

BIBB/BAuA- Employment Survey 2018

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

Version main survey

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

Survey instrument
Questionnaire master for CATI programming
incl. variable identifier

Version main survey
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FURTHER INFORMATION:

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START OF THE MAIN INTERVIEW


Current occupational activity

F100	What occupational activity are you currently engaged in? Test: If several gainful activities are exercised and E106 ≠ 2 and NT = 1, then show instead: < What occupational activity are you currently engaged in? By this I mean the gainful employment for which you spend most of your time. Please give me the specific name. For example, not <mechanics, but car mechanics, not teacher, but high school teacher>. This is not about the occupation that was learned in the past, but about the gainful employment that is practised today. ✎ _____ (TF100) ***99: no specification (F100_kA) ⇒ continue with F101 Formulation depending on gender: <female mechanic ("Mechanikerin") but female car mechanic ("KFZ-Mechanikerin"), not female teacher ("Lehrerin") but female secondary-school teacher ("Gymnasiallehrerin")>
F101 if F100=99	This is a very important information for our study. Would you please tell me what your current occupational activity is? ✎ _____ (TF101) ***99: not specified (F101_kA) ⇒ End of interview
F102 if term is included in occupational list	Test: if the activity is included in the list of occupations, show for interviewers Can you tell me more about this occupational activity? Does what you do have a more specific name? ✎ _____ (TF102)
F103	Are you currently working in your desired occupation or would you rather work in another occupation? 1: Work in my desired occupation 2: Would prefer to work in another occupation ***9: not specified
Stib	What is your occupational status in your activity as < show activity from F100-102>? Are you ... 1: Worker, 2: Salaried employee, 3: Civil servant, 4: Self-employed person 5: Freelancer (In German: freiberuflich tätig), 6: Freelance collaborator (in German: Freie Mitarbeiter/in), 7: Assisting family member ***9: Target person (ZP) can't choose between "worker" and "salaried employee" ***99: not specified INT: Please read the instructions aloud PROG: Formulation of occupational status in relation to S1 (gender)

Working time and place of work

F200 In your occupational activity, how many hours per week is your weekly working time agreed with the employer without overtime?

if STIB≠4,5,6

 _____ Hours per week (two-digit, decimal, one digit, 1-85, 97, 99)

***97: No weekly working hours agreed

***99: not specified

INT: Week can also include Saturday and Sunday, e.g. in the gastronomy area.

F200P This is an unusually high number of hours. Have you agreed this with your employer?

if F200 > 50
and < 97

1: Yes, number of hours agreed as follows

2: No, correct number of hours

F204 How is your overtime or extra work compensated?

if

AZ>F200 and
(F200>=1 and
<97)

1: by payment

2: through leisure time compensation

3: through both

4: or there is no compensation

***9: not specified

INT: Please read the instructions aloud

F206 And how long do you actually work for an average of one week, including your secondary employment?

if
NT=1

 _____ Hours per week

***999: not specified

INT: Please round up half hours to full hours.

Test: F206 must be higher than or equal to AZ.

F206P This is an unusually high number of hours. Is that correct?

if
F206 > 70
and < 999

1: Yes, number of hours correct

2: No, correct number of hours

Test: if secondary employment, then show:

The following questions all relate to your main activity as <Fade in activity from F100-102>.

F208 How often do you manage to take your family and private interests into account when planning your working hours?

1: frequently

2: sometimes

3: rarely

4: or never

***9: not specified

INT: Please read the instructions aloud

F209 Do you normally work between 7 and 19 o'clock?

1: yes

2: No

***9: not specified

F209_01 Do you work shifts?

if
F209= 2, 9

1: yes
2: No

***9: not specified

F210 In which shifts do you work in your activity?

if
F209_01=1

1: Early shift only
2: Late shift only
3: Night shift only
4: Alternating shift

***98: Other

***99: not specified

INT: Do not read out default values at first

F211 Which shifts are these?

if
F210=4

1: Early and late shift
2: Early and night shift
3: Late and night shift
4: Early, late and night shift
5: day and night shift (12-hour shifts)

***98: Other

***99: not specified

INT: Read answers only when needed

F210_01 Is that stressful to you?

if
F209_01=1

1: Yes
2: No

***9: not specified

INT: For answer "sometimes" please enter "yes".

F216 Have you agreed the following in your activity?

F216_01

Standby duty

F216_02

On-call duty

F216_03

Work on call

F216_04

None of it

F216_09

***9: not specified

INT: Read categories individually! Multiple answer possible.

ad 1: In on-call duty, the employer determines the employee's location.

ad 2: When on-call, the worker chooses his location and must start work as soon as possible if necessary.

ad 3: In the case of work on call, a contractual agreement is the basis that the beginning and/or end of working time is determined as required.

INT: Read notes only when required.

F220 Do you normally work at least once a month on Saturdays?

1: Yes
2: No

***9: not specified

F223 Do you normally work at least once a month on Sundays?

1: Yes

2: No

***9: not specified

F228 Do you work for your company - even if only occasionally - from home?

if
STIB ≠4.5

1: Yes

2: No ⇒ F232

***9: not specified ⇒ F232

F229 How frequently does this occur?

if
F228=1

1: always

2: frequently

3: sometimes

4: or rarely

***9: not specified

INT: Please read the instructions aloud

F230 Is this so-called telework? Does that mean you regularly use a computer or telephone when you work at home?

if
F228=1

1: Yes

2: No ⇒ F230_02

***9: not specified ⇒ F230_02

F230_01 Is this teleworking contractually agreed with you? In other words, is there, for example, a service agreement or works agreement, or a settlement agreement or subsidiary agreement?

if
F230=1

1: Yes

2: No

***9: not specified

F230_02 Is it contractually agreed that you can work from home? In other words, is there, for example, a service agreement or works agreement, or a settlement agreement or subsidiary agreement?

if
F230=2,9


1: Yes

2: No

***9: not specified

F231 As a rule, how many hours per week do you work from home on average? This refers to hours actually worked, regardless of your standard working time.

if
F229 >=2

 _____ (1-120, 997-999)

***997: irregular


***998: I can't say

***999: not specified

INT: Only suggest "997: irregular" if no exact number of hours per week can be specified.

INT: Please round up half hours to full hours.

F231_01 How many days a week are the hours you work at home usually spread over?

if
F229 >=2  _____ (1-7, 97-99)

***97: irregular
***98: I can't say
***99: not specified

INT: Only suggest "97: irregular" if no exact number of days per week can be specified.

F231_02 Are the hours you work from home fully, partially or not at all counted as working time?

if
F229 >=2
1: Complete
2: Partially
3: Not at all

***9: not specified


F232 If your company would allow you to work at home temporarily, would you accept this offer?

if
F228=2,9
1: Yes
2: No
3: Is not possible with my work

***9: not specified

INT: Please read the instructions aloud

F233_GKZ Can you tell me the postal code of your business premises?

 (F233_PLZ)

***99996: Plain text input of the city/community
***99997: The business premises is located abroad
***99998: changing place of work in different regions
***99999: not specified

INT: If target person cannot spontaneously make an entry, please read aloud:

If you do not know these exactly, please tell me the city or the municipality in which your business premises is located.

 (F233_GKZ - generated via location entry)

***9999996: No city selected, postal code available
***9999997: The business premises is located abroad
***9999998: changing place of work in different regions
***9999999: not specified

Check: if city is not contained in the deposited common list or "no information" for postcode/city:


In which federal state is your business premises located?

 _____ (F233_Bula)

***99: not specified

Activities carried out

F300 What is the most important working tool for your activity as <show activity from F100-102>? What is meant is the object that is most important for it.

 _____ (TF300)

***99: not specified (F300_kA)

INT: The naming of parts of the body is not permitted here, it is about objects. In case of inaccurate information, e.g. "tool", please ask if a more exact naming is possible.

F301 Do you have employees for whom you are <the> direct superior?

1: Yes

2: No

***9: not specified

Test: if gender is female: <in German: *die* instead of *der*>

INT: It's about employees for whom you have personnel responsibility.

F302 And how many is that?

if
F301=1

 _____ Employees

***99999: not specified

F302_01 What level of management would you assign yourself to?

if
Stib
=1,2,3,9,99
and F301=1

1: the upper

2: the middle

3: or the lower

***7: there's only one management level

***8: ZP cannot clearly assign himself to a category

***9: not specified

INT: Please read the instructions aloud

Please think of your occupational activity as <Fade in activity from F100-F102>. I would now like to list a few selected activities. Please tell me how often these activities occur in your work, whether frequently, sometimes or never.

