

BIBB Establishment Panel on Qualification and Competence Development

Questionnaire for the long dataset

Representative
establishment survey of
the Federal Institute for
Vocational Education and
Training (BIBB),
conducted by TNS
Infratest Sozialforschung
(2011 to 2014) and infas
Institut für angewandte
Sozialwissenschaft GmbH
(since 2015)

Vocational education and training (VET)

ab001 Did your establishment employ apprentices on 31.12. last year?

Yes → continue with ab002

No, we employed **no apprentices** on 31.12. last year → continue with ab016

ab002 And were these exclusively apprentices in a VET occupation recognised under the Vocational Training Act (BBlG) or the Crafts Code (HwO) or were apprentices also employed in VET occupations recognised under other regulations, such as in the health care system, in social care/pedagogical occupations, civil servant apprentices?

Only apprentices in recognised VET occupations **according to BBlG or HwO** → continue with ab003

Both apprentices **according to BBlG or HwO** and apprentices **in other VET occupations** → continuing with ab003

Exclusively apprentices in recognised VET occupations according to others regulations → continue with ab016

ab003 How many apprentices did your establishment have on 31.12. last year in recognised VET occupations according to BBlG or HwO?

Number of apprentices on 31.12. last year:

ab004 In which VET occupations according to BBlG or HwO did your establishment provide VET on 31.12. last year?

a) Please first enter the respective exact title of the VET occupation. Please enter up to 5 occupations with the most apprentices.

b) Please enter for each VET occupation how many apprentices your establishment had on 31.12. last year.

ab009 Has your establishment hired any new apprentices in the current VET year in accordance with BBiG or HwO? Apprentices whose contract have been terminated in the meantime should not be taken into account here.

Yes

No

ab015 Has your establishment hired any new apprentices in the current VET year in accordance with BBiG or HwO? Apprentices whose contract have been terminated in the meantime should not be taken into account here.

Yes → continue with ab017

No → continue with ab016

ab016 Has your establishment offered VET positions for the current VET year in occupations that are regulated by the Vocational Training Act (BBiG) or the Crafts Code (HwO)?

Yes → continue with ab023*

No → continue with ab036

ab017 How many apprentices under BBiG or HwO has your establishment hired for this VET year? Apprentices whose contracts have been terminated in the meantime should not be taken into account here.

Number of newly hired apprentices according to BBiG or HwO:

ab018 What is the distribution of newly hired apprentices in your establishment according to BBiG or HwO by their highest school-leaving certificate? Please indicate the number in each case.

No school leaving certificate or qualification below lower secondary school:

Lower secondary school-leaving certificate (Hauptschule) or comparable qualification:

Intermediate secondary school-leaving certificate (Realschule) or a comparable qualification:

Higher secondary school-leaving certificate (Abitur or Fachhochschulreife) or a comparable qualification:

ab023 Please think now of all applicants for VET positions under BBiG or HwO that your establishment has offered for the current VET year. How were these applicants distributed according to their highest school-leaving certificates? Please indicate the number in each case.

*If you do not have exact numbers at hand, estimates will suffice.
"None." Please enter "0" in each case!*

No school leaving certificate or qualification below lower secondary school:

Lower secondary school-leaving certificate (Hauptschule) or comparable qualification:

Intermediate secondary school-leaving certificate (Realschule) or a comparable qualification:

Higher secondary school-leaving certificate (Abitur or Fachhochschulreife) or a comparable qualification:

ab032 Has your establishment offered VET positions for the current VET year in accordance with BBiG or HwO that could not be filled? Please also take into account the VET positions for the current VET year which have not been filled due to terminated VET contracts.

Yes → *continue with ab033*

No → *continue with ab036*

ab033 How many of the VET positions offered for the current VET year according to BBiG or HwO could not be filled? Please also take into account the VET positions for the current VET year which have not been filled due to terminated VET contracts.

Number of unfilled VET places according to BBiG or HwO:

ab034 How many of the above-mentioned VET positions according to BBiG or HwO for the current VET year are vacant because VET contracts were terminated prematurely?

Number of vacant VET positions according to BBiG or HwO due to terminated VET contracts:

ab036 Now think about all VET contracts in the past calendar year: Did your establishment terminate VET contracts according to BBiG or HwO prematurely that year?

