BIBB/BAuA Employment Survey 2024

Work and careers in transition,

Acquisition and utilisation of vocational qualifications

Suggested English Translation
For orientation only – not an official English version of the questionnaire

Survey instrument
Questionnaire master for CATI programming
including variable identification

Main survey
4 October 2023 – 9 April 2024

FURTHER INFORMATION:

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Important note on the English translation

This document is provided solely as a suggested English translation of the original German questionnaire and as a supporting resource for researchers. It does not constitute an official English version of the questionnaire. The German questionnaire remains the authoritative and definitive version.

The English wording was generated with the assistance of DeepL Pro (DeepL SE, on February 09th. 2026) and subsequently provided as an orientation for users of the questionnaire. Researchers are expected to consult the corresponding German items and to independently assess whether the suggested English wording is appropriate for their specific purpose. Where necessary, the English translation should be adapted accordingly.

Differences in wording or terminology may occur in the English version even where the underlying German wording is identical or similar. In cases of ambiguity, discrepancy, or uncertainty, the German original must therefore always be consulted.

The Federal Institute for Vocational Education and Training (BIBB) assumes no responsibility for the accuracy, completeness, or suitability of the suggested English translations for specific research purposes. For terminology relating specifically to the German vocational education and training (VET) system, we recommend consulting the VET Glossary provided by BIBB: https://www.bibb.de/en/80996_81128.php .

Selection of target person

Q1002 **Good afternoon/evening, my name is ... I am calling on behalf of Kantar Public[1] – formerly known as Infratest. Today's topic is "Working in Germany". We are surveying both employed and unemployed people.**

INT.: Read aloud if necessary: **We are conducting this study on behalf of the Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health.**

INT.: Read aloud if necessary: **Your telephone number was randomly generated by a computer.**

Q100201 **Just to be sure: Are you currently driving a vehicle?**

if mobile phone number

1: Yes — Appointment
2: No — Q100202

Q100202 **May I first ask: Are you the primary user of the mobile phone?**

If mobile phone number

1: Yes — CONTINUE WITH Q1002_1
2: No — CONTINUE WITH Q10020202
3: KP: currently busy/unavailable — Appointment
4: Refusal/cancellations
5: Information about the study, telephone network, data protection, queries, etc. Q1001091
9: Info mail

Q1002_1 **We are surveying people aged 15 and over. Are you 15 years of age or older?**

if mobile phone number

1: Yes — CONTINUE WITH Q1005
2: No, person is younger than 15 — Failure – no ZP
3: KP: currently employed
4: Refusal/failures
5: Information about the study, telephone network, data protection, queries, etc. Q1001091
9: Info mail

Q10020202 **Could I speak to the main user of the mobile phone, please?**

if mobile phone number and Q100202=2

1: Yes — CONTINUE WITH Q1002_1
2: Primary user currently busy/unavailable — Appointment
3: Refusal/failures
4: Information about the study, telephone network, data protection, queries, etc. Q1001091
9: Information email

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[1] Current name: Verian

Q10031 if landline number	**First, I would need to randomly select a person from your household. May I ask:** **How many people aged 15 and over live in your household?** 1-9: Number of persons, 9 = 9 or more persons 10: KP currently busy/unavailable 11: Refusal/failures 12: Information about the study, telephone network, data protection, queries, etc. 19: Info mail
Q10032	**Then I need to conduct the interview with the X-oldest person. Is that you?** 1: ZP already on the telephone — Q1005 2: Connection with ZP is being established — Q1004 3: Failures / refusals 4: Information about the study, telephone network, data protection, queries, etc. 9: Info mail
Q1004 if Q10032=1	Good afternoon/evening, my name is ... **I am calling on behalf of Kantar Public – formerly known as Infratest. Today's topic is "Working in Germany". We are surveying both employed and unemployed people.** INT.: Read aloud if necessary: **We are conducting this study on behalf of the Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health.** INT.: Read aloud if necessary**: Your telephone number was randomly generated by a computer.**
Q1005 if ZP is on the phone	**Would you be so kind as to answer a few questions for me?** (INT.: Allow some time for the respondent to answer, then continue with:) INT: If not already read aloud: **We are conducting this study on behalf of the Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health.** INT.: If not already read out**: Your telephone number was randomly generated by a computer.** **Your participation is, of course, voluntary and you can withdraw at any time. The evaluation is completely anonymous, i.e. it is not linked to your telephone number.** 1: Yes, ready for the interview 2: ZP: currently busy / unavailable 3: Failures / refusal 4: Information about the study, telephone network, data protection, queries, etc. 9: Info mail
Q100091	***** INT.: Question about duration:** The duration of the interview depends on whether you belong to the narrower target group of the survey. If so, the interview will take a good 30 minutes; if not, only about 2 minutes. ***** INT.: Brief general background information:** This study is about your professional activity, your working conditions and your professional qualifications. ***** INT.: Websites where you can find more information:** You can find more detailed information about the survey on the following websites: www.bibb.de/arbeit-im-wandel (BIBB project website) www.kantarpublic.com (Kantar Public website) www.kantarpublic.com/de/Unsere-Studien/bibbbaua-erwerbstätigenbefragung (Kantar Public project website)

***** INT.: Why is this study being conducted?**
The aim of the survey is to provide representative information about the working population and jobs in Germany. Technical developments and organisational change are rapidly transforming the world of work and occupational requirements. One of the aims of this study is to capture these changes in order to develop appropriate training and further education programmes or occupational health and safety measures, for example.

***** INT.: How will the results be used?**
For example, press releases, articles for magazines or for the internet will be produced. The internet address is: www.bibb.de/arbeit-im-wandel

***** INT.: How is data protection guaranteed?**
All information you provide will be treated confidentially and evaluated anonymously. Participation is, of course, voluntary. However, it is very important that as many of the selected individuals as possible participate so that the research project can be carried out successfully.

***** INT.: Who commissioned the study?**
The scientific study is being conducted by Kantar Public on behalf of the Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health.

Question to those who refuse – refusal by ZP

NR1

if
Refusal by ZP

PROG.: The non-response questions are asked for the following disposition codes:
5: ZP: Refusal due to lack of time
9: ZP: unable/ill
12: ZP: Language problems
45: KA for postcode and place of residence (only NR 3, as year of birth and gender have already been determined)
48: KA on occupational activity (F100) (only NR 3, as year of birth and gender have already been determined)
54: ZP: no interest in the topic
55: ZP: no information/other reason
57: ZP refuses due to data protection concerns
58: ZP refuses due to length of interview

Even if you do not wish to participate in the study, would you still be willing to tell me your year of birth and your school-leaving qualification?

1: Yes
2: No, ZP does not provide any information

NR2

if NR1=1

Year of birth:

Year: _____

***9999: Not specified

NR3

if NR1=1 or postcode=20, 98, 99

What is your highest general school qualification?

INT.: Ask them to name their school qualification. Only read out the options if necessary.

1: Primary school certificate
2: Secondary school leaving certificate, intermediate school leaving certificate
3: (Technical) university entrance qualification, Abitur
4: No school qualification

9: Not specified

NR4

if
Refusal by ZP

Interviewer assessment: Was the target person...

1: male
2: female

9: I cannot assess

Target's employment status

S1	**May I ask your gender?** 1: Male 2: female 3: diverse ***9: Don't know INT: Do not read out the instructions!
S1a if S1 = 3, 9	**Would you prefer to be addressed in the masculine or feminine form in the following?** 1: in masculine form 2: in feminine form PROG.: Create variable "gender" for gender-specific address.
S2	**When were you born? Please tell me the month and year of your birth.** Month: _____(s2m) Year: _____(s2j) PROG.: Please check that ZP is at least 15 years old. No entry is permitted.
E101	**Are you currently employed, i.e. do you perform any paid work or work that generates an income?** INT.: Sickness or leave of absence of less than 3 months counts as gainful employment. 1: Yes 2: No ***9: Not specified
E102 if E101 ≠ 2, 9	**Are you currently engaged in one or more of these types of gainful employment?** 1: One 2: Several ***9: Not specified
E103 if E102 = 2	**Please provide the following information for your main activity. By this I mean the gainful activity to which you devote most of your time.**
E104 if E101 ≠ 2, 9	**Is this activity training or part of training?** 1: Yes 2: No ***9: Not specified
E104a if E104=2, 9	**Paid activities may also be voluntary work. Is this activity voluntary work?** 1: Yes 2: No ***9: Not specified

E105 **What kind of training is it?**

if E104 = 1

1: in-company training or apprenticeship,
2: school-based training, e.g. at a vocational school,
3: civil service training for a career in the public sector,
4: a legal clerkship,
5: specialist medical training,
6: an internship
7: or is it another type of training?

9: Not specified

E106 Examination:

1: An activity or KA in E102 and E105=1-3,6,7,9	VAR GEN: ZP_STP=2 (NO ZP)
2: Multiple activities and E105=1-3,6,7,9	CONTINUE WITH QUESTION E107
3: Multiple activities and E104a=1	CONTINUE WITH QUESTION E301
4: One activity or KA in E102 and E104a=1	CONTINUE WITH QUESTION E207
5: E104a=2,9 or E105=4,5	CONTINUE WITH QUESTION E201
6: E101=2.9	CONTINUE WITH QUESTION E402

E107 **You perform several activities. Please do not provide the following information for the training or internship we just discussed, but rather for the gainful employment to which you devote most of your time**.

if E106 = 2

E201 **How many hours do you normally work on average per week in this activity – including regular overtime, extra work, on-call duty, etc.?**

if E106 = 2, 5

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

_____ hours per week (1-120, 997-999)

INT.: ***997: Irregular working hours
***998: Don't know
***999: Not specified

INT.: Please round up half hours to whole hours.

E201P **This is an unusually high number of hours. Is this correct?**

if E201 > 70 and < 997

1: Yes, number of hours correct	CONTINUE WITH CHECK E203
2: No, correct number of hours	Back to E201

E202 **How many hours in total did you work in this activity last week?**

if E201 > 996

_____ hours (1-120, 998-999) CONTINUE WITH CHECK E203 or E202P

***998: Don't know
***999: Not specified

INT.: Please round up half hours to whole hours.

E202P **This is an unusually high number of hours. Is this correct?**

if E202 > 70 and < 998

1: Yes, number of hours correct	CONTINUE WITH CHECK E203
2: No, correct number of hours	Back to E202

E202_a **Did you work at least 10 hours in this activity last week?**

if E202 > 997

1: Yes

2: No

***9: Not specified VAR GEN: ZP_STP=2 (NO ZP)

E203 Check "Gainful employment within the meaning of the survey" = target person to be interviewed?

if E106 = 2, 5 and

1: if (E201 or E202 >= 10 hours or E202_a = 1)

E202 ≠ 9	& E106 = 5 (legal traineeship/specialist doctor)	CONTINUE WITH QUESTION WoOrt_ZP/E600 (ZP)
	2: if (E201 or E202 >= 10 hours or E202_a = 1) & E106 = 2	CONTINUE WITH QUESTION E205
	3: Otherwise	CONTINUE WITH QUESTION E207

E205

E203 = 2

Paid activities may also be voluntary work. What about this activity: do you carry out this activity on a voluntary basis?

