



## List of variables

# Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2015

As of August 2016

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Description of variables

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## List of variables

### 1. Identification variables

No.	Name	Label	German description
1.1)	year	year	Jahr
1.2)	quarter	quarter	Quartal
1.3)	wz	sector number (wz-classification)	Wirtschaftszweig
1.4)	wgroup	weightgroup	Gewichtungsgruppe
1.5)	id	idnum	Identifikationsnummer
1.6)	szrg	sizerange	Größenklasse
1.7)	weight	weight	Gewichtungsgruppe

### 2. Standard questions

No.	Name	Label	German description
2.1)	extrah_tq	current relevance of extra hours	Derzeitige Bedeutung von Überstunden
2.2)	extrah_lq	relevance of extra hours compared to last quarter	Bedeutung von Überstunden im Vergleich mit dem Vorquartal
2.3)	extrah_nq	expected relevance of extra hours next quarter	Bedeutung von Überstunden im nächsten Quartal
2.4)	extrah_no	no extra hours	Überstunden finden keine Anwendung
2.5)	temp_tq	current relevance of temporary contracts	Derzeitige Bedeutung von befristeten Verträgen
2.6)	temp_lq	relevance of temporary contracts compared to last quarter	Bedeutung von befristeten Verträgen im Vergleich mit dem Vorquartal
2.7)	temp_nq	expected relevance of temporary contracts next quarter	Bedeutung von befristeten Verträgen im nächsten Quartal
2.8)	temp_no	no temporary contracts	Befristete Verträge finden keine Anwendung
2.9)	mini_tq	current relevance of mini-jobs	Derzeitige Bedeutung von Minijobs
2.10)	mini_lq	relevance of mini-jobs compared to last quarter	Bedeutung von Minijobs im Vergleich mit dem Vorquartal
2.11)	mini_nq	expected relevance of mini-jobs next quarter	Bedeutung von Minijobs im nächsten Quartal
2.12)	mini_no	no mini-jobs	Minijobs finden keine Anwendung
2.13)	agency_tq	current relevance of agency workers	Derzeitige Bedeutung von Zeitarbeitnehmern
2.14)	agency_lq	relevance of agency workers compared to last quarter	Bedeutung von Zeitarbeitnehmern im Vergleich mit dem Vorquartal
2.15)	agency_nq	expected relevance of agency workers next quarter	Bedeutung von Zeitarbeitnehmern im nächsten Quartal
2.16)	agency_no	no agency workers	Zeitarbeitnehmer finden keine Anwendung
2.17)	free_tq	current relevance of freelancers	Derzeitige Bedeutung von freien Mitarbeitern
2.18)	free_lq	relevance of freelancers compared to last quarter	Bedeutung von freien Mitarbeitern im Vergleich mit dem Vorquartal
2.19)	free_nq	expected relevance of freelancers next quarter	Bedeutung von freien Mitarbeitern im nächsten Quartal
2.20)	free_no	no freelancers	Freie Mitarbeiter finden keine Anwendung
2.21)	outsour_tq	current relevance of outsourcing	Derzeitige Bedeutung von Outsourcing
2.22)	outsour_lq	relevance of outsourcing compared to last quarter	Bedeutung von Outsourcing im Vergleich mit dem Vorquartal
2.23)	outsour_nq	expected relevance of outsourcing next quarter	Bedeutung von Outsourcing im nächsten Quartal
2.24)	outsour_no	no outsourcing	Outsourcing findet keine Anwendung
2.25)	internal_tq	current relevance of internal realisations	Derzeitige Bedeutung von Überstunden
2.26)	internal_lq	relevance of internal realisations compared to last quarter	Bedeutung von innerbetrieblichen Umsetzungen im Vergleich mit dem Vorquartal
2.27)	internal_nq	expected relevance of internal realisations next quarter	Bedeutung von innerbetrieblichen Umsetzungen im nächsten Quartal
2.28)	internal_no	no internal realisations	Innerbetrieblichen Umsetzungen finden keine Anwendung
2.29)	accounts_tq	current relevance of working-time accounts	Derzeitige Bedeutung von Arbeitszeitkonten
2.30)	accounts_lq	relevance of working-time accounts compared to last quarter	Bedeutung von Arbeitszeitkonten im Vergleich mit dem Vorquartal
2.31)	accounts_nq	expected relevance of working-time accounts next quarter	Bedeutung von Arbeitszeitkonten im nächsten Quartal
2.32)	accounts_no	no working_time accounts	Arbeitszeitkonten finden keine Anwendung
2.33)	flex_tq	current relevance of flexibilisation measures	Derzeitige Bedeutung von Flexibilisierungsmaßnahmen
2.34)	flex_lq	relevance of flexibilisation measures compared to last quarter	Bedeutung von Flexibilisierungsmaßnahmen im Vergleich mit dem Vorquartal
2.35)	flex_nq	expected relevance of flexibilisation measures next quarter	Bedeutung von Flexibilisierungsmaßnahmen im nächsten Quartal

### 3. Special questions

No.	Name	Label	German description
3.1)	sf_2008q1_1		
3.2)	sf_2008q2_1	financial crisis: impact on staff size (y/n)	Finanzkrise: Auswirkung auf Personalbestand (ja/nein)
3.3)	sf_2008q2_2	financial crisis: impact on staff size (direction)	Finanzkrise: Auswirkung auf Personalbestand in den nächsten 6 Monaten (Richtung)
3.4)	sf_2008q3_1	reduction in shortage of skilled labour	Reduktion des Fachkräftemangels
3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	Ausgaben für Fort- und Weiterbildung in 2009
3.6)	sf_2009q1_1	reduction of operational dismissals	Vermeidung betriebsbedingter Kündigungen durch Verlängerung des Kurzarbeitergeldes
3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	Bewertung der Maßnahmen zur Entlastung der Unternehmen
3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2009
3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 1. Halbjahr 2010
3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2010
3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2011
3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2012
3.13)	sf_2009q3_6	development of staff size in 2013 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2013
3.14)	sf_2009q4_1	impact of economic measures on economic growth in the medium run	Auswirkung wirtschaftspolitischer Maßnahmen auf das mittelfristige Wirtschaftswachstum
3.15)	sf_2010q1_1	plans w.r.t short-time work in 2010	Planungen hinsichtlich Kurzarbeit für 2010
3.16)	sf_2010q1_2	currently no short-time work:	Derzeit wird keine Kurzarbeit genutzt
3.17)	sf_2010q1_3	currently employing short-time work:	Derzeit wird Kurzarbeit genutzt
3.18)	sf_2010q2_1	handling of football world-cup	Umgang mit Spielen der Fußball-WM während der Arbeitszeit
3.19)	sf_2010q2_2	breaks are considered...	Unterbrechung ist... (Arbeitszeit/Freizeit)
3.20)	sf_2010q2_3	allowance to interrupt applies for...	Die Unterbrechung gilt... (für alle/für ausgewählte)
3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	Tendenz zu befristeten Verträgen bei Neueinstellungen in den nächsten 12 Monaten
3.22)	sf_2010q4_1	voluntary extrapayments have been made	Freiwillige Sonderzahlungen sind erfolgt
3.23)	sf_2010q4_2	voluntary extrapayments will be made	Freiwillige Sonderzahlungen sind für die kommenden Monate geplant
3.24)	sf_2010q4_3	next payround	Verhalten in der nächsten Tarif- bzw. Gehaltsrunde
3.25)	sf_2011q1_1	tendency towards longer employment of senior employees	Tendenz ältere Mitarbeiter länger an den Betrieb zu binden
3.26)	sf_2011q1_2	yes, via flexible working hours	Maßnahmen zur längeren Bindung an Betrieb: flexible Arbeitszeiten
3.27)	sf_2011q1_3	yes, via monetary incentives	Maßnahmen zur längeren Bindung an Betrieb: monetäre Anreize
3.28)	sf_2011q1_4	yes, via age-appropriate workstations	Maßnahmen zur längeren Bindung an Betrieb: altersgerechte Arbeitsplätze
3.29)	sf_2011q1_5	yes, via adjustment of assignments	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Aufgabengebiets
3.30)	sf_2011q1_6	yes, via other measures	Maßnahmen zur längeren Bindung an Betrieb: andere
3.31)	sf_2011q1_7	no measures	keine Maßnahmen zur längeren Bindung an den Betrieb
3.32)	sf_2011q2_1	recruitment via job advertisement in print media	Rekrutierung über Stellenanzeigen in Printmedien
3.33)	sf_2011q2_2	recruitment via job advertisement online - own homepage	Rekrutierung über Stellenanzeigen online - eigene Homepage
3.34)	sf_2011q2_3	recruitment via job advertisement online - job markets	Rekrutierung über Stellenanzeigen online - Jobbörsen
3.35)	sf_2011q2_4	recruitment via social media/ social networks on the internet	Rekrutierung über Social Media/ Soziale Netzwerke im Internet
3.36)	sf_2011q2_5	recruitment via personal contacts	Rekrutierung über persönliche Kontakte
3.37)	sf_2011q2_6	recruitment via universities	Rekrutierung über Hochschulen
3.38)	sf_2011q2_7	recruitment via federal employment agency	Rekrutierung über die Bundesagentur für Arbeit
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	Rekrutierung über Anwerbeveranstaltungen/Messen
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	Nachfrage von griechischen Bewerbern im Vergleich zu früher
3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	Nachfrage von irischen Bewerbern im Vergleich zu früher
3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	Nachfrage von italienischen Bewerbern im Vergleich zu früher
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	Nachfrage von portugiesischen Bewerbern im Vergleich zu früher
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	Nachfrage von spanischen Bewerbern im Vergleich zu früher
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	Relevanz der derzeitigen Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	Entwicklung der Beschäftigtenzahl 1. Halbjahr 2012 gegenüber Ende 2011
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	Entwicklung der Beschäftigtenzahl 2. Halbjahr 2012 gegenüber Ende 1. Halbjahr 2012
3.49)	sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	Entwicklung der Beschäftigtenzahl 2013 gegenüber Ende 2012
3.50)	sf_2012q2_1	flexible working hours via gliding time	Flexible Arbeitszeitgestaltung durch Gleitzeit
3.51)	sf_2012q2_2	flexible working hours via homeoffice	Flexible Arbeitszeitgestaltung durch Homeoffice
3.52)	sf_2012q2_3	flexible working hours via jobsharing	Flexible Arbeitszeitgestaltung durch Jobsharing
3.53)	sf_2012q2_4	flexible working hours via partial retirement	Flexible Arbeitszeitgestaltung durch Altersteilzeit
3.54)	sf_2012q2_5	flexible working hours via freelancing	Flexible Arbeitszeitgestaltung durch freie Mitarbeit
3.55)	sf_2012q2_6	flexible working hours via working-time accounts	Flexible Arbeitszeitgestaltung durch Arbeitszeitkonten
3.56)	sf_2012q2_7	flexible working hours via sabbatical	Flexible Arbeitszeitgestaltung durch Sabbaticals
3.57)	sf_2012q2_8	flexible working hours via other measures	Flexible Arbeitszeitgestaltung durch andere Maßnahmen
3.58)	sf_2012q3_1	euro crisis: impact on personnel planning next 6 months (y/n)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein)
3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.60)	sf_2012q4_1	reaction to economic slowdown, w.r.t working-time accounts	Reaktion auf schwache Konjunktur bzgl. Arbeitszeitkonten
3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	Reaktion auf schwache Konjunktur bzgl. befristeten Verträgen
3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t agency workers	Reaktion auf schwache Konjunktur bzgl. Zeitarbeit
3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	Reaktion auf schwache Konjunktur bzgl. Stammelegschaft
3.64)	sf_2012q4_5	reaction to economic slowdown, w.r.t extra hours	Reaktion auf schwache Konjunktur bzgl. Überstunden
3.65)	sf_2012q4_6	reaction to economic slowdown, w.r.t short-time work	Reaktion auf schwache Konjunktur bzgl. Kurzarbeit
3.66)	sf_2013q1_1	demand of applicants from Greece during last 12 months	Veränderung der Nachfrage von griechischen Bewerbern in den letzten 12 Monaten
3.67)	sf_2013q1_2	demand of applicants from Ireland during last 12 months	Veränderung der Nachfrage von irischen Bewerbern in den letzten 12 Monaten
3.68)	sf_2013q1_3	demand of applicants from Italy during last 12 months	Veränderung der Nachfrage von italienischen Bewerbern in den letzten 12 Monaten
3.69)	sf_2013q1_4	demand of applicants from Portugal during last 12 months	Veränderung der Nachfrage von portugiesischen Bewerbern in den letzten 12 Monaten
3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	Veränderung der Nachfrage von spanischen Bewerbern in den letzten 12 Monaten
3.71)	sf_2013q1_6	actively searching for applicants from a.m. EU-states	Aktive Suche nach Bewerbern aus genannten EU-Staaten
3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	Pläne bzgl. des Angebots an Teilzeitstellen im nächsten Jahr
3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	Entwicklung der Anzahl an Teilzeitstellen in den letzten 2-3 Jahren
3.74)	sf_2013q3_1	home-office employment is part of company organisation	Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.75)	sf_2013q3_2	development of number of home-office employments during last 4-5 years	Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren
3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	Pläne bzgl. des Home-Office-Angebots bis Ende 2014
3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	Einführung von Home-Office geplant
3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein)
3.79)	sf_2013q4_2	euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	Mindestlohn: Einfluss auf Personalbestand in 2014
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	Mindestlohn: Einfluss auf Personalbestand ab 2015
3.82)	sf_2014q2_1	early retirement: more early retirement expected	vorzeitiger Renteneintritt: häufigerer vorzeitiger Renteneintritt erwartet
3.83)	sf_2014q2_2	early retirement: expected shortage of personnel	vorzeitiger Renteneintritt: Personalengpässe erwartet
3.84)	sf_2014q3_1	obstacles to reach female quota in company	Hindernisse Frauenquote zu erreichen
3.85)	sf_2014q3_2	female quota obstacles: few women in sector	Hindernisse Frauenquote: wenige Frauen in Branche
3.86)	sf_2014q3_3	female quota obstacles: no qualified female applicants	Hindernisse Frauenquote: keine geeigneten Bewerberinnen
3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	Hindernisse Frauenquote: Entscheidung nur aufgrund von Qualifikation
3.88)	sf_2014q3_5	female quota obstacles: other reasons	Hindernisse Frauenquote: andere Gründe
3.89)	sf_2014q4_1	difficulties finding trainees	Schwierigkeiten Auszubildende zu finden
3.90)	sf_2014q4_2	measures to fill trainee positions: underwriting guarantee	Maßnahmen zur Besetzung von Auszubildendenstellen: Übernahmegarantien
3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme
3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	Maßnahmen zur Besetzung von Auszubildendenstellen: neue Rekrutierungskanäle
3.93)	sf_2014q4_5	measures to fill trainee positions: foreign search	Maßnahmen zur Besetzung von Auszubildendenstellen: Suche im Ausland
3.94)	sf_2014q4_6	measures to fill trainee positions: others	Maßnahmen zur Besetzung von Auszubildendenstellen: andere
3.95)	sf_2014q4_7	measures to fill trainee positions: no measures	Maßnahmen zur Besetzung von Auszubildendenstellen: keine Maßnahmen
3.96)	sf_2014q4_8	recruitment specifically in euro crisis countries	Rekrutierung besonders in europäischen Krisenländern
3.97)	sf_2015q1_1	offering contracts for work	Vergabe von Werkverträgen
3.98)	sf_2015q1_2	number of contracts for work last 3 years	Anzahl Werkverträge letzte 3 Jahre
3.99)	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss

3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	Letzte 5 Jahre Auszubildende mit: Mittlere Reife
3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Abitur
3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.104)	sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten
3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung
3.107)	sf_2015q2_3	importance for preselection of personnel: university grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule
3.108)	sf_2015q2_4	importance for preselection of personnel: internships	Bedeutung für die Vorauswahl von Personal: Praktika
3.109)	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung
3.110)	sf_2015q2_6	importance for preselection of personnel: foreign experience	Bedeutung für die Vorauswahl von Personal: Auslandserfahrung
3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Sprachkenntnisse
3.112)	sf_2015q2_8	importance for preselection of personnel: IT-skills	Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse
3.113)	sf_2015q2_9	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
3.114)	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule
3.118)	sf_2015q2_14	importance for final selection of personnel: internships	Bedeutung für die finale Auswahl von Personal: Praktika
3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung
3.120)	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslandserfahrung
3.121)	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122)	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	Bedeutung für die finale Auswahl von Personal: Assessment center
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	Bedeutung für die finale Auswahl von Personal: Persönlichkeit
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	Bedeutung für die finale Auswahl von Personal: Sympathie
3.129)	sf_2015q2_25	searching info online	Suche nach Informationen online
3.130)	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
3.131)	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
3.132)	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
3.133)	sf_2015q3_1	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	Anforderungen im Hinblick auf Zusatzqualifikationen
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
3.136)	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
3.138)	sf_2015q3_6	challenges w.r.t. weekend work	Anforderungen im Hinblick auf Arbeit am Wochenende
3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	Anforderungen im Hinblick auf Reisebereitschaft
3.140)	sf_2015q3_8	challenges w.r.t. language skills	Anforderungen im Hinblick auf Sprachkenntnisse
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	Anforderungen im Hinblick auf lebenslanges Lernen
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	Anforderungen im Hinblick auf Teamfähigkeit
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
3.144)	sf_2015q3_13	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
3.145)	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.146)	sf_2015q3_15	measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
3.147)	sf_2015q3_16	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
3.148)	sf_2015q3_17	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
3.149)	sf_2015q3_18	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges
3.150)	sf_2015q3_20	measure filling trainee positions: no special measure	Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	Beschäftigung von Asylbewerbern letzte 24 Monate
3.152)	sf_2015q4_2	employment of asylum seekers currently	derzeitige Beschäftigung von Asylbewerbern
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	Hürden bei Anstellung von Asylbewerbern: Sprache
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	Hürden bei Anstellung von Asylbewerbern: Qualifikation
3.158)	sf_2015q4_8	obstacles to employing asylum seekers: minimum wage	Hürden bei Anstellung von Asylbewerbern: Mindestlohn
3.159)	sf_2015q4_9	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rechtliche Rahmenbedingungen

## 1. Identification variables

No.	Name	Label	Survey period	Survey frequency
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1.1) **year** year since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.2) **quarter** quarter since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.3) **wz** sector number (wz-classification) since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.4) **wgroup** weightgroup since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	[15] food products, bev. and tobacco [17] textiles and textile products [20] wood and paper products [24] chemicals and chemical products [27] metal products etc. [29] machinery and equipment n.e.c. [30] electrical and optical equipment [34] transport equipment
										[51] wholesale and retail trade [55] hotels and restaurants [60] transp., storage and communication [64] real est. act. and renting Verm. bewegl. Sachen [72] computer and related activities [74] lawyers / market research / business consulting [99] other service act.

No.	Name	Label	Survey period	Survey frequency
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1.5) **id** idnum since 2008 quarterly

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.6)	<b>szrg</b>	size range	since 2008	quarterly						
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
										[0] [1] 1 - 49 [2] 50 - 249 [3] 250 - 499 [4] 500+

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

1.6)	<b>weight</b>	weight	2008-2012	quarterly						
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

## 2. Standard questions

No.	Name	Label	Survey period	Survey frequency
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2.1)	<b>extrah_tq</b>	current relevance of extra hours	since 2008	quarterly
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### Wording of question

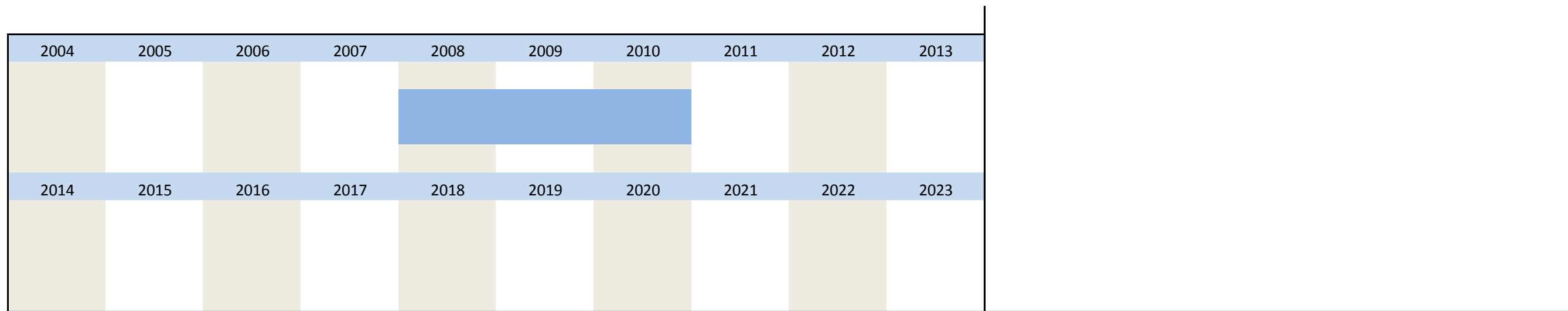
since 01/2008	Further information																				
<p><b>A) What importance do the following instruments of flexibilisation have for your company?</b> (only for your companies in Germany)</p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>high [1]      medium [2]      minor [3]</p> <p>- extra hours</p>																					
<p><b>Time span of variable</b></p>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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2.2)	<b>extrah_lq</b>	relevance of extra hours compared to last quarter	2008 to 01/2010	quarterly
------	------------------	---	-----------------	-----------

### Wording of question

<p><b>A) What importance do the following instruments of flexibilisation have for your company?</b> (only for your companies in Germany)</p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>higher [1]      unchanged [2]      smaller [3]</p> <p>- extra hours</p>	Further information
	Inquired until the first quarter of 2010
<p><b>Time span of variable</b></p>	



No.	Name	Label	Survey period	Survey frequency
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2.3)	extrah_nq	expected relevance of extra hours next quarter	since 2008	quarterly
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Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

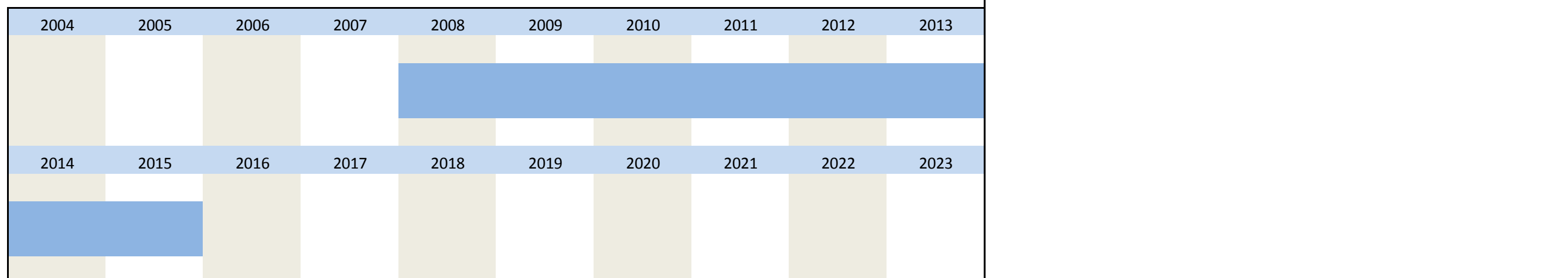
next quarter the importance will be

higher [1]      unchanged [2]      smaller [3]

- extra hours

Further information

Time span of variable



Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.4)	extrah_no	no extra hours	since 2013	Quartalsweise
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Wording of question

since 01/2013

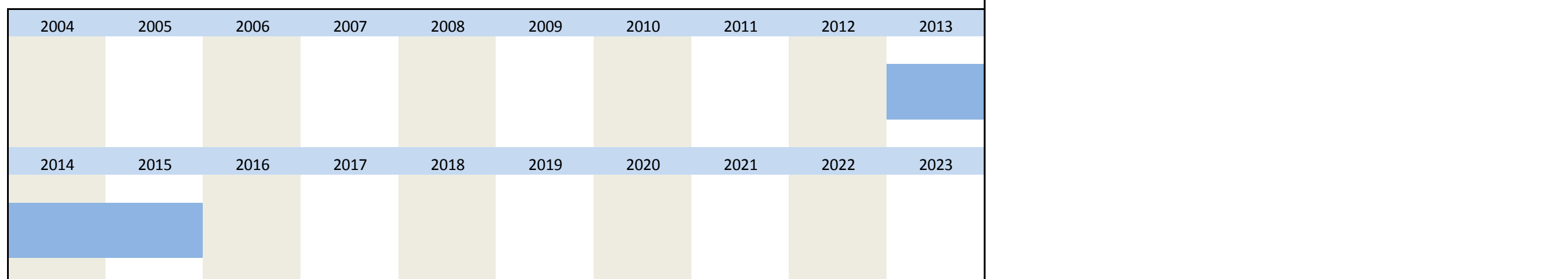
**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

- extra hours      no application [1]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.5)	temp_tq	current relevance of temporary contracts	since 2008	quarterly
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Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

The current importance in the company is...