Yes → *continue with ab037*

No → *continue with ab038*

ab037 How many VET contracts according to BBiG or HwO were terminated prematurely in the past calendar year?

Number of VET contracts terminated prematurely in the last calendar year according to BBiG or HwO:

ab038 Did apprentices according to BBiG or HwO from your establishment take part in final examinations in the previous calendar year?

Yes

→ continue with ab039*

No

→ continue with ab057

ab039 How many apprentices according to BBiG or HwO took their final examination in the past calendar year? Please enter the figures separately for industrial-technical and commercial-administrative apprentices. Please state the number in each case.

If "none": Please enter "0" in each case!

industrial-
technical

commercial-
administrative

Number of apprentices **taking their final examination** in the last calendar year

ab041* And how many of them **passed the exam**?

None passed

→ continue with ab057

ab043 What has become of the industrial-technical and commercial-administrative apprentices who passed their final examination in the previous calendar year?

a) **How many of the industrial-technical apprentices**

b) **How many of the commercial administrative apprentices**

If "none": Please enter "0" in each case!

industrial-
technical

commercial-
administrative

...were retained by your establishment permanently?

...were retained by your establishment temporarily?

...have left the establishment at their own request?

...were not retained for operational reasons?

...were not retained because of the examination marks?

... have not passed their final examination

ab057 What is about the last 3 years: Has your establishment trained apprentices according to BBiG or HwO in the last 3 years or has it offered apprenticeships according to BBiG or HwO?

Yes

→ continue with ab058*

No

→ continue with ab065

ab058 One more question on the reasons for VET according to BBiG or HwO in your establishment. How important are the following motives for your establishment to provide VET? Please use the scale from 1 = completely unimportant to 5 = very important.

		Very impor- tant	Impor- tant	Less impor- tant	Not impor- tant	Completely unimpor- tant
_1	Train skilled workers who exactly meet the requirements in our establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_2	Productive work input of the apprentices during VET	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_3	Recognition by our customers and suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_5	Tradition of our establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_6	Train skilled workers who can be employed in our establishment after their VET	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_7	VET as a joint task of industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Given the immigration of refugees, the opportunities and challenges for professional integration of refugees are discussed. Therefore, the following questions will deal with the VET of refugees. By the term refugees, we mean persons who have already been recognised as refugees or who still have the status of asylum seekers or as tolerated persons.

ab065 Were there any refugees among the apprentices in your establishment on 31.12. last year?

Yes

→ continue with ab066

No

→ continue with ps001*

ab066 And how many of your apprentices according to BBiG or HwO on 31.12. last year are refugees?

If "none": Please enter "0" in each case!

Number of refugees:

ab067 On 31.12. last year, how many refugees did your establishment train in occupations not regulated according to BBiG or HwO, e.g. in the health sector, in social care/pedagogical occupations, civil servant apprentices?

If "none": Please enter "0" in each case!

Number of refugees who are not regulated according to BBiG or HwO:

ab068 How many of these refugees trained according to BBiG or HwO has your establishment hired as new apprentices for the current VET year?

If "none": Please enter "0" in each case!

Number of refugees newly hired:

ab069 Has it occurred in your establishment that VET contracts according to BBiG or HwO which were concluded with refugees for the current VET year, were cancelled before 31.12.?

Yes

No

ab096 Were there any apprentices with a migration background among the apprentices in your firm on 31 December 20XX in accordance with the BBiG or HwO? By this we mean apprentices who were themselves born abroad or at least one of whose parents was born abroad. Please also consider refugees among the apprentices. Specifically, this definition includes immigrant and non-immigrant foreigners, immigrant and non-immigrant naturalised citizens, (late) repatriates and direct descendants of these groups born in Germany.

Yes

→ continue with ab097

No

→ continue with ps001

ab097 And how many of the apprentices in your company according to BBiG or HwO on 31.12.20XX have a migration background?

If "none": Please enter "0" in each case!

Number of apprentices with a migration background

Staff structure

In the following, I have some questions about the staff structure in your establishment. Please continue to refer your details to the local business premises or the local office!

In the following, the term "establishment" will again be used uniformly.