Sequence F303 to F320 randomly generated: When making the first statement, fade in the question "Does this happen frequently, sometimes or never?"

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

F303 Manufacturing, producing goods and commodities

1: frequently

2: sometimes

3: never

***9: not specified

F304 Measuring, testing, quality control

1: frequently

2: sometimes

3: never

***9: not specified

F305	Monitoring, control of machines, plants, technical processes 1: frequently 2: sometimes 3: never ***9: not specified
F306	Repairing, renovating 1: frequently 2: sometimes 3: never ***9: not specified
F307	Purchasing, procuring, selling 1: frequently 2: sometimes 3: never ***9: not specified
F308	Transporting, storing, shipping 1: frequently 2: sometimes 3: never ***9: not specified INT: Transport can also refer to persons.
F309	Advertising, Marketing, Public Relations, PR 1: frequently 2: sometimes 3: never ***9: not specified
F310	Organizing, planning and preparing work processes. What is meant here are work processes of others. 1: frequently 2: sometimes 3: never ***9: not specified
F311	Developing, researching, constructing 1: frequently 2: sometimes 3: never ***9: not specified
F312	Training, instructing, teaching, education 1: frequently 2: sometimes 3: never ***9: not specified

F313	Gathering information, researching, documenting 1: frequently 2: sometimes 3: never ***9: not specified
F314	Providing advice and information 1: frequently 2: sometimes 3: never ***9: not specified
F315	Entertaining, accommodating, preparing food 1: frequently 2: sometimes 3: never ***9: not specified
F316	Nursing, caring, healing 1: frequently 2: sometimes 3: never ***9: not specified
F317	Protecting, guarding, monitoring, regulating traffic 1: frequently 2: sometimes 3: never ***9: not specified
F318	Working with computers 1: frequently 2: sometimes 3: never ***9: not specified INT: We also mean tablets, but not mobile phones.
F319 if F318 ≤ 2	Use of the Internet or e-mail processing 1: frequently 2: sometimes 3: never ***9: not specified
F320	Cleaning, waste disposal, recycling 1: frequently 2: sometimes 3: never ***9: not specified

F321 Have we forgotten an activity you do frequently?

1: Yes  _____ (TF321)

2: No.

***9: not specified

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

F322 Does your activity have anything to do with renewable or regenerative energies?

1: Yes

2: No.

***9: not specified

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

F323 Is your company active in this field?

if
F322=2

1: Yes

2: No

***9: not specified

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

if
F318=1,2

1: Exclusively as user

2: Goes beyond pure application

***8: Can't say ⇒continue with F327

***9: not specified ⇒continue with F327

F325 Which of the following IT activities do you perform?

if
F324=2

PROG: Query F325_01- F325_07 only if F324=2

F325_01 Software development, programming, system analysis

1: Yes

2: No.

***9: not specified

F325_02 Develop, produce IT technology or hardware

1: Yes

2: No.

***9: not specified

F325_03 IT administration e.g. of networks, IT systems, databases, web servers

1: Yes

2: No.

***9: not specified

F325_04 Website design and support

1: Yes

2: No.

***9: not specified

F325_05 IT consulting, user support, training

1: Yes

2: No.

***9: not specified

F325_06 IT sales

1: Yes

2: No.

***9: not specified

F325_07 Other

1: Yes

2: No.

***9: not specified

F327 I'll read you some situations now. We are interested in how often these situations occur in your work. How often does it occur in your work, ...

Sequence F327_01-327_06 randomly generated

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

F327_01 that you have to react to problems and solve them? Does this happen frequently, sometimes or never?

1: frequently

2: sometimes

3: never

***9: not specified

F327_02 that you have to make difficult decisions on your own?

1: frequently

2: sometimes

3: never

***9: not specified

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

1: frequently

2: sometimes

3: never

***9: not specified

F327_04 that you have to take responsibility for other people?

1: frequently

2: sometimes

3: never

***9: not specified

F327_05 that you have to convince others and negotiate compromises?

- 1: frequently
- 2: sometimes
- 3: never

***9: not specified

F327_06 that you need to communicate with other people professionally?

- 1: frequently
- 2: sometimes
- 3: never

***9: not specified

Occupational requirements

F400 What type of training is usually required for performing your activity as <show occupational activity from F100-102>? A completed vocational training, a university of applied sciences degree or university degree, an advanced training degree, e.g. as a master or technician, or is no vocational training degree required?

- 1: Completed vocational training (also school-based vocational training)
- 2: University of applied sciences or university degree
- 3: Advanced training degree (master's or technician's degree, trade and technical school degree, etc.)
- 4: No vocational training degree required

***8: I can't say

***9: not specified

F401 Is for your activity as <show activity from F100-102> a rather short briefing < at the workplace> sufficient for the exercise of your activity or is a longer induction < in the company> necessary?

- 1: Short briefing < at the workplace> is sufficient
- 2: Longer training <in the company> required

***8: I can't say

***9: not specified

Test: <at the workplace > and <in the company> do not show if STIB = 4,5

F402 And is it usually necessary to attend special training courses or seminars?

- 1: Yes
- 2: No

***9: not specified

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

Sequence F403_01 to F403_09 randomly generated

INT: Read out defaults only when required

F403_01 Legal knowledge

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

***9: not specified

F403_02 Knowledge of project management

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

**7: I don't know #

***9: not specified

F403_03 Knowledge in the medical or nursing field

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

***9: not specified

F403_04 Knowledge in mathematics, calculus, statistics

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

***9: not specified

F403_05 Knowledge of German, written expression, spelling

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

***9: not specified

F403_06 Knowledge of PC application programs

if
F318=1,2

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

***9: not specified

F403_07 Technical knowledge

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

***9: not specified

F403_08 Commercial or business knowledge

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

***9: not specified

F403_10 Do you need in your activity as <Fade in activity from F100-102> basic or specialist knowledge in English?

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

***9: not specified

F404	How well do you have to speak English? Do you need to be confident in speaking, writing or business fluent?
if F403_10=3	
F404_01	Confident in speaking
F404_02	Confident in writing
F404_03	Business fluent
F404_09	***9: not specified
	INT: Multiple answers possible

F403_11	Do you need basic or specialist knowledge in languages other than English and German?
	1: No knowledge
	2: Basic knowledge
	3: Specialist knowledge
	***9: not specified

F409	Do you feel in your activity as <fading in as a job from F100-102> usually up to the requirements of your occupational knowledge and skills, rather overchallenged or rather underchallenged?
	1: usually up to the requirements
	2: rather overchallenged
	3: rather underchallenged
	***9: not specified

F410	And do you usually feel up to the demands of the amount of work or the workload, rather overchallenged or rather underchallenged?
	1: usually up to the requirements
	2: rather overchallenged
	3: rather underchallenged
	***9: not specified

F411	I'll now read you some work demands. Please tell me on each point how often this occurs in your work, whether frequently, sometimes, rarely or never. How often does it occur in your work, ...
	INT: Read categories aloud at the beginning, then read them aloud again if required.

F411_01	...that you have to work under strong deadline or performance pressure?
	1: frequently
	2: sometimes
	3: rarely
	4: or never
	***9: not specified

F412_01	Is that stressful to you?
if F411_01=1	1: Yes
	2: No
	***9: not specified
	INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no". Applies to F412_1 to F412_13 in each case

F411_02 ...that the execution of the work is prescribed to you in every detail?

