

List of variables

Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2015

As of August 2016

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LMU-ifo Economics & Business Data Center (EBDC)

Poschingerstr. 5 81679 Munich





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
216)	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

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) 3.4)	sf_2008q2_2 sf_2008q3_1	financial crisis: impact on staff size (direction) reduction in shortage of skilled labour	Finanzkrise: Auswirkung auf Personalbestand in den nächsten 6 Monaten (Richtung) 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 Kurzarbeitergelo
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) 3.12)	sf_2009q3_4 sf_2009q3_5	development of staff size in 2011 compared to current state development of staff size in 2012 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2011 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 Wirtschaftswach
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) 3.20)	sf_2010q2_2 sf_2010q2_3	breaks are considered allowance to interrupt applies for	Unterbrechung ist (Arbeitszeit/Freizeit) Die Unterbrechung gilt (für alle/für ausgewählte)
3.21)	sf_2010q2_5 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 sf_2011q1_5	yes, via age-appropriate workstations	Maßnahmen zur längeren Bindung an Betrieb: altersgerechte Arbeitsplätze
3.29) 3.30)	sf_2011q1_5 sf_2011q1_6	yes, via adjustment of assignments yes, via other measures	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Aufgabengebiets 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 sf_2011q2_7	recruitment via universities	Rekrutierung über Hochschulen
3.38) 3.39)	sf_2011q2_7 sf_2011q2_8	recruitment via federal employment agency recruitment via recruitment events/ fairs	Rekrutierung über die Bundesagentur für Arbeit Rekrutierung über Anwerbeveranstaltungen/Messen
3.40)	sf_2011q2_0	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 sf_2011q4_2	relevance of regulations on approval of foreign vocational education (y/n)	Relevanz der derzeitigen Regelung zur Anerkennung ausländischer Berufsqualifikation
3.46) 3.47)	sf_2011q4_2 sf_2012q1_1	relevance of regulations on approval of foreign vocational education (direction) development of staff size in 1st half of 2012 as compared to end of 2011	Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikatione Entwicklung der Beschäftigtenzahl 1. Halbjahr 2012 gegenüber Ende 2011
3.47)	sf_2012q1_1 sf_2012q1_2	development of staff size in 1st half of 2012 as compared to end of 2011 development of staff size in 2nd half of 2012 as compared to 1st half	Entwicklung der Beschäftigtenzahl 1. Halbjahr 2012 gegenüber Ende 2011 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 working time accounts	Flexible Arbeitszeitgestaltung durch freie Mitarbeit
3.55) 3.56)	sf_2012q2_6 sf_2012q2_7	flexible working hours via working-time accounts flexible working hours via sabbatical	Flexible Arbeitszeitgestaltung durch Arbeitszeitkonten Flexible Arbeitszeitgestaltung durch Sabbaticals
3.50)	sf_2012q2_7 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. Stammbelegschaft
3.64) 3.65)	sf_2012q4_5 sf_2012q4_6	reaction to economic slowdown, w.r.t extra hours reaction to economic slowdown, w.r.t short-time work	Reaktion auf schwache Konjunktur bzgl. Küberstunfen Reaktion auf schwache Konjunktur bzgl. Kurzarbeit
3.65)	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_1	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 Monate
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 form 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) 3.74)	sf_2013q2_2 sf_2013q3_1	development of number of part-time jobs during last 2-3 years home-office employment is part of company organisation	Entwicklung der Anzahl an Teilzeitstellen in den letzten 2-3 Jahren Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.74)	sf_2013q3_1 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_2 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 sf_2014q3_1	early retirement: expected shortage of personnel	vorzeitiger Renteneintritt: Personalengpässe erwartet
3.84) 3.85)	sf_2014q3_1 sf_2014q3_2	obstacles to reach female quota in company female quota obstacles: few women in sector	Hindernisse Frauenquote zu erreichen Hindernisse Frauenquote: wenige Frauen in Branche
3.85)	sf_2014q3_2 sf_2014q3_3	female quota obstacles: rew women in sector female quota obstacles: no qualified female applicants	Hindernisse Frauenquote: wenige Frauen in Branche Hindernisse Frauenquote: keine geeigneten Bewerberinnen
3.87)	sf_2014q3_3	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 sf_2015q1_1	recruitment scecifically in euro crisis countries	Rekrutierung besonders in europäischen Krisenländern
2 27	ST 7111501	offering contracts for work	Vergabe von Werkverträgen
3.97) 3.98)	sf_2015q1_1 sf_2015q1_2	number of contracts for work last 3 years	Anzahl Werkverträge letzte 3 Jahre