1: Yes

2: No

***9: Not specified

E207

if E106 = 4 or E203 = 2, 3

Examination

1: 1 Activity, voluntary work (E106 = 4) CONTINUE WITH QUESTION E402

2: 1 activity, less than 10 hours (E102 = 1.9 & E203 = 3) CONTINUE WITH QUESTION E402

3: 2 activities, 1st activity: trainee, 2nd activity: less than 10 hours

(E102 = 2 & E104 = 1 & E203 = 3) VAR GEN: ZP_STP=2 (NO ZP)

4: 2 activities, 1st activity: trainees, 2nd activity: voluntary work

(E102 = 2 & E104 = 1 & E205 = 1) VAR GEN: ZP_STP=2 (NO ZP)

5: 2 activities, 1st activity: trainees, 2nd activity: no voluntary work, i.e. more than 10 hours

(E102 = 2 & E104 = 1 & E205 = 2, 9) CONTINUE WITH QUESTION WoOrt_ZP/E600 (ZP)

6: 2 activities, 1st activity less than 10 hours, 2nd activity also less than 10 hours

(E102 = 2 & E104 = 2, 9 & E104a = 2, 9 & E203 = 3) CONTINUE WITH QUESTION E402

E301

if E106 = 3

You perform several activities. Please do not provide the following information for the voluntary activity we just discussed, but for the gainful employment to which you devote most of your time.

How many hours do you normally work on average per week in this activity – including regular overtime, extra work, on-call duty, etc.?

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

_____ hours per week (1-120, 997-999)

***997: Irregular working hours
***998: Don't know
***999: Not specified

INT: Please round up half hours to whole hours.

E302

if E301 > 996

How many hours in total did you work in this activity last week?

_____ hours last week (1-120, 997-999)

***998: Don't know
***999: Not specified

INT.: Please round up half hours to whole hours.

E303

if E106 = 3

Check "Gainful employment within the meaning of the survey" = target person to be interviewed?

if E301 or E302 >= 10 hours	CONTINUE WITH QUESTION E304
Other	CONTINUE WITH QUESTION E402

E304

if E303 = 1

Do you also perform this activity on a voluntary basis?

1: Yes
2: No

	***9: Not specified
	Temporary interruption of gainful employment and assisting family members The following are classified as employed: respondents on maternity leave, respondents with a break of no more than 3 months, assisting family members
E402 if E106 = 6 or E207=1,2,6 or E304 = 1	**Are you currently on parental leave or special leave for another reason?** 1: Yes, on maternity leave — CONTINUE WITH QUESTION E501 2: Yes, on parental leave — CONTINUE WITH QUESTION E404 3: Yes, on special leave for another reason — CONTINUE TO QUESTION E403 4: No, none of the above — CONTINUE WITH QUESTION E405 ***9: Not specified — CONTINUE WITH QUESTION E405 Check: if gender = female and S2_year >= 1968: <TEXT402> "on maternity leave," Otherwise: <TEXT402> ""; Hide item 1
E403 if E402 = 3	**Does this holiday or special leave last longer than 3 months?** 1: Yes, longer 2: No 3: Not sure yet ***9: Not specified
E404 if E402 = 2	**Does the interruption to your employment last longer than 3 months in total?** 1: Yes, longer 2: No 3: Don't know yet ***9: Not specified
E405 if E402 = 4, 9 or E403=1,3,9 or E404=1,3,9	**Are you currently working as a family member in a business run by a member of your family?** 1: Yes 2: No — VAR GEN: ZP_STP=2 (NO ZP) ***9: Not specified — VAR GEN: ZP_STP=2 (NO ZP)
	Temporary interruption of gainful employment: Working hours if E402=1 or E403=2 or E404=2: <TEXT501>: "Please think about the employment that you have currently interrupted. "Otherwise: <TEXT501> "".
E501 if E402 = 1 or E403 = 2 or E404 = 2 or E405 = 1	**How many hours do you normally work on average per week in this activity – including regular overtime, extra work, on-call duty, etc.?** INT: If the respondent can only specify a range "from to hours", please enter the average value _____ hours per week (1-120, 997-999) ***997: Irregular working hours ***998: Don't know ***999: Not specified INT: Please round up half hours to whole hours.
(E502) if E501 > 996	Check 1: if yes for E405 (= assisting family members) 2: Otherwise — VAR GEN: ZP_STP=2 (NO ZP)
E503 if E502 = 1 (or E405=1 and	**How many hours in total did you work in this activity last week?** _____ hours last week (1-120, 998,999) ***998: Don't know

E501> 996)	***999: Not specified INT.: Please round up half hours to whole hours.
E503_a if E503=998,999	**Did you work at least 10 hours in this activity last week?** 1: Yes 2: No ***9: Not specified VAR GEN: ZP_STP=2 (NO ZP)
E504 if E501 <120 or E503 <120 or E503_a = 1	Check "Gainful employment within the meaning of the study" = target person to be interviewed? 1: if E501 or E503 >= 10 hours or E503_a=1 CONTINUE WITH QUESTION WherePlace_ZP/E600 (ZP) 2: Otherwise VAR GEN: ZP_STP=2 (NO ZP)
WhereWord_ZP if Mobile communications and E203 = 1 or E207 = 5 or E304=2.9 or E504=1	**For our statistics, could you please tell me the postcode of your place of residence?** _____ (5 digits) ***20: Place of residence is abroad End ***98: Changing place of residence in different regions End ***99: Not specified - End
E600 if ZP_STP=1	**I would now like to talk to you about your professional activities.** INT: If necessary, interrupt the conversation and arrange an appointment! This applies especially to mobile phones in unfavourable conversation situations. If necessary, arrange an appointment using a landline number. 1: continue with the interview CONTINUE WITH QUESTION F100 3: Appointment (INT: When making an appointment, please use the menu bar and Actions!)
End ZP_STP=2 or WoOrt_ZP= 20,98, 99	**You are not part of the target group for this survey. Thank you very much for your information!**

Internally generated variables:

Var_gen

ZP_STP	**Definition of target person (ZP_STP)** if E203=1 or E207 = 5 or (E305=4 or 9) or (E306=4 or 5) or E504=1: ZP_STP = 1 Otherwise ZP_STP = 2
NT	**Definition of secondary activity (NT):** if E102 = 2 and E301 is empty: NT = 1 Otherwise: NT = 0
AZ	**Definition of working time in variable (AZ):** if E503 is occupied: AZ = E503 Otherwise: if E501 is occupied: AZ = E501 Otherwise: if E302 is occupied: AZ = E302 Otherwise: if E301 is occupied: AZ = E301 Otherwise: if E202 is occupied: AZ = E202 Otherwise: if E201 is occupied: AZ = E201
zpalter	**Age of target person**

START OF MAIN INTERVIEW

Current occupation

F100

What occupational activity are you currently engaged in? Check: If several gainful activities are performed and E106 ≠ 2 and NT = 1, then display instead:

<What is your current main occupational activity? By this I mean the occupation to which you devote most of your time.>

Please give me the exact job title. For example, not <mechanic, but car mechanic, not teacher, but secondary school teacher>. This is not about the profession you once learned, but about the gainful employment you are currently engaged in.

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

***99: Not specified (F100_kA)⇒ continue with F101

Control depending on gender: <not a mechanic, but a car mechanic; not a teacher, but a secondary school teacher>

F101

if F100=99

This is very important information for our study. Would you please tell me what occupational activity are you currently engaged in?

_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF101)

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

F102

if term is included in list of occupations

Check: if the activity mentioned is included in the stored list of occupational activities, then display it for the interviewer

Can you describe this occupation in more detail? Is there a more specific term for what you do?

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

***99: Not specified

STIB

Please now think about your occupation as <display occupation from F100-102>.

What is your professional status? Are you ...

1: A manual worker,
2: Salaried employee,
3: Civil servant,
4: Self-employed,
5: Freelancer (In German: freiberuflich tätig),
6: Freelance collaborator (in German: Freie Mitarbeiter/in),
7: Assisting familiy member

***9: ZP cannot decide between "worker" and "salaried employee"
***99: Not specified

INT: Please read out the instructions

PROG: Formulation of occupational status depending on gender

Working hours and place of work

F200

if STIB≠ 4,5,6

How many hours per week do you work, excluding overtime, as agreed with your employer?

✎_____hours per week (two digits, decimal, one digit, 1-85, 97, 99)

***97: No weekly working hours agreed
***99: Not specified

INT: Week may also include Saturday and Sunday, e.g. in the catering sector

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F200P

if F200 > 50 and < 97

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

1: Yes, number of hours agreed
2: No, correct number of hours

F207a

if STIB≠ 4,5,6

If you could choose your own working hours, would you reduce, increase or maintain your working hours? Please note that your earnings would change accordingly.

1: reduce
2: increase
3: keep the same

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

F204a

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

When you work overtime, do you usually compensate for it with time off?

1: Yes
2: No

***3: Sometimes
***9: Not specified

F206

if NT=1

And how long do you actually work on average in a week, including your secondary activities?

✎_____hours per week

***999: Not specified

INT: Please round up half hours to whole hours.

Check: The figure in F206 must be higher than or equal to the figure in AZ.

F206P

if F206 > 70 and < 999

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

1: Yes, number of hours is correct
2: No, correct number of hours

Check: if secondary employment, then display:

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

F208

How often are you able 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 out the instructions

F209	**Are your working hours normally between 7 a.m. and 7 p.m.?** 1: Yes 2: No ***9: Not specified
F209_01 if F209= 2.9	**Do you work shifts?** 1: Yes 2: No ***9: Not specified
F209_02 if F209_01=1	**Do you work alternating shifts or always the same shift?** 1: Alternating shifts 2: Always the same shift ***9: Not specified INT: Alternating shifts describe a working time model in which employees switch between different shifts. Shifts include, for example, early, late and night shifts.
F209_03 if F209_01=1	**Do you <also> work night shifts?** 1: Yes 2: No ***9: Not specified PROG: if F209_02=1, display "also"
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 if STIB≠ 4.5	**Do you work from home for your company, even if only occasionally?** 1: Yes 2: No⇒ F232 ***9: Not specified ⇒ F232
F229 if F228=1	**How often does this occur?** 1: always 2: frequently 3: sometimes 4: rarely ***9: Not specified INT: Please read out the instructions

F229_01

if F228=1

And since what year have you been working from home?

✎_____

***9998: I can't say
***9999: Not specified

PROG.: Check: ZP must have been at least 14 years old at the time.

F230a

if F228=1

Is it contractually agreed that you can work from home? In other words, is there, for example, a company or service agreement or a regulatory agreement?

1: Yes
2: No

***9: Not specified

F231

if F229 >=2

How many hours do you usually work from home per week on average? This refers to hours actually worked, regardless of your regular working hours.

✎_____ (1-120, 997-999)

***997: irregular
***998: I cannot 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 whole hours.

F231_01a

if F229 >=2

How often do you still travel to a place of business or other place of work on days when you work from home?