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

F412_02 Is that stressful to you?

if
F411_02=1

- 1: Yes
 - 2: No
- ***9: not specified

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

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

F412_03 Is that stressful to you?

if
F411_03=1

- 1: Yes
 - 2: No
- ***9: not specified

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

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

F412_04 Is that stressful to you?

if
F411_04=1

- 1: Yes
 - 2: No
- ***9: not specified

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

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

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

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

F412_06 **Is that stressful to you?**

if
F411_06=1 1: Yes
 2: No

***9: not specified

F411_07 **... that you are prescribed an exact number of pieces, a certain minimum output or the time to do a certain task?**

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

***9: not specified

F412_07 **Is that stressful to you?**

if
F411_07=1 1: Yes
 2: No

***9: not specified

F411_08 **...that things are demanded of you that you have not learned or that you do not master?**

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

***9: not specified

F412_08 **Is that stressful to you?**

if
F411_08=1 1: Yes
 2: No

***9: not specified

F411_09 **...that you have to keep an eye on different types of work or processes at the same time?**

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

***9: not specified

F412_09 **Is that stressful to you?**

if
F411_09=1 1: Yes
 2: No

***9: not specified

F411_12 **...that you have to go to the limits of your capabilities?**

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

***9: not specified

F412_12 **Is that stressful to you?**

if
F411_12=1 1: Yes
 2: No

***9: not specified

F411_13 **...that you have to work very fast?**

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

***9: not specified

F412_13 **Is that stressful to you?**

if
F411_13=1 1: Yes
 2: No

***9: not specified

F411_14 **... that you find it difficult to switch off after work?**

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

***9: not specified

F411_15 **... that your job puts you in situations that stress you emotionally?**

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

***9: not specified

Employment status / employment relationship

Einl_stib

You said at the beginning of our conversation that you are performing your job <show position in occupation>.

Examination:

if STIB=1 ⇒continue with F500

if STIB=2,9,99 ⇒continue with F501

if STIB=3 ⇒continue with F503

if STIB=4 ⇒continue with F506

if STIB=5,6,7 ⇒continue with F510

F500

Which of the following groups do you belong to? Are you...

if
STIB=1

1: semi-skilled worker, unskilled worker, auxiliary staff

2: Skilled worker, journeyman

3: Foreman (in German: Vorarbeiter), Column Leader (in German: Kolonnenführer)

4: or master, foreman (in German: Polier) in an employment relationship

***9: not specified

INT: Please read the instructions

Test: In case of women use female form. Foreman (Polier) remains in male form

Filter: All continue with F503

F501

Are you an employee

if
STIB=2,9,99

1: with simple tasks

2: with qualified tasks e.g. clerk, office clerk, technical draftsman

3: with highly qualified tasks, e.g. scientific assistant, engineer, department head

***9: not specified

Test: In case of women use female form.

INT: Please read the instructions aloud

INT: Examples of simple tasks are salesperson, cleaning staff, nursing assistants, etc.

F502

Are you employed as a master or a foreman?

if
F501=2,3

1: Yes

2: No

***9: not specified

Test: In case of women use female form. Foreman (in German: Polier) remains in male form.

F503

Do you carry out your tasks predominantly according to instructions or predominantly independently?

if
STIB.
1,2,3,9,99

1: predominantly according to instructions

2: predominantly self-employed

***3: Both equally frequent

***9: not specified

F504

Are you a civil servant in the lower, middle, upper or higher level of the civil service?

if
STIB=3

1: in simple service

2: in the middle service

3: in the upper service

4: in the higher service

***9: not specified

Test: For women female form

F503_01 Do you have specialist responsibility as a project, group or team leader?

if
STIB.
1,2,3,9,99

1: Yes

2: No

***9: not specified

INT: Holiday replacement or other replacements are not meant here.

Test: For women use female form

F503_02 Do you have autonomous budget responsibility in your activity?

if
STIB.
1,2,3,9,99

1: Yes

2: No

***9: not specified

INT: This does not mean the shopping, ordering goods or managing of small sums (<1000 €), read reference only on demand.

F505 Are you formally entitled to give technical instructions to other employees?

if
STIB.
1,2,3,9,99

1: Yes

2: No

***9: not specified

F506 Are you an independent master?

if
STIB=4

1: Yes

2: No

***9: not specified

Test: For women use female form

F507 Are you currently in a temporary or permanent employment relationship?

if
STIB.
1,2,9,99

1: Temporary

2: permanent

***9: not specified

F509 Are you employed by a temporary employment agency that places you with other companies?

if
STIB.
1,2,9,99

1: Yes

2: No


***9: not specified

F510 Test: if STIB = 1,2,3,7,9,99 & F509<> 1
How long have you been working for your current employer? Please name the year.

Test: if STIB = 4.5
How long have you been running this operation, this business? Please name the year.

Test: if STIB = 6
Since when have you been working as a <freelancer> for the company for which you spend most of your working time? Please name the year.

Test: if F509=1
How long have you been with this temporary employment agency? Please name the year.

 _____ year


***9999: not specified

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

Use female form for women (as far as possible)


F511 **And since when do you carry out your activity as <show activity from F100-102> on your current workplace? Please tell me the year.**

if
STIB.
1,2,3,7,9,99
and F509≠1

 _____ Year (F511_j)

9999: not specified

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

 _____ Month (F511_m)

99: not specified

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

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

F512 Test: if STIB = 1,2,3,7,9,99 & F509<> 1
Does the company in which you work belong to...

Test: if STIB = 4.5
Does your company...

Test: if STIB = 6
Does this company in which you mainly work belong to...

Test: if F509=1
Does the borrowing company in which you work belong to...

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

***7: Private household⇒ continue with F518

***9: not specified

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

INT: Please read the instructions.

Prog: Show item 1 and 7 only for Stib=1,2,3,7,9,99

F513 **And what industry does the company belong to? Please tell me as precisely as possible, e.g. not "public service" but "hospital", not "industry" but "electrical industry", not "motor vehicle industry" but e.g. "repair or sale of motor vehicles".**

if
F512#7

 _____ (TF513)

***99: not specified

INT: Please ask if necessary!

F515 **Test: if STIB = 1,2,3,7,9,99**
How many people are roughly employed in the company where you work, including <<owners and>> apprentices?

if
(STIB=1,2,3,4,
5,7,9,99) and
F512#7

Test: if STIB = 4.5

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

- 1: 1 person
- 2: 2 persons
- 3: 3 to 4 persons
- 4: 5 to 9 persons
- 5: 10 to 19 persons
- 6: 20 to 49 persons
- 7: 50 to 99 persons
- 8: 100 to 249 persons
- 9: 250 to 499 persons
- 10: 500 to 999 persons
- 11: 1000 and more persons

***99: not specified

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

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

INT: Read out defaults if required

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

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

F515_01 **Does your company have a works council or a staff council?**

if
F515>=4

- 1: Yes
- 2: No

***9: not specified

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

F516 **What is the current economic situation of your company?**

if
STIB=4.5


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

***8: don't know

***9: not specified

INT: Please read the instructions aloud

F517 Test: if STIB = 6
if (STIB= 1,2,4,5,6,7,9,9) and F512≠7
How high do you estimate the risk that in the near future your freelance work for the company for which you mainly work will be terminated?
Test: if F507=1
How high do you estimate the risk that your contract will not be extended?
Test: if STIB = 4, 5
How high do you estimate the risk that you will have to close your business in the near future?
Test: Otherwise
How high do you estimate the risk that you will be dismissed from the company in the near future?
1: very high
2: high
3: rather low
4: or is there no danger at all?
***8: does not wish to be retained
***9: not specified
INT: Please read the instructions aloud
if F509=1: INT: the question relates to your direct working environment, not to your temporary employment agency

F518 Test: if STIB = 1,2,3,7,9,99
Now to your monthly gross wage, i.e. salary before deduction of taxes and social security. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?
Test: if STIB = 6
Now to your gross monthly wage. This does not refer to turnover. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?
Test: if STIB = 4.5
Now to your gross monthly wage. This does not refer to turnover or profit. Please don't include child benefit. What is your gross monthly wage from your activity as <show activity from F100-102>?
 _____ EURO (value range 1 - 99997)
***99998: don't know
***99999: not specified

F519 **Would you then perhaps tell me: Does your gross monthly wage amount to less than 1500 euros?**
if F518=99998,9999
1: Yes, less than 1500 Euro
2: No, 1500 Euro and more
***9: not specified

F520 **Is your job <show activity from F100-102> a so-called minor employment (in German: "geringfügige Beschäftigung"), also called a mini-job, with a payment of up to 450 Euro per month?**
if STIB. 1,2,7,9,99 and (F518 <=450 or F519=1,9)
1: Yes
2: No
***9: not specified

F524 **The legal minimum wage was introduced in January 2015. Did you previously earn <in your main occupational activity at that time> a gross hourly wage of less than € 8.50?**

if
STIB=1
,2,9,99 and
(F518 <2.000€
or F519=1,9)

1: Yes

2: No

***7: wasn't employed at the time.

***8: don't know

***9: not specified

PROG: show < in your main job occupational activity at that time > if F511_j > 2014

INT: The minimum wage is a legal minimum wage and applies to all employees in Germany.