Further information

<p>- Additional/ replacement staff with temporary contracts</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div>																																																			
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No.	Name	Label	Survey period	Survey frequency
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2.6)	<b>temp_lq</b>	relevance of temporary contracts compared to last quarter	2008 to 01/2010	quarterly
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Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div> <p>- Additional/ replacement staff with temporary contracts</p>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>																																																		
<p>Time span of variable</p>																																																			
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No.	Name	Label	Survey period	Survey frequency
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2.7)	<b>temp_nq</b>	expected relevance of temporary contracts next quarter	since 2008	quarterly
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Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div> <p>- Additional/ replacement staff with temporary contracts</p>	<p>Further information</p>																																																		
<p>Time span of variable</p>																																																			
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																										
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																										

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.8) temp\_no no temporary contracts since 2013 Quartalsweise

Wording of question

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Additional/ replacement staff with temporary contracts <input type="text"/> no application [1]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.9) mini\_tq current relevance of mini-jobs since 2008 quarterly

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Additional/ replacement staff with minijobs/midijobs <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.10) mini\_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>- Additional/ replacement staff with minijobs/midijobs <input type="text"/> higher [1] <input type="text"/> unchanged [2] <input type="text"/> smaller [3]</p>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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2.11)	mini_nq	expected relevance of mini-jobs next quarter	since 2008	quarterly
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Wording of question

since 01/2008	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Additional/ replacement staff with minijobs/midijobs</p> <p> <input type="checkbox"/> higher [1]      <input type="checkbox"/> unchanged [2]      <input type="checkbox"/> smaller [3] </p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.12)	mini_no	no mini-jobs	since 2013	Quartalsweise
-------	---------	--------------	------------	---------------

Wording of question

since 01/2013	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Additional/ replacement staff with minijobs/midijobs</p> <p><input type="checkbox"/> no application [1]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.13)	agency_tq	current relevance of agency workers	since 2008	quarterly
-------	-----------	-------------------------------------	------------	-----------

Wording of question

since 01/2008	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p> <input type="checkbox"/> high      <input type="checkbox"/> medium      <input type="checkbox"/> minor </p>	

- Usage of agency workers										[1]	[2]	[3]
Time span of variable												
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

No.	Name	Label	Survey period	Survey frequency
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2.14)	agency_lq	relevance of agency workers compared to last quarter	2008 to 01/2010	quarterly
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Wording of question

since 01/2008	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>- Usage of agency workers</p> <p>higher [1]      unchanged [2]      smaller [3]</p>	Inquired until the first quarter of 2010

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

No.	Name	Label	Survey period	Survey frequency
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2.15)	agency_nq	expected relevance of agency workers next quarter	since 2008	quarterly
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Wording of question

since 01/2008	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Usage of agency workers</p> <p>higher [1]      unchanged [2]      smaller [3]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.16) agency\_no no agency workers since 2013 Quartalsweise

Wording of question

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Usage of agency workers <input type="text"/> no application [1]</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.17) free\_tq current relevance of freelancers since 2008 quarterly

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is...</p> <p>- Usage of freelancers <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]</p>	<p>Further information</p>																																								
<p>Time span of variable</p>																																									
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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2.18) free\_lq relevance of freelancers compared to last quarter 2008 to 01/2010 quarterly

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Usage of freelancers <input type="text"/> higher [1] <input type="text"/> unchanged [2] <input type="text"/> smaller [3]</p>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>																				
<p>Time span of variable</p>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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2.19)	free_nq	expected relevance of freelancers next quarter	since 2008	quarterly
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Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Usage of freelancers</p> <p style="text-align: center;"> <input type="radio"/> higher [1]     <input type="radio"/> unchanged [2]     <input type="radio"/> smaller [3] </p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.20)	free_no	no freelancers	since 2013	Quartalsweise
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Wording of question

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Usage of freelancers</p> <p style="text-align: center;"><input type="checkbox"/> no application [1]</p>	Further information
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.21)	outsour_tq	current relevance of outsourcing	since 2008	quarterly
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Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Outsourcing</p> <p style="text-align: center;"> <input type="radio"/> high [1]     <input type="radio"/> medium [2]     <input type="radio"/> minor [3] </p>	Further information
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[Blank header area]									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
[Blank]				[Blue bar]					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
[Blue bar]			[Blank]						

No.	Name	Label	Survey period	Survey frequency
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2.22)	outsour_lq	relevance of outsourcing compared to last quarter	2008 to 01/2010	quarterly
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Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Outsourcing      higher [1]      unchanged [2]      smaller [3]</p>	Inquired until the first quarter of 2010

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
[Blank]				[Blue bar]			[Blank]		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
[Blue bar]			[Blank]						

No.	Name	Label	Survey period	Survey frequency
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2.23)	outsour_nq	expected relevance of outsourcing next quarter	since 2008	quarterly
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Wording of question

since 01/2008	Further information
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Outsourcing      higher [1]      unchanged [2]      smaller [3]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
[Blank]				[Blue bar]					
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
[Blue bar]			[Blank]						

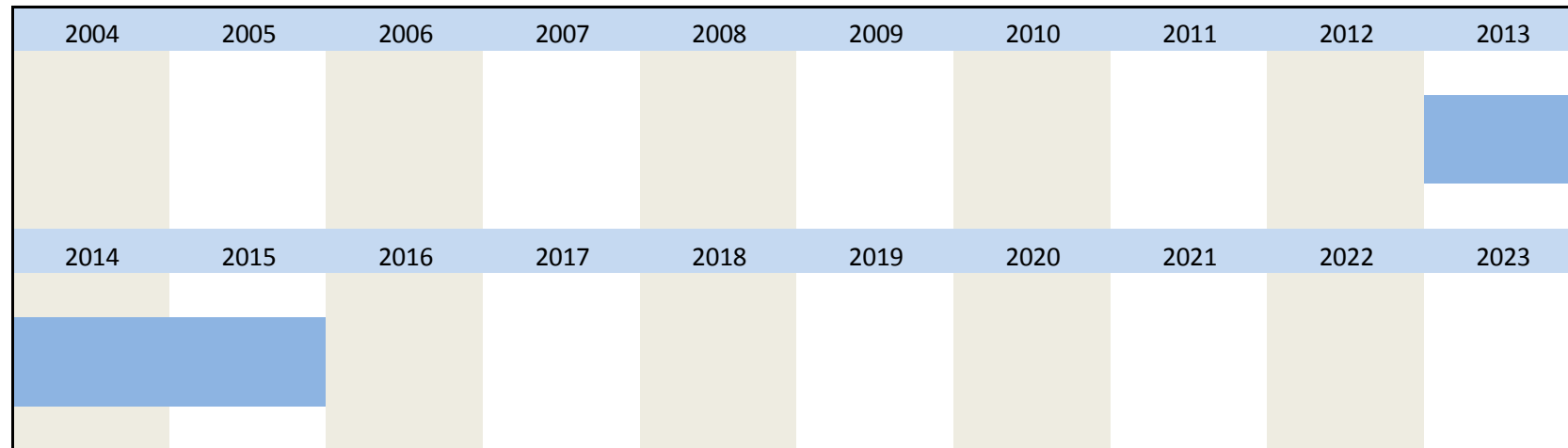
Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise
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Wording of question

since 01/2013  <b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b>  Instruments:  - Outsourcing <input type="text"/> no application [1]	Further information
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Time span of variable

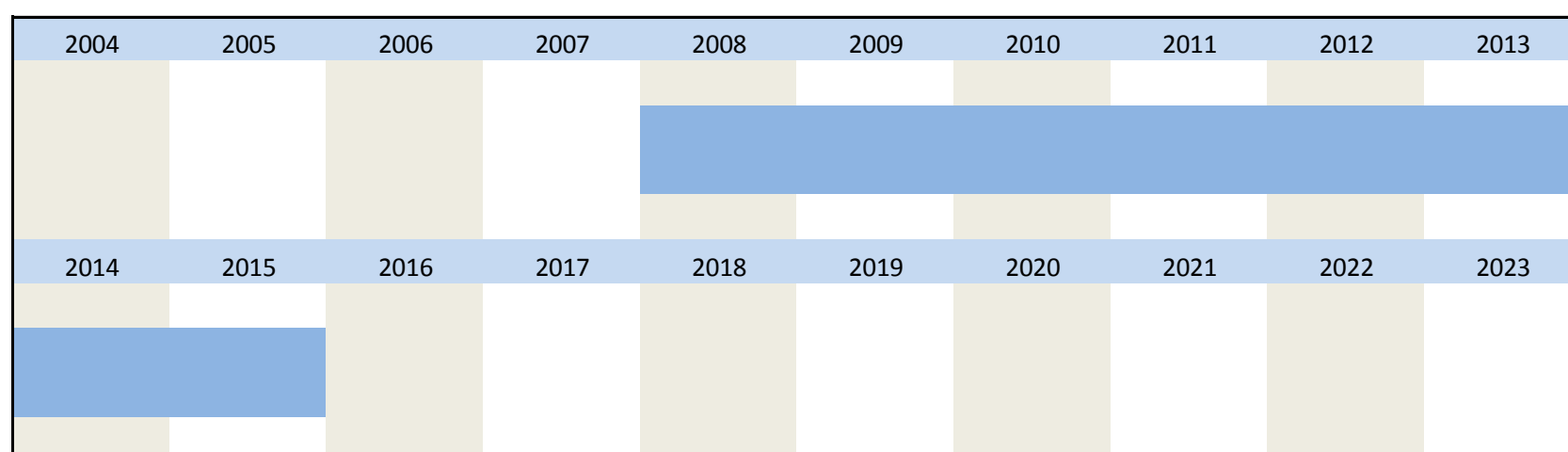


No.	Name	Label	Survey period	Survey frequency
2.25)	internal_tq	current relevance of internal realisations	since 2008	quarterly

Wording of question

since 01/2008  <b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b>  Instruments:  The current importance in the company is...  - Internal realisations <input type="text"/> high [1] <input type="text"/> medium [2] <input type="text"/> minor [3]	Further information
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Time span of variable

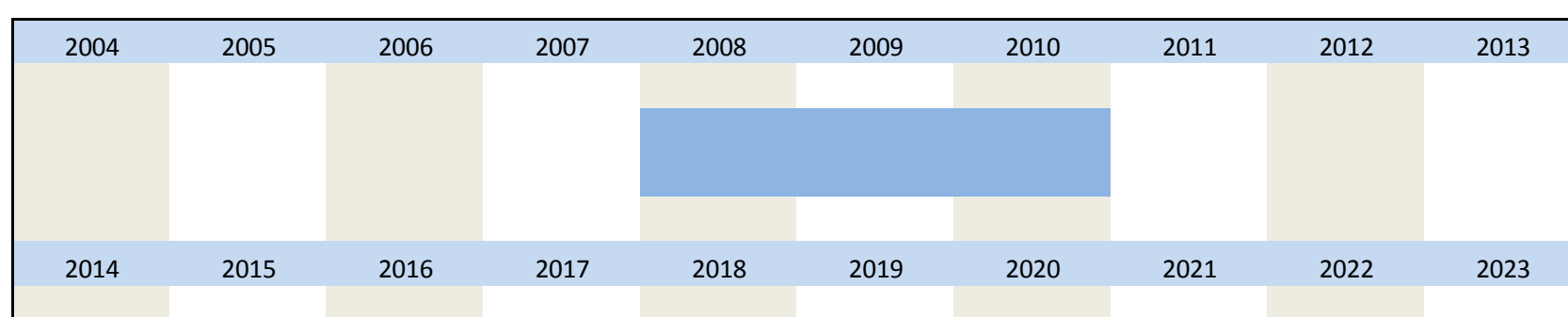


No.	Name	Label	Survey period	Survey frequency
2.26)	internal_lq	relevance of internal realisations compared to last quarter	2008 to 01/2010	quarterly

Wording of question

since 01/2008  <b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b>  Instruments:  compared to previous quarter the importance is  - Internal realisations <input type="text"/> higher [1] <input type="text"/> unchanged [2] <input type="text"/> smaller [3]	Further information  Inquired until the first quarter of 2010
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Time span of variable



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No.	Name	Label	Survey period	Survey frequency
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2.27)	internal_nq	expected relevance of internal realisations next quarter	since 2008	quarterly
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Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Internal realisations</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p>																																																												
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																				

Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.28)	internal_no	no internal realisations	since 2013	Quartalsweise
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Wording of question

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Internal realisations</p> <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;"></div> <p>no application [1]</p> </div>	<p>Further information</p>																																																												
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																				

No.	Name	Label	Survey period	Survey frequency
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2.29)	accounts_tq	current relevance of working-time accounts	since 2008	quarterly
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Wording of question

<p>01/2008 to 01/2010</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">The current importance in the company is...</p> <p>- working-time accounts</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">high [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">medium [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">minor [3]</div> </div>	<p>Further information</p>
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since 04/2010

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

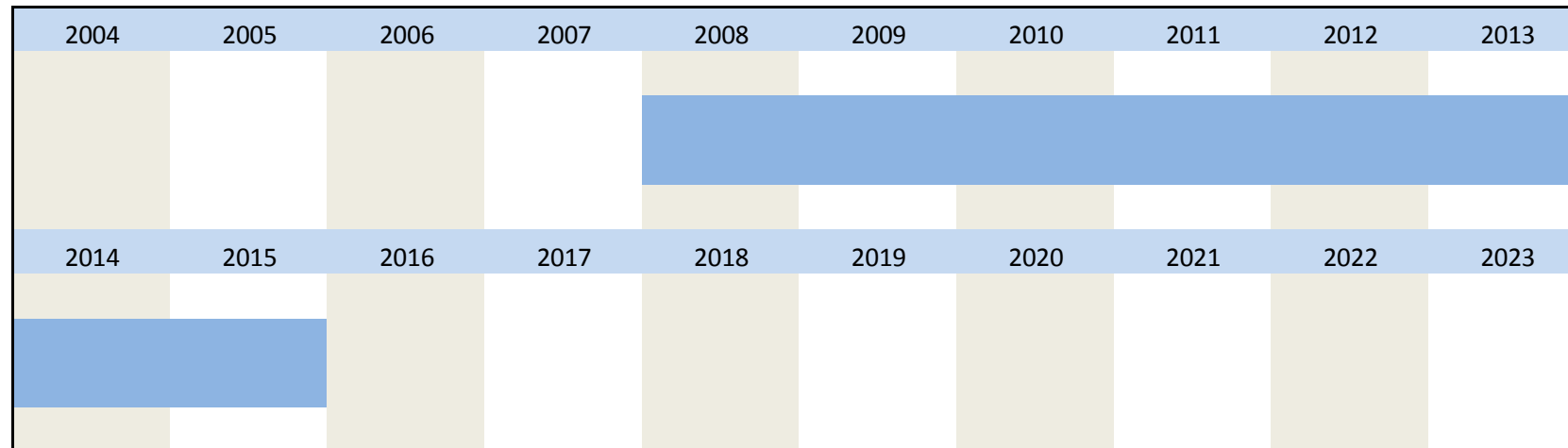
Instruments:

The current importance in the company is...

- working-time accounts /  
gliding time accounts

high [1]	medium [2]	minor [3]
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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2.30)	accounts_lq	relevance of working-time accounts compared to last quarter	2008 to 01/2010	quarterly
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Wording of question

since 01/2008

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

compared to previous quarter the importance is

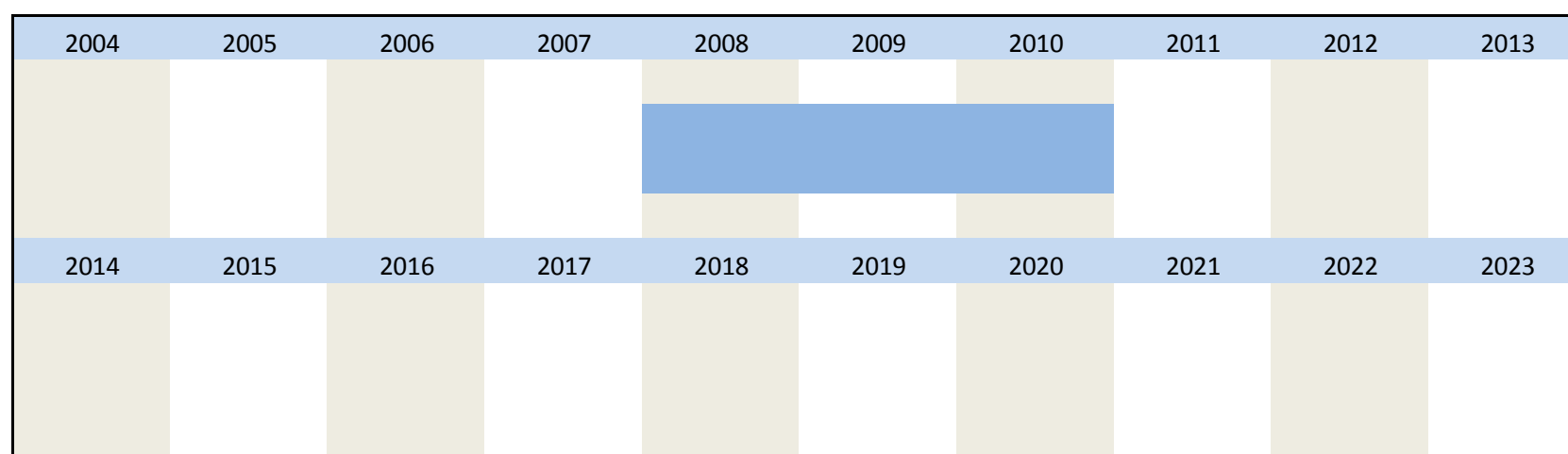
- working-time accounts

higher [1]	unchanged [2]	smaller [3]
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Further information

Inquired until the first quarter of 2010

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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2.31)	accounts_nq	expected relevance of working-time accounts next quarter	since 2008	quarterly
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Wording of question

01/2008 to 01/2010

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

next quarter the importance will be

- working-time accounts

higher [1]	unchanged [2]	smaller [3]
---------------	------------------	----------------

Further information

since 04/2010

**A) What importance do the following instruments of flexibilisation have for your company?  
(only for your companies in Germany)**

Instruments:

next quarter the importance will be

higher	unchanged	smaller
--------	-----------	---------

- working-time accounts / gliding time accounts	[1]	[2]	[3]

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

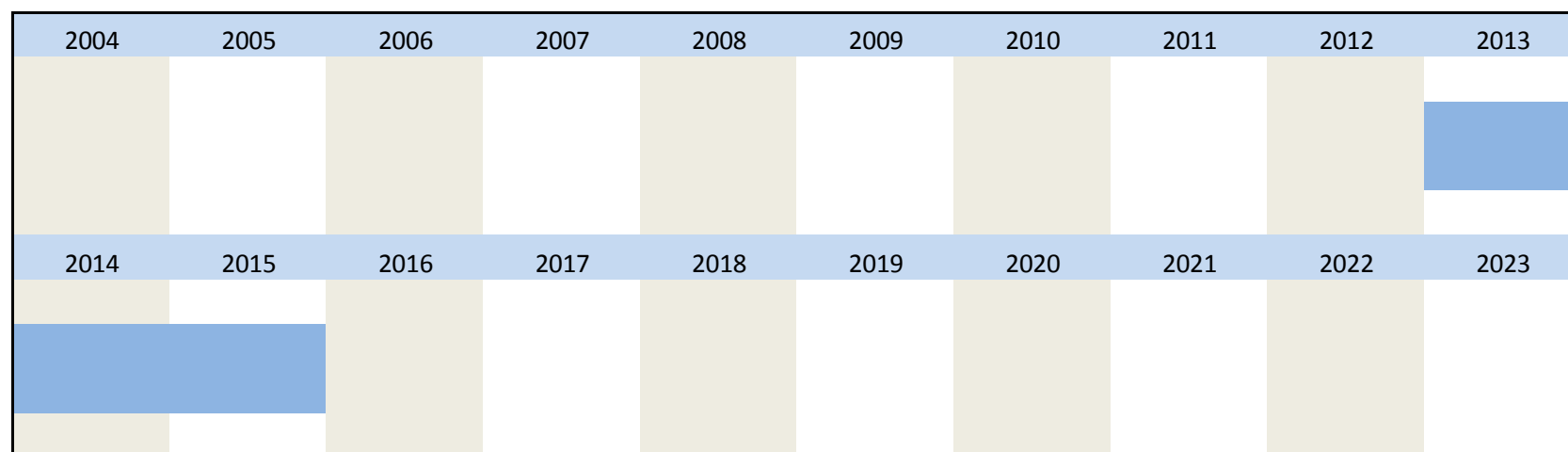
Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
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2.32)	accounts_no	no working-time accounts	since 2013	Quartalsweise
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Wording of question

since 01/2013	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- working-time accounts / gliding time accounts</p> <p><input type="text"/> no application [1]</p>	

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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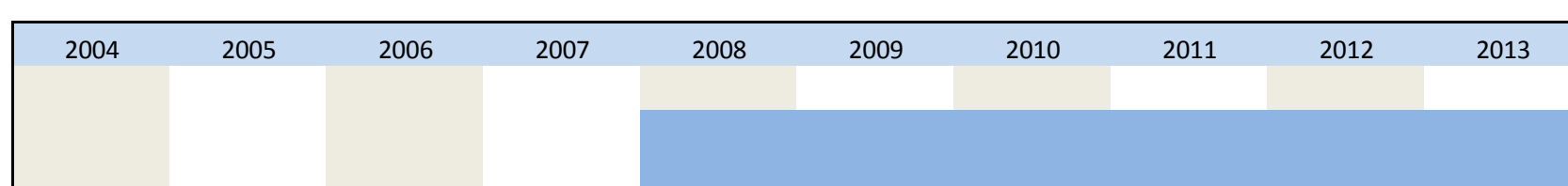
2.33)	flex_tq	current relevance of flexibilisation measures	since 2008	quarterly
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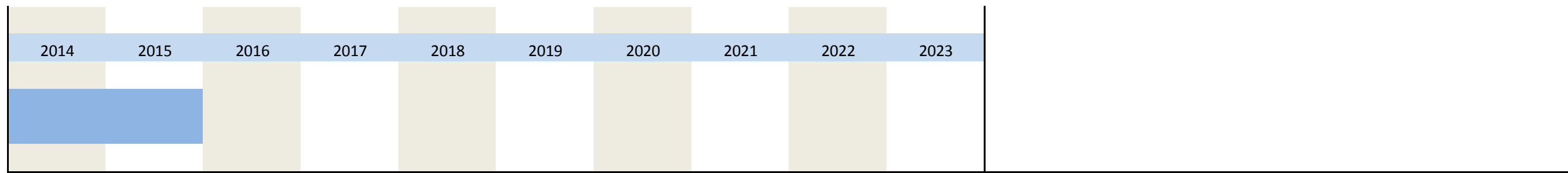
Wording of question

01/2008 to 01/2010	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <p>high [1]      medium [2]      minor [3]</p>	

since 04/2010	Further information
<p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <p>high [1]      medium [2]      minor [3]</p>	