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: Schprachkenntnisse
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
	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.114)			· ·
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 sf_2015q3_14	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche Maßnahmen um Aushildungsplätze zu besetzen: Werbung an Schulen
3.145)		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: Rectliche Rahmenbedingungen

1	. Identificat	ion variable	es								
No.	Name			Label				Survey per	iod		Survey frequency
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		

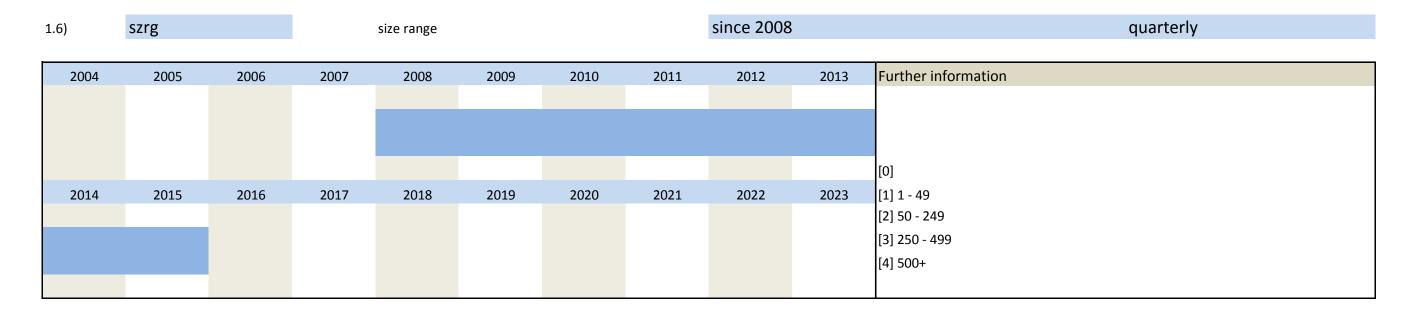
No.	Name			Label				Survey per	iod		Survey frequency
1.2)	quarter			quarter				since 2008			quarterly
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No.	Name			Label				Survey per	riod		Survey frequency
1.3)	WZ			sector numbe	er (wz-classifica	ation)		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 perio	od		Survey frequency
1.4)	wgroup			weightgroup				since 2008			quarterly
200	4 2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
										[15] food products, bev. and tobacco	[51] wholesale and retail trade
										[17] textiles and textile products	[55] hotels and restaurants
201	.4 2015	2016	2017	2018	2019	2020	2021	2022	2023	[20] wood and paper products	[60] transp., storage and communication
										[24] chemicals and chemical products	[64] real est. act. and renting
										[27] metal products etc.	Verm. bewegl. Sachen
										[29] machinery and equipment n.e.c.	[72] computer and related activities
										[30] electrical and optical equipment	[74] lawyers / market research
										[34] transport equipment	/ business consulting
											[99] other service act.