F525 **Has your gross wage increased due to the introduction of the minimum wage?**

if
STIB=
1,2,9,99 and
(F518 <2.000€
or F519=1,9)

1: Yes

2: No

***8: don't know

***9: not specified

working conditions

Let us now come to various working conditions and whether this occurs frequently, sometimes, rarely or never during your activity as <show activity from F100-102>.

INT: Read categories at the beginning, then read them out again if necessary.

F600_01 **Work standing up. How often does this happen?**

1: Frequently

2: Sometimes

3: Rarely

4: Never

***9: not specified .

F602_01 **Is that stressful to you?**

if
F600_01=1

1: Yes

2: No

***9: not specified

INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no".
Applies to F602_01 to F602_13 in each case

F600_02 **Work at least one hour continuously in a seated position. How often does this happen?**

1: Frequently

2: Sometimes

3: Rarely

4: Never

***9: not specified

F602_02 **Is that stressful to you?**

if
F600_02=1

1: Yes

2: No

***9: not specified

F600_03 **Loads of more than < for male ZP: 20 kg, for female ZP use 10 kg > lift and carry**

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

***9: not specified

F602_03 **Is that stressful to you?**

if
F600_03=1

- 1: Yes
- 2: No

***9: not specified

F600_04 **Work with smoke, dust or under gases, vapours**

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

***9: not specified .

F602_04 **Is that stressful to you?**

if
F600_04=1

- 1: Yes
- 2: No

***9: not specified

F600_05 **Work under cold, heat, moisture, humidity or draughts.**

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

***9: not specified

F602_05 **Is that stressful to you?**

if
F600_05=1

- 1: Yes
- 2: No

***9: not specified

F600_06 **Working with oil, grease, dirt**

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

***9: not specified

F602_06 **Is that stressful to you?**

if
F600_06=1

- 1: Yes
- 2: No

***9: not specified

F600_07a **Performing work with your hands that requires a high degree of skill, fast sequences of movements or greater forces**

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

***9: not specified

F602_07a **Is that stressful to you?**

- if F600_07a=1
- 1: Yes
 - 2: No

***9: not specified

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

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

***9: not specified

F602_07b **Is that stressful to you?**

- if
F600_07b=1
- 1: Yes
 - 2: No

***9: not specified

F600_07c **In which posture exactly do you work? Do you work frequently ...**

if F600_07b=1

- F600_07c1 in a stooped posture
- F600_07c2 in squatting or kneeling posture
- F600_07c3 overhead
- F600_07c9 ***9: not specified

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

F600_09 **Work in bright light or with poor or insufficient illumination.**

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

***9: not specified

F602_09 **Is that stressful to you?**

- if
F600_09=1
- 1: Yes
 - 2: No

***9: not specified

F600_09a Is the artificial lighting at your workplace very dark or very bright?

if
F600_09=1

- 1: very dark
- 2: very bright
- ***3: neither
- ***8: there's no artificial lighting
- ***9: not specified

F600_09b Is the light blinding you?

if
F600_09=1

- 1: Yes
- 2: No
- ***9: not specified

INT: It's about artificial lighting.

F600_12 Working under noise

- 1: Frequently
- 2: Sometimes
- 3: Rarely
- 4: Never
- ***9: not specified

F602_12 Is that stressful to you?

if
F600_12=1

- 1: Yes
- 2: No
- ***9: not specified

F600_12a Working under disturbing noises

- 1: Frequently
- 2: Sometimes
- 3: Rarely
- 4: Never
- ***9: not specified

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

F602_12a Is that stressful to you?

if F600_12a=1

- 1: Yes
- 2: No
- ***9: not specified

F600_12b What is the main cause of noise pollution?

if F602_12a=1

- 1: Machines or devices in your working environment
- 2: Noise from outside, e.g. road traffic, adjacent production areas
- 3: Language
- 4: Other
- ***9: not specified

INT: Please read out the specifications, only one answer possible

F600_13 If F602_12a = 1:
How often does the following working condition occur during your work? Handling microorganisms such as pathogens, bacteria, moulds or viruses?
Or else:
Handling microorganisms such as pathogens, bacteria, moulds or viruses?
1: Frequently
2: Sometimes
3: Rarely
4: Never
***9: not specified

F602_13 **Is that stressful to you?**
if
F600_13=1 1: Yes
2: No
***9: not specified

F605 **Do you work more than half of your working hours outdoors?**
1: Yes
2: No
***9: not specified

F605_01 **Are you regularly informed about the dangers of solar radiation?**
if
F605=1 1: Yes
2: No
***9: not specified

F700_02 **How often does it happen that you can plan and schedule your own work yourself?**
Not if STIB=4.5
and F515=1 1: Frequently
2: Sometimes
3: Rarely
4: Never
***9: not specified

F701_02 **Is that stressful to you?**
if
F700_02=4 1: Yes
2: No
***9: not specified
INT: For answer "sometimes" please enter "yes"; for answer "rarely" please enter "no".
Applies to F701_02 to F701_14.

F700_03 **... that you have influence on the amount of work assigned to you?**
Not if STIB=4.5
and
F515=1 1: Frequently
2: Sometimes
3: Rarely
4: Never
***9: not specified

F701_03 **Is that stressful to you?**

if
F700_03=4

- 1: Yes
- 2: No

***9: not specified

F700_06 **...that you can decide for yourself when to take a break?**

Not if STIB=4.5
and
F515=1

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

***8: have no breaks

***9: not specified

F701_06 **Is that stressful to you?**

if
F700_06=4

- 1: Yes
- 2: No

***9: not specified

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

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

***9: not specified

F701_07 **Is that stressful to you?**

if
F700_07=4

- 1: Yes
- 2: No

***9: not specified

F700_08 **How often does it happen that you are not informed in time about drastic decisions, changes or plans for the future?**

Not if STIB=4.5
and
F515=1

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

***9: not specified

F701_08 **Is that stressful to you?**

if
F700_08=1

- 1: Yes
- 2: No

***9: not specified

F700_09 **... that you do not receive all the necessary information to carry out your activities properly?**

Not if STIB=4.5
and
F515=1

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

***9: not specified

F701_09	Is that stressful to you?
if F700_09=1	1: Yes 2: No ***9: not specified
F700_10	... that you feel part of a community at your workplace?
Not if STIB=4.5 and F515=1	1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified
F701_10	Is that stressful to you?
if F700_10=4	1: Yes 2: No ***9: not specified
F700_11	How often do you feel the cooperation between you and your <colleagues> is good?
Not if F515=1	Check: if STIB = 4,5: <employees> 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified
F701_11	Is that stressful to you?
if F700_11=4	1: Yes 2: No ***9: not specified
F700_12	How often do you get help and support for your work from colleagues when you need it?
if STIB. 1,2,3,9,99	1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: not specified
F701_12	Is that stressful to you?
if F700_12=4	1: Yes 2: No ***9: not specified
F700_13	And how often do you get help and support for your work from your line manager when you need it?
if STIB. 1,2,3,9,99	1: Frequently 2: Sometimes 3: Rarely 4: Never ***8: does not apply ***9: not specified

F701_13 **Is that stressful to you?**

if
F700_13=4

1: Yes
2: No

***9: not specified

F700_14 **How often does your direct supervisor give you praise and recognition for doing a good job?**

if
STIB.
1,2,3,9,99

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

***8: does not apply
***9: not specified

F701_14 **Is that stressful to you?**

if
F700_14=4

1: Yes
2: No

***9: not specified

Career and life goals

F900_01 **How strongly do you pursue the goal of a career? Very strong, strong, not much or not at all?**

1: very strong
2: strong
3: not much
4: not at all

***8: part / part
***9: not specified

Changes over the last two years

Test: if ((STIB = 4,5,6 or F509 =1) and F510 <=2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2015)

Please now tell me whether the following changes have been made in your < direct working environment> in the last two years. In the last two years have...

if STIB = 4.5: < operation>

Check: if (((STIB = 4,5,6 or F509 =1) and F510 >2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j >2015)

Please tell me whether the following changes have been made in your < direct working environment> in the time since you started working at your current workplace. In this time have...

Check: if STIB = 4.5: <operation since you have been operating it,>

Check: if ((STIB = 4,5,6 or F509 =1) and F510 = not specified) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j = not specified)

Please now tell me whether the following changes have been made in your < direct working environment> in the last two years. If you are new in your current job, please think about the time << since you have been in your current job>>. In the last two years have ...