Time span of variable





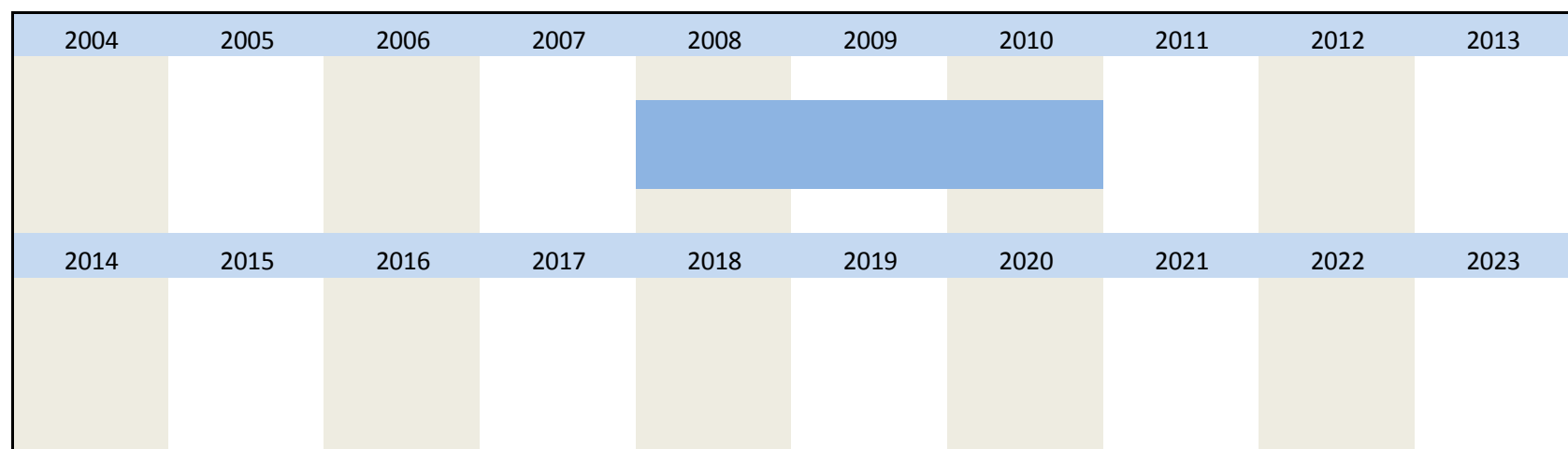
No.	Name	Label	Survey period	Survey frequency
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2.34) **flex\_lq** relevance of flexibilisation measures compared to last quarter 2008 to 01/2010 quarterly

**Wording of question**

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">compared to previous quarter the importance is</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p><b>Further information</b></p> <p>Inquired until the first quarter of 2010</p>
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**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
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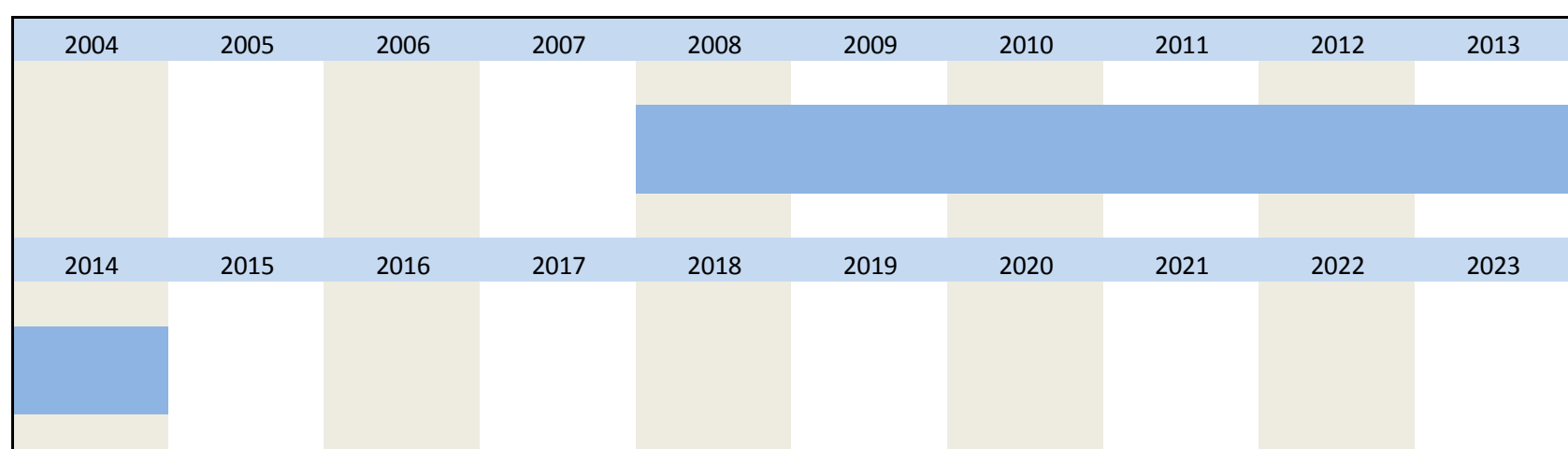
2.35) **flex\_nq** expected relevance of flexibilisation measures next quarter 2008 - 2014 quarterly

**Wording of question**

<p>01/2008 to 01/2010</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p><b>Further information</b></p>
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<p>since 04/2010</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p><b>Further information</b></p>
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**Time span of variable**



### 3. Special questions

No.	Name	Label	Survey period	Survey frequency
3.1)	sf_2008q1_1		1st quarter 2008	once

#### Wording of question

	<p>Further information</p>
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#### Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.2)	sf_2008q2_1	financial crisis: impact on staff size (y/n)	2nd quarter 2008	once

#### Wording of question

<p>2nd quarter 2008</p> <p><b>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</b></p> <p style="text-align: center;"> <input type="checkbox"/> yes [1]             <span style="margin-left: 100px;"><input type="checkbox"/> no [2]</span> </p>	<p>Further information</p>
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#### Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

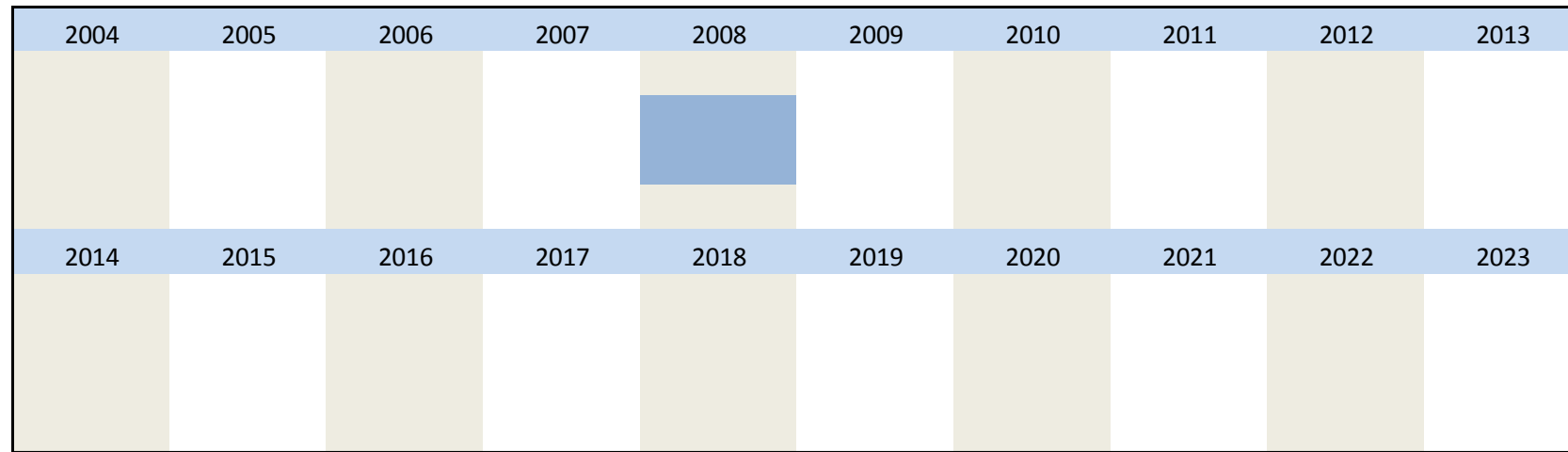
No.	Name	Label	Survey period	Survey frequency
3.3)	sf_2008q2_2	financial crisis: impact on staff size (direction)	2nd quarter 2008	once

#### Wording of question

<p>2nd quarter 2008</p> <p><b>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</b></p> <p style="text-align: center;"> <input type="checkbox"/> yes             <span style="margin-left: 100px;"><input type="checkbox"/> no</span> </p> <p><b>If yes:</b> How is the number of employees going to change due to the international financial crisis?</p> <p>B2) Due to the financial crisis</p> <p>the change of our number of employees is going to be a ... during the next 6 months</p> <p style="text-align: center;">                 strong increase [1]                 <span style="margin-left: 100px;"><input type="checkbox"/></span> </p>	<p>Further information</p>
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slight increase [2]	<input type="text"/>
almost no change [3]	<input type="text"/>
slight reduction [4]	<input type="text"/>
strong reduction [5]	<input type="text"/>

Time span of variable



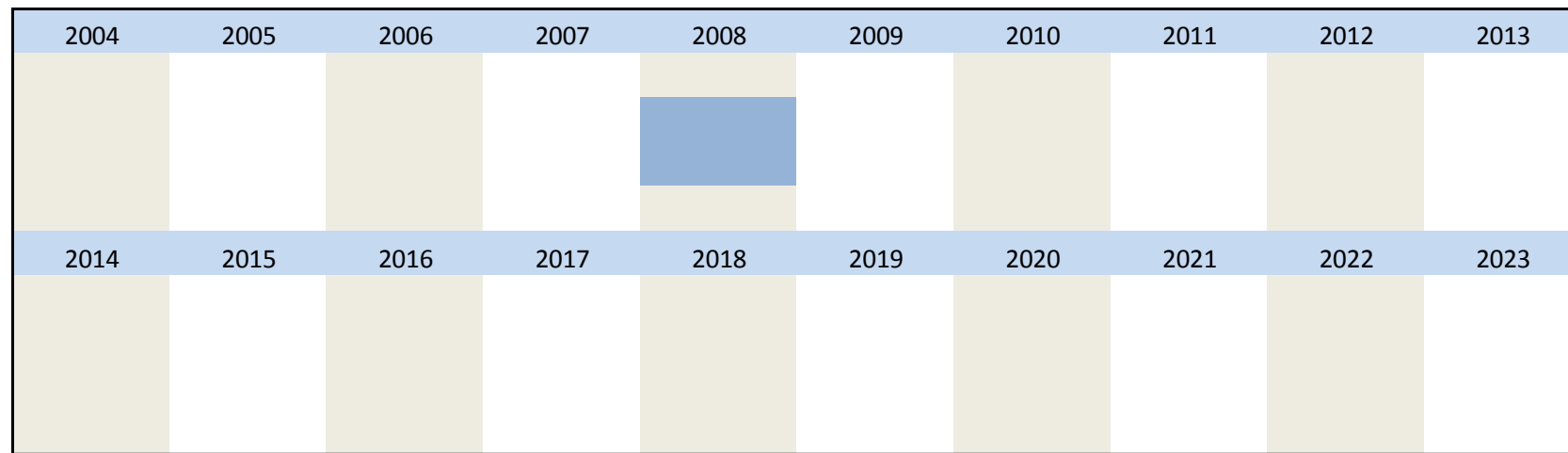
No.	Name	Label	Survey period	Survey frequency
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3.4)	sf_2008q3_1	reduction in shortage of skilled labour	3rd quarter 2008	once
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Wording of question

<p>3rd quarter 2008</p> <p><b>B) Academics from ten new EU countries are supposed to have easier access to the German job market from 01/01/2009 on (see supplementary sheet for explanations). Is this measure going to help reduce the shortage of skilled labour in your company?</b></p> <p><input type="text"/> yes [1]</p> <p><input type="text"/> no [2]</p> <p><input type="text"/> no shortage of skilled labour [3]</p>	Further information
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Time span of variable



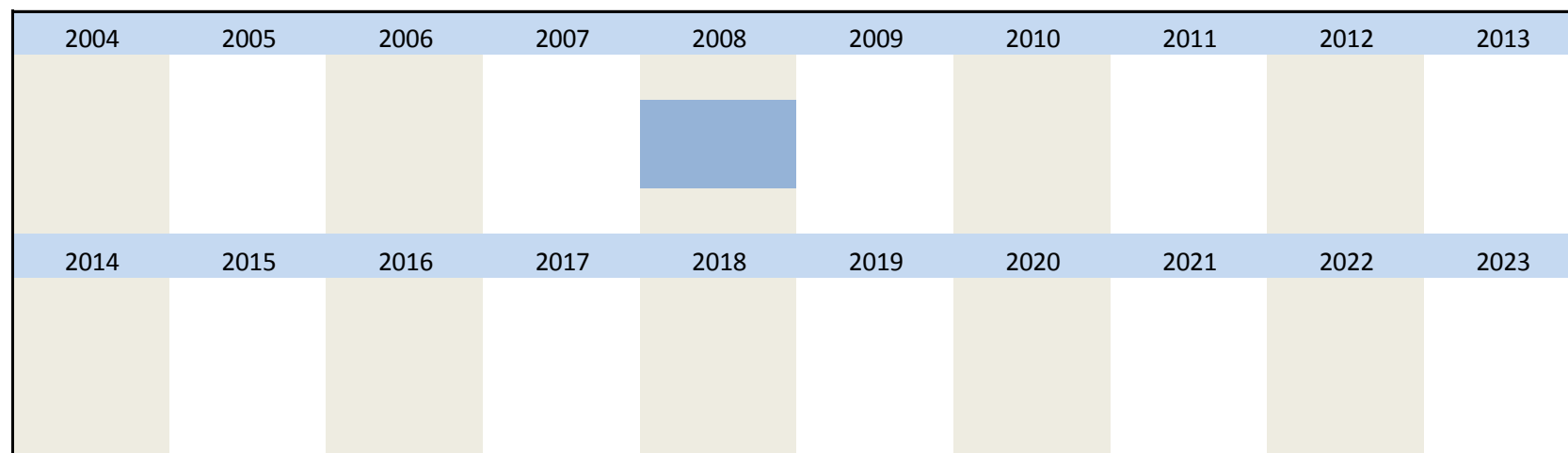
No.	Name	Label	Survey period	Survey frequency
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3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	4th quarter 2008	once
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Wording of question

<p>4th quarter 2008</p> <p><b>B) A structural shortage of skilled labour is discussed publicly. Is your company going to ... the expenditures for further education in 2009?</b></p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> unchanged [2]</p> <p><input type="text"/> reduction [3]</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.6)	sf_2009q1_1	reduction of operational dismissals	1st quarter 2009	once

Wording of question

<p>2nd quarter 2009</p> <p><b>B) The payment period for short-time allowance is prolonged from 6 to 18 months now. Does this prolongation help to avoid operational dismisses in your industry?</b></p> <p><input type="checkbox"/> yes, significantly [1]</p> <p><input type="checkbox"/> yes, slightly [2]</p> <p><input type="checkbox"/> no [3]</p> <p><input type="checkbox"/> operational dismissals generally rare [4]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td style="background-color: #d9e1f2;"></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	2nd quarter 2009	once

Wording of question

<p>2nd quarter 2009</p> <p><b>B) The economic-growth package II of the Federal Government also contains measures to relieve the companies and employees with the social insurance contributions by about 12 bn. (especially the health insurance contributions are reduced by 0,6 percentage points). How do you assess these measures for your company?</b></p> <p><input type="checkbox"/> big relief [1]</p> <p><input type="checkbox"/> slight relief [2]</p> <p><input type="checkbox"/> almost no relief [3]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td style="background-color: #d9e1f2;"></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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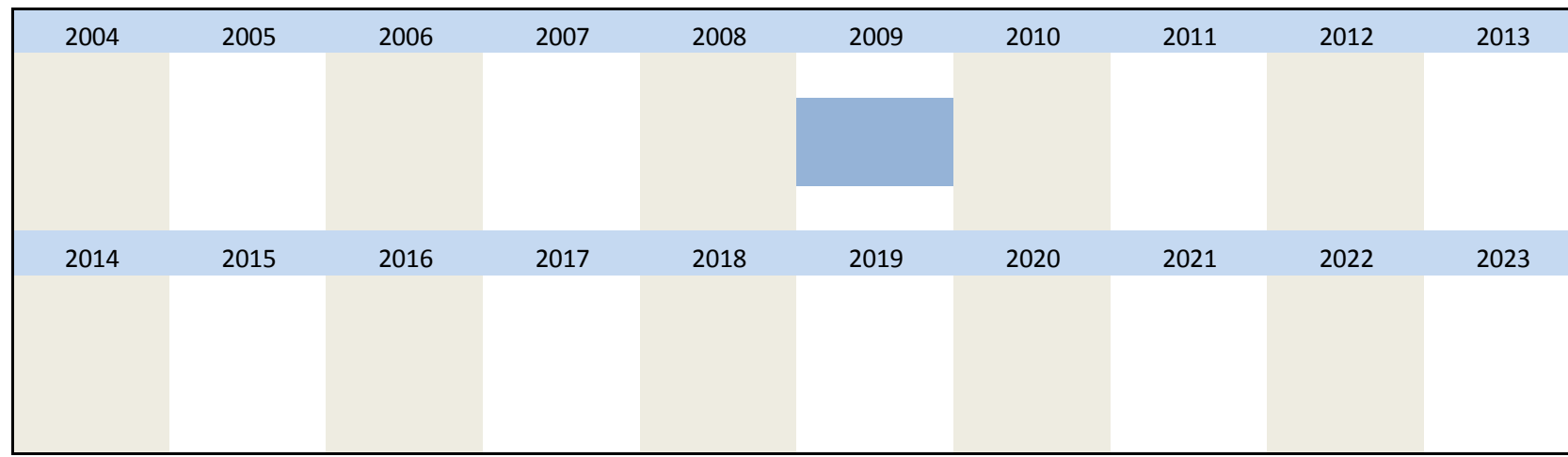
No.	Name	Label	Survey period	Survey frequency
3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	3rd quarter 2009	once

Wording of question

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>2nd half year 2009</p> <p><input type="checkbox"/> increase [1]</p>	<p>Further information</p>
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no change [2]  
 reduction [3]  
 cannot be stated [4]

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	3rd quarter 2009	once
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Wording of question

3rd quarter 2009

**B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?**

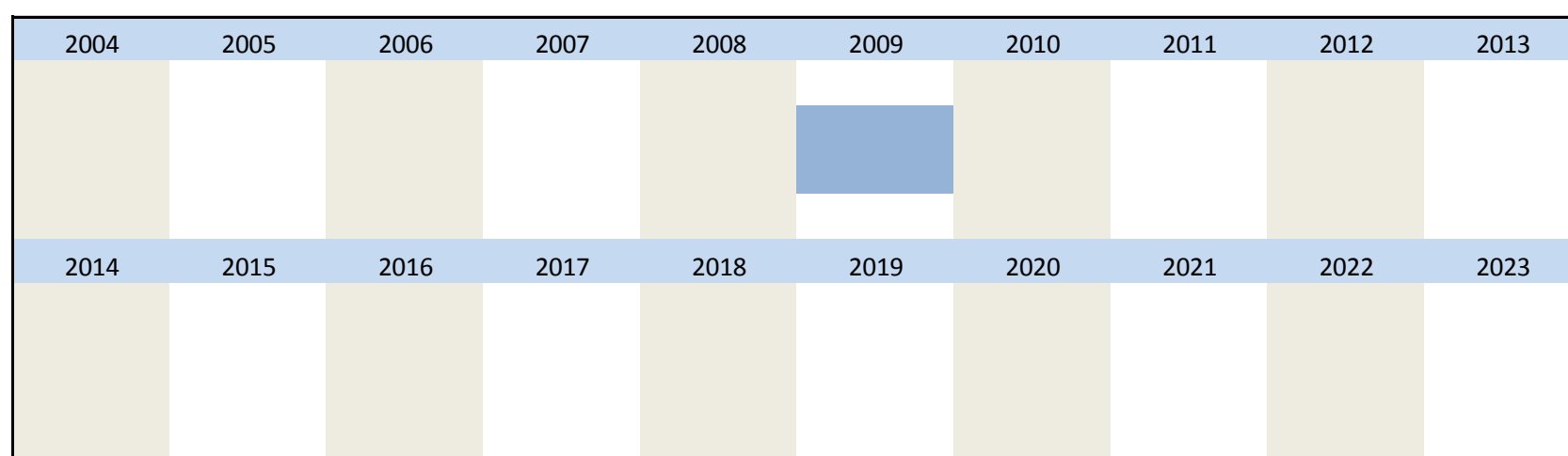
In the ... the number of employees in our company is going to ...

1st half year 2010

increase [1]  
 no change [2]  
 reduction [3]  
 cannot be stated [4]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	3rd quarter 2009	once
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Wording of question

3rd quarter 2009

**B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?**

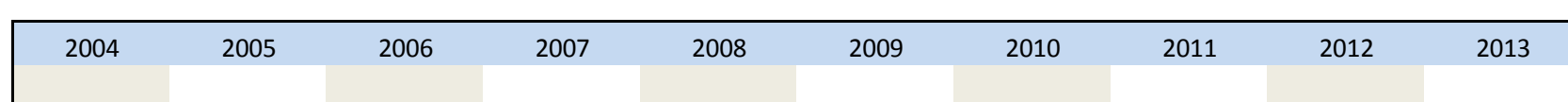
In the ... the number of employees in our company is going to ...