- ps001* a) How many employees did your establishment have at the end of the last calendar year, subdivided by the following groups of employees? Please count part-time employees in full.
- ps001*_v b) And how many employees did your establishment have at the end of the calendar year before last, subdivided by the following groups of employees? Please count part-time employees in full.

Who is subject to social insurance contributions?

- Employees subject to social insurance contributions are all workers, employees and apprentices who are subject to health, pension and/or unemployment insurance or for whom the employer has to pay pension insurance contributions. This does not include civil servants, self-employed, family helpers and the so-called "marginally employed".

Who is marginally employed?

Marginal employees are those who

- either have a monthly salary of maximum €400 (according to the regulation until the end of 2012) or maximum €450 (according to the regulation from the beginning of 2013)
- or are only employed "on a short-term basis" (i.e. for a maximum of 2 months or a maximum of 50 days per year).

Please enter "0" for groups that do not occur!

		a)	b)
svb	Employees subject to social insurance contributions without apprentices and excluding marginal employees:	<input type="text"/>	<input type="text"/>
ger	Marginal employees , 400 or 450 € employees, short-term employees:	<input type="text"/>	<input type="text"/>
nsv	Active owners or assisting family members and other employees not subject to social insurance contributions such as civil servants and prospective civil servants:	<input type="text"/>	<input type="text"/>
zwi	Please subtotal all persons employed without apprentices	<input type="text"/>	<input type="text"/>
aus	Apprentices in a recognised VET occupation according to the Vocational Training Act (BBiG) or the Crafts Code (HwO):	<input type="text"/>	<input type="text"/>
soz	Apprentices according VET regulations Of the health care system or social And pedagogical professions:	<input type="text"/>	<input type="text"/>
bea	Prospective civil servants:	<input type="text"/>	<input type="text"/>

pb001_neu Has your establishment recruited new employees in the last calendar year? This does not include new hirings of apprentices or retaining of apprentices and employees from temporary employment contracts!

Yes

→ continue with pb003

No

→ continue with pb015

pb003 How many new employees did your establishment hire in the last calendar year? Apprentices are not included.

Number of new employees hired in the last calendar year:

pb015 Have employees left your establishment in the last calendar year? Departures of apprentices are not included. Please note that the employment relationship continues during maternity, parental leave and the release phase in partial retirement.

Yes

→ continue with pb016

No

→ continue with ps015*

pb016 How many were there in total?

Number of employees who left the establishment in the last calendar year:

ps015_1 The following refers to all your employees who are not apprentices as of 31.12. of the last calendar year. In addition to the total number of employees mentioned in the previous question: Were you employing temporary agency workers on 31.12.?

Yes

→ continue with ps015_2

Nein

→ continue with ps017*

How many were there in total?

ps015_2 Number of temporary workers at 31.12. of the previous calendar year:

ps040 Interns, volunteers or persons in the voluntary social year

ps041 Work or service contract employees who are commissioned for a limited period of time for the creation of a work or project or who regularly provide services and performances on the basis of a freelance service contract or on a fee basis

ps017* If you think again of all employees, i.e. excluding apprentices, on 31.12. last year. How many of these employees belong to the following groups? Please also take into account marginally employed persons.

If "none": Please enter "0" in each case!

Women

Part-time employees

Temporary employees

ps044

Employees with an officially recognised severe disability or their equals

ps020* How were the employees, i.e. excluding apprentices, distributed among the following groups of employees on 31.12. last year? Please state the number in each case. Please also take into account marginal employees.

This distinction is not concerned with formal vocational qualifications, but about the actual job requirements of the respective employees.

Please enter "0" for groups that do not occur.

Employees with unskilled tasks, that usually do not require VET

By this we understand tasks,

*- which include, for example, simple cleaning, waste disposal, storage, transport or simple sales activities
- and which usually do not require any VET and are carried out, for example, by unskilled and semi-skilled workers.*

Employees with qualified tasks, which usually require VET or equivalent professional experience

By this we understand tasks,

*- where, for example, goods and merchandise are produced or repair and maintenance work is carried out in a qualified manner, but also qualified services such as commercial activities or IT work
- and which usually, but not necessarily, require a completed dual VET degree, a school-based VET degree or corresponding work experience and which are carried out, for example, by skilled workers, journeymen or specialist traders.*

Employees with highly qualified tasks, which usually require a university or (applied) university degree or a master craftsman, technician or comparable degree

By this we understand tasks,

*- which include, for example, research, development, analysis, consultancy, design, management, training and organisational tasks
- and which usually, but not necessarily, require an (applied) university degree or a master craftsman's, technician's or comparable qualification and which are usually held by, for example, specialist business administrators, group leaders, scientists, master craftsmen or managers.*

ps030* Regardless of the type of tasks they carry out: How were employees without apprentices distributed on 31. 12. last year according to their highest school-leaving certificate? Please indicate the number in each case. Please also take into account marginally employed persons.