Test: if STIB = 4.5: < operation>

<< since you have been doing your job>>

F1001_01 new manufacturing or process technologies been introduced?

1: Yes,
2: No

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

if STIB = 4.5: < operation>

F1001_02 new computer programs been introduced? New versions of existing programs are not meant here.

1: Yes,
2: No

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

F1001_03 new machines or plants been introduced?

1: Yes,
2: No

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

if STIB = 4.5: < operation>

Test: if F510 <=2015

In the last two years have...

Test: if F510 >2015

Since you started working at your current workplace have ...

Check: if F510 = not specified

In the last two years or since you started working in your current job have ...?

F1001_04 new or significantly modified products or materials been used?

1: Yes,
2: No

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

if STIB = 4.5: < operation>

F1001_05 new or significantly changed services been provided?

1: Yes,
2: No

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

F1001_06 Have there been significant restructuring or reorganisation affecting your immediate working environment?

1: Yes,
2: No

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

F1001_07 Test: if ((STIB = 4,5,6 or F509 =1) and F510 <=2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2015) < "in the last 2 years"> "in the last 2 years".

Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2015 or no specification)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511_j >2015 or no specification))) < "in this time">

Have there been any workforce reductions or redundancies in your immediate environment in the last two years?

1: Yes,
2: No

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

if STIB = 4.5: < operation>

F1001_08 **Were freelancers, temporary employees, interns or temporary workers increasingly used?**

1: Yes,
2: No

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

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

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 specified

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

F1001_10 **Have stress and work pressure increased, have they remained the same or have they decreased?**

1: Increased
2: The same
3: Decreased

***9: not specified

F1001_12 **Have the occupational requirements of your work <in the last two years / in this time> increased, have they remained the same or have they decreased?**

1: Increased
2: The same
3: Decreased

***9: not specified

Test: if ((STIB = 4,5,6 or F509 =1) and F510 <=2015) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2015) < "in the last 2 years"> "in the last 2 years".

Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2015 or no specification)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511_j >2015 or no specification))) < "in this time">

Now please think of <Your entire company/if public sector (F512=1): your entire agency>. Please tell me whether < in the last two years / in this time> the following changes have taken place?

F1002_01 Relocation or outsourcing < of parts of a company/if public sector (F512=1): of parts of the agency>

not if
(STIB=3,6 or
F512=7)

- 1: Yes
- 2: No

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

INT: both within Germany and abroad

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

F1002_02 Merger with < another company/if public sector (F512=1): another agency>

not if
(STIB=3,6 or
F512=7)

- 1: Yes
- 2: No

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

F1002_03 Expansion or strong growth < of the enterprise/if public sector (F512=1): of the public agency>

not if
(STIB=3,6 or
F512=7)

- 1: Yes
- 2: No

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

schooling

I would now like to ask you a few questions about your school and training years.

S3 What is your highest general school leaving certificate?

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

***99: Not specified

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

INT: Only one entry!

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

S4 Which German school leaving certificate does this certificate correspond to?

if
S3 = 10

- 1: Hauptschulabschluss
- 2: Realschulabschluss
- 3: Abitur

***8: Don't know

***9: Not specified

INT: Please read the instructions aloud

F1104 What year did you graduate?

if
S3≠12, 99

 _____ year

***9999: not specified

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

F1105 In which country did you graduate? In Germany or in another country?

if
S3≠12, 99

- 1: in Germany
- 2: in another country, namely ( TF1105 _____)

***9: not specified

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

F1108 What was your overall grade at graduation? Very good, good, satisfying or sufficient?

if
S3 <=11

- 1: Very good
- 2: Good
- 3: Satisfying
- 4: Sufficient

***7: No grade foreseen

***8: don't know

***9: not specified

vocational training

F1200 **Have you completed vocational training or a course of study?**
1: Yes
2: No
***9: Not specified

PROG: F1200=2,9 ⇒continue with F1200_01
INT: This is about vocational qualifications; qualifications from general schools should not be included here.
INT: Do not count as vocational training: Voluntary service, internship, traineeship, vocational preparation or vocational preparation measures.

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

F1200_01 **Are you currently a pupil, student or in training?**
if
F1200=2,9
1: Yes
2: No
***9: not specified

Formulation depending on gender
F1200=2,9 ⇒continue with F1230

Start loop **Let's start with your first degree.**
if F1201=2 Test: The vocational training module is completed for each completed training; a maximum of 5 loops.

F1202

if
F1200=1

What degree did you graduate from? An in-company vocational training or apprenticeship, a school-based vocational training e.g. at a vocational school, a university of applied sciences degree or university degree, a civil servant training or another degree?

1. loop

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

***10: Degree from a university of cooperative education, dual university

***7: Advanced vocational training degree (master, technician, business economist, certified senior clerk, business administrator, business economist, other trade and technical college degree)

***99: not specified

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

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

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

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

Numbering loop: F1202ff = 1st loop; G1202ff = 2nd loop; H1202ff = 3rd loop, I1202ff = 4th loop, J202ff = 5th (or last) loop

G1202*2nd loop*if
F1201=2

Now let's move on to your next degree. What degree did you graduate from? An in-company vocational training or apprenticeship, a school-based vocational training, a university of applied sciences degree or university degree, a civil servant training, an advanced vocational training qualification e.g. as a master, technician, business economist or another qualification?

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

***10: Degree from a university of cooperative education, dual university

***8: Legal clerkship, 2nd state examination, 3rd state examination, doctorate, medical specialist

***9: But no further training ⇒continue with F1224

***99: not specified.

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

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

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

**H1202,
I1202,
J1202***3.,4.,5. loop*if
G1221=1,
H1221=1,
I1221=1

Now let's move on to your next degree. What degree did you graduate from?

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

***10: Degree from a university of cooperative education, dual university

***8: Legal clerkship, 2nd state examination, 3rd state examination, doctorate, medical specialist

***99: not specified.

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

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

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

F1202BG
,H,I,J
if
F/G/H/I/J/J
1202=3,4,10

What is this degree?

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

***9: not specified

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

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

F1203G
,H,I,J

if
F/G/H/I/J/J
1202 > 0 and ≠
9


Please tell me the exact designation or occupational title of this <training>. If possible, please indicate the designation or occupational title of this degree title,

Test: if F/G/H/I/J1202=1,2,5:
specified in the training certificate or contract.

Test: if F/G/H/I/J1202=3,4,8,10
which is specified in the certificate of examination or the main subject

Test: if F/G/H/I/J1202=6,7,99
which is stated in the certificate of examination.

Test: if F/G/H/I/J1202 = 7: <training> **instead of** <training>

 _____ (TF1203, TG1203, TH1203, TI1203, TJ1203)


***9: not specified

if F/G/H/I/J1202=3,4,8,10: INT: The main field of study is meant in the case of studies; possible short-term changes of subject do not play any role

F1203aG
,H,I,J

Test: if the occupational title is included in the list of occupational titles, then show it for interviewers.

Can you give me more details about the designation or occupational title of this training? Does what you've learned have a more specific name?

 _____ (TF1203a, TG1203a, TH1203a, TI1203a, TJ1203a)

F1204 **In which federal state did you graduate?**

G,H,I,J

if
F/G/H/I/J/J
1202 > 0 and ≠
9

- 1: Baden-Württemberg
- 2: Bavaria
- 31: West Berlin
- 32: East Berlin
- 4: Brandenburg
- 5: Bremen
- 6: Hamburg
- 7: Hesse
- 8: Mecklenburg-Western Pomerania
- 9: Lower Saxony
- 10: North Rhine-Westphalia
- 11: Rhineland-Palatinate
- 12: Saarland
- 13: Saxony
- 14: Saxony-Anhalt
- 15: Schleswig-Holstein
- 16: Thuringia
- ✎20: abroad _____ (TF1204, TG1204, TH1204, TI1204, TJ1204))

***99: not specified

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

INT: Please ask for specifications openly and assign them.

F1205 **Did the training company at the end of your training belong to ...**

G,H,I,J

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

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

There was no training company because ...

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

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

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

***99: not specified

INT: Please read the instructions.

F1206 **How many people were employed in your training company at the time?**

G,H,I,J

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

- 1: 1 to 9 persons
- 2: 10 to 49 persons
- 3: 50 to 249 persons
- 4: 250 and more persons

***9: not specified

INT: Please read the instructions aloud

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

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

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

F1207
G,H,I,J

if
F/G/H/I/J/J
1202=2

And in which training centre did you do your training?