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

***9: Not specified

INT: Please read out the instructions

F231_02

if F229 >=2

Are the hours you work from home counted as working time in full, in part or not at all?

1: Fully
2: Partially
3: Not at all

***9: Not specified

F231_02

if F229 =1

Are the hours you work from home counted in full or in part as working time?

1: Fully
2: Partially

***9: Not specified

F232

if F228=2,9

If your company gave you the option of working from home some of the time, would you accept this offer?

1: Yes
2: No
3: Not possible in my line of work

***9: Not specified

INT: Please read out the options

F232_01 **And to what extent would you like to work from home?**

if F232=1

1: more than half of your working hours
2: about half of your working hours
3: or less than half of your working hours

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

INT: Please read out the instructions
Only suggest the setting "7: irregular" if no more precise information is available .

F232_02 **Would you increase your contractually agreed working hours if your company allowed you to work from home part of the time?**

if F232=1 and F200 < 35h

1: Yes
2: No
3: Not possible in my job

***9: Not specified

INT: Please read out the options

F233_GKZ **Can you tell me the postcode of your place of business?**

✎_____ (F233_PLZ)

***99996: Plain text entry of the town/municipality
***99997: Business premises are located abroad
***99998: Changing place of work in different regions
***99999: Not specified

INT: If the target person is unable to specifie spontaneously, please read aloud:

If you do not know this exactly, please tell me the town or municipality where your place of business is located

✎_____ (F233_GKZ – generated by entering the location)

***99999996: No location selected, postcode available
***99999997: Business premises are located abroad
***99999998: Changing place of work in different regions
***99999999: Not specified

Check: if location is not included in the stored municipality list or "Not specified" for postcode/location: **In which federal state is your place of business located?**

✎_____ (F233_Bula)

***99: Not specified

Activities performed

Let us now turn to your specific professional activity as <display activity from F100-102>.

F301

Do you have employees for whom you are the immediate supervisor?

1: Yes
2: No

***9: Not specified

Check: if gender is female: <the>
INT: This refers to employees for whom you have personnel responsibility

F302

if F301=1

And how many are there?

✎_____ employees

***99999: Not specified

F303a

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

Does at least one of these employees also have a direct supervisory role?
<if F302=1: **Does this person also have a direct supervisory role?>**

1: Yes
2: No

***9: Not specified

INT: This refers to employees for whom you have personnel responsibility
.

F304a

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

Do you have a direct supervisor, or is there at least one other management level above your management level?

1: Yes
2: No

***9: Not specified

F305a

if STIB= 1,2,3,9,99 and F304a ≠ 2

What is the gender of your immediate supervisor?

1: male
2: female
3: diverse

***8: I cannot say
***9: Not specified

INT: Do not read out instructions
If you have more than one direct supervisor,
please think of the person who is primarily responsible for your work.

PROG.: Input filter incl. F304a not assigned

F305_01a

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

Do you have professional responsibility, e.g. as a project, group or team leader?

1: Yes
2: No

***9: Not specified

PROG.: Control by "gender"
INT: Holiday replacements or other substitutes are not meant here

F305_02

if STIB=

Do you have independent budget responsibility in your job?

1: Yes

1,2,3,9,99	2: No ***9: Not specified INT: This does not refer to purchasing, ordering goods or managing small sums (<£1000)
F305_03	**Does your job involve training apprentices in the company, even if only occasionally?** 1: Yes 2. No ***9: Not specified
	I will now list a few selected activities. Please tell me how often these activities occur in your work. Sequence F303 to F320 randomly generated: For the first statement, display the question "Does this occur frequently, sometimes or never?" INT: Read the instructions again if necessary
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, controlling machines, systems, technical processes** 1: frequently 2: sometimes 3: never ***9: Not specified
F306	**Repair, maintenance** 1: frequently 2: sometimes 3: never ***9: Not specified
F307	**Shopping, procurement, sales** 1: frequently 2: sometimes 3: never ***9: Not specified

F308	**Transport, storage, 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	**Organising, planning and preparing work processes for others.** 1: frequently 2: sometimes 3: never ***9: Not specified
F311	**Development, research, design** 1: frequently 2: sometimes 3: never ***9: Not specified
F312	**Training, teaching, instructing, educating** 1: frequently 2: sometimes 3: never ***9: Not specified
F313	**Gathering information, researching, documenting** 1: frequently 2: sometimes 3: never ***9: Not specified
F314	**Advice and information** 1: frequently 2: sometimes 3: never ***9: Not specified
F315	**Entertaining, providing accommodation, preparing meals** 1: frequently 2: sometimes 3: never ***9: Not specified

F316	Nursing, caring, healing1: frequently 2: sometimes 3: never ***9: Not specified
F317	**Securing, protecting, guarding, monitoring, directing traffic** 1: frequently 2: sometimes 3: never ***9: Not specified
F320	**Cleaning, waste disposal, recycling** 1: frequently 2: sometimes 3: never ***9: Not specified
F318	**Working with computers** 1: frequently 2: sometimes 3: never ***9: Not specified
F318_01	**How often do you use the following devices <u>for</u> your work?** **Smartphone** 1: frequently 2: sometimes 3: never ***9: Not specified
F318_02	**Tablet** 1: frequently 2: sometimes 3: never ***9: no information
F330 if F318<=2 or F318_01-02 <=2	**How often do you use video conferencing for work?** 1: frequently 2: occasionally 3: never ***9: Not specified
F331 if F318=1,2	**The following section deals with the digitisation of work. Do you use standard office programmes such as Microsoft Office, Open Office or e-mail programmes in your work?** 1: Yes 2. No ***9: Not specified INT: Please read out the options INT: SAP standard modules are included here
F332 if	**Do you use special computer programmes in your work, for example for image or video editing, layout design, accounting or CAD?**

F318=1,2	1: Yes 2. No ***3: I cannot say ***9: Not specified INT: also medical software, CAD = computer-aided design (CAD)
F333 if F331=1 or F332=1	**Do you program macros or scripts, for example for recurring work steps or to work more efficiently?** 1: Yes 2. No ***3: I cannot say ***9: Not specified
F334 if F318=1,2	**Do you use programming languages such as C++, Python, Java to create programmes and applications in your work?** 1: Yes 2. No ***9: Not specified
F335	**Do you use technologies that utilise artificial intelligence in your work, e.g. to automatically recognise and process language, images or text?** 1: Yes 2: No ***3: I can't say for sure (INT.: only read out after examples have been read out) ***9: Not specified INT: read aloud if necessary: These include, for example: voice assistants, translation programmes that use artificial intelligence, automatic chat programmes such as ChatGPT, or autonomous vehicles. This does not include: computers in general, the internet in general, intranet, email programmes, VPN, cloud storage, Dropbox
F336 if F335=1	**And how often do you use such technologies?** 1: frequently 2: sometimes 3: rarely ***9: Not specified INT: Please read out the options If necessary, please read aloud: e.g. voice assistants, translation programmes that use artificial intelligence, automatic chat programmes such as ChatGPT or autonomous vehicles
F337 if F335=1	**Have you worked with such technologies for the first time in the last two years?** 1: Yes, for the first time 2. No, previously ***9: Not specified INT: Please read aloud if necessary: e.g. voice assistants, translation programmes that use artificial intelligence, automatic chat programmes such as ChatGPT or autonomous vehicles

Professional requirements

The following section deals with the professional requirements of your job

F400

What type of training is usually required to perform your activity as <show activity from F100-102>? A completed vocational training programme, a university of applied sciences or university degree, a further training qualification, e.g. as a master craftsman or technician, or is no vocational training qualification required?

1: Completed vocational training
(INT: also school-based vocational training)
2: University of applied sciences or university degree
3: Advanced training degree, e.g. master's or technician's degree
(INT: also technical college degree, in German: Fachschulabschluss)
4: No vocational training qualification required

***8: I cannot say
***9: Not specified

F400_01

if F400=4

Are you aiming for an activity that requires a vocational qualification in the next two years?

1: Yes
2: No

***9: Not specified

F400_02

if **F400=4** & F400_01=2

Does your current activity match your career expectations?

1: Yes
2: No

***9: Not specified

F401

Is a relatively short induction <at the workplace> sufficient to perform your <if F400=4 & F400_01=1: current> activity, or is a longer training period <in the company> required?

1: Brief training <at the workplace> is sufficient
2: Longer training <in the company> is required

***8: I cannot say
***9: Not specified

Check: Do not display <at the workplace> and <in the company> if STIB = 4.5

F403_05

Do you need basic or specialist knowledge of German, written expression or spelling in your activity?

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

***9: Not specified

INT: Please read out the instructions

F403_10a	**Do you need basic or specialist knowledge of languages other than German in your activity?** 1: No knowledge 2: Basic knowledge 3: Specialist knowledge ***9: Not specified INT: Please read out the instructions If basic knowledge is required in one language and specialist knowledge in another , please specify the specialist knowledge
F403_10b if F403_10a =2,3	**Do you need English skills in your activity?** 1: Yes 2: No ***9: Not specified INT: Please read out the instructions
F403_10c if F403_10b=1	**What level of English proficiency is required for your activity? Basic knowledge, advanced knowledge, or does your activity require you to be able to express yourself fluently and articulately, both verbally and in writing, without difficulty?** 1: Basic knowledge 2: Advanced knowledge 3: Or does your activity require you to express yourself fluently and articulately, both verbally and in writing, without difficulty? ly express yourself fluently and articulately, both verbally and in writing? ***9: Not specified INT: Basic knowledge: understand and make simple statements Advanced knowledge: understanding difficult texts and the ability to speak spontaneously and write simple texts
F409	**In your activity as <insert activity from F100-102>, do you generally feel that you are able to meet the requirements in terms of your specialist knowledge and skills, or do you feel rather overwhelmed or rather underchallenged?** 1: generally up to the requirements 2: tend to be overwhelmed 3: tend to be underchallenged ***9: Not specified
F410	**And do you generally feel able to cope with the demands of the workload, or do you tend to feel overwhelmed or underchallenged?** 1: generally able to cope 2: tend to feel overwhelmed 3: tend to be underchallenged ***9: Not specified
F411	**I will now read out some work requirements. For each point, please tell me how often this occurs in your work: frequently, sometimes, rarely or never. How often does the following occur in your work?** INT: Read out the instructions at the beginning, then read them out again if necessary

F411_01 **...you have to work under intense time 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: If the answer is "sometimes", please enter "yes"; if the answer is "rarely", please enter "no".
Applies to F412_1 to F412_13

F411_02 **...that the performance of your work is prescribed 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 the same work process 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 will be faced with new tasks that you will first have to familiarise yourself with and learn?**

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, poor materials, machine malfunctions or telephone calls?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F412_06 if F411_06=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F411_07	**...that you are required to produce a specific number of items, achieve a certain minimum output or complete a certain amount of work within a specified time?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F412_07 if F411_07=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F411_08	**...that you are asked to do things that you have not learned or that you are not proficient at?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F412_08 if F411_08=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F411_09	**...that you have to keep track of different types of work or processes at the same time?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified

F412_09 if F411_09=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F411_12	**...that you have to push yourself to the limits of your ability?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F412_12 if F411_12=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F411_13	**... that you have to work very quickly?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F412_13 if F411_13=1	**Is that stressful to you?** 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 activity puts you in situations that are emotionally stressful?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F411_16	**...that you cannot cope with the amount of information you receive at work?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F411_17	**How often does your work involve direct contact with customers, clients, patients, students or similar persons who are not employed at your workplace?**

	1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F411_18	**... <u>that you alone</u> are responsible for checking your work?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F411_19	**... that you have to decide for yourself how you do your work?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F327	**How often does the following occur in your work...** Sequence F327_01a-327_06a randomly generated INT: Read out the instructions at the beginning, then read them out again only if necessary
F327_01a	**that you have to react to and solve unforeseen problems? Does this happen often, sometimes, rarely or never?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F327_02	**that you have to make difficult decisions on your own?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F327_03	**that you need to recognise and fill gaps in your knowledge?** 1: frequently 2: sometimes 3: rarely 4: Or never ***9: Not specified

F327_04a	**that you have to adapt your own behaviour to that of others?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified
F327_05	**that you have to persuade others and negotiate compromises?** 1: frequently 2: sometimes 3: rarely 4: Or never ***9: Not specified
F327_06a	**that you have to consult with others in your work?** 1: frequently 2: sometimes 3: rarely 4: or never ***9: Not specified

Employment

Below are some questions about your employment status

Einl_stib

Control <position in profession> according to "gender":
if STIB = 1 and female: "as a worker"
if STIB = 1 and male: "as a labourer"
...
if STIB = 5 and female: "freelancer"
if STIB = 5 and male: "freelancer"
if STIB = 6 and female: "as a freelance collaborator "
if STIB = 6 and male: "as a freelance collaborator "
if STIB = 7 and female: "as assisting family member"
if STIB = 7 and male: "as assisting family member"

Check: INTRO not if STIB = 9, 99:

At the beginning of our conversation, you said that you work as <show position in profession>.

Check:
if STIB=1⇒ continue with F500
if STIB=2,9,99⇒ continue with F501
if STIB=3⇒ continue with F504
if STIB=4⇒ continue with F506
if STIB=5,6,7⇒ continue with F510

F500

if STIB=1

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

1: Semi-skilled worker, unskilled worker, assistant
2: Skilled worker, journeyman
3: Foreman (in German: Vorarbeiter), Column Leader (in German: Kolonnenfuehrer)"
4: Or master, site foreman (in German: Polier) in an employment relationship

***9: Not specified

INT: Please read out the specifications

PROG.: Control according to "gender". Foreman remains in masculine form

Filter: All continue to F507

F501

if STIB=2.9.99

Are you an employee?

1: with simple tasks
2: with qualified work, e.g. clerk, office administrator, technical draughtsman
3: with highly skilled work, e.g. research assistant, engineer, department head

***9: Not specified

INT: Please read out the specifications
Examples of simple activities are salesperson, cleaner, nursing assistant

PROG.: Control according to "gender".

F502

if F501=2,3

Are you employed as a master craftsman or site foreman?

1: Yes
2: No

***9: Not specified

PROG.: Control according to "gender". Foreman remains in masculine form.

F504 if STIB=3	**Are you a civil servant in the basic, middle, upper or higher service?** 1: in basic service 2: in middle-level service 3: in upper service 4: in higher service ***9: Not specified PROG.: Control by "gender"
F506 if STIB=4	**Are you a self-employed master craftsman?** 1: Yes 2: No ***9: Not specified PROG.: Control by "Gender"
F507 if STIB= 1,2,9,99	**Are you currently in a fixed-term or permanent employment relationship?** 1: Fixed-term 2: Permanent ***9: Not specified
F509 if STIB= 1,2,9,99	**Are you employed by a temporary employment agency that places you with other companies?** 1: Yes 2: No ***9: Not specified
F510	Check: if STIB = 1,2,3,7,9,99 & F509<>1 **Since what year have you been employed by your current employer?** Check: if STIB = 4,5 **Since what year have you been operating this business?** Check: if STIB = 6 **Since what year have you been working as a <freelance collaborator r> for the company where you spend most of your working time?** Check: if F509=1 **Since what year have you been with this temporary employment agency?** ✎_____year ***9999: Not specified PROG.: Check: ZP must have been at least 14 years old at that time. Control by "gender" (if possible)

F511

if STIB= 1,2,3,7,9,99 and F509≠ 1

And since what year have you been working as <show occupation from F100-102> for your current employer?

✎_____year (F511_j)

9999: Not specified

Check: if current year > minus 3 years, then also ask for month: **[And since which month?]**

✎_____Month (F511_m)

99: Not specified

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

INT: We do not mean the time of training here

PROG.: Input filter incl. F509 not assigned

F512

Check: if STIB = 1,2,3,7,9,99 & F509<>1
Does the company you work for...

Check: if STIB = 4,5
Does your company belong to...

Check: if STIB = 6
Does this company, for which you mainly work, belong to...

Check: if F509=1
Does the hiring company where you work...

1: to the public sector
2: to industry
3: to the skilled trades
4: to trade
5: other services
6: to another sector

***7: Private household ⇒ continue with F518
***9: Not specified

If F509=1: INT: if not currently on loan, last borrowing organisation.

INT: Please read out the specifications.

Prog: Display items 1 and 7 only for Stib=1,2,3,7,9,99

F513

if F512≠ 7

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".

✎_____(TF513)

***99: Not specified

INT: Please ask if necessary!

F515

if (STIB=1,2,3,4,5,7,9,99) and F512≠7

Check: if STIB = 1,2,3,7,9,99
Approximately how many people are employed at the company where you work, including <<owners and>> trainees?

if F509=1: <<This question refers to your immediate working environment, not your temporary employment agency.>>

Check: if STIB = 4,5
How many people are employed in your company in total, including yourself and any trainees?

1: 1 person
2: 2 persons
3: 3 to 4 persons
4: 5 to 9 persons
5: 10 to 19 people
6: 20 to 49 people
7: 50 to 99 persons
8: 100 to 249 persons
9: 250 to 499 persons
10: 500 to 999 persons
11: 1,000 and more persons

***99: Not specified

Check: If public service (F512=1), please also display: **<This refers to the number of employees at the local office.>**

Check: if STIB = 1,2,3,7,9,99 and F515=1, then display intermediate mask:

(INT.: Please read aloud in addition:)
Please include yourself in the count.

1: Correct the number of employees –> return to F515
2: Number of employees "1" is correct. -> continue

INT: Read out instructions if necessary
If there are several locations, this refers to the local business or branch office

---

F515_01

if F515>=4

Is there a works council or staff council at your company?

if F509=1: **<<This question refers to your immediate working environment, not your temporary employment agency.>>**

1: Yes
2: No

***8: I cannot say
***9: Not specified

F517

if (STIB= 1,2,4,5,6,7,9,99) and F512≠ 7

Check: if STIB = 6
How likely do you think it is that your freelance work for the company you mainly work for will end in the near future?

Check: if F507=1
How high do you estimate the risk that your contract will not be renewed?

Check: if STIB = 4, 5
How high do you estimate the risk that you will have to close your business in the near future?

Check: Other
How high do you estimate the risk that you will be dismissed from your business in the near future?

if F509=1: <<This question refers to your immediate working environment, not your temporary employment agency.>>

1: very high
2: high
3: rather low
4: Or is there no risk at all?

***6: I have already resigned or am in the process of resigning
(Program: do not display if Stib=4.5)
***7: I do not want to be taken on
(Program: show if F507=1 or F509=1 or Stib=6)
***9: Not specified

INT: Please read out the specifications

F518

Check: if STIB = 1,2,3,7,9,99
Now to your monthly gross earnings, i.e. wages or salary before deduction of taxes and social security contributions. Please do not include child benefit. What are your monthly gross earnings from your activity as <display activity from F100-102>?

Check: if STIB = 6
Now to your gross monthly income. This does not refer to turnover. Please do not include child benefit. How much is your gross monthly income from your activity as <show activity from F100-102>?

Check: if STIB = 4.5
Now let's move on to your gross monthly income. This does not refer to business turnover or profit. Please do not include child benefit. How much is your gross monthly income from your activity as <display activity from F100-102>?

✎_____EURO (value range 1 – 99997)

***99998: I cannot say
***99999: Not specified

F519

if F518=99998, 99999

Would you then perhaps tell me: Is your gross monthly income less than 3,000 euros?

1: Yes, less than €3,000
2: No, 3,000 euros and above

***9: Not specified

F520

if STIB= 1,2,7,9,99 and (F518 <=520 or F519=1,9)

Is your activity a so-called marginal employment, also known as a mini-job, with a salary of up to 520 euros per month?

1: Yes
2: No

***9: Not specified

Working conditions

Let's now move on to various working conditions and whether these occur frequently, sometimes, rarely or never in your activity as <insert activity from F100-102>.

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

F600_01

Working while standing.

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

***9: Not specified

F602_01

if F600_01=1

Is that stressful to you?

1: Yes
2: No

***9: Not specified

INT: If the answer is "sometimes", please enter "yes"; if the answer is "rarely", please enter "no".
Applies to all questions in loop

F600_02

Working in a seated position for at least one hour without interruption.

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

***9: Not specified

F602_02

if F600_02=1

Is that stressful to you?

1: Yes
2: No

***9: Not specified

F600_14

Physical activities that significantly increase breathing and heart rate.

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

***9: Not specified

F600_03

Lifting and carrying loads weighing more than < for male ZP: **20 kg**, for female ZP: **10 kg** >**.**

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

***9: Not specified

F602_03

if F600_03=1

Is that stressful to you?