Please enter "0" for groups that do not occur.

Employees without a VET degree and without an (applied) university degree

Employees with a VET degree according to BBiG or HwO

Employees with a school-based VET degree, e.g. at a vocational college or technical college

Employees with a master craftsman or technician degree or a comparable advanced VET

Employees with an (applied) university degree

ps039 And how many of your employees with an applied university or an university degree on 31.12.2019 have a bachelor's degree as their highest vocational training qualification?

Employees with a bachelor's degree as their highest professional qualification

The following is about the employment of refugees in your establishment. By the term refugees we mean people who have already been recognised as refugees or who still have the status of asylum seekers or tolerated persons.

mi001a How were these < number MI1a > employees with a migration background distributed among the following employee groups on 31.12.2019? Please state the number in each case. Please also include marginally employed persons.

Employees with a migration background

→ continue with mi002* if greater than zero

mi002* If you think again about all <number E26a ZWI> employees without apprentices on 31.12. How many of them were employees with a migration background? Please also think of refugees. An estimation is sufficient.

Employees with a migration background with unskilled tasks, that usually do not require VET

Employees with a migration background with qualified tasks, which usually require VET or equivalent professional experience

Employees with a migration background with highly qualified tasks, which usually require a university or technical college degree or a master craftsman, technician or comparable degree

ps036 Where there refugees among the employees in your establishment on 31.12. last year?

Yes

→ continue with ps037

No

→ continue with pb001_ang

ps037 And how many of your employees (without apprentices) on 31.12. last year are refugees?

Number of refugees:

I would now like to talk to you again about job offers in your establishment in the previous year.

pb001_ang Did your establishment offer jobs in the last calendar year? This does not include VET positions.

Yes

No

pb003_f How many of the new employees hired in the last calendar year were women?

Number of women:

pb005* How are the new workers recruited in the last calendar year distributed among the following groups of employees? Please indicate the number of employees.

If a group of employees does not appear, please enter "0"!

Number of new employees hired for...

...unskilled tasks

...qualified tasks

...highly qualified tasks

pb009 Did one or more positions remain vacant in the previous calendar year due to a lack of or unsuitable applicants? Vacant VET positions are not meant here.

Yes

→ continue with pb010

No

→ continue with ps017*

pb010 How many vacancies were there in total?

Number of vacant positions in the last calendar year:

pb011* How are the vacant positions in the last calendar year distributed over the following qualification requirements? Please indicate the number in each case.

If there are no vacant positions, please enter "0"!

Number of vacant positions for...

...unskilled tasks

...qualified tasks

...highly qualified tasks

pb017* I would now like to talk to you about the employees who left the establishment in the last calendar year.

How are the employees who left the establishment in the last calendar year distributed among the following groups? Please state the number in each case.

If a group of employees does not appear, please enter "0"!

Number of employees who left the establishment with...

...unskilled tasks

...qualified tasks

...highly qualified tasks

Continuing education and training

wb001 Has your establishment promoted advanced VET courses to become a master craftsman, technician, specialist or business administrator or comparable recognised advanced VET courses in the last calendar year by assuming the costs or granting exemption? Please only consider advanced VET courses that lead to a formal advanced VET qualification.

Yes

→ continue with wb002

No

→ continue with wb008

wb002 How many employees were there in total? Please do not take apprentices into account and only consider employees who acquire a formal, recognised continuing training qualification with the advanced VET course, e.g. master craftsman, technician, specialist.

Number of employees with participation in advanced VET in the last calendar year:

wb003* How were the participants in advanced VET courses distributed in the last calendar year among the following disciplines? Number of participants in...