- 1: at a vocational school, ⇒continue with F1216
- 2: at a school for health care occupations, ⇒continue with F1216
- 3: at a vocational school for social care or social pedagogical occupations, pedagogical college (GDR degree), ⇒continue with F1216
- 4: at another vocational school, ⇒continue with F1216
- 5: at a higher commercial school or ⇒continue with F1216
- 11: at another educational institution ⇒continue with F1208
- ***99: not specified ⇒ continue with F1216

INT: Please read the instructions in the block.

Test: Show GDR terms only if F1204 = East and age >= 45 years

F1208
G,H,I,J

if
F/G/H/I/J
1207=11

And what kind of educational institution was that?

- 6: Technical school, engineering school, polytechnic,
- 7: University of applied sciences (engineering college),
- 8: University (Pedagogical or Technical University, Pedagogical Institute (GDR)),
- 10: University of Cooperative Education, Cooperative State University
- 12: Chamber (e.g. IHK, Chamber of Crafts),
- 13: Trade unions,
- 14: free or private educational institutions,
- 15: Company/training firm
- 16: elsewhere

***99: not specified

INT: Please ask for specifications openly and assign them.

Check: Show GDR terms only if F1204 = East

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

F1209
G,H,I,J

if
F/G/H/I/J/J
1202=5

Was this a training to the ...

- 1: simple service
- 2: middle service
- 3: upper service
- 4: or to the higher service?

***9: not specified

INT: Please read the instructions.

INT: Training for higher service usually requires a university degree

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

F1210
G,H,I,Jif
F/G/H/I/J/J
1202=6**And in which training centre did you do your training?**

- 1: Full-time vocational school
- 2: School for health care occupations
- 3: Vocational school for social care/social pedagogical occupations
- 4: Other technical school
- 7: University of Applied Sciences (Engineering University)
- 8: University (Pedagogical or Technical University, Pedagogical Institute)
- 9: Company/training firm
- 10: University of Cooperative Education, Cooperative State University
- 11: Other educational institution
- 12: for one chamber (e.g. Chamber of Industry and Commerce, Chamber of Crafts)
- 13: Trade unions
- 14: with an independent or private educational institution
- 15: in another educational establishment

***99: not specified

INT: Please ask for specifications openly and assign them.

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

F1212
G,H,I,Jif
F/G/H/I/J/J
1202=7**What kind of training did you graduate?**

- 1: Master ⇒continue with F/G/H/I/J1213
- 2: Technician, engineer at the technical college (GDR only) ⇒continue with F/G/H/I/J1214
- 3: Business administrator , certified senior ⇒continue with F/G/H/I/J1214
- 4: Specialist businessman ⇒continue with F/G/H/I/J1214
- 5: or other training ⇒continue with F/G/H/I/J1214

***9: not specified

⇒ continue with F/G/H/I/J1214

INT: Please read the instructions aloud

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

F1213
G,H,I,Jif
F/G/H/I/J/J
1212=1**Was this a master training in crafts, industry or any other field?**

- 1: Master craftsman
- 2: Master in industry
- 3: Master in other field

***9: not specified

Filter: All on F/G/H/I/J1214

F1214
G,H,I, Jif
F/G/H/I/J/J
1202=7**In which training centre did you do your advanced training?**

- 5: at a vocational school ⇒continue with F/G/H/I/J1216
- 6: at a technical, engineering school, polytechnic ⇒continue with F/G/H/I/J1216
- 7: at a master school ⇒continue with F/G/H/I/J1216
- 8: at a vocational school of the former GDR ⇒ continue with F/G/H/I/J1216
- 11: or at another educational institution ⇒continue with F/G/H/I/J1215

***99: not specified ⇒ continue with F/G/H/I/J1216

INT: Please read the instructions aloud

Test: "at a vocational school of the former GDR" only shown if F1204=East and age >= 45 years

F1215
G,H,I,J

if
F/G/H/I/J/J
1214=1

And where exactly did you do your training?

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

***99: not specified

INT: Please ask for specifications openly and assign them.

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

F1216
G,H,I,J

if
F1200=1

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

From month: __ Year: ____ to month: __ Year: ____ (F1216_bm, F1216_bj, F1216_em, F1216_ej)

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

***99: not specified (for month)

***9999: not specified (for year)

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

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


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

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

F1217
G,H,I,J

if F/G/H/I/J
1202=1,2,3,4,5
,6,10,7 and
duration<=12

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

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

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

***99: not specified

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

Check: wrong input ⇒Correction of F/G/H/I/J1216

**F1219
G,H,I,J** **How much of the occupational knowledge and skills that you have acquired in this <training> can you use in your current activity as <activity from F100-102>?**

if
F/G/H/I/J/J
1202>0 and ≠
9

- 1: Very much
- 2: Quite a lot
- 3: But some things
- 4: Little
- 5: Very little

***6: Nothing at all
***9: not specified

Test: if F/G/H/I/J 1202=7 <training> instead of <training> fade in

INT: Please read the instructions aloud

**F1219_01
G,H,I,J** **How much has this advanced training helped you so far in terms of a higher income?**

if
F/G/H/I/J/J
1202=7

- 1: Very much
- 2: Quite a lot
- 3: But some things
- 4: Little
- 5: Very little

***6: Nothing at all
***9: not specified

INT: Please read the instructions aloud

**F1219_02
G,H,I,J** **...and in view of a more demanding position?**

if
F/G/H/I/J/J
1202=7

- 1: Very much
- 2: Quite a lot
- 3: But some things
- 4: Little
- 5: Very little

***6: Nothing at all
***9: not specified

INT: Please read the instructions aloud

**F1219_03
G,H,I,J** **And all in all: Has this advanced training so far been...**

if F/G/H/I/J
1202=7

- 1: Very much
- 2: Quite a lot
- 3: But some things
- 4: Little
- 5: or very little useful?

***6: Nothing at all
***9: not specified

INT: Please read the instructions aloud

**F1219_04
G,H,I,J** **Do you have the impression that with your advanced training degree you are competing with people who have a university or technical college degree?**

if
F/G/H/I/J/J
1202=7

- 1: Yes
- 2: No

***3: do not work in this occupation
***8: I can't say
***9: not specified

INT: On request: e.g. when applying for a new job or for promotions

Filter guide test:
if loop > 1 and loop < 5 ⇒continue with G/H/I1221
if loop = 5 ⇒continue with F1224

G1221 Have you completed further vocational training or a course of study afterwards?

H,I

if
G/H/I 1202>0
and ≠ 9
2nd - 4th loop
Last question
in the loop

1: Yes
2: No ⇒continue with F1224
***9: not specified ⇒ continue with F1224

Start of
second loop


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

Start of third and further loops

I1223

How many other occupational or academic degrees did you graduate after that?

if
I1221=1

 ____ Number
***99: not specified

Now please remember your last vocational training or the last degree you completed.

if
I1223>1
and <99

Filter: continue with J1202

End Loop

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

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

Loop shown (Guided)

F1224

What overall grade did you have as the <last degree from F1203> when you graduated? Very good, good, satisfying or sufficient?

if
F1200=1

1: Very good
2: Good
3: Satisfying
4: Sufficient
***7: No grade foreseen
***8: don't know
***9: not specified

Connection between training and employment

F1225 **If you once compare your current occupational activity as <activity from F100-102> with your training as <last training from F-J1203> compare, what would you say then?**

if
F1200=1

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

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

***9: not specified ⇒ continue with F1230

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

INT: Please read the instructions in the block.

F1227 **Is your activity related to <one of your previous trainings> or has it nothing to do with <your previous trainings>?**

if
F1225=3 and
number of
training
degrees>1(G1
202
>0 and <>9)

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

***9: not specified ⇒ continue with F1230

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

F1228 **Why are you doing a completely different occupational activity now? Which of the following statements apply?**

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

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

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

Filter: All continue on F1228_a

F1228_a **Would you describe the change as voluntary or more as involuntary?**

if

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

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

- 1: rather voluntary
 2: rather involuntary

***8: I can't say

***9: not specified

F1229_01 **How did you acquire the knowledge and skills that you need as <occupational activity from F100-102> in the first place and how did you acquire them in the second place? First and foremost by...**

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

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

***8: I can't say

***9: not specified

INT: Please read the instructions in the block.