1: Yes
2: No

***9: Not specified

F600_04 **Working in smoke, dust or around gases or 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 **Working in cold, heat, wet, damp or draughty conditions.**

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 and grime.**

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 tasks with your hands that require a high degree of dexterity, rapid movements or considerable strength.**

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_07d	**Working in a squatting or kneeling position.**
	1: Frequently 2: Sometimes 3: Rarely 4: Never
	***9: Not specified
F602_07d	**Is that stressful to you?**
if F600_07d=1	1: Yes 2: No
	***9: Not specified
F600_07e	**Working with your arms above your head.**
	1: Frequently 2: Sometimes 3: Rarely 4: Never
	***9: Not specified
F602_07e	**Is that stressful to you?**
if F600_07e=1	1: Yes 2: No
	***9: Not specified
F600_10	**How often do you work in sufficient daylight? This includes daylight coming in through windows. If you have multiple workplaces, please consider the workplace where you spend most of your time.**
if F209=1 or F209_01=2.9 or F209_02 =1.9 or F209_03=2.9	1: Frequently 2: Sometimes 3: Rarely 4: Never
	***9: Not specified
F602_10	**Is that stressful to you?**
if F600_10=4	1: Yes 2: No
	***9: Not specified
F602_10a	**What is the main reason why you do not have sufficient daylight at your workplace?**
if F600_10=4	1: There are no windows or too few windows 2: The workplace is too far away from the window 3: The amount of light entering the room is restricted by objects that I cannot influence, e.g. structural obstructions, automatic sun protection devices 4: I restrict the daylight myself, e.g. to avoid glare 5: Other
	***9: Not specified
	INT: Please read out the options, only one answer possible

F600_12	**And how often do you work under noise?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified INT: This refers to what you personally perceive as noise.
F602_12 if F600_12=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F600_12a	**Working in an environment with disturbing sounds.** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified INT: if asked: This refers to noises of any kind and volume, e.g. speech, road traffic or machine noises.
F602_12a if F600_12a=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F600_12b if F602_12a=1	**What is the <u>main</u> cause of the disturbing sounds?** 1: Machines or equipment in your working environment 2: Noise from outside, e.g. road traffic, adjacent production areas 3: Speech 4: Other ***9: Not specified INT: Please read out the options, only one answer possible
F600_13a	If F602_12a = 1: **How often does the following working condition occur in your activity: handling infectious agents, e.g. bacteria or viruses?** Other: **Handling infectious agents, e.g. bacteria or viruses?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified
F602_13a if F600_13a=1	Is that stressful to you? 1: Yes 2: No ***9: Not specified

F605a	**Do you regularly work outdoors for more than an hour between 10 a.m. and 3 p.m.?**
if F209=1 or F209_01=2.9 or F209_02 =1.9 or F209_03=2.9	1: Yes 2: No ***9: Not specified
F605a_01	**Has your employer ever offered you medical skin cancer screening?**
if F605a=1 and STIB= 1,2,3,9,99	1: Yes 2: No ***9: Not specified
F605_02	**Did you take advantage of this offer?**
if F605a_01=1	1: Yes 2: No ***9: Not specified
F700_02	**And how often are you able to plan and organise your own work?**
Not if STIB=4.5 and F515=1	1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified PROG.: Input filter incl. F515 not assigned
F701_02	**Is that stressful to you?**
if F700_02=4	1: Yes 2: No ***9: Not specified INT: If the answer is "sometimes", please enter "yes"; if the answer is "rarely", please enter "no". Applies to F701_02 to F701_14.
F700_03	**... that you have influence over 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 PROG.: Input filter incl. F515 not assigned
F701_03	**Is that stressful to you?**
if F700_03=4	1: Yes 2: No ***9: Not specified

F700_05 **...that you have a say in what you are expected to achieve in your work?**

Not if STIB=4.5 and F515=1

1: Frequently
2: Sometimes
3: Rarely
4: or never

***9: Not specified

PROG.: Input filter incl. F515 not assigned

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

***7: I don't take any breaks
***9: Not specified

PROG.: Input filter incl. F515 not assigned

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 work is important?**

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

***9: Not specified

F700_08 **And how often does it happen that you are <u>not</u> informed in good time about important 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

PROG.: Input filter incl. F515 not assigned

F701_08 **Is that stressful to you?**

if F700_08=1

1: Yes
2: No

***9: Not specified

F700_09 **... that you <u>do not</u> receive <u>all</u> the information you need to perform your activity properly?**

Not if STIB=4.5 and F515=1

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

***9: Not specified

PROG.: Input filter incl. F515 not assigned

F701_09 if F700_09=1	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F700_10 Not if STIB=4.5 and F515=1	**... that you feel part of a community at your workplace?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified PROG.: Input filter incl. F515 not assigned
F701_10 if F700_10=4	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F700_11 Not if F515=1	**How often do you consider the cooperation between you and your colleagues to be good?** Check: if STIB = 4.5: **<employees>** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified PROG.: Input filter incl. F515 not assigned
F701_11 if F700_11=4	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified
F700_12 if STIB= 1, 2, 3, 9, 99	**How often do you receive help and support for your work from colleagues when you need it?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***6: I do not need any help/never need help ***9: Not specified
F701_12 if F700_12=4	**Is that stressful to you?** 1: Yes 2: No ***9: Not specified

F700_13

if STIB= 1,2,3,9,99 and F304a ≠ 2

And how often do you receive help and support for your work from your immediate superior < Prog.: if F305a=2: your immediate superior; if F305a=3: your immediate manager>, when you need it?

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

***6: I do not need any/never need help
***7: I have no contact
***9: Not specified

PROG.: Input filter incl. F304a not assigned

F701_13

if F700_13=4

Is that stressful to you?

1: Yes
2: No

***9: Not specified

F700_14

if STIB= 1,2,3,9,99 and F304a ≠ 2

How often does your immediate superior < Prog.: if F305a=2: your immediate superior; if F305a=3: your immediate manager> praise and recognise you when you do a good job?

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

***7: I have no contact
***9: Not specified

PROG.: Input filter incl. F304a not assigned

F701_14

if F700_14=4

Is that stressful to you?

1: Yes
2: No

***9: Not specified

F700_16

if STIB= 1,2,3,9,99 and F304a ≠ 2

How often does your immediate supervisor < Prog.: if F305a=2: your immediate supervisor; if F305a=3: your immediate manager> resolve conflicts in the work environment well?

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

***7: No conflicts arise
***9: Not specified

PROG.: Input filter incl. F304a not assigned

F700_17 if STIB= 1,2,3,9,99 and F304a ≠ 2	**All in all, how would you rate the leadership skills of your immediate superior < Prog.: if F305a=2: your immediate superior; if F305a=3: your immediate manager>?** 1: very good 2: good 3: poor 4: or very poor ***8: I cannot assess ***9: Not specified INT: Please read out the specifications PROG.: Input filter incl. F304a not assigned
F800	**And how often does it happen ...** INT: Read out specifications at the beginning, then read them out again if necessary.
F800_01	**...that you no longer have the energy for leisure activities with your family or friends because of your work?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified
F800_02	**...that you have difficulty concentrating on your work because your mind is preoccupied with personal or family matters?** 1: Frequently 2: Sometimes 3: Rarely 4: Never ***9: Not specified

Career and life goals

F900_01	**How strongly do you pursue the goal of advancing your career?** 1: very strongly 2: strongly 3: Not really 4: Not at all ***6: I used to pursue this career goal strongly, but no longer do so ***7: partly/partly ***9: Not specified INT: Please read out the instructions
F903	**Do you plan to change to a different activity in the next two years?** Prog.: if STIB=1,2,3,9,99: **<Changing employers without changing activity is not meant here.>** 1: Yes 2: No ***9: Not specified

Changes in the last two years

Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2021) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2021)

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

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

Check: if (((STIB = 4,5,6 or F509 =1) and F510 >2021) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j >2021)

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

Check: if STIB = 4,5: <operation since you started working there>

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 tell me whether the following changes have been made in your <immediate working environment> in the last two years. If you have not been in your current activity for that long, please think about the time <<since you started working at your current workplace>>. In the last two years...

Check: if STIB = 4,5: <**company**>
<<**since you started your activity**>>

F1001_02

Have any new computer programmes been introduced? This does not include new versions of existing programmes.

1: Yes
2: No

***8: I cannot say
***9: Not specified

F1001_02a

if F1001_02=1

Overall, has the introduction of new computer programmes been more of a burden or a relief for you?

1: More of a burden
2: more of a relief
3: Neither

***8: I cannot say
***9: Not specified

INT: Please read out the instructions

F1001_03

Have new machines or systems been introduced?

1: Yes
2: No

***8: I cannot say
***9: Not specified

if STIB = 4.5: <**company**>

INT: If target person is unsure: it's about changes <in the last two years / during this period>

F1001_03a if F1001_03=1	**Has the introduction of new machines and equipment generally been more of a burden or a relief for you?** 1: more of a burden 2: more of a relief 3: Neither ***8: I cannot say ***9: Not specified INT: Please read out the instructions
	Check: if F510 <=2021 **Have the following occurred in the last two years...**
	Check: if F510 >2021 **Since you started working at your current workplace**...
	Check: if F510 = Not specified **In the last two years or since you started working at your current place of employment...**
F1001_06	**have there been any significant restructuring or reorganisation measures that have affected your <u>immediate working environment</u>?** 1: Yes 2: No ***8: I cannot say ***9: Not specified
F1001_07	Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2021) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2021) **<"in the last 2 years">** Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2021 or Not specified)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511_j >2021 or Not specified))) **<"during this period">** **Were jobs cut or redundancies made?** 1: Yes, 2: No ***8: I cannot say ***9: Not specified if STIB = 4.5: **<company>**
F1001_07a	**Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2021) or if (STIB <> 4,5,6 and F509 <> 1 and F511_j <=2021) <"in the last 2 years">** **Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2021 or Not specified)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511_j >2021 or Not specified))) <"during this period">** **Vacancies not filled?** 1: Yes, 2: No ***8: I cannot say ***9: Not specified if STIB = 4.5: <**company**>

F1001_09	**Have you had a new direct supervisor <in the last two years / during this period>?**
Not if STIB=4.5	if F509=1: **<<This question refers to your immediate working environment, not your temporary employment agency.>>** 1: Yes 2: No ***8: I cannot say ***9: Not specified
F1001_10	**Have stress and work pressure increased, remained the same or decreased?** If F1001_09=1**: <<In general, have stress and work pressure increased, remained the same or decreased <in the last two years/during this period>?>>** 1: Increased 2: Remained the same 3: Decreased ***9: Not specified INT: If the respondent is unsure: this refers to changes <in the last two years / during this period>
F1001_12	**Have the technical requirements of your work increased, remained the same or decreased <in the last two years / during this period>?** 1: Increased 2: Remained the same 3: Approved ***9: Not specified
F1001_13	**And how do you think the technical requirements of your activity will develop over the <u>next</u> two years? Will they...** 1: increase 2: remain the same 3: or decrease ***9: Not specified INT: Please read out the options

School education

I would now like to ask you a few questions about your school education.

S3 — **What is your highest <u>general</u> school qualification?**

1: Lower secondary school certificate or equivalent (in German: Hauptschulabschluss oder gleichwertiger Abschluss)
INT: also: primary school certificate (in German: Volksschulabschluss), Polytechnic Secondary School of the GDR (POS) certificate 8th or 9th grade (in German: polytechnische Oberschule der DDR (POS) Abschluss 8. oder 9. Klasse); qualifying secondary school certificate (in German: Qualifizierender Hauptschulabschluss), extended secondary school certificate (in German: erweiterter Hauptschulabschluss)

2: Intermediate school leaving certificate or equivalent qualification (in German: Realschulabschluss, mittlere Reife oder gleichwertiger Abschluss)
INT: also: Polytechnic secondary school of the GDR (POS) with completion of 10th grade (in German: polytechnische Oberschule der DDR (POS) Abschluss 10. Klasse),
technical secondary school leaving certificate (in German: Fachoberschulreife), advanced secondary school leaving certificate (in German: erweiterter Realschulabschluss

3: Abitur, university (general, of applied sciences) entrance qualification (in German: Abitur, Hochschul- oder Fachhochschulreife) INT: also: technical secondary school leaving certificate (in German: Fachabitur), general or subject-specific university entrance qualification (In German: allgemeine oder fachgebundene Hochschulreife),
Extended secondary school certificate of the GDR (EOS) (in German: Erweiterte Oberschule der DDR (EOS))

4: or no school leaving certificate

***5: Other school qualification
***9: Not specified

INT: Please read out the specifications
Persons with foreign school qualifications should classify themselves accordingly.