... commercial advanced VET according to BBiG or HwO,
e.g. to become a business administrator, business economist

... industrial-technical advanced VET according to BBiG or HwO,
e.g. to become a master craftsman/industrial specialist

... advanced VET courses at technical colleges in the fields of technology,
economy, design, agriculture, e.g. to become a state-certified technician

... advanced VET, in health and social services,
e.g. specialist nurse

wb008 Have employees of your establishment participated in other continuing training measures in the form of internal or external courses, seminars or training courses in the past calendar year which were subsidised in whole or in part by your establishment through exemption from work or cost absorption? Please do not consider apprentices.

Yes

→ continue with wb009

No

→ continue with wb014

wb009 And how many employees in total have taken part in one or more of these continuing training measures? Please do not include apprentices and participants in advanced VET or in part-time studies.

Number of employees:

wb010* And how are these employees distributed among the groups of employees with unskilled, qualified and highly qualified tasks? Please indicate the number in each case.

Please enter "0" for groups that do not occur!

Number of continuing training participants among employees with...

...unskilled tasks

...qualified atasks

...highly qualified tasks

wb014 Have employees in your establishment participated in other forms of continuing training, e.g. on-the-job training, information events or self-directed learning in the previous calendar year, for which they have been exempted from work in whole or in part or for which the costs have been fully or partly covered? Please do not include apprentices.

Yes

→ continue with wb017*

No

→ continue with di001*

wb017* What measures have employees participated in over the past year? Please do not include apprentices.

	Unskilled tasks		Qualified tasks		Highly qualified tasks	
	Yes	No	Yes	No	Yes	No
Lectures, conferences or further education information events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning and quality circles, learning place groups or topic-related working groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Instruction or training at the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentor or sponsor programmes, individual counselling, coaching/supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-directed learning with the help of media such as e.g. computer-supported self-learning programmes, reference books, internet or educational videos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Status of technology and automation

Currently the ongoing technological change in the German economy is widely discussed. We are interested in the extent to which digital technologies are used in your establishment for your business, production and work processes. By digital technologies we mean, for example, technology-supported information and communication systems or automated production, work and business processes in your establishment, which are carried out with the aid of digital technologies such as computers or software programs.

di001* Which digital technologies are used in your establishment for production, work and business processes?

	Yes	No	Nein
_2 Digital network technologies to support business and work activities, e.g. internet, intranet, e-mail, mobile internet, content management systems and similar	<input type="checkbox"/>	<input type="checkbox"/>	
_3 Computer-controlled systems and digital tools and equipment for the production of products and services, e.g. machine tools, CNC machines, CAD, measuring, analysis and diagnostic equipment	<input type="checkbox"/>	<input type="checkbox"/>	
_4 Digital technologies specifically related to services for customers, such as online ordering and booking systems (business-to-customer e-commerce), advertising of the business in social networks or search engines, customer relationship management (CRM) and similar applications	<input type="checkbox"/>	<input type="checkbox"/>	
_5 Specifically for networking with suppliers and inter-establishment digital technologies, e.g. Enterprise Resource Management (ERP), Supply Chain Management (SCM), B2B e-commerce	<input type="checkbox"/>	<input type="checkbox"/>	
_6 Personnel or work organisation-related technologies, e.g. personnel management tools, building and facility management tools, controlling tools, quality management, crowdworking, collaboration platforms	<input type="checkbox"/>	<input type="checkbox"/>	