F1229_02 **And by which, in second place?**

if
F1229_1 <=6

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

***8: I can't say

***9: not specified

INT: Please read the instructions in the block.

Exam: Do not show the category named in F1229_01 in F1229_02 anymore.

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

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

***8: I can't say

***9: Not specified

INT: Please read the instructions aloud

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

if
F-J1202=1 and
F-J1202#3,4

- 1: Yes
- 2: No

***9: not specified

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

further training

F1300

Exam: if F510 <= 2015: **Just think of the last 2 years.**

Exam: if F510 > 2015: **Please think of the time since you have been working in your current occupational activity.**

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

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

1: Yes, one

2: Yes, several

3: No


***9: not specified

INT: Please read the instructions.

career history

F1400

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

 _____ year

***999999: not specified => continue with F1407

Test: The target must have been at least 12 years old at the time.

Check: If F1400 = F(GHIJ)1216_bj:

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

 _____ Year (F1400_kor)


F1400_01

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

if
F1400 <9999

1: in Germany

=>continue with F1401

2: in another country, namely (TF1400_01_____)


=>continue with F1400_02

***9: not specified =>continue with F1401

F1400_02

And when was the first occupational activity in Germany?

if
F1400_01=2

 _____ year

***99997: No occupational activity in Germany yet

=>continue with F1401

***999999: not specified

=> continue with F1401

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

F1401

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

if F1400
<9999

 _____ (TF1401)

***97: corresponds to my today's activity

=>continue with F1407

***98: Is not comparable with an occupational activity in Germany (only if F1400_01=2

=>continue with F1407

***99: not specified

=> continue with F1407

F1402 Test: if the occupational activity in question is included in the deposited list of occupational activities (with inaccurate names), then show for interviewer:

if
Mention in
F1401 and in
list of
professions
available

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

 _____ (TF1402)

***97: Not an exact description

***99: not specified

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

1: Yes

2: No

***9: not specified ⇒ continue with F1409

INT: Interruptions also count as interruptions:

Military or civilian service

Voluntary social, ecological year

Times of study

Times of household dissolution/migration

Do not count as interruption: Periods of further education and training

Legal maternity protection

Times of illness

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

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

if
F1407 =1

 _____ Year(s)

***97: Less than half a year ⇒ further with F1409

***99: not specified ⇒ continue with F1409

INT: Half years please round up to whole years.

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

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

 _____ Year(s)

***Less than half a year.

***99: not specified

INT: Half years please round up to whole years.

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

if
F1407=1 or
F1407=9

1: Yes

2: No ⇒ continue with F1410_02

***9: **not specified** ⇒ continue with F1410_02

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

if
F1409=1

 _____ Year(s)

***Less than half a year.

***99: not specified

INT: Half years please round up to whole years.

F1410_01 **How many years attributable to your working life since <year from F1400_02> in Germany?**

if

F1409=1

and

F1400_01=2

and F1400_02

<9997 and

F1410<97

 _____ Year(s)

***Less than half a year.

***99: not specified

INT: Half years please round up to whole years.

F1410_02 **Have you been working abroad for at least half a year since < year F1400>? We don't mean summer jobs or internships here.**

1: Yes

2: No

***9: not specified

Check: if F1400_01=2 and F1400_02 < 9997, then show <year from F1400_02 > if

F1400_01=2 and F1400_02 < 9997

Check: if F1400 = 9999, then hide "since" and do not show year

Check: if F1400_02 = 9999, then hide "since" and do not show year

F1410_03 **How long have you worked abroad in total, approximately in years?**

if

F1410_02=1

 _____ Year(s)

***Less than half a year.

***99: not specified

INT: Half years please round up to whole years.

F1412 **If you look at your entire working life since <year F1400>, would you say you have experienced a career advancement, a decline, no substantial change, or was that more of an ups and downs?**

1: Career advancement

2: Career decline

3: No substantial change

4: or rather an ups and downs

***8: I can't say

***9: not specified

F1412_01 **To what do you attach this advancement in the first place?**

if

F1412=1

1: at a higher income

2: in a more demanding position

3: or something else?

***8: I can't say

***9: not specified

INT: Emphasize "in the first place". Only one entry possible.

INT: Please read the instructions aloud

job satisfaction

Please tell me now for different aspects of your activity as <show occupational activity from F100-102> whether you are very satisfied, satisfied, less satisfied or not satisfied with it. How satisfied are you...

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

F1450_01 with the income from this activity?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied
- ***9: not specified

F1450_02 with the current career opportunities?

- not if STIB=4,5
- 1: Very satisfied
 - 2: Satisfied
 - 3: Less satisfied
 - 4: Not satisfied
 - ***7: There are no
 - ***9: not specified

F1450_03 with your current working hours?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied
- ***9: not specified

F1450_04 with the working atmosphere?

- Not if STIB=4,5
and F515=1
- 1: Very satisfied
 - 2: Satisfied
 - 3: Less satisfied
 - 4: Not satisfied
 - ***9: not specified

F1450_05 with your direct superior?

- if
STIB≠4,5,6,7
- 1: Very satisfied
 - 2: Satisfied
 - 3: Less satisfied
 - 4: Not satisfied
 - ***8: does not apply
 - ***9: not specified

F1450_06 with type and content of activity?

- 1: Very satisfied
 - 2: Satisfied
 - 3: Less satisfied
 - 4: Not satisfied
 - ***9: not specified
-

F1450_08 with the possibilities to apply your skills?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied

***9: not specified

F1450_09 with the opportunities of further education and learning?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied

***9: not specified

F1450_10 with the occupational position?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied

***9: not specified

F1450_11 with the physical working conditions?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied

***9: not specified

F1451 And now, all in all: How satisfied are you with your work in total?

- 1: Very satisfied
- 2: Satisfied
- 3: Less satisfied
- 4: Not satisfied

***9: not specified

INT: Please read the instructions aloud

health

The last part deals with health problems related to your current work.

F1500 Please tell me if the following health problems have occurred in the last 12 months during your work or on working days. We're interested in the complaints that occurred frequently.

- F1500_01 lower back pain, low back pain
- F1500_02 pain in the neck, shoulder area
- F1500_03a pain in the arms
- F1500_03b pain in the hands
- F1500_04 hip pain
- F1500_05 pain in the knees
- F1500_06a swollen legs
- F1500_06b pain in the legs, feet
- F1500_07 headaches
- F1500_08 heart pain, stinging, pain or tightness in the chest

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

- F1500_09 shortness of breath
- F1500_13 skin irritations, itching
- F1500_14 sleep disorders at night
- F1500_15 general fatigue, tiredness or exhaustion
- F1500_16 stomach or digestive problems
- F1500_17 hearing deterioration, ringing in the ears
- F1500_18 nervousness or irritability
- F1500_19 dejectedness
- F1500_20 dizziness
- F1500_21 physical exhaustion
- F1500_22 emotional exhaustion
- F1500_23 other complaints

F1501 I'll tell you your complaints again. Please tell me whether you have been treated by a doctor or therapist in the last 12 months because of these complaints.
if Mention in F1500

F1501_01 lower back pain, low back pain
F1501_02 pain in the neck, shoulder area
F1501_03a pain in the arms
F1501_03b pain in the hands
F1501_04 hip pain
F1501_05 pain in the knees
F1501_06a swollen legs
F1501_06b pain in the legs, feet
F1501_07 headaches
F1501_08 heart pain, stinging, pain or tightness in the chest
F1501_09 shortness of breath
F1501_13 skin irritations, itching
F1501_14 sleep disorders at night
F1501_15 general fatigue, tiredness or exhaustion
F1501_16 stomach or digestive problems
F1501_17 hearing deterioration, ringing in the ears
F1501_18 nervousness or irritability
F1501_19 dejectedness
F1501_20 dizziness
F1501_21 physical exhaustion
F1501_22 emotional exhaustion
F1501_23 other complaints

F1502 How would you describe your general state of health?

- 1: excellent
- 2: very good
- 3: good
- 4: less good
- 5: or bad

***9: not specified

INT: Please read the instructions aloud

F1503 Have you stayed ill at home in the last 12 months or have you called in sick?