S3other — **What other school qualification is this?**

if S3 = 5

✎_____ (TS3otherwise)

***9: Not specified

F1104 — **In which year did you complete this school qualification?**

if S3≠4, 9

✎_____year

***9999: not specified

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

F1108 — **What was your overall grade when you left school?**

if S3≠4

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

***7: No grade given
***8: I cannot say
***9: Not specified

INT: Please read out the instructions

Vocational training

F1200

The following questions are about your education. Have you completed vocational training or a degree programme?

1: Yes
2: No

***9: Not specified

PROG: F1200=2⇒ continue with F1230

If F1200=9⇒ continue with B1202

INT: Please read out the specifications
This refers to vocational qualifications; qualifications from general education schools should not be included here.
The following do not count as vocational training: voluntary work, internships, traineeships,
vocational preparation or vocational preparation measures.

B1202

if F1200=1.9

Please think about your highest professional qualification. What is your highest qualification?

1: In-company vocational training or apprenticeship
INT: also: dual vocational training

2: School-based vocational training, e.g. at a vocational school
INT: also: school for healthcare professions or technical college for social care and educational professions, e.g. educator, nurse, geriatric nurse, physiotherapist, medical technical assistant

3: Advanced vocational training qualification, e.g. as a master craftsman, technician, business economist
INT: also as a specialist, business administrator, other technical college qualification; further training qualifications serve to improve professional qualifications and usually require prior vocational training

4: University of applied sciences degree
INT: also: engineering school, administrative technical college

5: University degree
INT: also: pedagogical, technical university, art college, music college, pedagogical institute (GDR)), 1st/2nd/3rd state examination, doctorate, specialist doctor

6: Other educational qualification
INT: e.g. retraining for another profession, civil service training, e.g. preparatory service for middle-level civil service, dual study programme

***10: Degree from a vocational academy, administrative and business academy
***99: Not specified

INT: Please read out the specifications; read out the notes below if necessary.
Assign foreign qualifications to an equivalent German qualification, regardless of whether they are recognised in Germany.

If you have several <if B1202=1: **qualifications from vocational training /** B1202=2: **qualifications from school-based vocational training /** B1202= 3: **advanced vocational training qualifications /** B1202=4: **university of applied science qualifications /** B1202=5: **university qualifications /** B1202=6,10: **these qualifications>, please refer to the last qualification you obtained.**

B1202B

if B1202=4,5,10

What academic qualification is this?

1: State examination (In German: Staatsexamen)
2: Diploma (In German: Diplom)
3: Magister's degree (In German: Magister)
4: Bachelor
5: Master's degree
6: Other qualification

***9: Not specified

INT: Assign teaching qualification to state examination
Please read out the specifications

B1202D

if B1202=4,5,10

Was this a dual study programme that also gave you the opportunity to complete vocational training?

1: Yes
2: No

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

B1203

if B1202 > 0

Please tell me the exact subject or job title of this <training>. If possible, please provide the subject or job title,

Check: if B1202=1,2:
specified in the training certificate or contract.

Examination: if B1202=4,5,10
is specified in the examination certificate or the main subject.

Examination: if B1202=3,6,
as specified in the examination certificate.

Examination: if B1202 = 3: **<further education>** instead of **<training>**

Examination: if B1202 = 4,5,10: **<this degree programme>** instead **of <this training>**

_ _ _ _ _ _ _ _ _ _ _ _ _ _ (TB1203)

***9: Not specified(B1203_KA)

if B1202=4,5,10: INT: In the case of studies, this refers to the main course of study; any short-term
changes are irrelevant

B1203a

if term is included in the list of training designations

Check: if the training designation mentioned is included in the stored training designation list, then display for interviewer

Can you tell me the exact name of the subject or occupation covered by this training? Is there a more precise name for what you learned?

_ _ _ _ _ _ _ _ __ (TB1203a)

***9: Not specified(B1203a_KA)

B1204

if B1202 > 0 and ≠ 99

Did you obtain this qualification in Germany or in another country?

1: in Germany
2: in another country

***9: Not specified

B1205	**At the end of your training, did your training company belong to ...**
if B1202=1	1: to industry 2: the skilled trades 3: or to another sector ***7: There was no training company ***99: Not specified INT: Please read out the instructions.
B1206	**How many people were employed at your training company at that time?**
if B1202=1 and B1205<=6	1: 1 to 9 people 2: 10 to 49 people 3: 50 to 249 people 4: 250 or more people ***9: Not specified INT: Please read out the specifications If there are multiple locations, this refers to the local business or branch office. Filter: All on B1216
B1207	**And where did you complete your training?**
if B1202=2	1: at a vocational school, 2: at a school for healthcare professions, 3: at a technical college for social care and social education professions, 4: at another technical college 5: or elsewhere ***9: Not specified INT: Please read out the instructions. Filter: All on B1216
B1210	**And what exactly was that training?**
if B1202=6	1: training at a vocational school, a school for healthcare professions health care professions, or a technical college for social care or social education professions 2: preparatory service for middle-level civil service in public administration 3: retraining 4: a dual study programme with the option of vocational training 5: further training ***9: Not specified INT: Please read out the specifications. Filter: All on B1216

B1212 **What type of advanced vocational training qualification did you complete?**

if B1202=3

1: Master craftsman⇒ continue with B1213
2: Technician ⇒ continue with B1216
3: Business administrator, business economist⇒ continue with B1216
4: Specialist in Retail Management ⇒ continue with B1216
5: Advanced vocational training in the social or health sector⇒ continue with B1216
INT: e.g. specialist nurse, nursing service manager
6: or other further training ⇒ continue with B1216
INT: also: technical college in the GDR

***9: Not specified ⇒ continue with B1216

INT: Please read out the specifications

PROG.: Control by "gender".

B1213 **Was this a master craftsman's apprenticeship ...?**

if B1212=1

1: in a trade
2: in industry
3: in another field

***9: Not specified

Filter: All on B1216

B1216 **When did you complete this training? Please specify the month and year**

if F1200=1 and B1202=3

From month: _ _ Year:____to month: _ _ Year:____(B1216_bm, B1216_bj, B1216_em, B1216_ej)

21: Start of the year
24: Spring
27: Summer, middle of the year
30: Autumn
31: Winter, end of year

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

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

Check: if B1212=1, then display the following interviewer instruction:

INT: If the master craftsman training consists of several training stages
, please record all training stages together as one training course
.

Check: ZP must be at least 12 years old at the start. The end must be after the start.

B1216 **In which year did you complete this training <if B1202=4,5,10: this course of study>?**

if F1200=1 and B1202≠3

Year:____(B1216_ej_2)

***9999: Not specified (for year)

Examination: ZP must be at least 13 years old at the end.

B1224

if F1200=1

What was your overall grade at graduation?

1: Very good
2: Good
3: Satisfactory
4: Pass

***7: No grade given
***8: I cannot say
***9: Not specified

INT: Please read out the instructions

B1219

if F1200=1.9

How much of the professional knowledge and skills you acquired <in this training as> <if B1202=4,5,10: **in this course of study**> **<display information from B1203 or B1203a> can you use in your current activity as <display activity from F100-102>?**

1: A great deal
2: Quite a lot
3: Some
4: Not very much
5: Very little

***6: Not at all
***9: Not specified

Check: if B1202=3, display <further training in> instead of <training as>
if B1202=4,5,10, display <this degree programme> instead of <this training as>

INT: Please read out the specifications

F1201

if F1200=1

Have you completed any other professional or academic training courses apart from <the qualification as> <if B1202=4,5,10**: the degree course><display training from B1203 or B1203a>?**

1: Yes
2: No⇒ continue with F1225

***9: Not specified

PROG: if B1203 or B1203a is not filled: Have you completed any other vocational or academic training?

Add directly to the question text if B1202=3: Please also consider any vocational training you completed before your further training.

Add directly to the question text if B1202B=5: Please also consider any bachelor's degrees you may have completed before your master's degree.

INT: This does not include: further education courses without a vocational qualification, voluntary work, internships, traineeships, vocational preparation.

A1202

if F1201=1

We are interested in your <u>first</u> professional or academic qualification: What type of qualification was it?

1: Vocational training, apprenticeship
INT.: also: dual vocational training

2: School-based vocational training, e.g. at a vocational school

INT: also: school for healthcare professions or technical college for social care and educational professions, e.g. educator, nurse, geriatric nurse, physiotherapists, medical technical assistants

4: University degree
INT.: University of applied sciences or university degree, degree from a vocational academy,
dual university (bachelor's, master's, diploma)

6: Other degree

***3: Advanced training qualification (e.g. master craftsman, technician, business administrator, business economist,
Specialist in Retail Management, other technical college degree)

***97: The highest qualification mentioned above is the first qualification⇒ continue with F1225
***99: Not specified

INT: Please read out the instructions; read out the notes below if necessary.

If there were several qualifications prior to the highest qualification, this refers to the qualification
the qualification that the person obtained first.

Foreign qualifications should be assigned to an equivalent German qualification, regardless of whether they are recognised in Germany.

A1203

if A1202=1,3, or (B1202=3 & F1201=1)

Please provide me with the exact subject or occupational title of this training. If possible, please provide the subject or occupational title specified in the training certificate or contract.

✎_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TA1203)

***9: Not specified(A1203_KA)

A1203a

if term is included in the list of training designations

Check: if the training designation mentioned is included in the stored training designation list, then display for interviewer

Can you tell me the exact name of the subject or occupation covered by this training? Is there a more specific name for what you learned?

✎_ _ _ _ _ _ _ __ (TA1203a)

***9: Not specified(A1203a_KA)

A1206

if A1202=1

How many people were employed at your training company at that time?

1: 1 to 9 people
2: 10 to 49 people
3: 50 to 249 people
4: 250 or more people

***9: Not specified

INT: Please read out the specifications
If there are multiple locations, this refers to the local business or branch office

A1216 **In which year did you complete this training?**

if A1202=1

Year:____(A1216_ej)

***9999: Not specified

Check: ZP must be at least 14 years old at the end.

Check: if A1216_ej >= B1216_ej/ B1216_ej_2: "You completed your highest qualification <B1216_ej/B1216_ej_2>, now we need to know about your first qualification."

Connection between education and employment

F1225 **If you compare your current activity as <show activity from F100-102> with your <professional qualification as> <**if B1202=4,5,10: **degree>< B1203>, what would you say?**

if F1200=1

1: the activity corresponds to what this qualification ⇒ continue with F1230
2: the activity is related to this qualification ⇒ continue with F1230
3: or the activity has nothing to do with this degree

***8: I cannot say ⇒ continue with F1230
***9: Not specified⇒ continue with F1230

INT: Please read out the instructions in the block.