2nd half year 2010

increase [1]  
 no change [2]  
 reduction [3]  
 cannot be stated [4]

Further information

Time span of variable



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	3rd quarter 2009	once
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Wording of question

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2011</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	3rd quarter 2009	once
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Wording of question

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2012</p> <p><input type="text"/> increase [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> reduction [3]</p> <p><input type="text"/> cannot be stated [4]</p>	<p>Further information</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.13) sf\_2009q3\_6

development of staff size in 2013  
compared to current state

3rd quarter 2009

once

Wording of question

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>year 2013</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction [3]</p> <p><input type="checkbox"/> cannot be stated [4]</p>	Further information																																								
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2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.14) sf\_2009q4\_1

impact of economic measures on economic  
growth in the medium run

4th quarter 2009

once

Wording of question

<p>4th quarter 2009</p> <p><b>B) The new Federal Government discusses future economic measures. How do you think are these measures going to impact the economic growth in the medium run (next 3 to 4 years)?</b></p> <p><input type="checkbox"/> strongly positive [1]</p> <p><input type="checkbox"/> slightly positive [2]</p> <p><input type="checkbox"/> rather no impact [3]</p> <p><input type="checkbox"/> slightly negative [4]</p> <p><input type="checkbox"/> strongly negative [5]</p> <p><input type="checkbox"/> cannot be stated [6]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.15) sf\_2010q1\_1

plans w.r.t short-time work in 2010

1st quarter 2010

once

Wording of question

<p>1st quarter 2010</p> <p><b>B) What are the plans for the year 2010 of your company regarding short-time work?</b></p> <p><input type="checkbox"/> currently no</p> <p><input type="checkbox"/> currently</p> <p><input type="checkbox"/> cannot be</p>	Further information
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short-time work [1]	employing short-time work [2]	stated [3]							
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.16)	sf_2010q1_2	currently no short-time work:	1st quarter 2010	once
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Wording of question

1st quarter 2010	Further information
<p><b>B) What are the plans for the year 2010 of your company regarding short-time work?</b></p> <p><input type="checkbox"/> currently no short-time work [1]</p> <p><input type="checkbox"/> currently employing short-time work [2]</p> <p><input type="checkbox"/> cannot be stated [3]</p> <p>If "currently no short-time work"</p> <p><input type="checkbox"/> no introduction intended [1]</p> <p><input type="checkbox"/> introduction intended [2]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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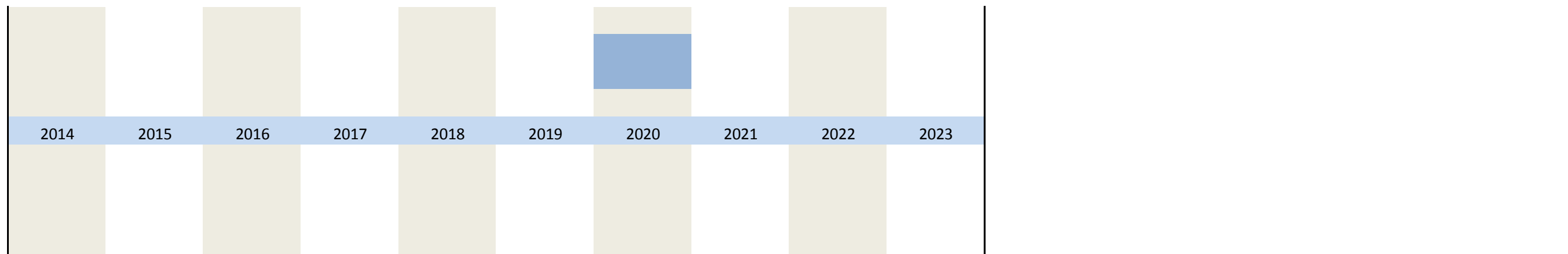
3.17)	sf_2010q1_3	currently employing short-time work:	1st quarter 2010	once
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Wording of question

1st quarter 2010	Further information
<p><b>B) What are the plans for the year 2010 of your company regarding short-time work?</b></p> <p><input type="checkbox"/> currently no short-time work [1]</p> <p><input type="checkbox"/> currently employing short-time work [2]</p> <p><input type="checkbox"/> cannot be stated [3]</p> <p>If "currently employing short-time work"</p> <p><input type="checkbox"/> extension of short-time work [1]</p> <p><input type="checkbox"/> keeping current extent [2]</p> <p><input type="checkbox"/> reduction of short-time work [3]</p> <p><input type="checkbox"/> reduction by dismissal [4]</p> <p><input type="checkbox"/> reduction without dismissal [5]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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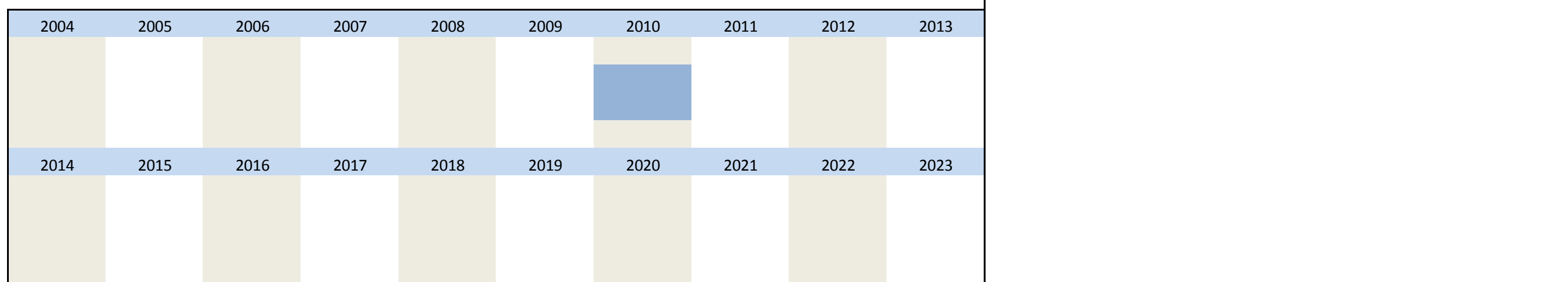
No.	Name	Label	Survey period	Survey frequency
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3.18) sf\_2010q2\_1 handling of football world-cup 2nd quarter 2010 once

Wording of question

<p>2nd quarter 2010</p> <p><b>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</b></p> <p><input type="text"/> breaks are allowed [1]</p> <p><input type="text"/> world-cup cannot be taken account of [2]</p> <p><input type="text"/> cannot be stated [3]</p>	Further information
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Time span of variable



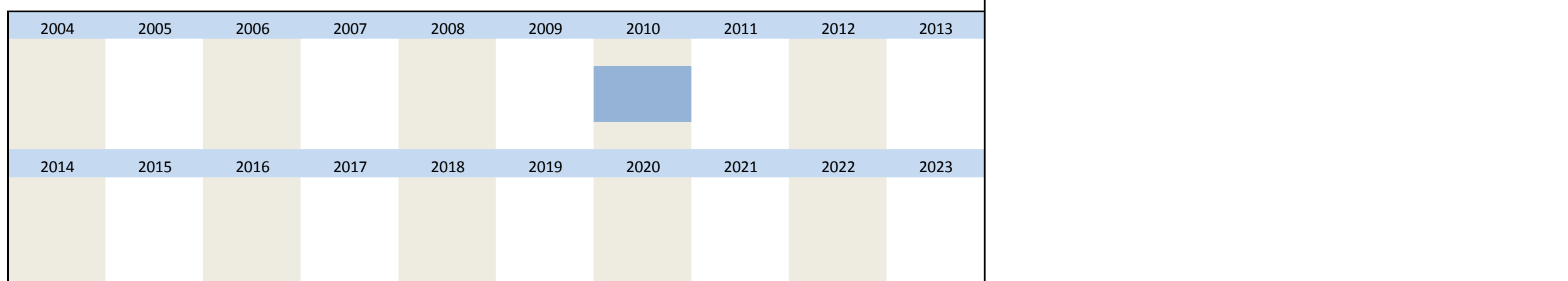
No.	Name	Label	Survey period	Survey frequency
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3.19) sf\_2010q2\_2 breaks are considered... 2nd quarter 2010 once

Wording of question

<p>2nd quarter 2010</p> <p><b>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</b></p> <p><input checked="" type="checkbox"/> breaks are allowed</p> <p>the breaks are considered</p> <p><input type="text"/> working time [1]</p> <p><input type="text"/> leisure [2]</p>	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.20) sf\_2010q2\_3 allowance to interrupt applies for... 2nd quarter 2010 once

Wording of question

<p>2nd quarter 2010</p> <p><b>B) Many of the matches of the football world-cup that stats in June are going to take place during the classic working hours. How does your company deal with that?</b></p>	Further information
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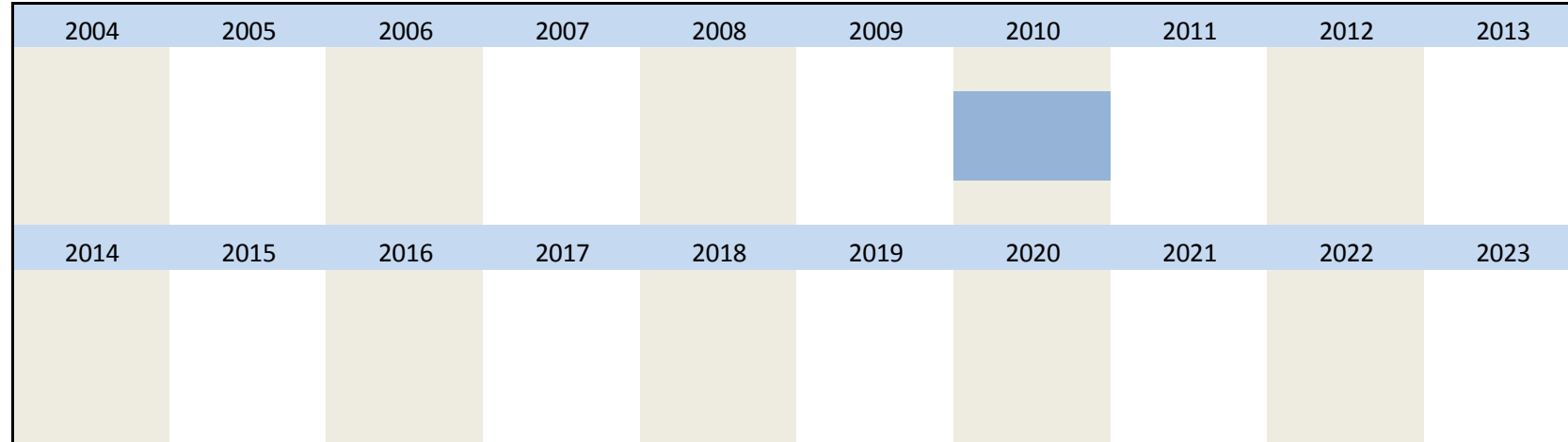
breaks are allowed

allowance to interrupt applies for...

all employees [1]

certain employees/departments only [2]

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	3rd quarter 2010	once
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Wording of question

3rd quarter 2010

**B) During the next 12 months is your company going to ... the tendency towards short-term contracts among recruitments?**

increase [1]

remain unchanged [2]

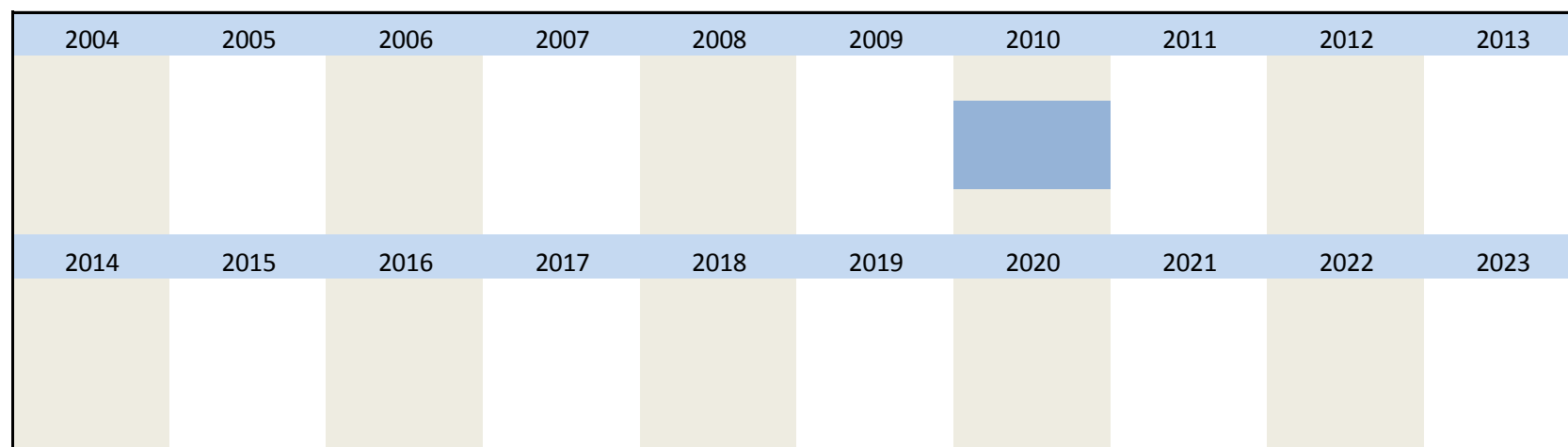
decrease [3]

not decided on yet [4]

no recruitments [5]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.22)	sf_2010q4_1	voluntary extrapayments have been made	4th quarter 2010	once
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Wording of question

4th quarter 2010

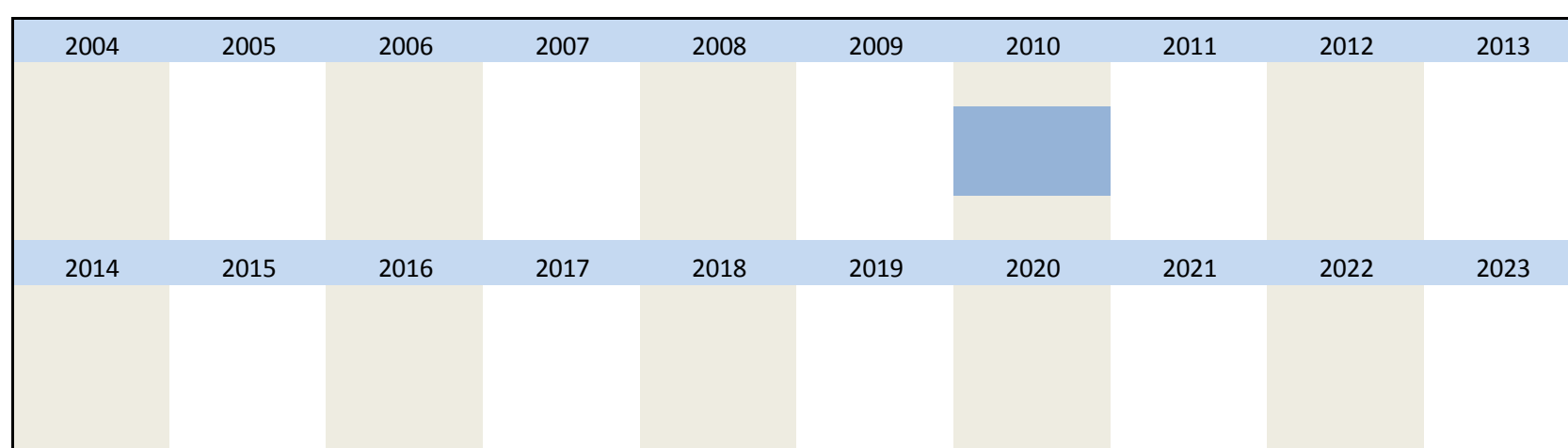
**B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?**

1) voluntary extrapayments have already been made

yes [1]       no[2]

Further information

Time span of variable



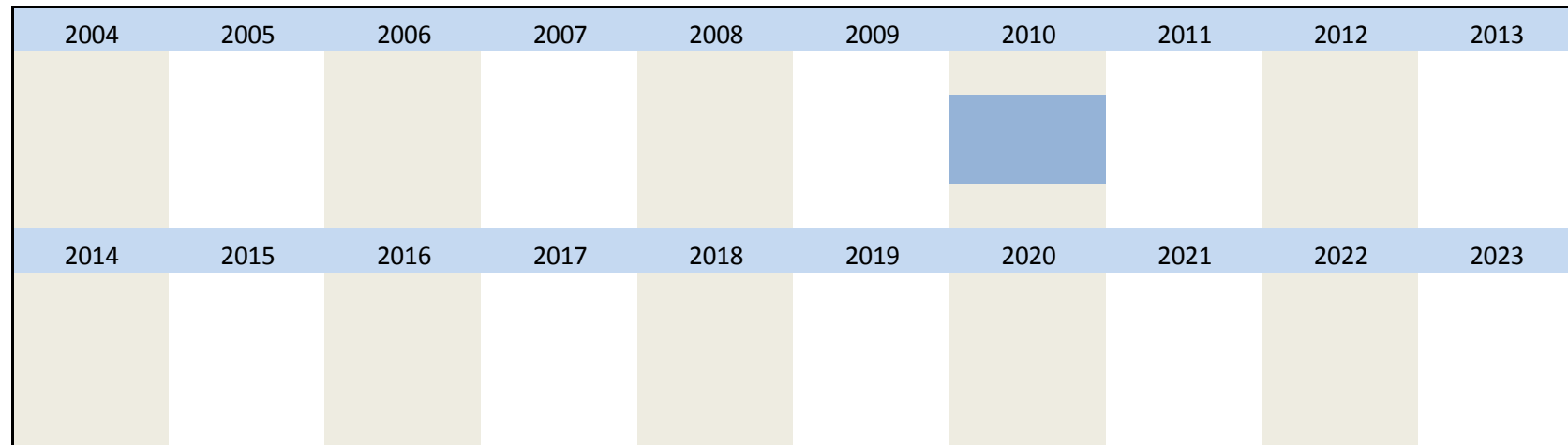
No.	Name	Label	Survey period	Survey frequency
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3.23)	sf_2010q4_2	voluntary extrapayments will be made	4th quarter 2010	once
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**Wording of question**

<p>4th quarter 2010</p> <p><b>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</b></p> <p>1) voluntary extrapayments will be made during the next months</p> <p><input type="text"/> yes [1]      <input type="text"/> no[2]</p>	<p>Further information</p>
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**Time span of variable**



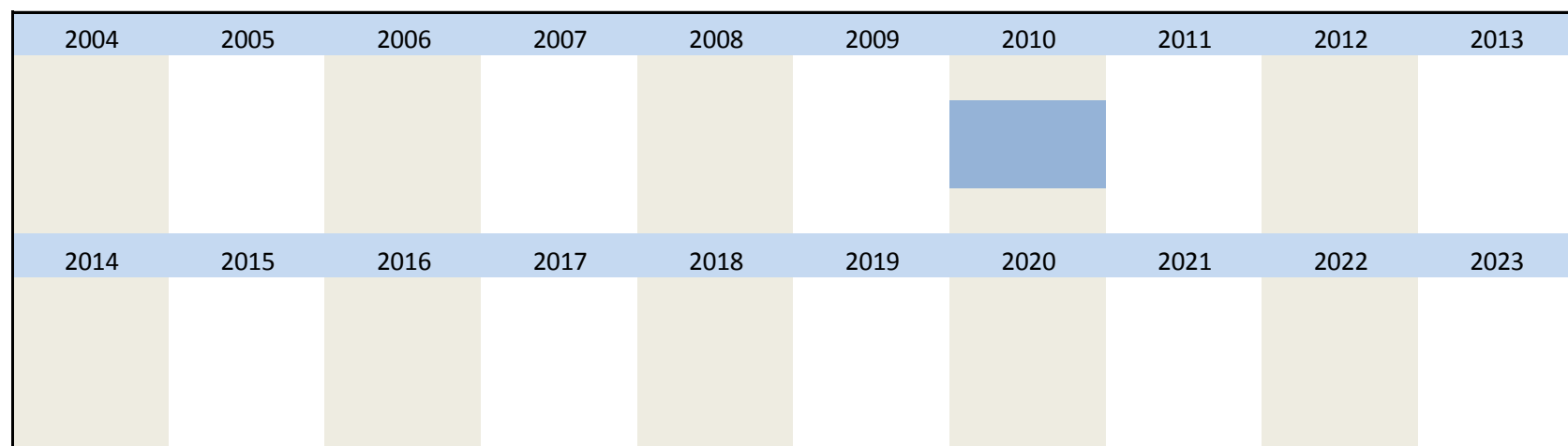
No.	Name	Label	Survey period	Survey frequency
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3.24)	sf_2010q4_3	next payround	4th quarter 2010	once
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**Wording of question**

<p>4th quarter 2010</p> <p><b>B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?</b></p> <p>1) next payround</p> <p><input type="text"/> significant wage increase [1]</p> <p><input type="text"/> moderate wage increase [2]</p> <p><input type="text"/> slight wage increase [3]</p> <p><input type="text"/> no wage increase [4]</p>	<p>Further information</p>
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**Time span of variable**



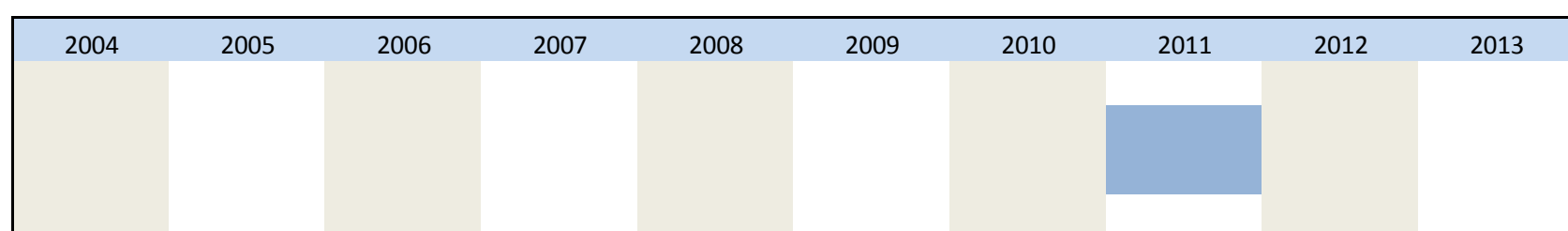
No.	Name	Label	Survey period	Survey frequency
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3.25)	sf_2011q1_1	tendency towards longer employment of senior employees	1st quarter 2011	once
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**Wording of question**

<p>1st quarter 2011</p> <p><b>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</b></p> <p><input type="text"/> yes [1]      <input type="text"/> no [2]</p>	<p>Further information</p>
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**Time span of variable**



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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3.26)	sf_2011q1_2	yes, via flexible working hours	1st quarter 2011	once
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**Wording of question**

<p>1st quarter 2011</p> <p><b>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes, which measures are implemented?</b></p> <p><input type="text" value="flexible working hours [1]"/></p>	<p>Further information</p>
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**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.27)	sf_2011q1_3	yes, via monetary incentives	1st quarter 2011	once
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**Wording of question**

<p>1st quarter 2011</p> <p><b>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes, which measures are implemented?</b></p> <p><input type="text" value="monetary incentives [1]"/></p>	<p>Further information</p>
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**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.28)	sf_2011q1_4	yes, via age-appropriate workstations	1st quarter 2011	once
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**Wording of question**

<p>1st quarter 2011</p> <p><b>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes, which measures are implemented?</b></p>	<p>Further information</p>
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age-appropriate workstations [1]									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.29)	sf_2011q1_5	yes, via adjustment of assignments	1st quarter 2011	once

Wording of question

1st quarter 2011	Further information
<p>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text"/> adjustment of assignments [1]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.30)	sf_2011q1_6	yes, via other measures	1st quarter 2011	once

Wording of question

1st quarter 2011	Further information
<p>B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?</p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p>If yes, which measures are implemented?</p> <p><input type="text"/> other measures [1]</p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.31)	sf_2011q1_7	no measures	1st quarter 2011	once

Wording of question

<p>1st quarter 2011</p> <p><b>B) A prolongation of the working lifetime is discussed publicly. Is there a tendency in your company to retain elderly employees?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes, which measures are implemented?</b></p> <p><input type="checkbox"/> no measure [1]</p>	Further information																																								
Time span of variable																																									
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No.	Name	Label	Survey period	Survey frequency
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3.32)	sf_2011q2_1	recruitment via job advertisement in print media	2nd quarter 2011	once
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Wording of question

<p>2nd quarter 2011</p> <p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p> <p><input type="checkbox"/> job advertisement in print media [1]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #4f81bd;"></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.33)	sf_2011q2_2	recruitment via job advertisement online - own homepage	2nd quarter 2011	once
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Wording of question

<p>2nd quarter 2011</p> <p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p> <p><input type="checkbox"/> job advertisement online - own homepage [1]</p>	Further information																																								
Time span of variable																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.34)	sf_2011q2_3	recruitment via job advertisement online - job markets	2nd quarter 2011	once
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Wording of question



2nd quarter 2011	Further information																																								
<p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p> <p><input type="text"/> job advertisement online - job markets [1]</p>																																									
Time span of variable																																									
<table border="1"> <tr><td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.35)	sf_2011q2_4	recruitment via social media/ social networks on the internet	2nd quarter 2011	once
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Wording of question

2nd quarter 2011	Further information																																								
<p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p> <p><input type="text"/> soicial media/ social networks on the internet [1]</p>																																									
Time span of variable																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.36)	sf_2011q2_5	recruitment via personal contacts	2nd quarter 2011	once
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Wording of question

2nd quarter 2011	Further information																																								
<p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p> <p><input type="text"/> personal contacts [1]</p>																																									
Time span of variable																																									
<table border="1"> <tr><td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.37)	sf_2011q2_6	recruitment via universities	2nd quarter 2011	once
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Wording of question

2nd quarter 2011	Further information
<p><b>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</b></p>	

universities [1]									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.38)	sf_2011q2_7	recruitment via federal employment agency	2nd quarter 2011	once

Wording of question

2nd quarter 2011	Further information								
<p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> federal employment agency [1]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	2nd quarter 2011	once

Wording of question

2nd quarter 2011	Further information								
<p>B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)</p> <p><input type="checkbox"/> recruitment events/fairs [1]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	3rd quarter 2011	once

Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Greece ... as compared to the past</p> <p><input type="checkbox"/> increased [1]    <input type="checkbox"/> unchanged [2]    <input type="checkbox"/> decreased [3]</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	3rd quarter 2011	once
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Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <b>changed</b> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Ireland ... as compared to the past</p> <p> <input type="checkbox"/> increased [1]      <input type="checkbox"/> unchanged [2]      <input type="checkbox"/> decreased [3] </p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	3rd quarter 2011	once
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Wording of question

3rd quarter 2011	Further information
<p>B) Do you sense a <b>changed</b> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</p> <p>the demand of applicants from Italy ... as compared to the past</p> <p> <input type="checkbox"/> increased [1]      <input type="checkbox"/> unchanged [2]      <input type="checkbox"/> decreased [3] </p>	

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	3rd quarter 2011	once
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Wording of question

<p>3rd quarter 2011</p> <p><b>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</b></p> <p>the demand of applicants from Portugal ... as compared to the past</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	Further information																																								
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No.	Name	Label	Survey period	Survey frequency
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3.44)	<span style="background-color: #e6f2ff;">sf_2011q3_5</span>	demand of applicants from Spain as compared to the past	<span style="background-color: #e6f2ff;">3rd quarter 2011</span>	<span style="background-color: #e6f2ff;">once</span>
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Wording of question

<p>3rd quarter 2011</p> <p><b>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</b></p> <p>the demand of applicants from Spanien ... as compared to the past</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	Further information																																								
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No.	Name	Label	Survey period	Survey frequency
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3.45)	<span style="background-color: #e6f2ff;">sf_2011q4_1</span>	relevance of regulations on approval of foreign vocational education (y/n)	<span style="background-color: #e6f2ff;">4th quarter 2011</span>	<span style="background-color: #e6f2ff;">once</span>
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Wording of question

<p>4th quarter 2011</p> <p><b>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</b></p> <div style="margin-top: 10px;"> <input style="width: 50px;" type="text"/> regulations are relevant [1]         </div> <div style="margin-top: 5px;"> <input style="width: 50px;" type="text"/> regulations are not relevant [2]         </div>	<p>Further information</p> <p>*Regulations as of mid October 2011</p>																																								
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<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	4th quarter 2011	once
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**Wording of question**

<p>4th quarter 2011</p> <p><b>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</b></p> <p><input checked="" type="checkbox"/> regulations are relevant</p> <p>We feel ...</p> <p><input type="checkbox"/> sorely afflicted [1]</p> <p><input type="checkbox"/> slightly afflicted [2]</p> <p><input type="checkbox"/> not affected [3]</p>	<p><b>Further information</b></p> <p>*Regulations as of mid October 2011</p>																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	1st quarter 2012	once
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**Wording of question**

<p>1st quarter 2012</p> <p><b>B) How is the number of employees in your company likely to be changed?</b></p> <p>In ... the number of employees in our company is going to be</p> <p><b>1st half year 2012</b> as compared to end of 2011</p> <p><input type="checkbox"/> higher [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> lower [3]</p> <p><input type="checkbox"/> cannot be stated [4]</p>	<p><b>Further information</b></p>																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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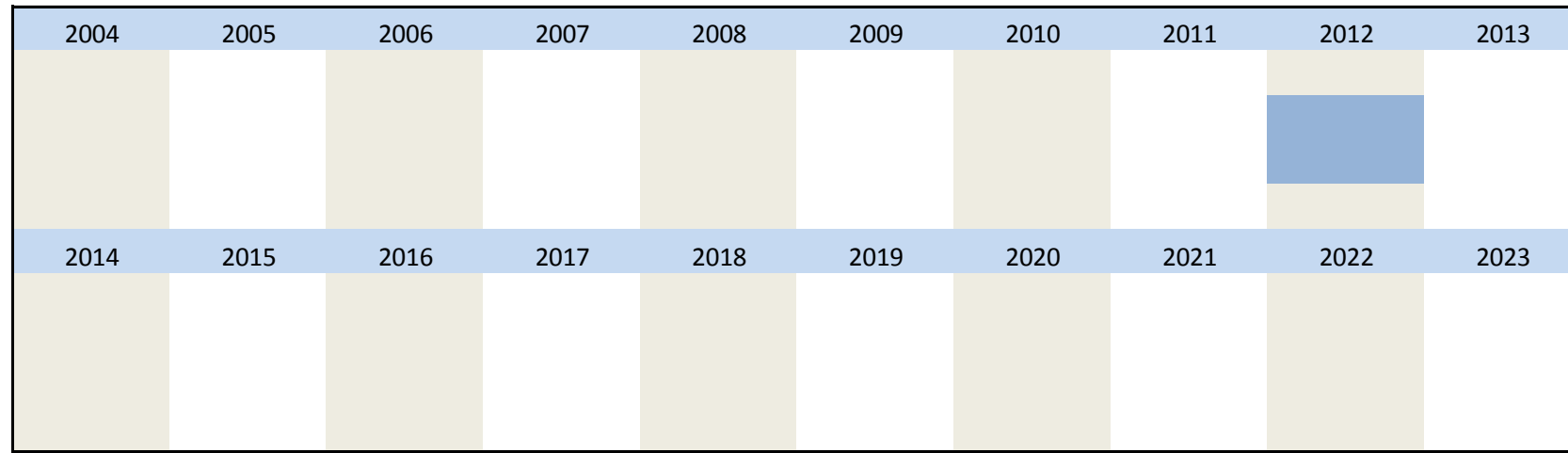
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	1st quarter 2012	once
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**Wording of question**

<p>1st quarter 2012</p> <p><b>B) How is the number of employees in your company likely to be changed?</b></p> <p>In ... the number of employees in our company is going to be</p> <p><b>2nd half year 2012</b> as compared to end of 1st half year 2012</p>	<p><b>Further information</b></p>
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higher [1]  
 unchanged [2]  
 lower [3]  
 cannot be stated [4]

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.49)	sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
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Wording of question

1st quarter 2012

**B) How is the number of employees in your company likely to be changed?**  
 In ... the number of employees in our company is going to be

forecast for the year 2013  
 as compared to end of 2012

higher [1]  
 unchanged [2]  
 lower [3]  
 cannot be stated [4]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.50)	sf_2012q2_1	flexible working hours via gliding time	2nd quarter 2012	once
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Wording of question

2nd quarter 2012

**B) The compatibility of family and work is an important subject for many employees.**  
 Which measures of flexible organisation of working time does your company offer?  
 (multiple answers possible)

gliding time [1]

Further information

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

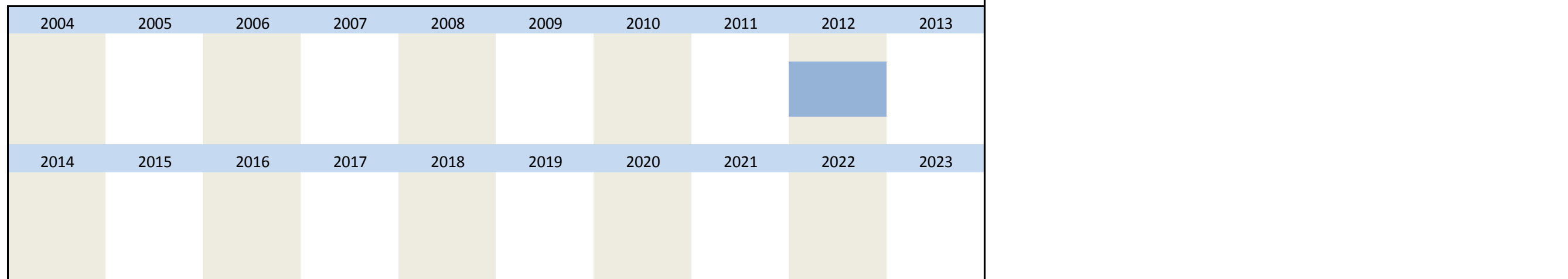
No.	Name	Label	Survey period	Survey frequency
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3.51) sf\_2012q2\_2 flexible working hours via homeoffice 2nd quarter 2012 once

Wording of question

2nd quarter 2012  <b>B) The compatibility of family and work is an important subject for many employees.</b> Which measures of flexible organisation of working time does your company offer? (multiple answers possible)  <input type="text"/> homeoffice [1]	Further information
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Time span of variable



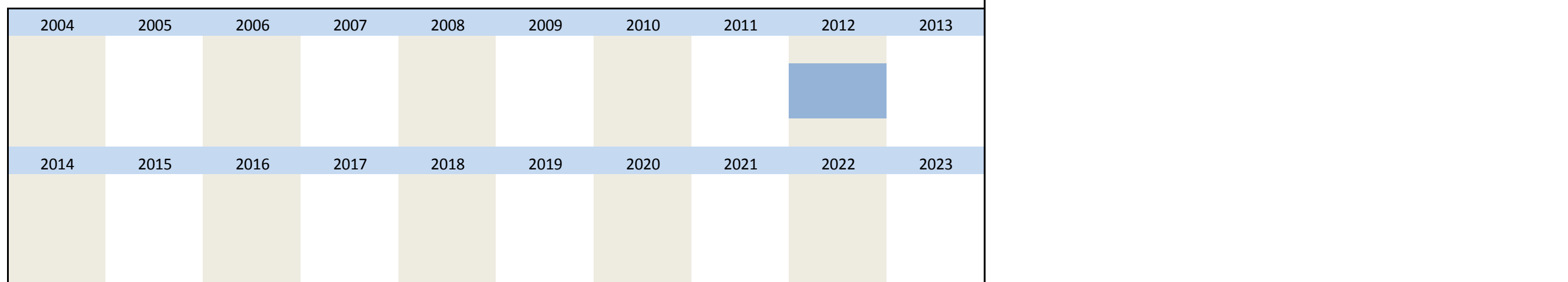
No.	Name	Label	Survey period	Survey frequency
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3.52) sf\_2012q2\_3 flexible working hours via jobsharing 2nd quarter 2012 once

Wording of question

2nd quarter 2012  <b>B) The compatibility of family and work is an important subject for many employees.</b> Which measures of flexible organisation of working time does your company offer? (multiple answers possible)  <input type="text"/> jobsharing [1]	Further information
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Time span of variable



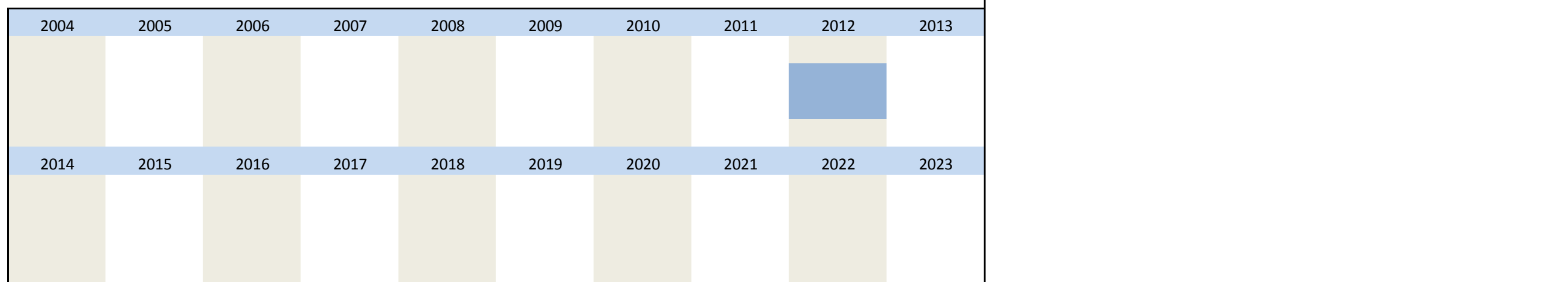
No.	Name	Label	Survey period	Survey frequency
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3.53) sf\_2012q2\_4 flexible working hours via partial retirement 2nd quarter 2012 once

Wording of question

2nd quarter 2012  <b>B) The compatibility of family and work is an important subject for many employees.</b> Which measures of flexible organisation of working time does your company offer? (multiple answers possible)  <input type="text"/> partial retirement [1]	Further information
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Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.54) sf\_2012q2\_5 flexible working hours via freelancing 2nd quarter 2012 once

Wording of question

<p>2nd quarter 2012</p> <p><b>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</b></p> <p><input type="checkbox"/> freelancing [1]</p>	<p>Further information</p>																																								
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No.	Name	Label	Survey period	Survey frequency
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3.55) sf\_2012q2\_6 flexible working hours via working-time accounts 2nd quarter 2012 once

Wording of question

<p>2nd quarter 2012</p> <p><b>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</b></p> <p><input type="checkbox"/> working-time accounts [1]</p>	<p>Further information</p>																																								
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No.	Name	Label	Survey period	Survey frequency
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3.56) sf\_2012q2\_7 flexible working hours via sabbatical 2nd quarter 2012 once

Wording of question

<p>2nd quarter 2012</p> <p><b>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</b></p> <p><input type="checkbox"/> sabbatical [1]</p>	<p>Further information</p>																																								
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No.	Name	Label	Survey period	Survey frequency
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3.57) sf\_2012q2\_8 flexible working hours via other measures 2nd quarter 2012 once



Wording of question

<p>2nd quarter 2012</p> <p><b>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</b></p> <p><input type="text"/> other measures [1]</p>	Further information																																								
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No.	Name	Label	Survey period	Survey frequency
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3.58)	sf_2012q3_1	euro crisis: impact on personnel planning next 6 months (y/n)	3rd quarter 2012	once
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Wording of question

<p>3rd quarter 2012</p> <p><b>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</b></p> <p><input type="text"/> yes [1]      <input type="text"/> no[2]</p>	Further information																																								
Time span of variable																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6 months (direction)	3rd quarter 2012	once
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Wording of question

<p>3rd quarter 2012</p> <p><b>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</b></p> <p><input type="text"/> yes      <input type="text"/> no</p> <p><b>If yes:</b> because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="text"/> strong reduction [1]</p> <p><input type="text"/> slight reduction [2]</p> <p><input type="text"/> almost no change [3]</p> <p><input type="text"/> slight increase [4]</p> <p><input type="text"/> strong increase [5]</p> <p><input type="text"/> cannot be stated [6]</p>	Further information																				
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.60)	sf_2012q4_1	reaction to economic slowdown, w.r.t working-time accounts	4th quarter 2012	once
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**Wording of question**

4th quarter 2012	Further information
<p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>working-time accounts</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	4th quarter 2012	once
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**Wording of question**

4th quarter 2012	Further information
<p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>temporary contracts</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.62)	sf_2012q4_3	reaction to economic slowdown, w.r.t agency workers	4th quarter 2012	once
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**Wording of question**

4th quarter 2012	Further information																																								
<p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>agency workers</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>																																									
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No.	Name	Label	Survey period	Survey frequency
3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	4th quarter 2012	once

Wording of question

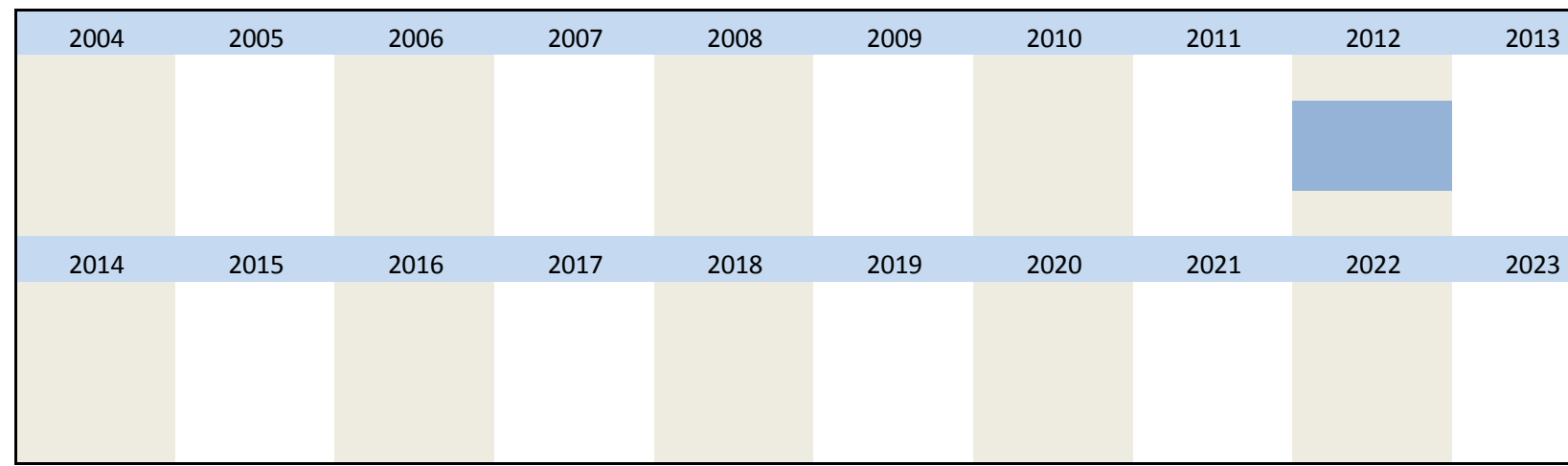
4th quarter 2012	Further information																																								
<p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>core workforce</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.64)	sf_2012q4_5	reaction to economic slowdown, w.r.t extra hours	4th quarter 2012	once

Wording of question

4th quarter 2012	Further information
<p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>extra hours</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.65)	sf_2012q4_6	reaction to economic slowdown, w.r.t short-time work	4th quarter 2012	once

Wording of question

<p>4th quarter 2012</p> <p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>short-time work</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	<p>Further information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.66)	sf_2013q1_1	demand of applicants from Greece during last 12 months	1st quarter 2013	once

Wording of question

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Greece</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	<p>Further information</p>
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Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

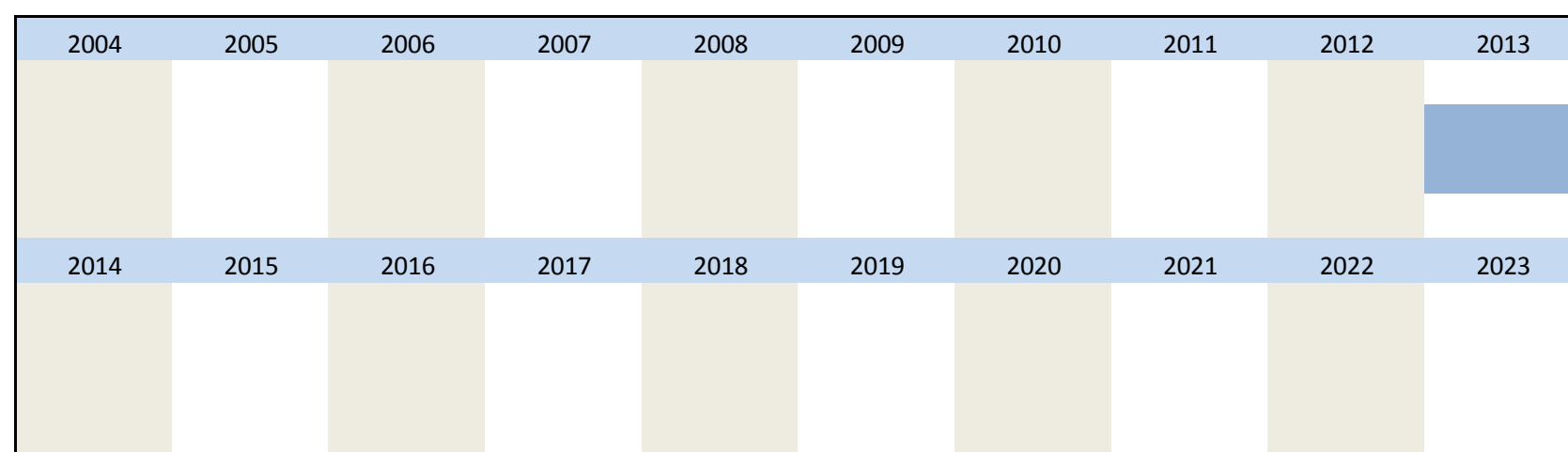
No.	Name	Label	Survey period	Survey frequency
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3.67) **sf\_2013q1\_2** demand of applicants from Ireland during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Ireland</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	Further information
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**Time span of variable**



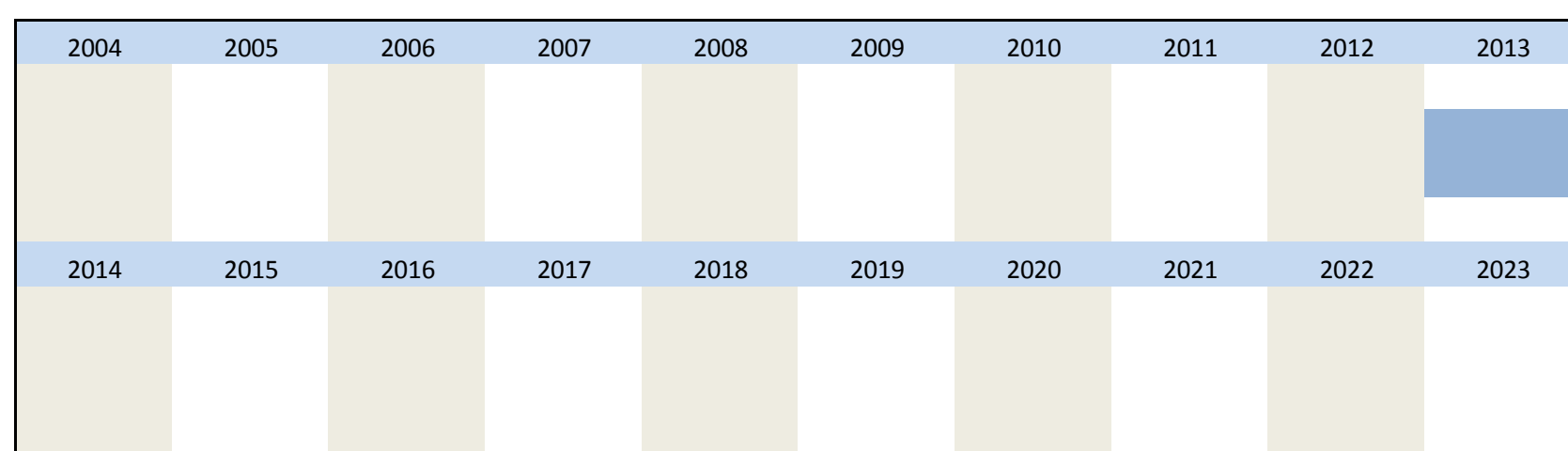
No.	Name	Label	Survey period	Survey frequency
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3.68) **sf\_2013q1\_3** demand of applicants from Italy during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Italy</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	Further information
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**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
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3.69) **sf\_2013q1\_4** demand of applicants from Portugal during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Portugal</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p>	Further information
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<input type="text"/> not applicable [4]									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	1st quarter 2013	once
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Wording of question

1st quarter 2013	Further information								
<p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Spain</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.71)	sf_2013q1_6	actively searching for applicants from a.m. EU-states	1st quarter 2013	once
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Wording of question

1st quarter 2013	Further information								
<p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>We are actively searching for applicants from the above mentioned EU-states*</p> <p><input type="text"/> yes [1]      <input type="text"/> no[2]</p>	*Greece, Ireland, Italy, Portugal, Spain								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	2nd quarter 2013	once
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Wording of question

2nd quarter 2013	Further information								
<p><b>B) Are you planning to change the number of part-time jobs until the end of 2014?</b></p> <p>We are planning to ... the supply of part-time jobs next year</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	2nd quarter 2013	once

Wording of question

2nd quarter 2013	Further information								
<p><b>B) Are you planning to change the number of part-time jobs until the end of 2014?</b></p> <p>During the last 2 to 3 years we have ... the number of part-time jobs</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.74)	sf_2013q3_1	home-office employment is part of company x organisation	3rd quarter 2013	once