No.	Name			Label				Survey per	iod		Survey frequency
1.5)	id			idnum				since 2008			quarterly
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
2001	2003	2000	2007	2000	2003	2010	2011	2012	2013	i dittici miormation	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No. Name Label Survey period Survey frequency

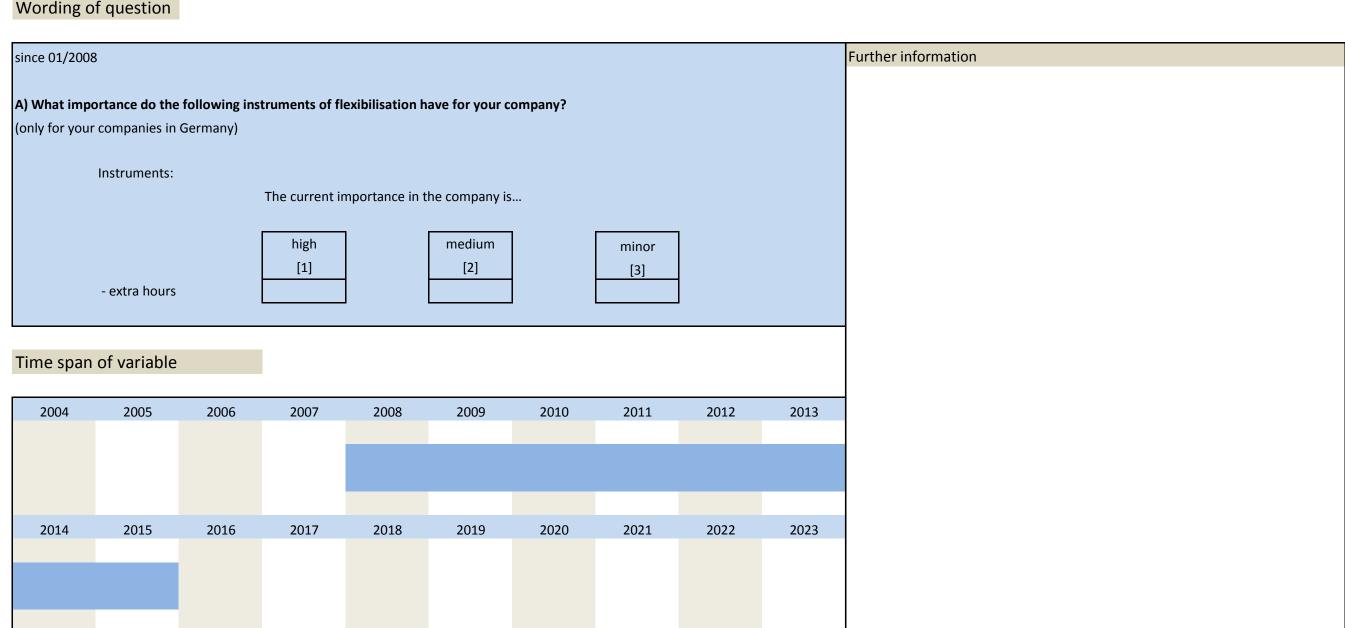


No.	Name			Label				Survey per	iod		Survey frequency
1.6)	weight			weight				2008-2012			quarterly
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