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

if F1225=3

F1228_01a	I haven't found a suitable position
F1228_02a	I wanted a career change
F1228_03a	I gained higher professional qualifications
F1228_06	for personal or family reasons
F1228_07	for other reasons
F1228_09	Not specified

INT: Please do not read out the specifications in one go, but work through them one by one; Multiple answers possible.

Filter: All continue to F1228_a

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

if F1225=3

1: more voluntary
2: more involuntary

***8: I cannot say
***9: Not specified

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

1: The requirements match my professional knowledge and skills
2: The requirements are higher
3: The requirements are lower

***8: I cannot say
***9: Not specified

INT: Please read out the instructions

F1230_01	**Are the requirements slightly higher or significantly higher?**
if F1230=2	1: slightly higher 2: significantly higher ***8: I cannot say ***9: Not specified
F1230_02	**Are the requirements slightly lower or significantly lower?**
if F1230=3	1: slightly lower 2: significantly lower ***8: I cannot say ***9: Not specified
F1230_03	**Are the higher requirements primarily related to IT skills?**
if F1230=2	1: Yes 2: No ***9: Not specified

Further training

F1300	Check: if F510 <= 2021: **Please think about the last 2 years**. Check: if F510 > 2021: **Please think about the time since you started working at your current activity.** Check: if F510 = 9999: **Please think about the last two years. If you have not been in your current activity for that long, please think about the time since you started working at your current workplace**. **During this time, have you attended one or more courses or training programmes that served your professional development? Please also think about courses or training programmes that are currently still ongoing. Courses or training programmes at work are also included.** 1: Yes, one 2: Yes, several 3: No ***9: Not specified INT: Please read out the instructions.

Career history

F1400

The following questions concern your entire career to date:

When did you first start working? Holiday jobs or internships are not included, nor is the start of your training.

Please state the year in which you started your first job

✎_____ year

***9999: Not specified⇒ continue with F1407

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

F1401

if F1400 <9999

What professional activity did you engage in at that time <display year from F1400>? Please specify the exact job title.

✎_____(TF1401)

***97: Corresponds to my current occupation ⇒ continue with F1407
***99: Not specified ⇒ Continue with F1407

F1402

if mentioned in F1401 and included in the list of occupations

Check: if the activity mentioned is included in the stored list of occupations (with imprecise descriptions), then show interviewer:

Can you describe this occupational activity in more detail? Is there a more precise description of what you did at that time?

✎_____(TF1402)

***97: No precise description
***99: Not specified

F1407

Did you ever take a break from your professional activity <insert year from F1400>? Breaks also include periods of unemployment, training and parental leave.

1: Yes
2: No

***9: Not specified⇒ Continue with F1412

INT: Interruptions also include:
Military or civilian service
voluntary social or ecological year
Periods of study
Periods of household dissolution/migration
The following are not considered interruptions: Periods of further education and training
Statutory maternity leave
Periods of illness

Check: if F1400=9999, then do not display <year from F1400>.

F1408

if F1407 =1

How many years did you take off work in total, calculated in whole years?

✎_____year(s)

or, if necessary,✎ _____month(s) (1-99) (F1408m)

PROG: Entry should be alternative.

INT.: Error: You have entered information in both fields. Month should only be optional. Please go back and correct:

***97: Less than half a year⇒ continue with F1412
***98: Entry in months
***99: Not specified⇒ continue with F1412

INT: Please round up half years to whole years.

Check: Number of years must not exceed the period from year in F1400 to current year.

F1412	**Looking back on your entire working life since <year F1400>, would you say you have experienced career advancement, career decline, no significant change, or was it more of an up and down?** 1: career advancement 2: career decline 3: no significant change 4: Or rather ups and downs ***8: I can't say ***9: Not specified INT: Do not read out the guidelines

Job satisfaction

F1450	**Please tell me how satisfied you are with various aspects of your activity as <insert activity from F100-102>. Are you very satisfied, satisfied, less satisfied or not satisfied? How satisfied are you...** INT: Read out the instructions at the beginning, then read them out again if necessary
F1450_01	**with the income from this activity?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***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 Not if STIB=4.5 and F515=1	**with the working atmosphere?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified PROG.: Input filter incl. F515 not assigned
F1450_05 if STIB≠ 4,5,6,7 and F304a≠ 2	**with your immediate superior** < Prog.: if F305a=2: **your immediate superior; if F305a=3: your immediate manager>?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified PROG.: Input filter incl. F304a not assigned

F1450_06	**with the type and content of the work?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified
F1450_08	**with the opportunities to apply your skills?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified
F1450_09	**with the opportunities for further training and learning?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified
F1451	**And now, all things considered: How satisfied are you with your work overall?** 1: Very satisfied 2: Satisfied 3: Less satisfied 4: Not satisfied ***9: Not specified INT: Please read out the instructions

Health

The last part is about health problems.

F1500	**Please tell me whether you have experienced any of the following health problems <u>at work or on working days in the last 12 months</u>. We are interested in problems that occurred <u>frequently</u>.**
F1500_01	Lower back pain
F1500_02	Pain in the neck and shoulder area
F1500_03a	Pain in the arms
F1500_03b	Pain in the hands
F1500_04	Pain in the hips
F1500_05	Pain in the knees
F1500_06a	Swollen legs
F1500_06b	Pain in the legs and feet
F1500_07	Headaches
F1500_08	Heart pain, stabbing pains, pain or tightness in the chest
	INT: Please repeat the emphasis on "frequently".
	And have you <u>frequently</u> experienced the following symptoms at work or on working days in the last 12 months?
F1500_09	Shortness of breath
F1500_13	Skin irritation, itching
F1500_14	Sleep disorders at night
F1500_15	General tiredness, fatigue or exhaustion
F1500_16	Stomach or digestive problems
F1500_17	Hearing loss, ringing in the ears
F1500_18	Nervousness or irritability
F1500_19	Low mood, depression
F1500_20	Dizziness
F1500_21	Physical exhaustion
F1500_22	Emotional exhaustion
	1: Yes 2: No
	***9: Not specified
	Prog.: if F1500_01 & F1500_02 = 9 show additional category, then jump to F1502:
	***99: ZP does not want to answer any questions about health complaints⇒ F1502
	INT: Repeat the emphasis on "frequently" if necessary.
F1502	**How would you describe your general state of health?**
	1: excellent 2: very good 3: good 4: not so good 5: or poor
	***9: Not specified
	INT: Please read out the instructions

F1503a	**Have you been ill within the last 12 months and therefore unable to work?** 1: Yes 2: No⇒ continue with F1510 ***9: Not specified⇒ Continue with F1510
F1505 if F1503a=1	**How many working days was that in total?** ✎_____ working days ***999: Not specified INT: Conversion example: 1 week = 5 working days; 2 weeks = 10 working days; 1 month = 20 working days
F1505_01a if F1505 >30 and F1505<999 and STIB≠ 4,5,6,7	**Due to your prolonged sick leave, has your employer offered you a workplace integration management programme to jointly clarify how your ability to work can be restored and maintained?** 1: Yes 2: No ***9: Not specified INT: Workplace integration management (BEM) is a legally The aim of BEM is to restore, maintain and promote the ability of employees to work who have been unable to work for more than six weeks continuously or repeatedly within the last 12 months uninterrupted or repeatedly unable to work for more than six weeks within the last 12 months.
F1505_02 if F1505_01a=1	**Did you accept the offer?** 1: Yes 2: No ***9: Not specified
F1510	**Have you worked in the past 12 months when you were ill?** Check: if <12 months in current occupation: if F511 is filled, then calculation based on F511; if F511 is not filled, then calculation based on F510; for survey in 2023: 2022+ 2023, for survey in 2024: 2023+2024 **Have you worked in your main occupation since starting your job when you were ill?** 1: Yes 2: No ***9: Not specified
F1511 if F1510=1	**How many working days was that in total?** ✎_____ working days ***999: not specified INT: Conversion example: 1 week = 5 working days; 2 weeks = 10 working days; 1 month = 20 working days

F1512

Not if STIB=4.5 and F515=1

Have health promotion measures been implemented in your company in the last 2 years?

if F509=1: <<This question refers to your immediate working environment, not your temporary employment agency.>>

1: Yes
2: No

***8: I cannot say
***9: Not specified

INT: Health promotion measures refer to services offered by the employer to promote the health of employees, such as exercise programmes, nutritional advice, stress management programmes or health circles.

PROG.: Input filter incl. F515 not assigned

F1513

if F1512=1

Did you participate?

1: Yes
2: No

***9: Not specified

F1514a

Are you restricted in your daily activities due to a health problem? This refers to health problems that have lasted for at least 6 months or are expected to last for at least 6 months.

1: Yes
2: No

***8: I cannot say
***9: Not specified

F1514b

if F1514a=1

To what extent does this limit you in your normal daily activities?

1: severely restricted
2: quite restricted
3: somewhat restricted

***8: I cannot say
***9: Not specified

F1514

Do you have an officially recognised disability?

1: Yes
2: No

***9: Not specified

F1514c

if F1514=1

What is the recognised degree of disability?

1: Less than 50
2: or 50 and above

***9: Not specified

INT: Please read out the specifications

F1514d

if F1514a=1

Which of the following support measures and aids do you need at work due to your impairment, and which of these do you have?

F1514d	**Support at work from another person, e.g. accompaniment and assistance. Do you need this and do you have it, do you need it but don't have it, or do you not need it?** 1: I need this and I have it 2: I need this, but I don't have it 3: I do not need this ***8: I cannot say ***9: Not specified
F1514d2	**Technical aids at work due to your disability** 1: I need this and I have it 2: I need this, but I don't have it 3: I don't need this ***8: I can't say ***9: Not specified INT: Read out instructions if necessary
F1514d3	**A workplace that is adapted to your needs and accessible** 1: I need this and I have it 2: I need this, but I don't have it 3: I don't need this ***8: I can't say ***9: Not specified INT: Read out instructions if necessary
F1514d4	**An adapted and accessible working environment, e.g. accessible routes in the building, lift or toilet** 1: I need this and I have it 2: I need this, but I don't have it 3: I don't need that ***8: I can't say ***9: Not specified INT: Read out instructions if necessary
F1514d5	**Work organised specifically for you, e.g. shorter working hours or other activities** 1: I need this and I have it 2: I need this, but I don't have it 3: I don't need that ***8: I can't say ***9: Not specified INT: Read out instructions if necessary
F1514d6	**Further training to enable me to perform a different activity within the company** 1: I need this and I have it 2: I need this, but I don't have it 3: I don't need that ***8: I can't say ***9: Not specified INT: Read out instructions if necessary

About you

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

F1600 **What is your marital status?**

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

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

INT: Please read out the specifications

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, 9 or F1601=2

1: Yes
2: No

***9: Not specified

F1603 **Is your partner currently employed?**

if F1601=1 or F1602=1

1: Yes
2: No

***9: Not specified

F1603_01 **Full-time or part-time?**

if F1603=1

1: Full-time
2: Part-time

***9: Not specified

INT: Part-time if working hours are less than 35 hours per week

F1603_02 **Does your partner work from home, even if only occasionally?**

if F1603=1

1: Yes
2: No

***9: Not specified

F1604 **Do you have children? This includes your own children and adopted children.**

1: Yes
2: No

***9: Not specified

F1604a **How many are there?**

if F1604=1

✎_____ (1-20)

***99: Not specified

F1605	**Are there any children under the age of 18 living in your household?** 1: Yes 2: No ***9: Not specified
F1605a if F1605=1	**How many are there?** _____ (1-20) ***99: Not specified
F1605b if F1605a >1	**How old is the youngest child in the household?** _____years (0-17 years) ***99: Not specified INT: If child is under 1 year old, please enter 0.
F1605c if F1605a =1	**And how old is it?** _____years (0-17 years) ***99: Not specified INT: If child is under 1 year old, please enter 0.
F1605d if F1604a> F1605a or F1605a >1 or (F1604 = 1 and F1605a = empty)	**And how old is your oldest child?** **Please tell me the month and year of birth.** Month: _____(F1605dm) (1-12, 99) Year: _____(F1605dj) (9999) INT: This also includes children who no longer live in the household; "Not specified" 99 or 9999 PROG: Child must be at least 10 years younger than ZP.
F1606a	**What language did you learn as your mother tongue during childhood?** 1: German only 2: German and another language 3: or a language other than German ***9: Not specified INT: Please read out the instructions!
F1607a	**Do you have German citizenship?** 1: Yes 2: No ***9: Not specified
F1608_01	**Were you born in Germany?** 1: Yes 2: No ***9: Not specified INT: The national borders at the time of birth apply.