Wording of question

3rd quarter 2013	Further information								
<p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes [1]      <input type="checkbox"/> no [2]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.75)	sf_2013q3_2	development of number of home-office employments during last 4-5 years	3rd quarter 2013	once
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**Wording of question**

<p>3rd quarter 2013</p> <p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes:</b></p> <p>During the last 4 to 5 years we have ... the supply of homeoffice</p> <p><input type="checkbox"/> increased [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> reduced [3]</p>	<p>Further information</p>
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**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	3rd quarter 2013	once
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**Wording of question**

<p>3rd quarter 2013</p> <p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes:</b></p> <p>As compared to the current state we are planning to ... the supply of homeoffice until the end of 2014</p> <p><input type="checkbox"/> increased [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> reduced [3]</p>	<p>Further information</p>
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**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	3rd quarter 2013	once
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**Wording of question**

<p>3rd quarter 2013</p>	<p>Further information</p>
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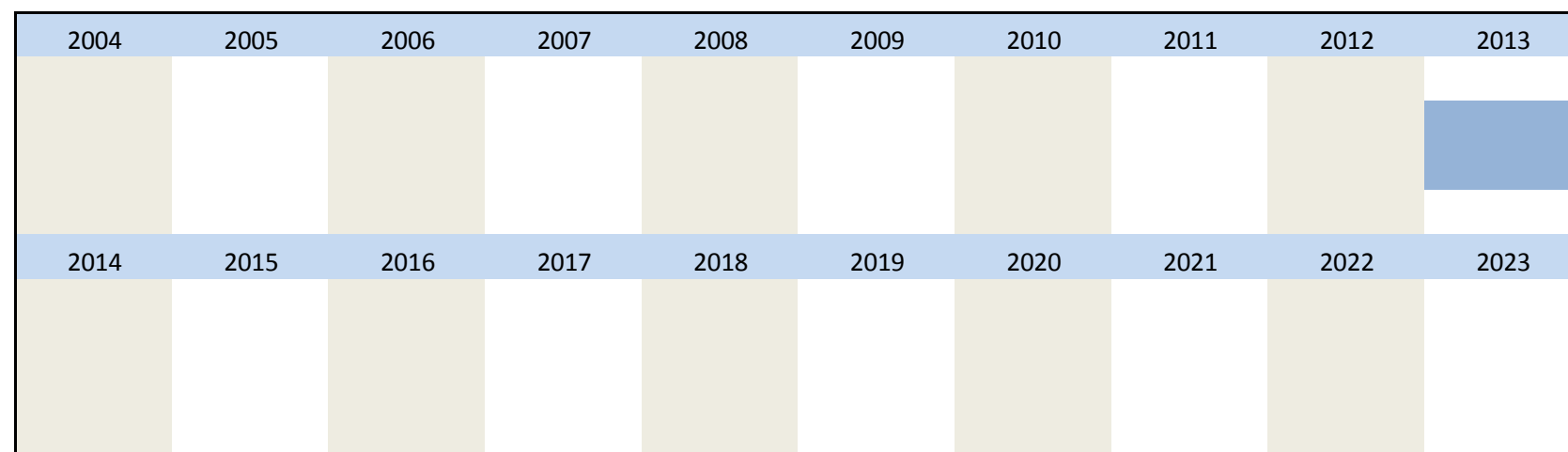
**B) Are homeoffice workstations part of your company organisation?**

yes       no

**If no:**

We are planning to newly offer homeoffice

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	4th quarter 2013	once
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Wording of question

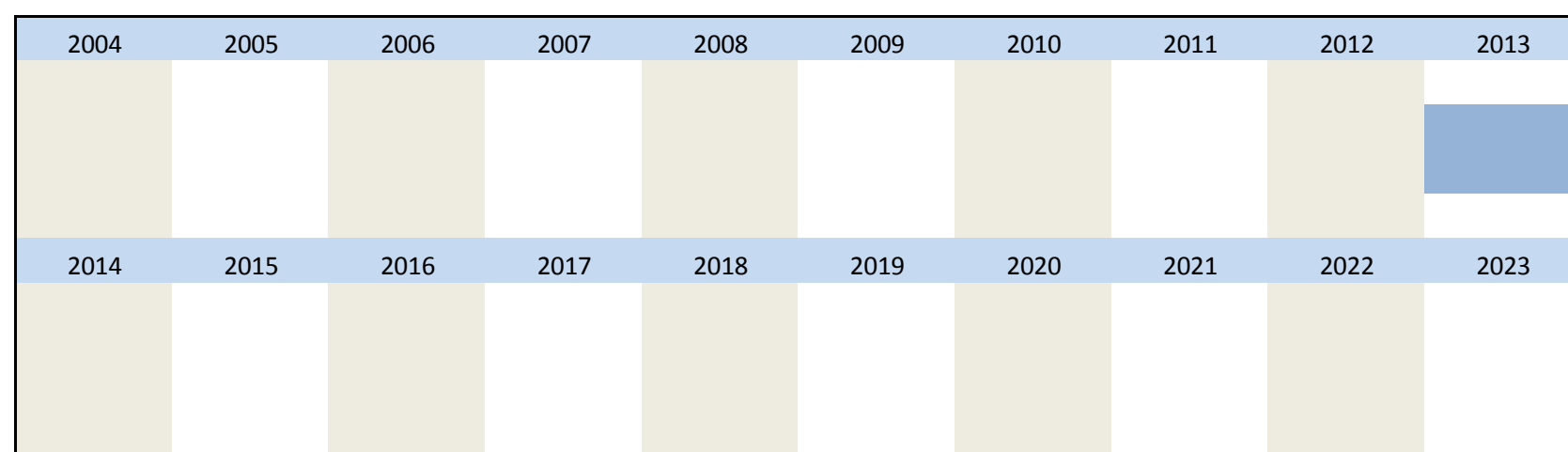
4th quarter 2013

**B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?**

yes [1]       no [2]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.79) sf\_2013q4\_2 euro crisis: impact on personnel planning next 6 months (direction) 4th quarter 2013 once

Wording of question

<p>4th quarter 2013</p> <p><b>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</b></p> <p><input type="checkbox"/> Ja <input type="checkbox"/> no</p> <p><b>If yes:</b></p> <p>Because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="checkbox"/> strong reduction [1]</p> <p><input type="checkbox"/> slight reduction [2]</p> <p><input type="checkbox"/> no change [3]</p> <p><input type="checkbox"/> slight increase [4]</p> <p><input type="checkbox"/> strong increase [5]</p> <p><input type="checkbox"/> cannot be stated [6]</p>	<p>Further information</p>																																								
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No.	Name	Label	Survey period	Survey frequency
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3.80) sf\_2014q1\_1 minimum wage: impact on personnel 2014 1. quarter 2014 once

Wording of question

<p>1. quarter 2014</p> <p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p><b>Due to minimum wage our personnel will presumably...</b></p> <p><b>2014</b></p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>	<p>Further Information</p>																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.81) sf\_2014q1\_2 minimum wage: impact on personnel starting 2015 1. quarter 2014 once

Wording of question

<p>1. quarter 2014</p> <p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p><b>Due to minimum wage our personnel will presumably...</b></p> <p style="text-align: center;"><b>ab 2015</b></p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>	Further Information																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.82)	sf_2014q2_1	early retirement: more early retirement expected	2. quarter 2014	once

**Wording of question**

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p><b>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</b></p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.83)	sf_2014q2_2	early retirement: expected shortage of personnel	2. quarter 2014	once

**Wording of question**

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p><b>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</b></p> <p><b>If yes: do you expect shortage of personnel?</b></p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information
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Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.84)	sf_2014q3_1	obstacles to reach female quota in company	3. quarter 2014	once

Wording of question

3. quarter 2014	Further Information
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>	

Time span of variable

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.85)	sf_2014q3_2	female quota obstacles: few women in sector	3. quarter 2014	once

Wording of question

3. quarter 2014	Further Information
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p>few women in sector <input type="checkbox"/> [1] yes</p>	

Time span of variable

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.86)	sf_2014q3_3	female quota obstacles: no qualified female applicants	3. quarter 2014	once

Wording of question

3. quarter 2014	Further Information
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p>no qualified female applicants <input type="checkbox"/> [1] yes</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	3. quarter 2014	once
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Wording of question

3. quarter 2014	Further Information
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p>decision based on qualification only <input type="text"/> [1] yes</p>	

Time span of variable

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.88)	sf_2014q3_5	female quota obstacles: other reasons	3. quarter 2014	once
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Wording of question

3. quarter 2014	Further Information
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p>other reasons <input type="text"/> [1] yes</p>	

Time span of variable

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.89)	sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
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Wording of question

4. quarter 2014	Further Information
<p><b>Did your company have difficulties finding trainees?</b></p> <p><input type="text"/> [1] yes</p> <p><input type="text"/> [2] no</p> <p><input type="text"/> [3] no trainee positions offered</p>	

Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.90)	sf_2014q4_2	measures to fill trainee positions: underwriting guarantee	4. quarter 2014	once
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**Wording of question**

4. quarter 2014	Further Information								
<p>Did you take special measures to fill open trainee positions?</p> <p>underwriting guarantee <input type="checkbox"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	4. quarter 2014	once
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**Wording of question**

4. quarter 2014	Further Information								
<p>Did you take special measures to fill open trainee positions?</p> <p>mentoring programs <input type="checkbox"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	4. quarter 2014	once
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**Wording of question**

4. quarter 2014	Further Information								
<p>Did you take special measures to fill open trainee positions?</p> <p>new recruitment channels (eg. Online) <input type="checkbox"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.93) **sf\_2014q4\_5** measures to fill trainee positions: 4. quarter 2014 once  
foreign search

**Wording of question**

4. quarter 2014	Further Information
<p><b>Did you take special measures to fill open trainee positions?</b></p> <p>search in foreign countries <input type="text"/> [1] yes</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.94) **sf\_2014q4\_6** measures to fill trainee positions: 4. quarter 2014 once  
others

**Wording of question**

4. quarter 2014	Further Information
<p><b>Did you take special measures to fill open trainee positions?</b></p> <p>others <input type="text"/> [1] yes</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.95) **sf\_2014q4\_7** measures to fill trainee positions: 4. quarter 2014 once  
no measures

**Wording of question**

4. quarter 2014	Further Information
<p><b>Did you take special measures to fill open trainee positions?</b></p> <p>no special measures <input type="text"/> [1] yes</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

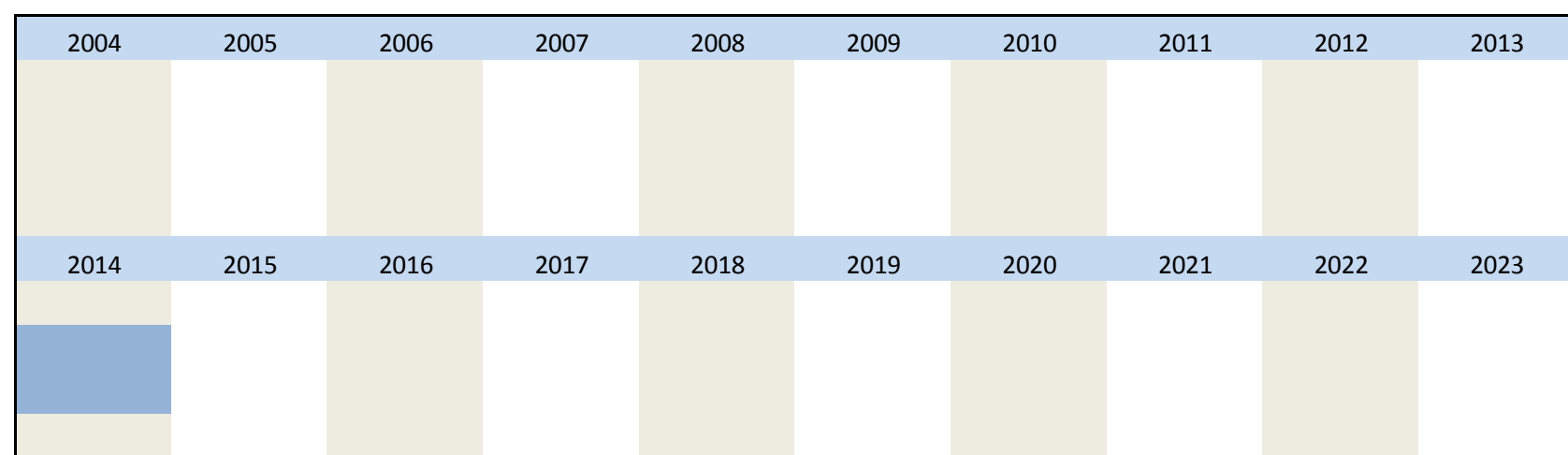
No.	Name	Label	Survey period	Survey frequency
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3.96) **sf\_2014q4\_8** recruitment specifically in euro crisis countries 4. quarter 2014 once

**Wording of question**

4. quarter 2014 <b>Do you specifically recruit in euro crisis countries? (Portugal, Italy, Greece, Spain)</b> <input type="text"/> [1] yes <input type="text"/> [2] no	Further Information
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**Time span of variable**



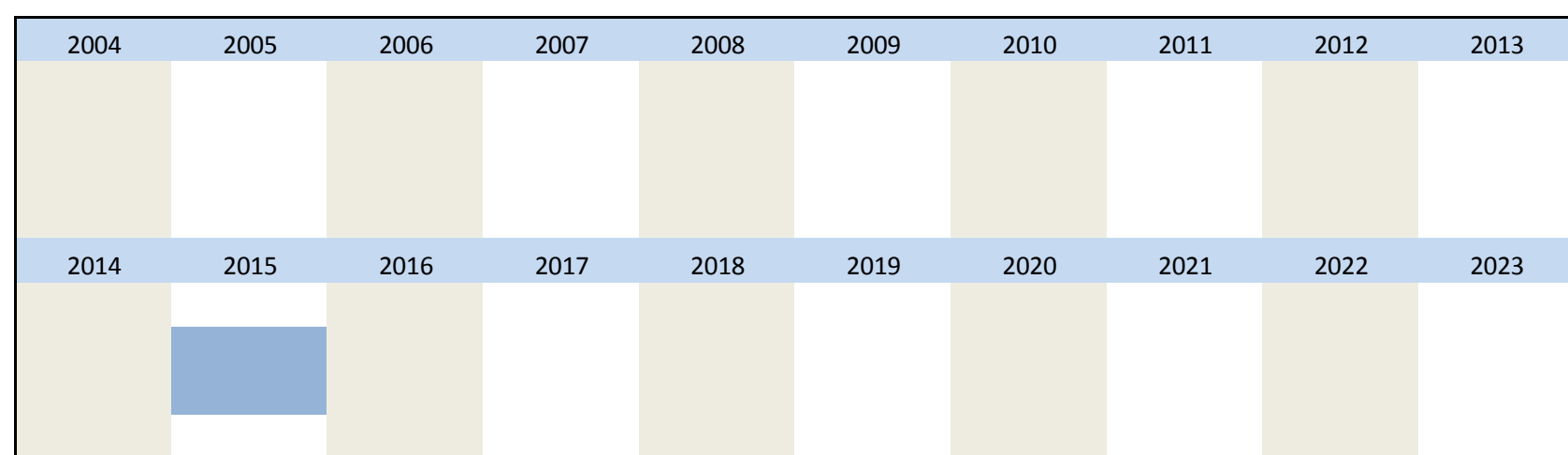
No.	Name	Label	Survey period	Survey frequency
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3.97) **sf\_2015q1\_1** offering contracts for work 1st quarter 2015 once

**Wording of question**

1st quarter 2015 <b>Is your company offering contracts for work?</b> <input type="text"/> [1] yes <input type="text"/> [2] no	Further information
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**Time span of variable**



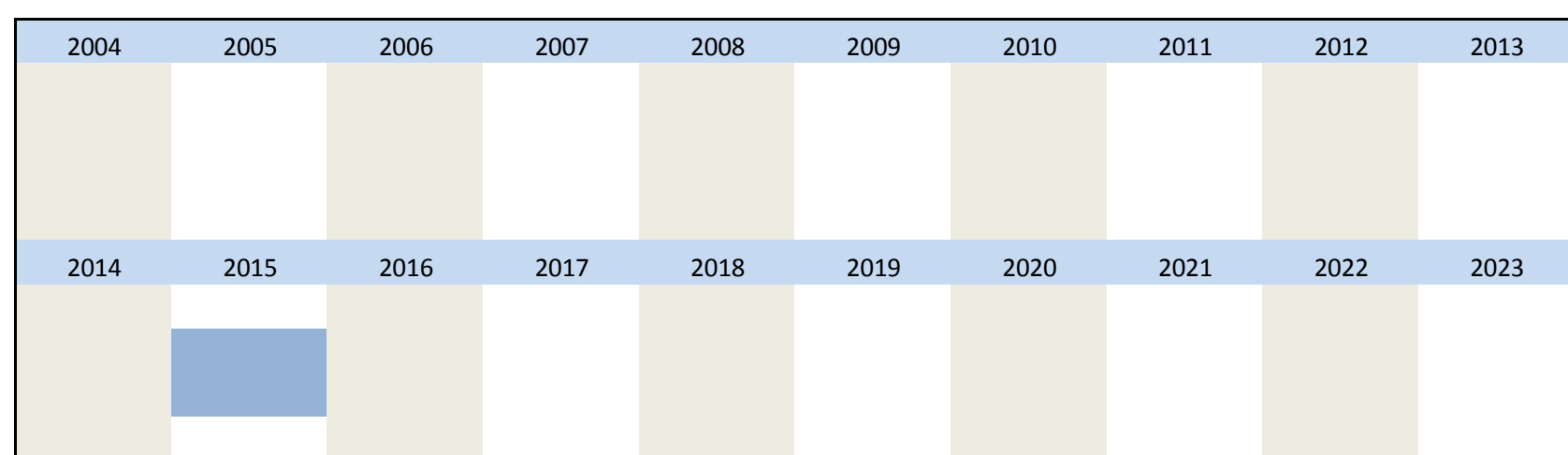
No.	Name	Label	Survey period	Survey frequency
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3.98) **sf\_2015q1\_2** number of contracts for work last 3 years 1st quarter 2015 once

**Wording of question**

1st quarter 2015 <b>During the last 3 years the number of contracts for work in our company</b> <input type="text"/> [1] increased <input type="text"/> [2] did not change <input type="text"/> [3] decreased	Further information
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**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
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3.99) **sf\_2015q1\_3** share of employees with university degree 1st quarter 2015 once

**Wording of question**



1st quarter 2015	Further information																				
<p><b>Employee school degree</b></p> <p>What is the estimated percentage of your employees with university degree?</p> <p><input type="checkbox"/> [1] less than 5%</p> <p><input type="checkbox"/> [2] 5% - 25%</p> <p><input type="checkbox"/> [3] 25% - 50%</p> <p><input type="checkbox"/> [4] more than 50%</p>																					
Time span of variable																					
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No.	Name	Label	Survey period	Survey frequency
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3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	1st quarter 2015	once
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Wording of question

1st quarter 2015	Further information																				
<p><b>Have trainees with the following school degree been employed in your company during the last 5 years?</b></p> <p>lower secondary education <input type="checkbox"/> [1] yes</p>																					
Time span of variable																					
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No.	Name	Label	Survey period	Survey frequency
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3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	1st quarter 2015	once
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Wording of question

1st quarter 2015	Further information																				
<p><b>Have trainees with the following school degree been employed in your company during the last 5 years?</b></p> <p>secondary school leaving certificate <input type="checkbox"/> [1] yes</p>																					
Time span of variable																					
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No.	Name	Label	Survey period	Survey frequency
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3.102) **sf\_2015q1\_6** in last 5 years employed trainees with: **1st quarter 2015** **once**  
 high-school diploma

**Wording of question**

<p>1st quarter 2015</p> <p><b>Have trainees with the following school degree been employed in your company during the last 5 years?</b></p> <p style="text-align: center;">high school diploma <input type="text"/> [1] yes</p>	<p>Further information</p>																																								
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.103) **sf\_2015q1\_7** in last 5 years employed trainees with: **1st quarter 2015** **once**  
 no trainees

**Wording of question**

<p>1st quarter 2015</p> <p><b>Have trainees with the following school degree been employed in your company during the last 5 years?</b></p> <p style="text-align: center;">no trainees employed <input type="text"/> [1] yes</p>	<p>Further information</p>																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.104) **sf\_2015q1\_8** majority of trainees **1st quarter 2015** **once**

**Wording of question**

<p>1st quarter 2015</p> <p><b>Which group forms the majority of your trainees?</b></p> <p style="text-align: center;"> <input type="text"/> [1] lower secondary education  <input type="text"/> [2] secondary school leaving certificate  <input type="text"/> [3] high school diploma  <input type="text"/> [4] no trainee company         </p>	<p>Further information</p>																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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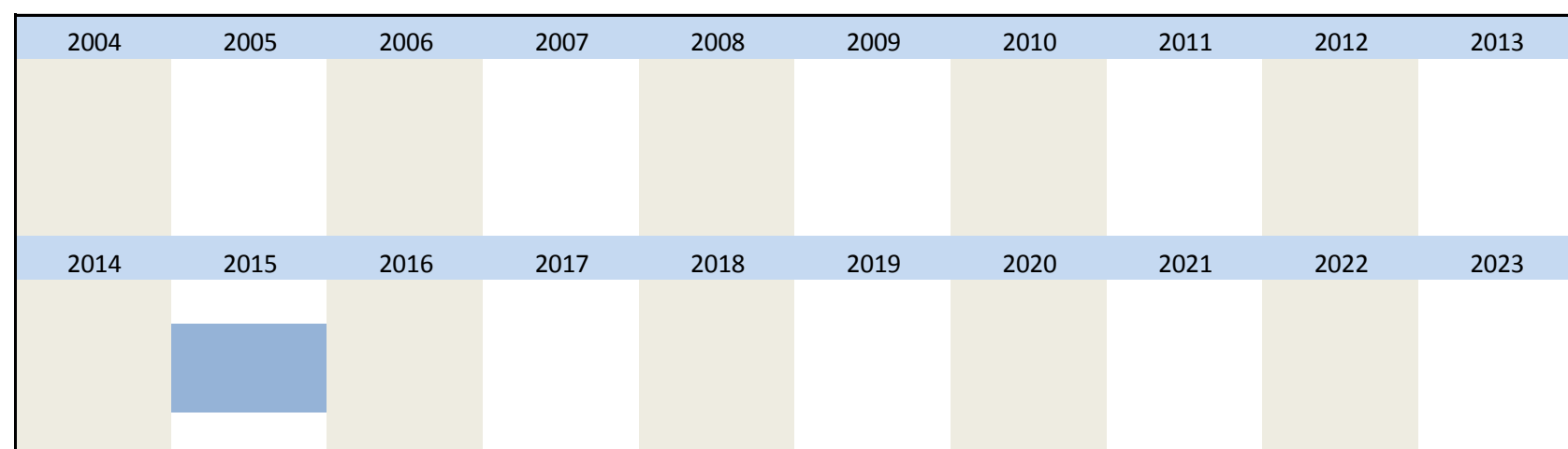
No.	Name	Label	Survey period	Survey frequency
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3.105) **sf\_2015q2\_1** importance for preselection of personnel: **2nd quarter 2015** once  
 school grades

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">school degree grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	school degree grades				<p>Further information</p>
preselection													
[1] unimportant	[2] ...	[3] ...	[4] important										
school degree grades													