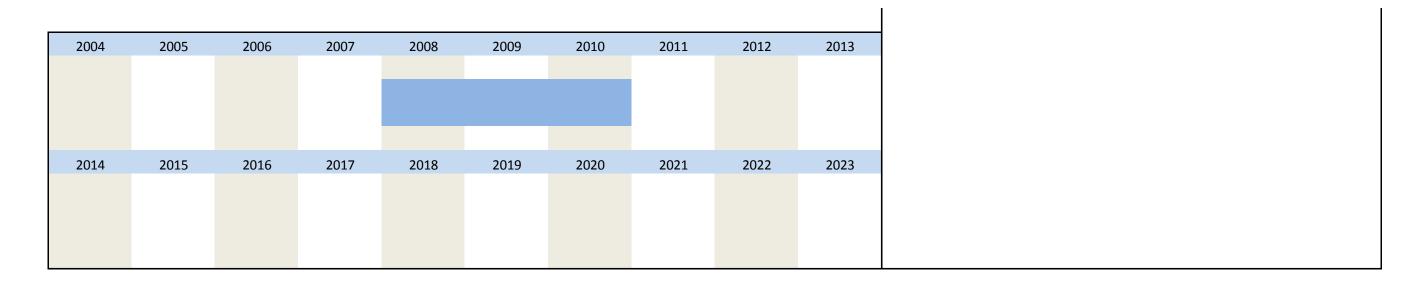
2. Standard questions

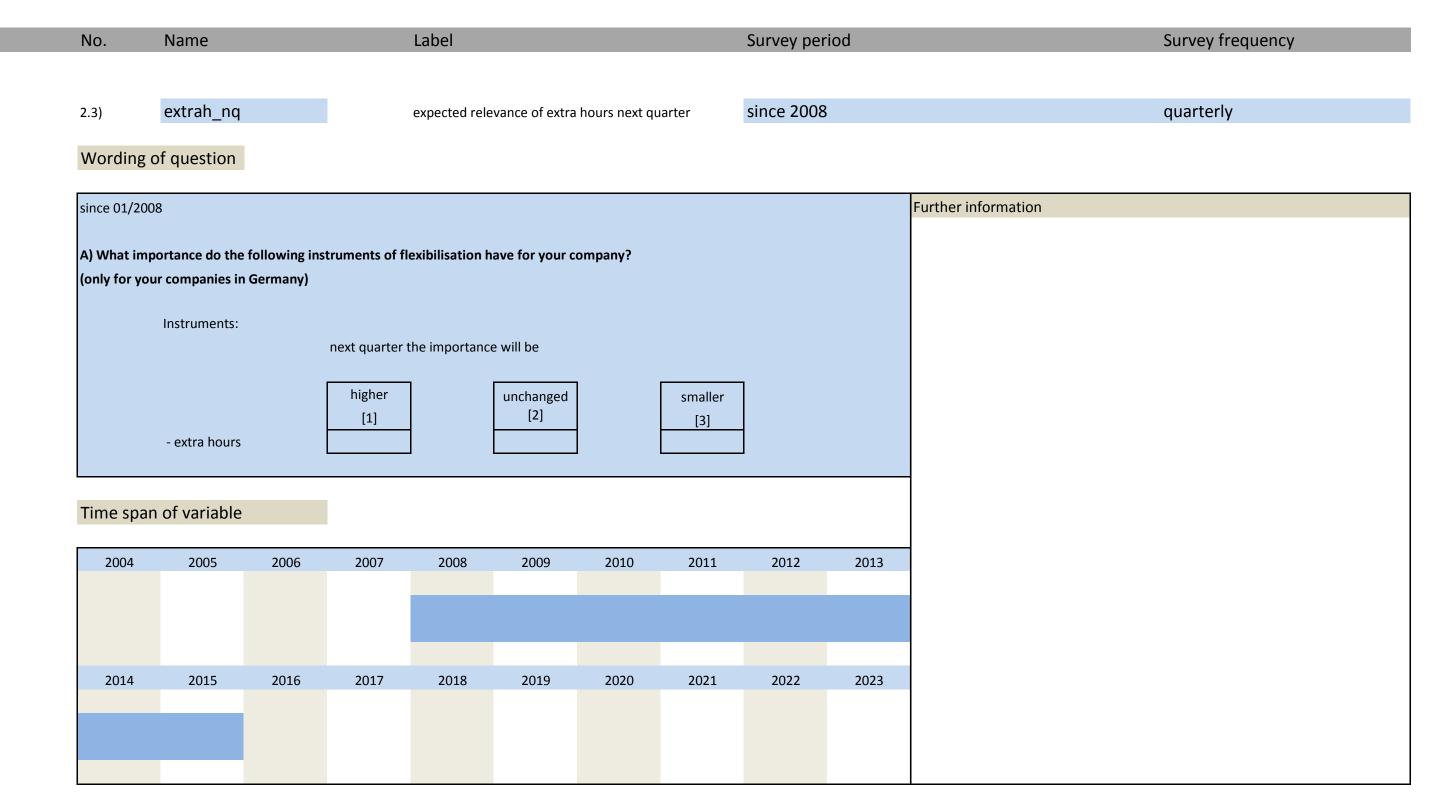
No.	Name	Label	Survey period	Survey frequency
2.1)	extrah_tq	current relevance of extra hours	since 2008	quarterly