F1608_02 **Was your father born in Germany?**

1: Yes
2: No

***9: Not specified

INT: The national borders at the time of birth apply.
This refers to the father with whom the respondent grew up.

F1608_03 **Was your mother born in Germany?**

1: Yes
2: No

***9: Not specified

INT: The national borders at the time of birth apply.
This refers to the mother with whom the respondent grew up.

F1608 **I would like to ask you a few questions about your father's or mother's occupation. Did you live with your father continuously until you were 15 years old?**

1: Yes
2: No

***7: I am an orphan ⇒ continue with S2_2
***8: I cannot say ⇒ continue with S2_2
***9: Not specified ⇒ Continue with S2_2

INT: if asked: the extent to which career opportunities are also influenced by parental home
INT: if asked: for reasons of time, only one parent is asked about.

F1609 **What was your father's main occupational activity when you were 15 years old?**

if F1608=1

✎ _____ (TF1609)

***7: was not gainfully employed⇒ continue with S2_2
***8: I cannot say ⇒ continue with S2_2
***9: Not specified ⇒ continue with S2_2

PROG: Please save list with too general information for review.

F1609a

if term is included in occupation list

Check: if the activity mentioned is included in the stored list of occupations, then show it to the interviewer

Can you describe this occupational activity in more detail? Is there a more specific term for what your father did?

✎ _____ (TF1609a)

***9: Not specified (F1609a_KA)

F1610 **What was your mother's main occupational activity when you were 15 years old?**

if F1608=2

✎ _____ (TF1610)

***6: Mother had already passed away⇒ continue with S2_2
***7: Was not gainfully employed⇒ Continue with S2_2
***8: I cannot say ⇒ continue with S2_2
***9: Not specified ⇒ Continue with S2_2

PROG: Please save list with general information for review.

F1610a if term is included in occupation list	Check: if the activity mentioned is included in the stored list of occupations, then show it to the interviewer **Can you describe this occupational activity in more detail? Is there a more specific term for what your mother did?** ✎_____ (TF1610a) ***9: Not specified (F1610a_KA)
F1611 if mentioned in F1609 or F1610	**What was <his/her> occupational activity when you were 15 years old?** 1: Labourer 2: Office worker or civil servant 3: Self-employed ***8: I cannot say ***9: Not specified Check: if F1608 = 1 <he>, otherwise she INT: Please read out the specifications PROG.: Control according to "gender".
F1612 if F1611=2,3	**Did <he/she> hold a supervisory position?** 1: Yes 2: No ***8: I cannot say ***9: Not specified Check: if F1608 = 1 <he>, otherwise she
F1612b if F1612=1	**For how many employees?** 1: up to 9 employees 2: 10 employees and more ***8: I cannot say ***9: Not specified INT: Please read out the specifications
S2_2 if S2_j=9999 (Not specified)	**At the beginning of our conversation, you did not want to tell me when you were born. This is very important information for us. Therefore, I would like to ask you again if you could tell us.** **If so, 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 PROG.: Not specified is permitted.
Anzmobilf	**Finally, <3 (for landlines)> <4 (for mobile phones)> short questions for statistical purposes.** **Please tell us how many mobile numbers you currently use personally, whether for private or professional purposes.** ✎ _____ (mobile phone numbers: 1-8; landline numbers: 0-8) **9: Not specified

Number	**How many landline numbers can be used to reach your household 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 faxes are not included INT: This also includes home zone numbers, but not normal mobile numbers beginning with 015..., 016..., 017.... The mobile phone can be reached via two telephone numbers. One with a mobile number beginning with 015.., 016.. or 017.. and another with a landline prefix
Q10031a	**How many people live in your household permanently? Please include yourself in this count.** ✎ _____1-9: Number of people, 9 = 9 or more people
Q10032a if Q10031a>1 if mobile phone STP	**Now think about persons aged 15 and over in your household. How many of these persons aged 15 and over are currently employed, i.e. in paid work? This refers to work that is carried out for at least 10 hours per week. It does not include persons in vocational training. Please include yourself in this count.** ✎ _____Number of persons in employment (1-9) ***98: I cannot say
	Thank you very much for your kind assistance and patience. Your information is very important for research purposes. Finally, we have one more request.

F1620_ZP **The Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health may wish to ask you some more questions on similar topics. This would be much shorter.**

Do you agree to be contacted again for this purpose? We would store your telephone number for this purpose, but separately from the information you have kindly provided today. We would also use some of your information for this later survey. The evaluation will then be just as anonymous as today's survey, and you can revoke your consent at any time with effect for the future.

1: I agree
2: Not agreed

INT: If you have any questions: Your telephone number will be stored until the end of 2025 at the latest.

May I please note your name so that we can refer to you next time?

✎ _____(F1620b_ZP)

8: Agree, but name not given despite intensive questioning
9: Not agreed after all

INT: Please record first and last names.
If the ZP does not want to give their surname, please only record their first name.
If the spelling of the first name or surname is unclear, please ask them to spell it out.
If asked: Your name will be stored until the end of 2025 at the latest.

PROG: if STIB=1,2,9: Display F1620b_ZP and ask the interviewer:

INT: Name incomplete, only first name or only surname recorded? (F1620_uv)

1: Yes, incomplete
2: No, name complete

Would you please also give me your e-mail address so that we can contact you via this channel if necessary:

✎ _____(F1620c_ZP)

1: Enter email address
2: Use email address from info mail.

6: Agreed, but name not provided despite repeated requests, but email address provided (generated code)
7: Agreed, name provided, but email address not provided (generated code)

INT: Further information via help button

***** INT: Question about the duration of the planned follow-up surveys:**
The follow-up interviews will be significantly shorter than today's interview.

***** INT: Question about the number of planned follow-up surveys:**
A maximum of three follow-up surveys are planned, with different groups of people being surveyed.

***** INT: Why are follow-up surveys being conducted for this study?**
For scientific research, it is increasingly important to obtain in-depth information on individual aspects of employment or on the employed and to take this into account in statistical analyses. To this end, we would like to link the survey data from this interview with survey data from follow-up surveys, if necessary.

***** INT: Website where you can find more information.**
You can find more detailed information about today's survey on the following website: www.bibb.de/arbeit-im-wandel

***** INT: How will the results be used?**
For example, press releases, articles for magazines or for the website will be produced. The website 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. You have the option of revoking your consent to the follow-up survey at any time with effect for the future.

If you like, I can give you a telephone number or email address now where you can revoke your consent at any time. Telephone number: 0800 000 1468
Email address: arbeitimwandel@kantarpublic.com

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

*****INT: Who conducts the follow-up surveys?**
The BIBB will select survey institutes for the follow-up survey that have extensive experience in conducting scientific studies and that are also bound by the BIBB's data protection guidelines.

F1621_ZP

if STIB=1,2,9

<If name mentioned in F1620b_ZP: Thank you very much!>
We would also like to include excerpts from data from the Institute for Employment Research in Nuremberg in the evaluation of the survey. This includes, for example, information on periods of employment and unemployment. Here, too, it is absolutely guaranteed that all data protection regulations will be strictly observed and that no data will be passed on to third parties. You can revoke your consent at any time with effect for the future.

Do you <also> agree to the transfer of this data?

1: agree [include name if not already done in F1620]
2: Not consent

PROG: If name not yet provided or incomplete:
May I please note your <<full>> name for this purpose.

PROG: If name is incomplete (F1620_uv=1), display <<full>>.
This is necessary for successful transmission. It will be stored separately from your current details and deleted immediately after successful transmission.

_____(F1621b_ZP)

8: Agreed, but name not disclosed despite intensive questioning (generated code)
9: Not agreed (generated code)

INT: Please enter first and last names.
If the spelling of the first name or surname is unclear, please ask the person to spell it

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INT: Further information via the help button

***** INT.: What contact information is transmitted and how is the transfer carried out?**
Your name, month and year of birth, postcode, gender and telephone number will be transmitted and deleted again after successful transfer. Only anonymous data and an anonymous personal number under which you are listed in the respective databases will remain.
***** INT.: For enquiries about the duration of address storage**
Your contact information will be deleted immediately after successful transfer to the IAB. The transfer will take place by the end of 2025 at the latest.
***** INT.: Why should the survey data be linked to the data at the Institute for Employment Research (IAB)?**
For this study, it is important to take biographical information into account in the analyses. For this purpose, we would like to link the survey data from this interview with data already available at the Institute for Employment Research in Nuremberg.
*** **INT.: Website where you can find more information.** You can find out more about today's survey here: www.bibb.de/arbeit-im-wandel
***** INT.: How will the results be used?**
Evaluations are carried out for purely scientific research purposes. Press releases, articles for magazines or for the internet are then produced, for example. The internet address for the current interview is: www.bibb.de/arbeit-im-wandel. Commercial use of the data is excluded.
***** INT.: How is data protection ensured?**
All information you provide will be treated confidentially and evaluated anonymously. Participation is, of course, voluntary. You have the option of revoking your consent at any time with effect for the future. If you like, I can give you a telephone number or email address now where you can revoke your consent at any time with effect for the future. Telephone number: 0800 000 1468
Email address: arbeitimwandel@kantarpublic.com
***** INT.: What is the IAB? What data does it hold about me and why?**

The Institute for Employment Research (IAB) in Nuremberg is the independent research institute of the Federal Employment Agency. Since 1967, the IAB has had the legal mandate to research the labour market and advise policymakers. The IAB has data from the social security registration process, on phases of unemployment and on employment office measures. This data is to be used for further analysis.

Thank you very much for this interview!