**Time span of variable**



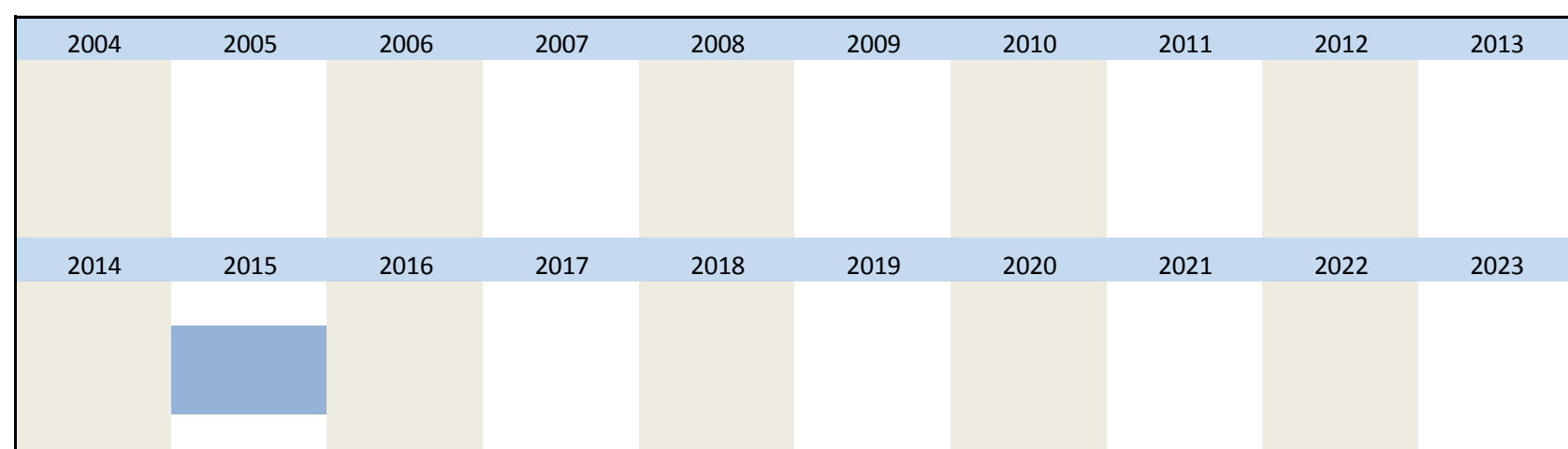
No.	Name	Label	Survey period	Survey frequency
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3.106) **sf\_2015q2\_2** importance for preselection of personnel: **2nd quarter 2015** once  
 apprenticeship grades

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">apprenticeship grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	apprenticeship grades				<p>Further information</p>
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[1] unimportant	[2] ...	[3] ...	[4] important										
apprenticeship grades													

**Time span of variable**



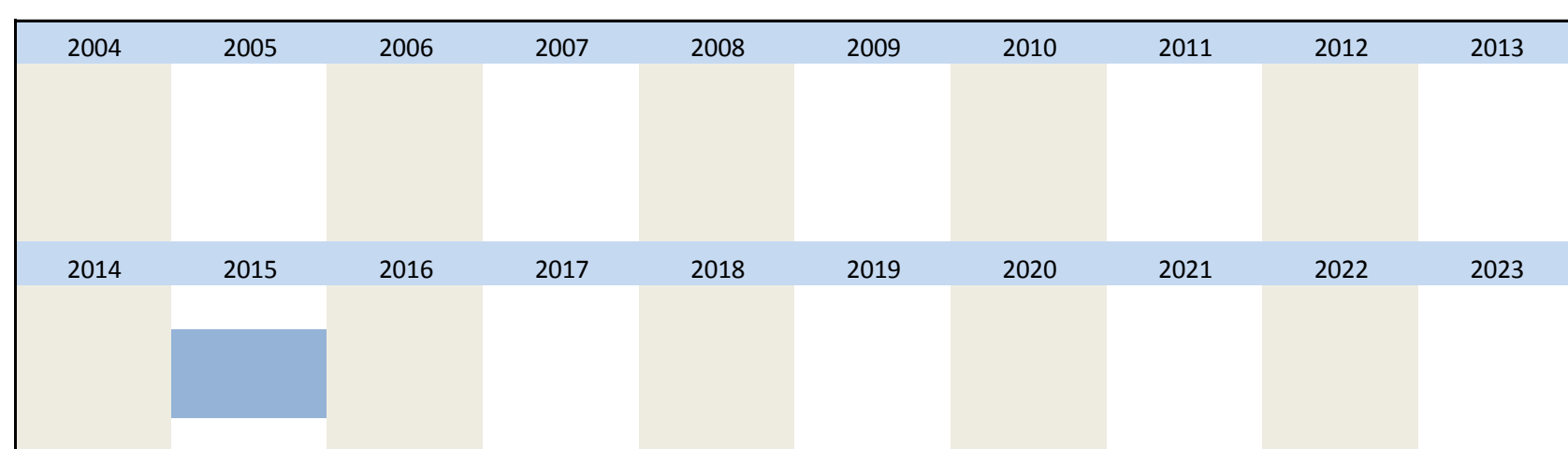
No.	Name	Label	Survey period	Survey frequency
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3.107) **sf\_2015q2\_3** importance for preselection of personnel: **2nd quarter 2015** once  
 university grades

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">university grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	university grades				<p>Further information</p>
preselection													
[1] unimportant	[2] ...	[3] ...	[4] important										
university grades													

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
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3.108) sf\_2015q2\_4 importance for preselection of personnel: internships 2nd quarter 2015 once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>completed internships</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	completed internships					<p>Further information</p>																									
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completed internships																																									
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
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3.109) sf\_2015q2\_5 importance for preselection of personnel: relevant professional experience 2nd quarter 2015 once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>relevant professional experience</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	relevant professional experience					<p>Further information</p>																									
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relevant professional experience																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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No.	Name	Label	Survey period	Survey frequency
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3.110) sf\_2015q2\_6 importance for preselection of personnel: foreign experience 2nd quarter 2015 once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>foreign experience</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	foreign experience					<p>Further information</p>																									
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foreign experience																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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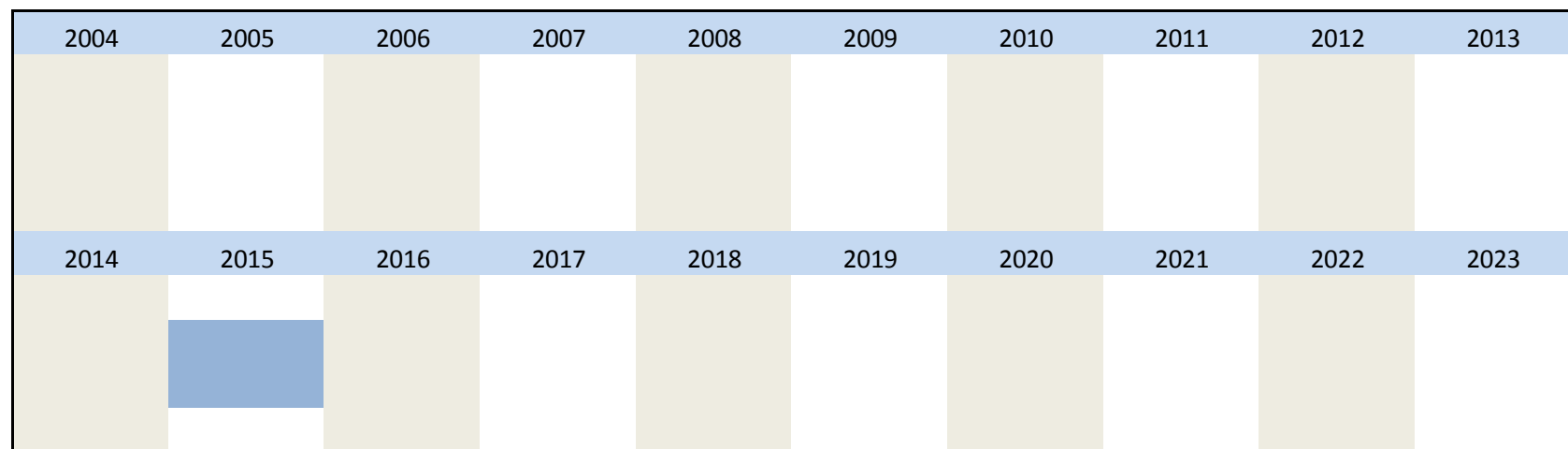
No.	Name	Label	Survey period	Survey frequency
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3.111) **sf\_2015q2\_7** importance for preselection of personnel: language skills **2nd quarter 2015** **once**

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	language skills					<p>Further information</p>
	preselection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
language skills																

**Time span of variable**



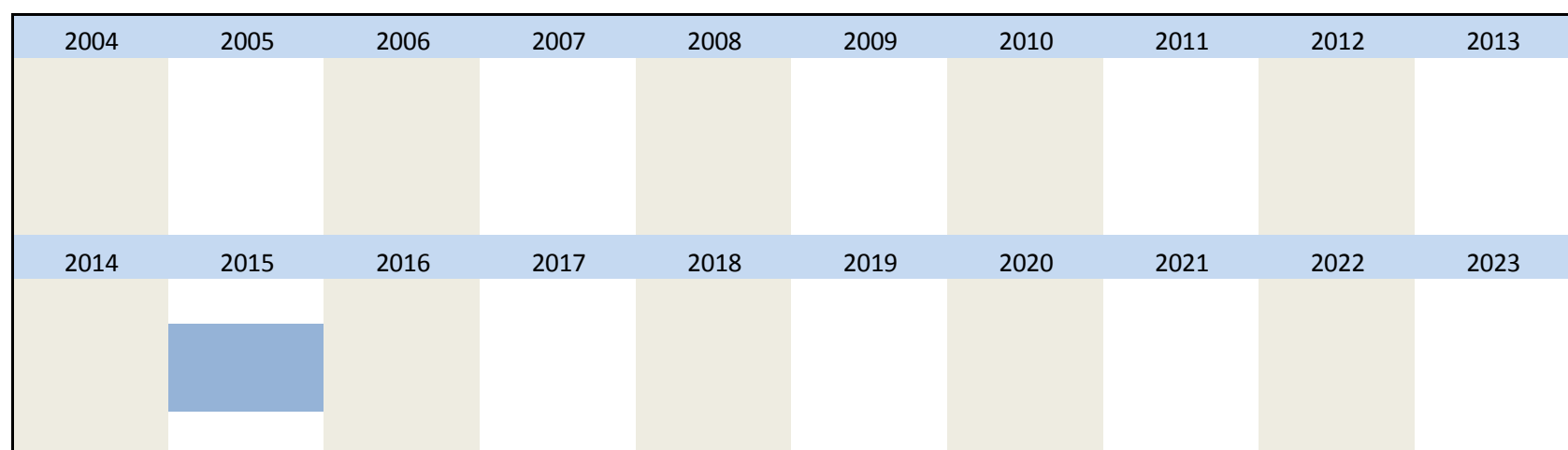
No.	Name	Label	Survey period	Survey frequency
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3.112) **sf\_2015q2\_8** importance for preselection of personnel: IT-skills **2nd quarter 2015** **once**

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>IT skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	IT skills					<p>Further information</p>
	preselection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
IT skills																

**Time span of variable**



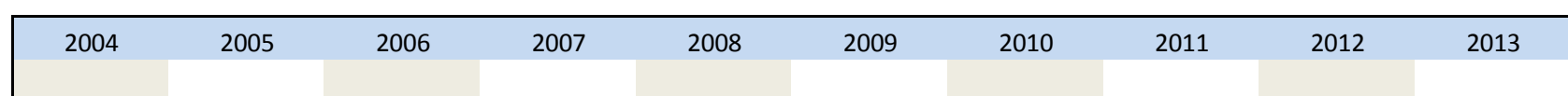
No.	Name	Label	Survey period	Survey frequency
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3.113) **sf\_2015q2\_9** importance for preselection of personnel: cover letter **2nd quarter 2015** **once**

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>cover letter</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	cover letter					<p>Further information</p>
	preselection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
cover letter																

**Time span of variable**



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.114)	sf_2015q2_10	importance for preselection of personnel: photo	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>photo</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	photo					
	preselection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
photo																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>school degree grades</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	school degree grades					
	final selection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
school degree grades																

Time span of variable

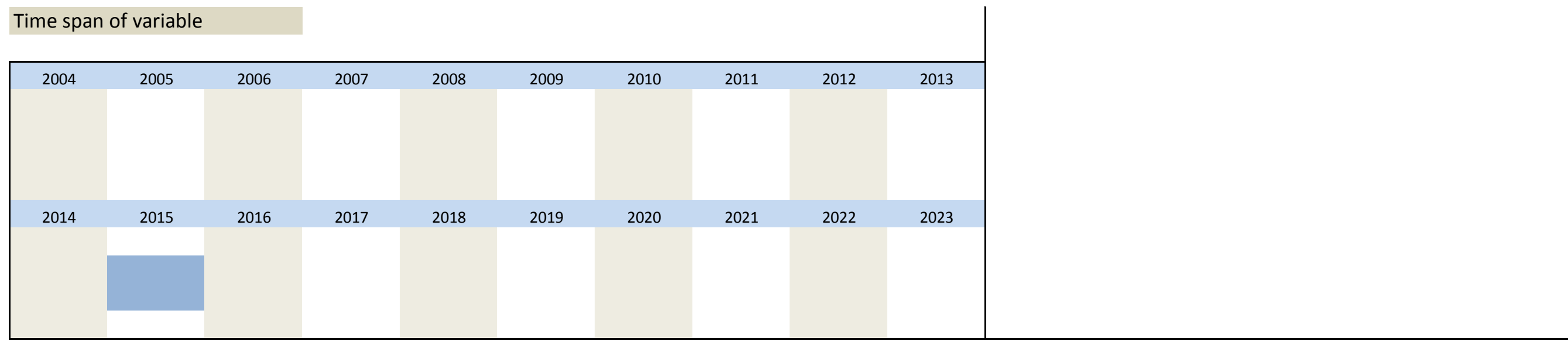
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2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>apprenticeship grades</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	apprenticeship grades					
	final selection															
	[1] unimportant	[2] ...	[3] ...	[4] important												
apprenticeship grades																



No.	Name	Label	Survey period	Survey frequency
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3.117) **sf\_2015q2\_13** importance for final selection of personnel: **2nd quarter 2015** once  
 university grades

Wording of question

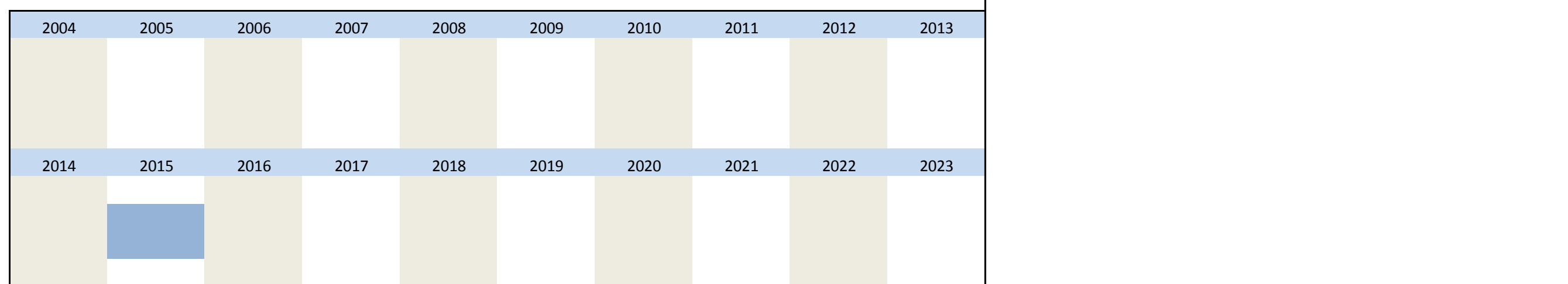
2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important
university grades				

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.118) **sf\_2015q2\_14** importance for final selection of personnel: **2nd quarter 2015** once  
 internships

Wording of question

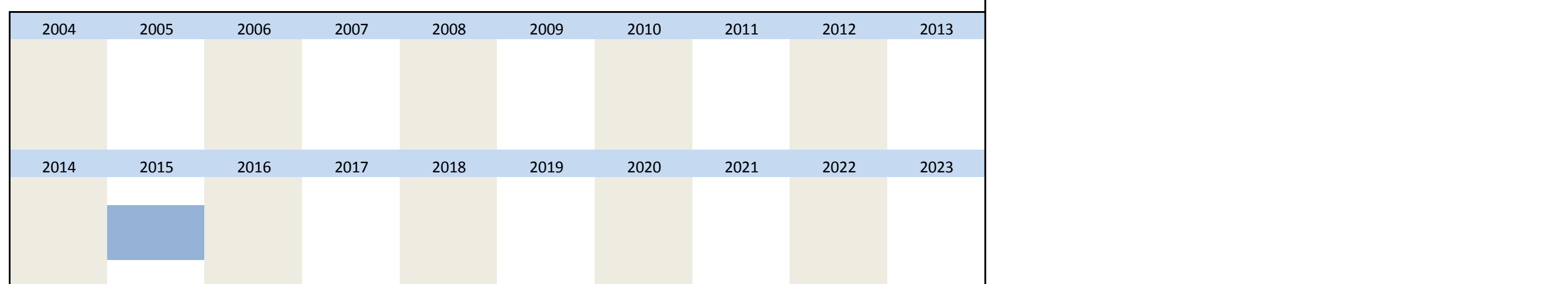
2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important
completed internships				

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
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3.119) **sf\_2015q2\_15** importance for final selection of personnel: **2nd quarter 2015** once  
 relevant professional experience

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important

Further information

relevant professional experience									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.120) **sf\_2015q2\_16** importance for final selection of personnel: 2nd quarter 2015 once  
foreign experience

Wording of question

2nd quarter 2015	Further information																				
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>foreign experience</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	foreign experience										
	final selection																				
	[1] unimportant	[2] ...	[3] ...	[4] important																	
foreign experience																					
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.121) **sf\_2015q2\_17** importance for final selection of personnel: 2nd quarter 2015 once  
language skills

Wording of question

2nd quarter 2015	Further information																				
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th></th> <th colspan="4">final selection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	language skills										
	final selection																				
	[1] unimportant	[2] ...	[3] ...	[4] important																	
language skills																					
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
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3.122) **sf\_2015q2\_18** importance for final selection of personnel: 2nd quarter 2015 once  
IT-skills

Wording of question

2nd quarter 2015	Further information
<p>How important are the following factors for selection of personnel to you?</p>	



final selection				
[1] unimportant	[2] ...	[3] ...	[4] important	
IT skills				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th colspan="5">final selection</th> </tr> <tr> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th colspan="2">[4] important</th> </tr> </thead> <tbody> <tr> <td>cover letter</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	final selection					[1] unimportant	[2] ...	[3] ...	[4] important		cover letter					
final selection																
[1] unimportant	[2] ...	[3] ...	[4] important													
cover letter																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.124)	sf_2015q2_20	importance for final selection of personnel: photo	2nd quarter 2015	once
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Wording of question

2nd quarter 2015	Further information															
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th colspan="5">final selection</th> </tr> <tr> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th colspan="2">[4] important</th> </tr> </thead> <tbody> <tr> <td>photo</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	final selection					[1] unimportant	[2] ...	[3] ...	[4] important		photo					
final selection																
[1] unimportant	[2] ...	[3] ...	[4] important													
photo																

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	2nd quarter 2015	once
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Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important
personal conversation				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.126) **sf\_2015q2\_22** importance for final selection of personnel: **2nd quarter 2015** once  
assessment center

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important
Assessment Center				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.127) **sf\_2015q2\_23** importance for final selection of personnel: **2nd quarter 2015** once  
personality

Wording of question

2nd quarter 2015

How important are the following factors for selection of personnel to you?

	final selection			
	[1] unimportant	[2] ...	[3] ...	[4] important
personality				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

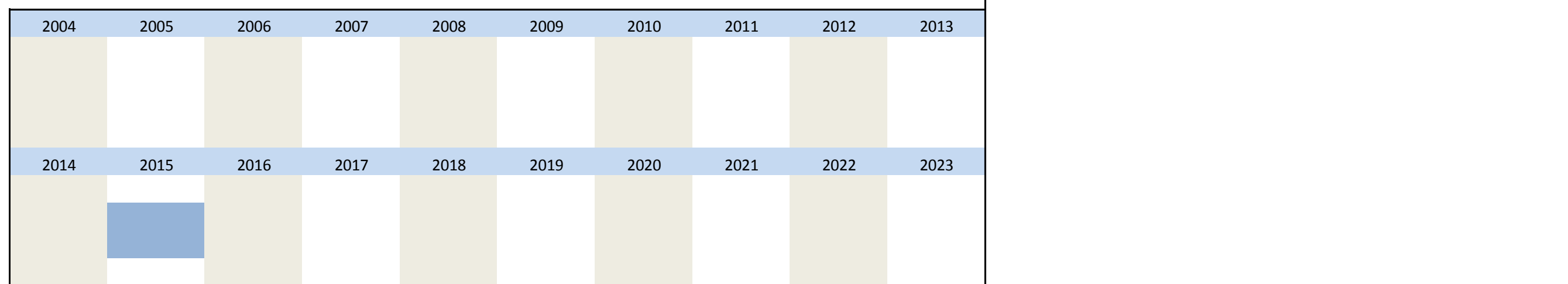
No.	Name	Label	Survey period	Survey frequency
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3.128) **sf\_2015q2\_24** importance for final selection of personnel: **2nd quarter 2015** **once**  
 sympathy

**Wording of question**

2nd quarter 2015					Further information																
<p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="4" style="text-align: center;">final selection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4">sympathy</td> </tr> </table>										final selection				[1] unimportant	[2] ...	[3] ...	[4] important	sympathy			
final selection																					
[1] unimportant	[2] ...	[3] ...	[4] important																		
sympathy																					

**Time span of variable**



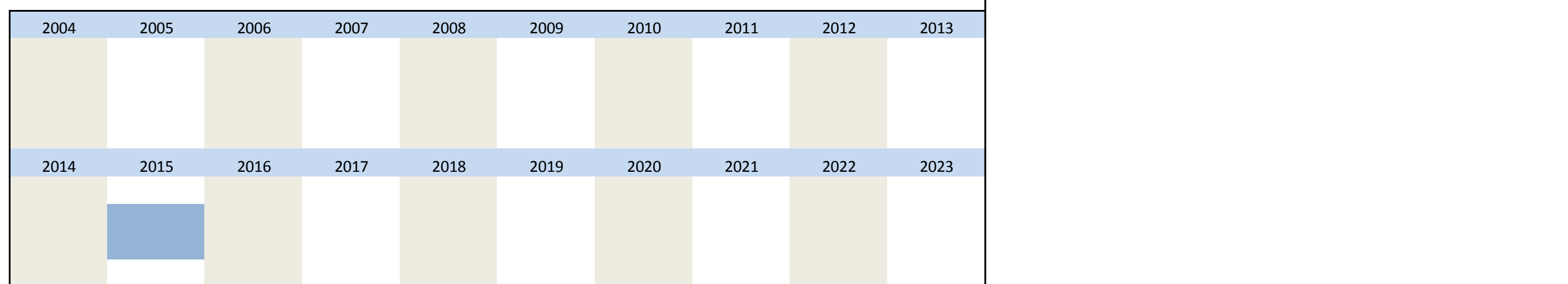
No.	Name	Label	Survey period	Survey frequency
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3.129) **sf\_2015q2\_25** searching info online **2nd quarter 2015** **once**

**Wording of question**

2nd quarter 2015					Further information				
<p>Are you searching online for information about your applicants?</p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>									

**Time span of variable**



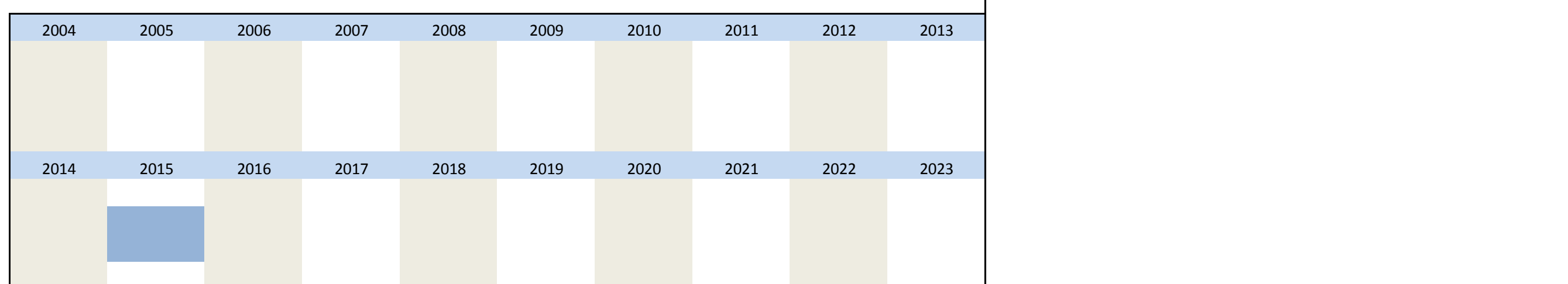
No.	Name	Label	Survey period	Survey frequency
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3.130) **sf\_2015q2\_26** searching info online: professional networks **2nd quarter 2015** **once**

