STIB=4,5 and<br>F515=1 | 1: yes<br>2: no<br><br>***8: don't know<br>***9: not stated |

| | |
|---|---|
| **F1513** | **Did you participate in them?** |
| if<br>F1512=1 | 1: yes<br>2: no<br><br>***9: not stated |

**To conclude, I would like to ask you for a few personal details.**

---

**F1600**   **What is your marital status?**                                          54

1: married
2: single
3: divorced
4: widowed
5: domestic partnership

***9: not stated => continue with F1602

INT: please read out possible responses

---

**F1601**   **Do you live together with <your> partner?**

if
F1600=1,5

1: yes
2: no

***9: not stated

---

**F1602**   **Do you live together with a partner?**

if
F1600=2,3,4,
9 or
F1601=2

1: yes
2: no

***9: not stated

---

**F1603**   **Is your partner currently employed?**

if
F1601=1 or
F1602=1

1: yes
2: no

***9: not stated

---

**F1603a**   **What is the monthly net income of your partner? We are talking about the amount after deduction of taxes and social-security contributions.**

if
F1603=1

1: less than 1500 euros
2: 1500 to less than 2500 euros or
3: more than 2500 euros

***8: don't know

***9: not stated

---

**F1604**   **Do you have children? By this we mean your own children as well as adopted children.**

1: yes
2: no

***9: not stated

---

**F1605**    **Are there children under 18 years of age living in your household?**

1: yes
2: no                  => continue with F1606

***9: not stated      => continue with F1606

---

| | |
|---|---|
| **F1605a** | **How many are they?** |
| if<br>F1605 =1 | /_____ |
| | ***99: not stated |

| | |
|---|---|
| **F1605b** | **How old is the youngest child in the household? ...** |
| if<br>F1605a >1 | /_____years |
| | ***99: not stated |
| | INT: if child under 1 year of age then please enter 0. |

| | |
|---|---|
| **F1605c** | **And how old is it? ...** |
| if<br>F1605a =1 | /_____years |
| | ***99: not stated |
| | INT: if child under 1 year of age then please enter 0. |

| | |
|---|---|
| **F1606** | **When you were a child, what language or languages did you learn as your mother tongue?** |
| F1606_01 | German |
| F1606_02 | English |
| F1606_03 | French |
| F1606_04 | Russian |
| F1606_05 | Spanish |
| F1606_06 | Turkish |
| F1606_07 | Italian |
| F1606_08 | Greek |
| F1606_09 | Portuguese |
| F1606_10 | Polish |
| F1606_11 | Arabic |
| F1606_12 | Japanese |
| F1606_13 | Chinese |
| F1606_17 | other language /_ _ _ _(TF1606) |
| F1606_99 | not stated |
| | INT: please don't read out possible responses, multiple answers possible |

| | |
|---|---|
| **F1607** | **What is your nationality?** |
| F1607_01 | Germany |
| F1607_02 | Italy |
| F1607_03 | Turkey |
| F1607_04 | Austria |
| F1607_05 | Belgium, Luxemburg, the Netherlands |
| F1607_06 | Denmark, Finland, Sweden |
| F1607_07 | France |
| F1607_08 | United Kingdom, Ireland |
| F1607_09 | Greece |
| F1607_10 | Portugal, Spain |
| F1607_11 | Poland |
| F1607_12 | Estonia, Latvia, Lithuania, Malta, Slovak Republic, Slovenia, Czech Republic, Hungary, Cyprus |
| F1607_13 | Russia |
| F1607_14 | other |
| F1607_15 | stateless |
| F1607_99 | not stated |
| | INT: please don't read out possible responses, multiple answers possible |

| F1608 | **Finally, I would like to ask you for a few details about your father's _or_ your mother's occupation.** |
|---|---|
| | **Did you live together with your father all the time between birth and age 15?** |
| | 1: yes |
| | 2: no |
| | ***7: I'm an orphan   => continue with Anzmobilf |
| | ***8: don't know      => continue with Anzmobilf |
| | ***9: not stated       => continue with Anzmobilf |
| | INT: If TP asks for explanation: it shall be analyzed to what extent the parents influence the child's career opportunities |

| F1609<br><br>if<br>F1608=1 | **Which occupational activity did your father pursue in his main profession when you were 15 years of age?** |
|---|---|
| | / _____ |
| | ***7: was not gainfully employed   => continue with Anzmobilf |
| | ***8: don't know                      => continue with Anzmobilf |
| | ***9: not stated                       => continue with Anzmobilf |

| F1610<br><br>if<br>F1608=2 | **Which occupational activity did your mother pursue in her main profession when you were 15 years of age?** |
|---|---|
| | / _____ |
| | ***7: was not gainfully employed   => continue with Anzmobilf |
| | ***8: don't know                      => continue with Anzmobilf |
| | ***9: not stated                       => continue with Anzmobilf |

| F1611 | **What was &lt;his/her&gt; vocational position when you were 15 years of age? Blue collar worker, white collar worker, civil servant, or was &lt;he/she&gt; self-employed?** |
|---|---|
| | 1: blue collar worker, e.g. in manufacturing, the crafts, construction, agriculture |
| | 2: white collar worker or civil servant |
| | 3: self-employed person |
| | ***8: don't know |
| | ***9: not stated |
| | Check: if F1608 = 1 <he>, else she |

| F1612<br><br>if<br>F1611=2,3 | **To how many colleagues did &lt;he/she&gt; act as a supervisor?** |
|---|---|
| | 1: none |
| | 2: 1 to 9 colleagues |
| | 3: 10 colleagues and more |
| | ***8: don't know |
| | ***9: not stated |
| | Check: if F1608 = 1 <he>, else she |

| Anzmobilf<br><br>for all | **Are you personally using a mobile phone? If so, how many of them?** |
|---|---|
| | 0: don't use a mobile phone |
| | 1: 1 mobile phone |
| | 2: 2 mobile phones |
| | 3: 3 or more mobile phones |
| | 9: not stated |

| **Anztelf** | **How many landline numbers does your household have?** |
|---|---|
| for all | 1: 1 landline number<br>2: 2 landline numbers<br>3: 3 or more landline numbers |
| | 9: not stated |
| | *** INT: phone numbers used exclusively for fax machines do not count |

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

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

| **Netz2** | **How many days per week do you normally use the Internet?** |
|---|---|
| if<br>Netz1 < 3 | / _____ |
| | 96: less than once per week<br>97: less than once per month<br>99: not stated |

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

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

| **F1620b** | **May I please write down your name so that I can address you properly the next time?** |
| **(erlaub)** | / _____ |

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

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

**We would like to thank you very much for this interview**