- 1: Yes
- 2: No ⇒ continue with F1512

***9: not specified ⇒ continue with F1512

F1505 How many working days was that in total?

if F1503=1  _____ working days

***999: not specified

INT: Conversion example:

1 week = 5 working days; 2 weeks = 10 working days; 1 month = 20 working days

F1505_01 **Due to your longer sick leave, was your employer offering you company integration management, e.g. a reduction in the amount of work, a working time reduction or flexibilisation?**

if
F1505 >30
and
F1505<999
and STIB
4,5,6≠,7

1: Yes
2: No

***9: not specified

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

F1505_02 **Did you accept the offer?**

if
F1505_01=1

1: Yes
2: No

***9: not specified

F1512 **Have any health promotion measures been carried out in your company in the last 2 years?**

Not if
STIB=4.5 and
F515=1

1: Yes
2: No

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

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

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

F1513 **Did you take part in it?**

if F1512=1

1: Yes
2: No

***9: not specified

F1514 **Do you have an officially recognised disability?**

1: Yes
2: No

***9: not specified

F1515 **Do you care for someone in your private environment?**

1: Yes
2: No

***9: not specified

INT: In addition to physical care, this also means psychological support.

F1516 How many hours a week do you spend on this?

if
F1515=1 _____ Hours per week (1-120, 997-999)

***997: Irregular
***998: I don't know.
***999: Not specified

INT: If the target person can only specify a range "from to hours", please enter the average value.

INT: Please round up half hours to full hours.

About the person

Finally, I would like to ask you for a few personal details.

F1600 What's your marital status?

1: Married
2: Single
3: Divorced
4: Widowed

***5: Registered civil partnership
***9: not specified ⇒ continue with F1602

INT: Please read the instructions aloud

F1601 Do you live with your partner?

if F1600=1.5 1: Yes
2: No

***9: not specified

F1602 Do you live with a partner?

if
F1600=2,3,4, 1: Yes
9 or 2: No

F1601=2 ***9: not specified

F1603 Is your partner currently employed?

if F1601=1 or 1: Yes
F1602=1 2: No

***9: not specified

F1604 Do you have any children? This refers to own children and adopted children.

1: Yes
2: No

***9: not specified

F1604a How many is that?

if  _____ (1-20)
F1604=1

***99: not specified

F1605 Do children under the age of 18 live in your household?

1: Yes
2: No ⇒continue with F1605d, if F1604=1, otherwise F1606


***9: not specified ⇒ continue with F1605d, if F1604=1, otherwise F1606

F1605a How many is that?

if
F1605 =1  _____ (1-20)

***99: not specified

F1605b How old is the youngest child in the household?

if
F1605a >1  _____ years

***99: not specified

INT: If child under 1 year, please enter 0.

F1605c And how old is it?

if
F1605a =1  _____ years

***99: not specified

INT: If child under 1 year, please enter 0.

F1605d And how old is your oldest child?

if
F1604a >
F1605a or
F1605a >1 or
(F1604 = 1
and F1605a
= empty)  _____ years

***96: no specification due to missing input filter

***99: not specified

INT: This also includes children who no longer live in the household.
PROG: Child must be at least 10 years younger than ZP.

F1605e Have you made sacrifices because of your children in order to balance family and career?

if
F1604=1

1: Yes

2: No

***9: not specified

F1605f Were these sacrifices mainly professional or mainly private or equal in both areas?

if
F1605e=1

1: mainly in the professional area

2: mainly in the private area

3: in both areas equally

***9: not specified

F1605g How big were the sacrifices you took?

if
F1605f=1.3

1: Very large

2: Rather large

3: Rather low

4: Very low

***9: not specified

INT: Please read the instructions aloud

PROG: If F1605f=3: <Please now remember only your professional sacrifices.

F1606 **What language(s) did you learn as a child as a mother tongue?**

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

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

F1607 **What is your nationality?**

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

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

S2_2 **At the beginning of our conversation, you didn't want to tell me when you were born. This is very important information for us. That's why I wanted to ask again if you could tell us.**

if
S2_j=9999
(not
specified)

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

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

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

PROG: No specification is permitted.

F1608 I would like to ask you briefly for a few details about the occupational activity of your father or mother. Have you lived with your father throughout your life until you were 15 years old?

- 1: Yes
2: No

***7: I'm an orphan ⇒ continue with Anzmobilf.

***8: don't know ⇒ continue with Anzmobilf

***9: not specified ⇒ continue with Anzmobilf

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

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

F1609 What was your father's main occupation when you were 15 years old?

if
F1608=1

_____  (TF1609)

***7: not working, continued with ⇒ continue with Anzmobilf

***8: don't know ⇒ continue with Anzmobilf

***9: not specified ⇒ continue with Anzmobilf

PROG: Please provide a list of too general terms .

F1609a Test: if the activity is included in the list of too general terms of occupational activities, show for interviewers

if term is
included in
professional
list

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

 _____ (TF1609a)

F1610 What was your mother's main occupation when you were 15 years old?

if
F1608=2

 _____ (TF1610)

***7: not working ⇒ continue with Anzmobilf

***8: don't know ⇒ continue with with Anzmobilf

***9: not specified ⇒ continue with Anzmobilf

PROG: Please provide a list of too general terms.

F1610a Test: if the activity is included in the list of too general terms of occupational activities, show for interviewers

if term is
included in
professional
list

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

 _____ (TF1610a)

F1611 In which occupational position was <he/she> active when you were 15 years old? As a worker, employee, civil servant or was <he/she> self-employed?

if named in
F1609 or
F1610

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

***8: don't know

***9: not specified

Test: if F1608 = 1 <he>, otherwise she

F1612 For how many employees did <he/she> perform a supervisor function?

if
F1611=2,3
1: For none
2: 1 to 9 employees
3: 10 employees and more

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

Test: if F1608 = 1 <he>, otherwise she

INT: Please read the instructions aloud

Anzmobilf Finally < 3 (for landlines)> < 4 (for mobile)> short statistical questions.

Please tell us how many mobile phone numbers you currently use personally, whether privately or professionally.

 _____ (mobile phone number: 1-8; landline number: 0-8)

**9: Not specified

Anztelf Under how many landline numbers can your household be reached by telephone?

0: no landline number (check: only show for mobile phones)

1: 1 landline number

2: 2 landline numbers

3: 3 or more landline numbers

9: not specified

***INT: Telephone numbers used exclusively for fax are not included.

INT: This also includes the Homezone numbers, but not the normal mobile phone numbers with 015..., 016..., 017.... The mobile phone can be reached via two telephone numbers.

Once with the mobile phone number beginning with 015... 016.. or 017... and also with a further number, starting with a fixed line prefix

ISDN Is your telephone connection an ISDN connection?

if
Number 1-2
1: Yes
2: No

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


***INT: With ISDN you can use several devices at the same time, e.g. fax and telephone. Telekom currently defines the ISDN connection with the designation "Universal" for billing purposes.

Q10031 How many people live permanently in your household? Please count yourself in.

 _____ 1-9: number of persons, 9 = 9 and more persons

Q10032a Now think of people aged 15 and over in the household. How many of these people aged 15 and over are currently employed, i.e. do they have a paid job? This refers to activities which are carried out at least 10 hours a week. This does not apply to persons undergoing vocational training. Please count yourself in.

if Q10031>1
if mobile STP

 _____ Number of persons employed (1-7)

***8: I don't know/ I can't say

Thank you very much for your kind information. Your information is very important for research. Finally, a request.

F1620_ZP The Federal Institute for Vocational Education and Training may wish to ask you again about similar topics at a later date. This survey is much shorter.

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

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

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

F1620b_ZP
if fixed
network and
F1620_ZP=1

 _____ (F1620b_ZP)

INT: If the ZP does not want to name the surname, please enter only the first name.

INT: For requests regarding the duration of address storage: The addresses are stored until the end of 2019 at the most.

INT: Further hints about help button

***** INT: For questions about the duration of the address storage:**

Your contact information will be stored until the end of 2019 and then deleted.

***** INT: demand for the duration of the planned follow-up interviews:**

The interviews during the follow-up interviews are significantly shorter than today's interview.

***** INT: Why are follow-up interviews conducted on this study?**

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

***** INT: Internet site where you can find information.**

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

***** INT: How are the results used?**

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

***** INT: How is data protection ensured?**

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

Phone number: 089 1247116491

E-mail address: arbeitimwandel@kantarpublish.com

***** INT: Who is the client for the follow-up surveys?**

The follow-up surveys are conducted on behalf of the Federal Institute for Vocational Education and Training (BIBB).

*****INT: Who's doing the follow-up interviews?**

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

Thank you very much for this interview!