Wording of question



No.	Name	Label	Survey period		Survey frequency
2.2)	extrah_lq	relevance of extra hours compared to last quarter	2008 to 01/2010		quarterly
Wording	of question				
				Further information	
A) What im	portance do the following instrun	nents of flexibilisation have for your company?			
(only for yo	ur companies in Germany)				
				Inquired until the first quarter of 2010	
	Instruments:				
	con	npared to previous quarter the importance is			
		higher unchanged smaller			
		[1] [2] [3]			
	- extra hours				
	extra riours				
T:	u af canialala				
TIME Chai	n of variable				



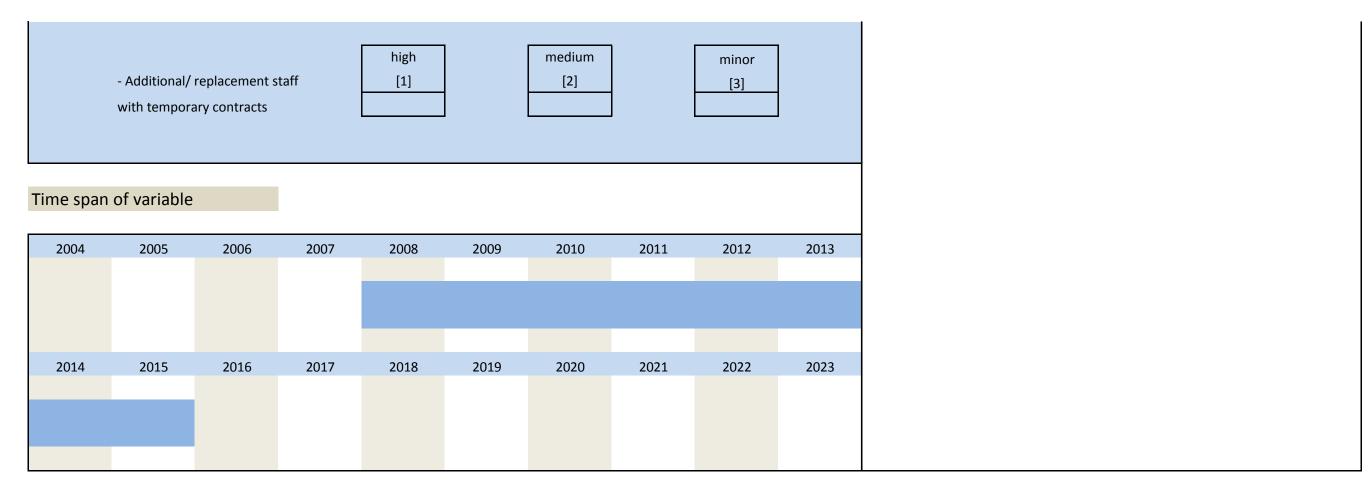


	Label	Erhebungszeitraum	Erhebungsrhythmus
extrah_no	no extra hours	since 2013	Quartalsweise
Wording of question			
wording or question			
since 01/2013			Further information
A) What importance do the following instruments	of flexibilisation have for your company?		
(only for your companies in Germany)	, ,		
Instruments:			
- extra hours	no application [1]		
Time span of variable			
2004 2005 2006 200	2008 2009 2010	2011 2012 2013	
2014 2015 2016 201	2018 2019 2020	2021 2022 2023	
2017 2013 2010 201	2010 2013 2020	2021 2022 2023	

The current importance in the company is...

Instruments:

No.	Name	Label	Survey period	Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	since 2008	quarterly
Wording	g of question			
since 01/20	008		Furth	ner information
	mportance do the following instr	uments of flexibilisation have for your company?		