**Wording of question**

2nd quarter 2015					Further information				
<p>Are you searching online for information about your applicants?</p> <p>If yes: Are you searching...</p> <p>In professional networks (Xing, LinkedIn etc.)      <input type="checkbox"/> [1] yes</p>									

**Time span of variable**



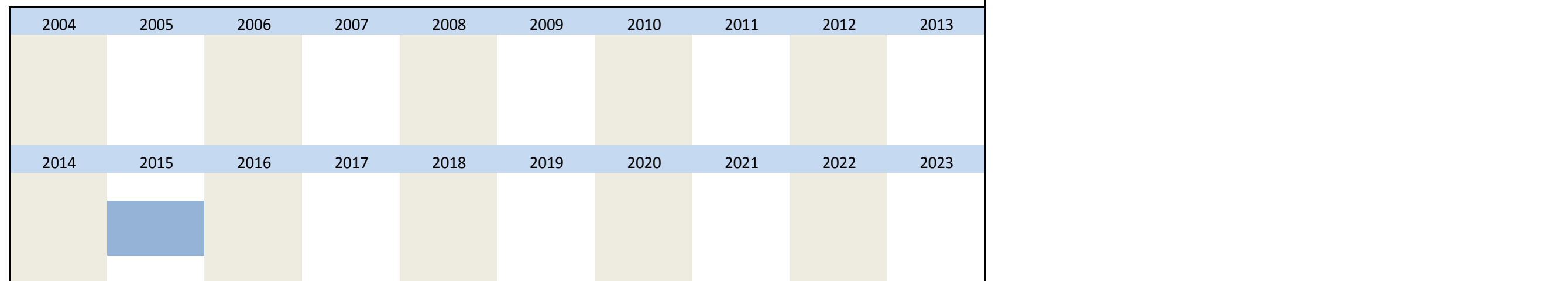
No.	Name	Label	Survey period	Survey frequency
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3.131) **sf\_2015q2\_27**      searching info online: social networks      **2nd quarter 2015**      once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>Are you searching online for information about your applicants?</b></p> <p><b>If yes:</b> <b>Are you searching...</b></p> <p style="padding-left: 40px;">In social networks      <input type="text"/> [1] yes (Facebook, Twitter etc.)</p>	<p>Further information</p>
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**Time span of variable**



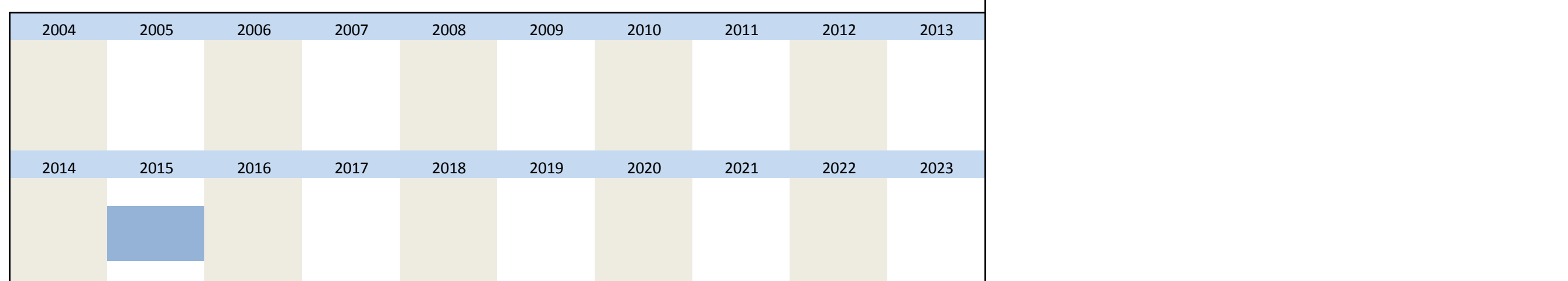
No.	Name	Label	Survey period	Survey frequency
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3.132) **sf\_2015q2\_28**      searching info online: other info      **2nd quarter 2015**      once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>Are you searching online for information about your applicants?</b></p> <p><b>If yes:</b> <b>Are you searching...</b></p> <p style="padding-left: 40px;">other information      <input type="text"/> [1] yes</p>	<p>Further information</p>
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**Time span of variable**



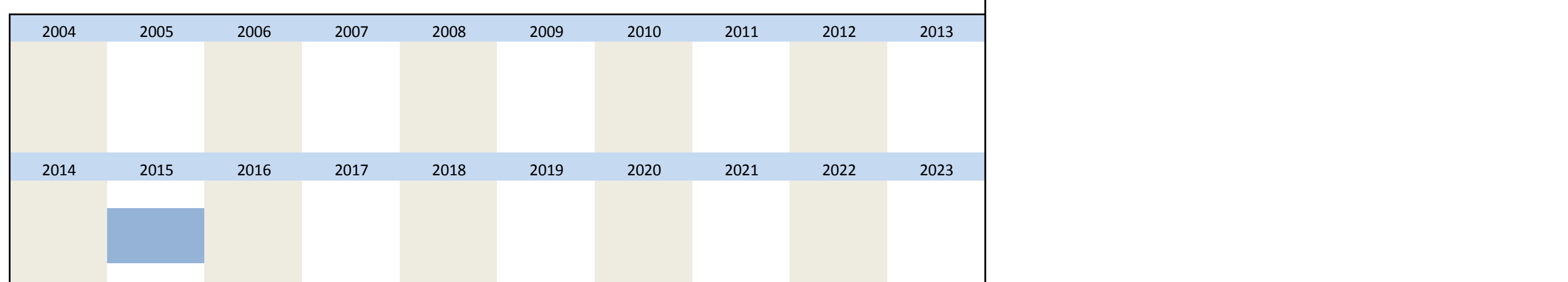
No.	Name	Label	Survey period	Survey frequency
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3.133) **sf\_2015q3\_1**      change of challenges in everyday professional life      **3rd quarter 2015**      once

**Wording of question**

<p>3rd quarter 2015</p> <p><b>Did the challenges in everyday professional life change for your employees during the last 5 years?</b></p> <p style="padding-left: 40px;"><input type="text"/> [1] yes      <input type="text"/> [2] no</p>	<p>Further information</p>
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**Time span of variable**



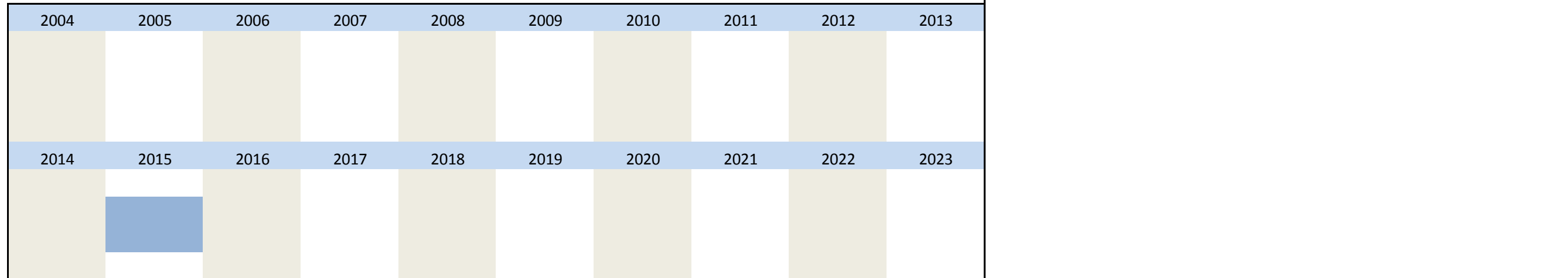
No.	Name	Label	Survey period	Survey frequency
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3.134) sf\_2015q3\_2 challenges w.r.t. additional qualifications 3rd quarter 2015 once

**Wording of question**

3rd quarter 2015					Further information														
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <thead> <tr> <th></th> <th>[1] increased</th> <th>[2] unchanged</th> <th>[3] decreased</th> <th>[4] not relevant</th> </tr> </thead> <tbody> <tr> <td>additional qualifications</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>											[1] increased	[2] unchanged	[3] decreased	[4] not relevant	additional qualifications				
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant															
additional qualifications																			

**Time span of variable**



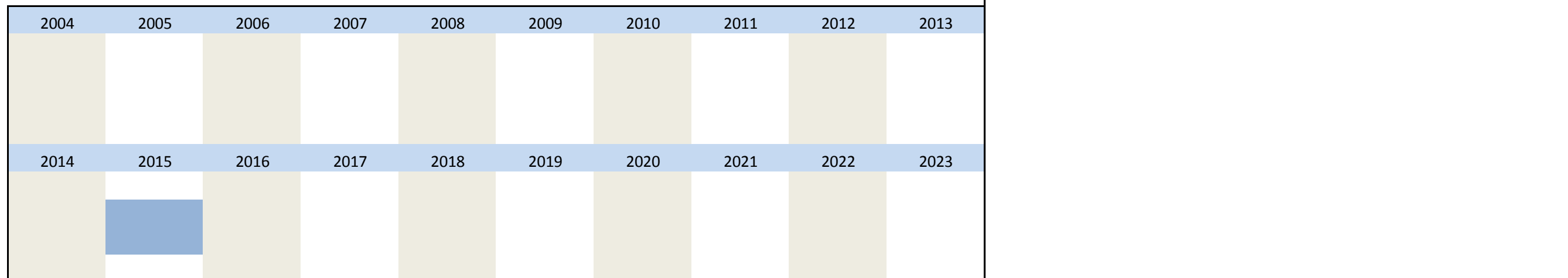
No.	Name	Label	Survey period	Survey frequency
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3.135) sf\_2015q3\_3 challenges w.r.t. technical understanding 3rd quarter 2015 once

**Wording of question**

3rd quarter 2015					Further information														
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <thead> <tr> <th></th> <th>[1] increased</th> <th>[2] unchanged</th> <th>[3] decreased</th> <th>[4] not relevant</th> </tr> </thead> <tbody> <tr> <td>technical understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>											[1] increased	[2] unchanged	[3] decreased	[4] not relevant	technical understanding				
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant															
technical understanding																			

**Time span of variable**



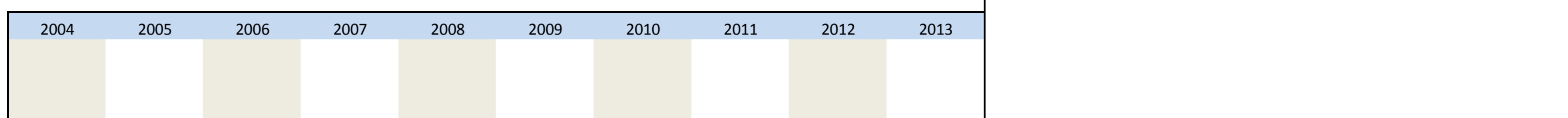
No.	Name	Label	Survey period	Survey frequency
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3.136) sf\_2015q3\_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once

**Wording of question**

3rd quarter 2015					Further information														
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <thead> <tr> <th></th> <th>[1] increased</th> <th>[2] unchanged</th> <th>[3] decreased</th> <th>[4] not relevant</th> </tr> </thead> <tbody> <tr> <td>IT understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>											[1] increased	[2] unchanged	[3] decreased	[4] not relevant	IT understanding				
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant															
IT understanding																			

**Time span of variable**



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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No.	Name	Label	Survey period	Survey frequency
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3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	3rd quarter 2015	once
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**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>temporal flexibility</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	temporal flexibility					Further information
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
temporal flexibility											

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.138)	sf_2015q3_6	challenges w.r.t. weekend work	3rd quarter 2015	once
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**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>weekend work</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	weekend work					Further information
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
weekend work											

**Time span of variable**

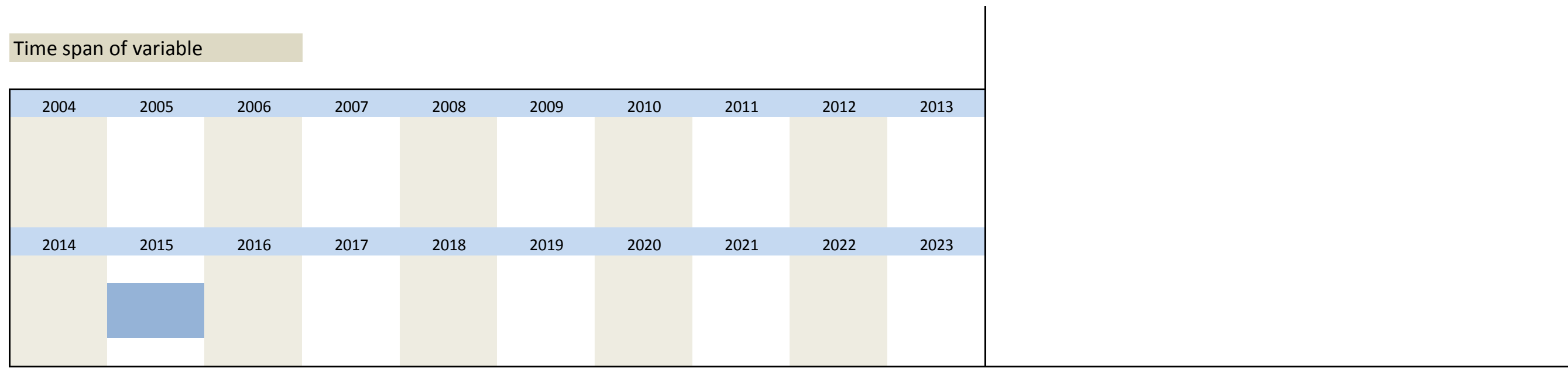
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	3rd quarter 2015	once
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**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td>willingness to travel</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	willingness to travel					Further information
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
willingness to travel											



No.	Name	Label	Survey period	Survey frequency
3.140)	sf_2015q3_8	challenges w.r.t. language skills	3rd quarter 2015	once

Wording of question

3rd quarter 2015	Further information																																								
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <thead> <tr> <th></th><th>[1] increased</th><th>[2] unchanged</th><th>[3] decreased</th><th>[4] not relevant</th></tr> </thead> <tbody> <tr> <td>language skills</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	language skills																																			
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant																																					
language skills																																									
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td style="background-color: #4F81BD;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	3rd quarter 2015	once

Wording of question

3rd quarter 2015	Further information																																								
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1"> <thead> <tr> <th></th><th>[1] increased</th><th>[2] unchanged</th><th>[3] decreased</th><th>[4] not relevant</th></tr> </thead> <tbody> <tr> <td>lifelong learning</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	lifelong learning																																			
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant																																					
lifelong learning																																									
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td style="background-color: #4F81BD;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	3rd quarter 2015	once

Wording of question

3rd quarter 2015	Further information
<p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p>	

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
teamwork abilities				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.143)	sf_2015q3_11	challenges w.r.t. other challenges	3rd quarter 2015	once
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Wording of question

3rd quarter 2015

Did the challenges in everyday professional life change for your employees during the last 5 years?

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
other challenges				

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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3.144)	sf_2015q3_13	difficulties finding trainees	3rd quarter 2015	once
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Wording of question

3rd quarter 2015

In fall the new apprenticeship year begins. Did your company have difficulties finding trainees?

[1] yes

[2] no

[3] no trainee positions were offered

Time span of variable

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Further information

No.	Name	Label	Survey period	Survey frequency
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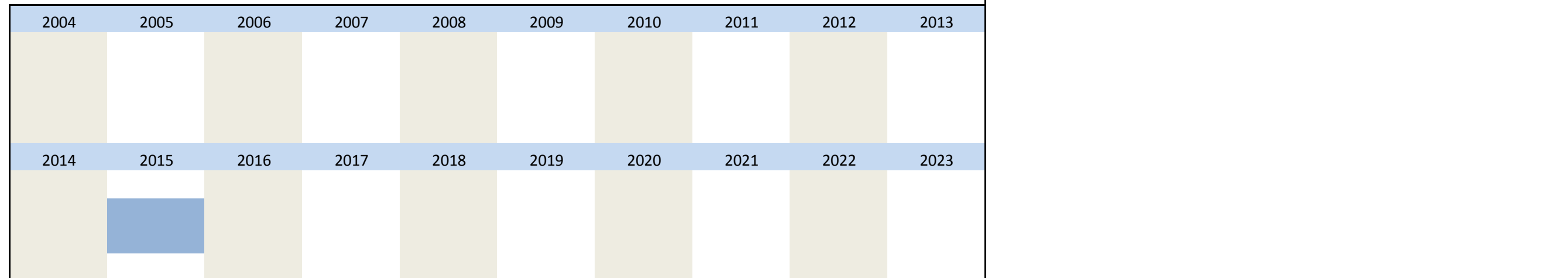


3.145) **sf\_2015q3\_14**      measure filling trainee positions: promotion at schools      3rd quarter 2015      once

**Wording of question**

3rd quarter 2015	Further information
<b>Did you take special measures to fill open trainee positions?</b>  promotion at schools <input type="checkbox"/> [1] yes	

**Time span of variable**



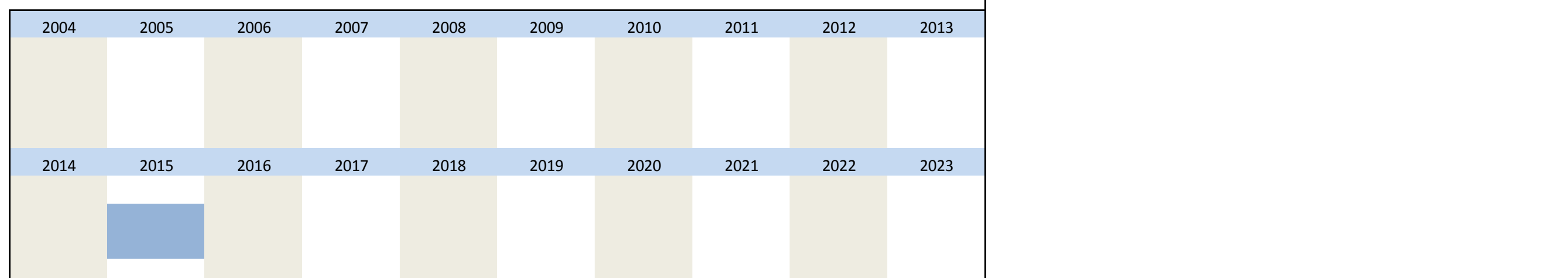
No.	Name	Label	Survey period	Survey frequency
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3.146) **sf\_2015q3\_15**      measure filling trainee positions: fairs      3rd quarter 2015      once

**Wording of question**

3rd quarter 2015	Further information
<b>Did you take special measures to fill open trainee positions?</b>  visiting fairs <input type="checkbox"/> [1] yes	

**Time span of variable**



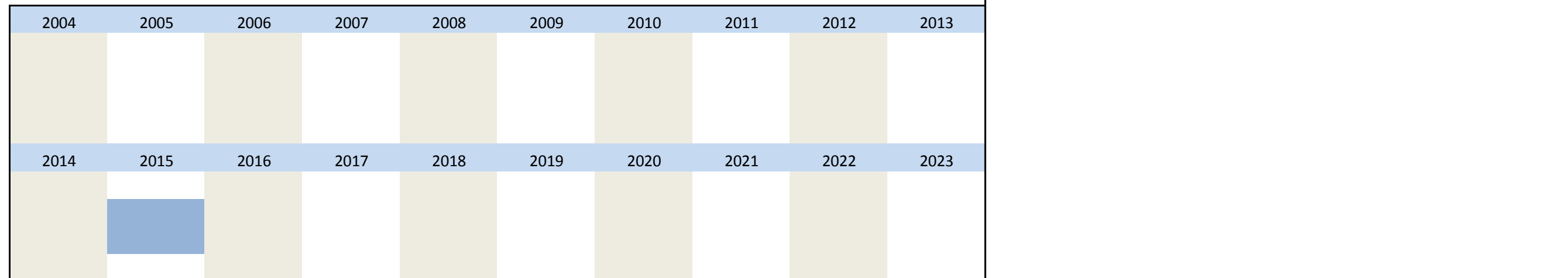
No.	Name	Label	Survey period	Survey frequency
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3.147) **sf\_2015q3\_16**      measure filling trainee positions: new channels      3rd quarter 2015      once

**Wording of question**

3rd quarter 2015	Further information
<b>Did you take special measures to fill open trainee positions?</b>  new recruitment channels (e.g. online) <input type="checkbox"/> [1] yes	

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
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3.148) **sf\_2015q3\_17**      measure filling trainee positions: foreign search      3rd quarter 2015      once

**Wording of question**

3rd quarter 2015	Further information
<b>Did you take special measures to fill open trainee positions?</b>	

foreign search <input type="checkbox"/> [1] yes									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.149)	sf_2015q3_18	measure filling trainee positions: other	3rd quarter 2015	once

Wording of question

3rd quarter 2015	Further information								
<p>Did you take special measures to fill open trainee positions?</p> <p>other <input type="checkbox"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.150)	sf_2015q3_20	measure filling trainee positions: no special measure	3rd quarter 2015	once

Wording of question

3rd quarter 2015	Further information								
<p>Did you take special measures to fill open trainee positions?</p> <p>no special measures <input type="checkbox"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	4th quarter 2015	once

Wording of question

4th quarter 2015	Further information								
<p>Did you employ asylum seekers during the last 24 months?</p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

No.	Name	Label	Survey period	Survey frequency
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3.152)	sf_2015q4_2	employment of asylum seekers currently	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information
<p>Are you currently employing asylum seekers?</p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information
<p>Are you planning to employ asylum seekers? In the next 12 months</p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information
<p>Are you planning to employ asylum seekers? from 2017 on</p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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No.	Name	Label	Survey period	Survey frequency
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3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information
<p>Are you planning to invest into qualification measures for asylum seekers in your company during the next 12 months?</p> <p><input type="text"/> [1] yes      <input type="text"/> [2] no</p>	

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] not relevant</td> </tr> <tr> <td>language</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	language					
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant							
language											

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	4th quarter 2015	once
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**Wording of question**

4th quarter 2015	Further information										
<p>Which obstacles do you see with regard to employing asylum seekers?</p> <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] not relevant</td> </tr> <tr> <td>qualification</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	qualification					
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant							
qualification											

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.158) **sf\_2015q4\_8** obstacles to employing asylum seekers: 4th quarter 2015 once  
 minimum wage

**Wording of question**

4th quarter 2015	Further information										
<p><b>Which obstacles do you see with regard to employing asylum seekers?</b></p> <table border="1"> <thead> <tr> <th></th> <th>[1] large obstacle</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] not relevant</th> </tr> </thead> <tbody> <tr> <td>minimum wage</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	minimum wage					
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant							
minimum wage											

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name	Label	Survey period	Survey frequency
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3.159) **sf\_2015q4\_9** obstacles to employing asylum seekers: 4th quarter 2015 once  
 legal frameworks

**Wording of question**

4th quarter 2015	Further information										
<p><b>Which obstacles do you see with regard to employing asylum seekers?</b></p> <table border="1"> <thead> <tr> <th></th> <th>[1] large obstacle</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] not relevant</th> </tr> </thead> <tbody> <tr> <td>legal frameworks</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	legal frameworks					
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant							
legal frameworks											

**Time span of variable**

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023