_7	Digital technologies related to the collection, storage and processing of large amounts of data , e.g. Big Data, cloud computing, internal database systems	<input type="checkbox"/> <input type="checkbox"/>
_8	Digital technologies related to data security and privacy , e.g. firewall, encryption technologies, password protected USB sticks	<input type="checkbox"/> <input type="checkbox"/>
_11	Digital technologies that enable a new type of networking of previously individual digital and/or automated processes , e.g. Smart Factory, Internet of Things, Cyber-Physical-Systems	<input type="checkbox"/> <input type="checkbox"/>
_17	Use of artificial intelligence and machine learning for physical work processes , e.g. deep learning and pattern recognition in production and maintenance, building management or care	<input type="checkbox"/> <input type="checkbox"/>
_18	Technologies to support project-based and cross-company collaboration , e.g. collaboration platforms, crowdworking or crowdsourcing, web-based project management for distributed teams	<input type="checkbox"/> <input type="checkbox"/>
_19	New technologies that enable more customised products in small quantities , e.g. additive manufacturing, 3D printing, collaborative lightweight robotics	<input type="checkbox"/> <input type="checkbox"/>
_20	Use of artificial intelligence and machine learning for non-physical work processes , e.g. deep learning and pattern recognition in marketing, procurement or human resources	<input type="checkbox"/> <input type="checkbox"/>
_21	New technologies that enable more customised products in small quantities , e.g. additive manufacturing, 3D printing, collaborative lightweight robotics	<input type="checkbox"/> <input type="checkbox"/>
_22	Digital devices on employees' bodies, so-called wearables , e.g. smartwatches, AR/VR glasses, smart workwear	<input type="checkbox"/> <input type="checkbox"/>
_23	Technologies for autonomous transport , e.g. transport drones, self-driving transport robots or vehicles	<input type="checkbox"/> <input type="checkbox"/>
di001*n	<p>From 2020: 3 response categories</p> <p>1 Yes, the technology is currently used in the establishment</p> <p>2 No, the technology is not currently used in the establishment. However, an acquisition is planned.</p> <p>3 No, the technology is not currently used in the establishment. An acquisition is also not planned.</p>	

General information about the establishment

be001* Finally, I have a few general questions about the establishment.

Which of the following regulations for employees exist in your establishment?

	Yes	No
Performance-related remuneration components or financial employee participation	<input type="checkbox"/>	<input type="checkbox"/>
Target agreements with employees	<input type="checkbox"/>	<input type="checkbox"/>
Systematic job changes, also called job rotation	<input type="checkbox"/>	<input type="checkbox"/>
Flexible working hours, e.g. homeoffice or flexitime	<input type="checkbox"/>	<input type="checkbox"/>
Systematic personnel development or written promotion criteria	<input type="checkbox"/>	<input type="checkbox"/>
Long-term accounts for working hours	<input type="checkbox"/>	<input type="checkbox"/>
Changing composition of project teams	<input type="checkbox"/>	<input type="checkbox"/>
Measures to reconcile work and family life	<input type="checkbox"/>	<input type="checkbox"/>
Provisions for old-age	<input type="checkbox"/>	<input type="checkbox"/>

be010* Did the following changes take place in your establishment in the last calendar year?

	Yes	No
Change in the allocation of responsibilities and areas	<input type="checkbox"/>	<input type="checkbox"/>
Reduction of hierarchical levels	<input type="checkbox"/>	<input type="checkbox"/>
Relocation of tasks to other premises of your establishment	<input type="checkbox"/>	<input type="checkbox"/>
Reduction of the core workforce	<input type="checkbox"/>	<input type="checkbox"/>
Introduction of new information and communication technologies	<input type="checkbox"/>	<input type="checkbox"/>
Introduction of new production and control technologies	<input type="checkbox"/>	<input type="checkbox"/>
Closure, outsourcing or spin-off of parts of the business	<input type="checkbox"/>	<input type="checkbox"/>
Integration of other establishments or parts of other establishments	<input type="checkbox"/>	<input type="checkbox"/>

wz Please use the list of industries to indicate the industry to which your establishment belonged on 31.12. of the previous calendar year.

Manufacturing industry, trade, transport

Agriculture, forestry and fisheries

Mining and quarrying

Electricity, gas and water supply; sewerage, waste management and remediation activities

Manufacturing industry

Services, Administration

Information and communication

Publishing; motion picture production, distribution and sales; **broadcasting**; **telecommunications**, information technology and **information services**