No.	Name			Label				Survey per	iod		Survey frequency	
2.6) Wording (relevance of temporary contracts compared to last quarter Vording of question							2008 to 01	/2010		quarterly	
since 01/200										Further information		
	oortance do the ur companies in Instruments: - Additional/ with tempora	n Germany) replacement s	compared to	previous quart higher [1]				smaller [3]		Inquired until the first quarter of 2010		
Time spar 2004	of variable 2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

No.	Name		Label			Survey peri	iod		Survey frequency
2.7) Wording	temp_nq of question		expected relevance on next quarter	f temporary contrac	ts	since 2008			quarterly
since 01/200	08 Dortance do the followi	ng instruments of f	levihilisation have for	wour company?				Further information	
	ur companies in Germa Instruments:	ny)	the importance will be						
	- Additional/ replacer with temporary conti	ment staff	higher [1]	unchanged [2]	smaller [3]				
Time spar	n of variable								
2004	2005 200	06 2007	2008 20	09 2010	2011	2012	2013		
2014	2015 201	16 2017	2018 20	19 2020	2021	2022	2023		

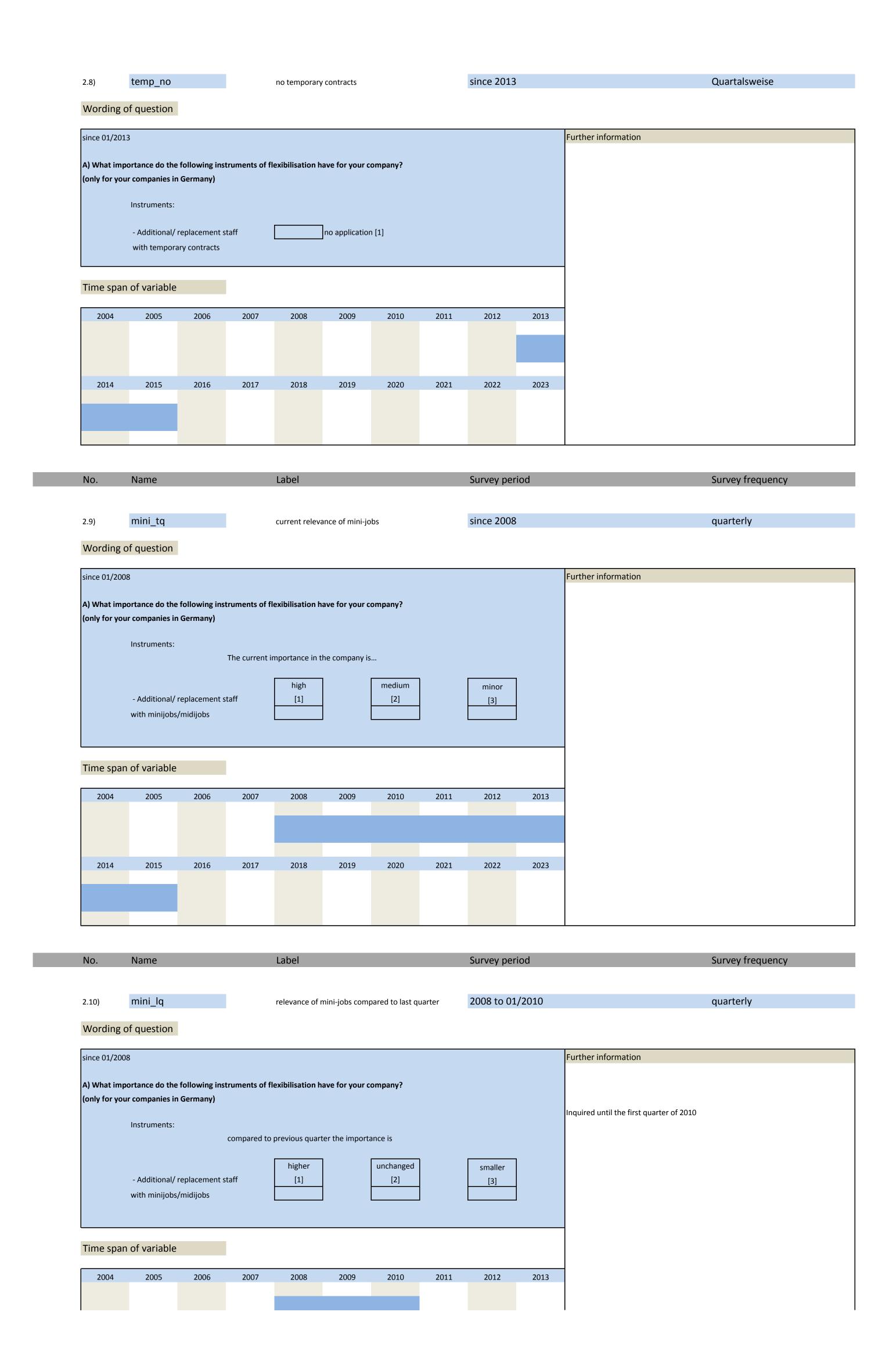
Nr.