Accommodation and gastronomy

01

02

03

04

24

25

26

Manufacture of food products, beverages and tobacco		Financial and insurance services	
Manufacture of textiles , clothing, leather goods and shoes	05	Economic, scientific and professional services, real estate and housing	27
Manufacture of wood products, paper and paperboard and printed products	06	Legal and tax advice, auditing	28
Manufacture of chemical and pharmaceutical products, coke and refined petroleum products	07	Administration and management of companies and companies; Management consultancy	29
Production of rubber and plastic goods	08	Architectural and engineering activities; technical consultancy, physical and chemical examination	30
Production of glass and ceramics ; processing of stone and earth	09	Research and development	31
Metal production and processing	10	Advertising and market research, design, photography, translation	32
Manufacture of fabricated metal products, steel and light metal construction	11	Veterinary services	33
Manufacture of computers, electronic and optical products	12	Rental of movable property	34
Manufacture of electrical equipment	13	Placement and hiring of workers	35
Mechanical engineering	14	Travel , security and surveillance services, gardening and landscaping, other economic services	36
Manufacture of motor vehicles and parts of motor vehicles, other transport equipment	15	Education and teaching	37
Manufacture of furniture and miscellaneous articles (e.g. jewellery, sports equipment, toys, medical equipment and materials)	16	Health and social services Hospitals and clinics	38
Repair and installation of machines and equipment	17	Medical practices, physiotherapy, alternative practitioners	39
Construction industry		Homes, outpatient social services	40
Building and civil engineering	18	Other services Arts, Entertainment, Recreation, Sports, Lottery	41
Preparatory site work, building installation and other building completion	19	Repair of data processing equipment and consumer goods	42
Trade		Other, mainly personal services (e.g. laundry, hairdresser, sauna)	43
Sale and repair of motor vehicles	20	Non-profit organisations Technologies for autonomous transport, e.g. transport drones, self-driving transport robots or vehicles,	44
Wholesale and trade brokering	21	Public administration	
Retail trade , petrol stations	22	Representations of interests , associations, church and other religious associations	
Transport and storage car parks, railway stations, freight handling, postal, courier and express services	23	Public administration and defence; compulsory social security	45
		Other, that is:	46

be018* Please indicate the type of business and the business volume for the last financial year - usually the previous calendar year.

Type of firm:

Business volume in Euro

Bank/credit institution (business volume: gross interest and commission income and trading profit) → continue with be023

Insurance (business volume: gross premium income) → continue with be023

Other (private) business (business volume: turnover excluding VAT) → continue with be020
→ first be043

Non-profit organisation, local authority, office (volume of business: budget volume) → continue with be023

be043 Is your business...

... an independent, autonomous establishment or institution without subsidiaries elsewhere.

... the head office or central administration of an establishment or institution with subsidiaries, offices or branch offices elsewhere.

... a subsidiary/department or branch office of a larger establishment or institution.

be020 How large was the share of your foreign turnover as a proportion of total turnover in the last financial year?

If no foreign turnover in the last financial year: Please enter "0"!

Please specify only for the surveyed operating office (e.g. not for a larger office together with other sites).

If you do not have exact figures at hand, estimates suffice.

Share of foreign turnover in the last financial year in percent:

be021 What proportion of turnover was accounted for by preliminary work and external costs in the last calendar year? This refers to all raw materials, consumables and supplies, merchandise, contract work, external services, rents and leases, other costs purchased from other establishments or institutions.

If you do not have exact figures at hand, estimates suffice.

Share of preliminary work and external costs in turnover in the last calendar year approx.:

be023 How high was the sum of all investments in your establishment in the last financial year?

If you do not have exact figures at hand, estimates suffice.

approx.: Euro

be026* What was the average gross wage or the average gross salary of a full-time employee in the following groups of employees in December of last year, please exclude the employer's social security contribution and special payments such as the Christmas bonus, the so-called 13th month's salary?

If you do not have exact figures at hand, estimates suffice.

Employees with unskilled tasks: Euro

Employees with qualified tasks: Euro

Employees with highly qualified tasks: Euro

be032 Does your establishment have a sectoral collective agreement or an in-house or establishment collective agreement?

Multiple answers possible

A sectoral agreement

Yes No

An in-house or establishment agreement

be034 Did your establishment have a works council or staff council elected under the Works Constitution Act or the Staff Representation Act in the last calendar year?

Yes

No

be035* Which chamber area does your establishment belong to...

Industry and trade

Yes No

Handicrafts

Agriculture

Liberal professions

Housekeeping

Public service

be041 In which year was your establishment founded?

In the year:

bo016* Now we have a few more questions for you personally. In which function do you yourself work in your company?

1: Owner/partner

2: Managing director/authorised signatory

3: Plant/works/branch manager

4: Head of Human Resources/Head of Personnel Development

5: Training manager

6: Head of a specialised department/head of department

7: Commercial manager

8: Other