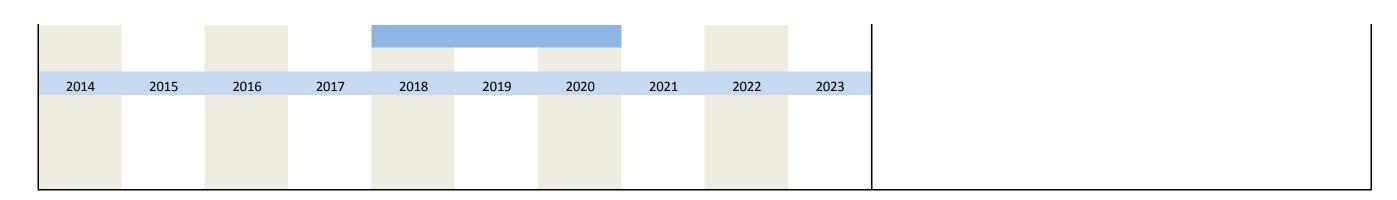
Name

Label

Erhebungszeitraum

Erhebungsrhythmus

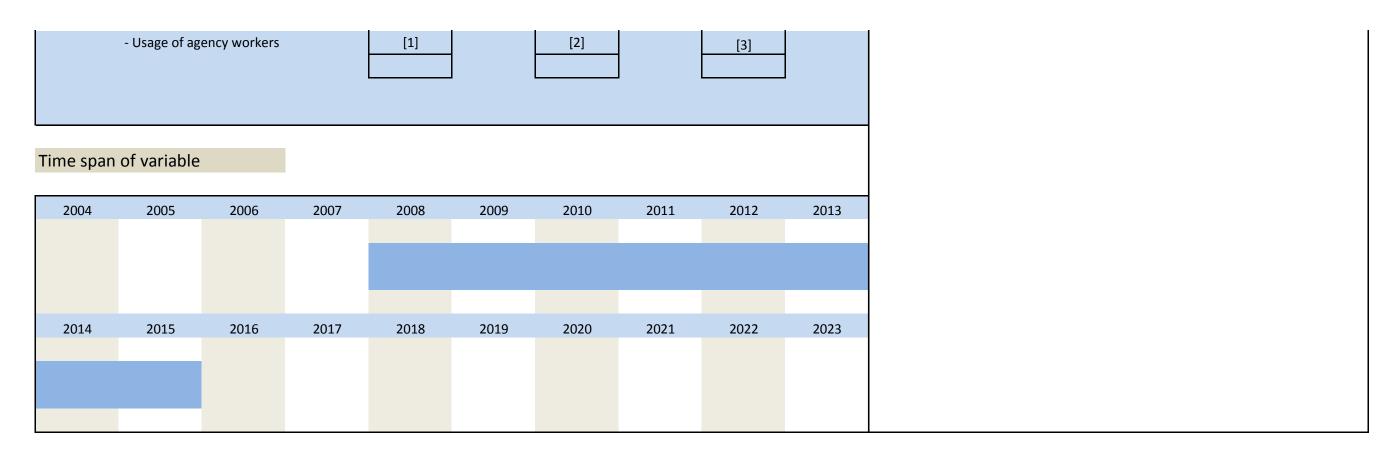




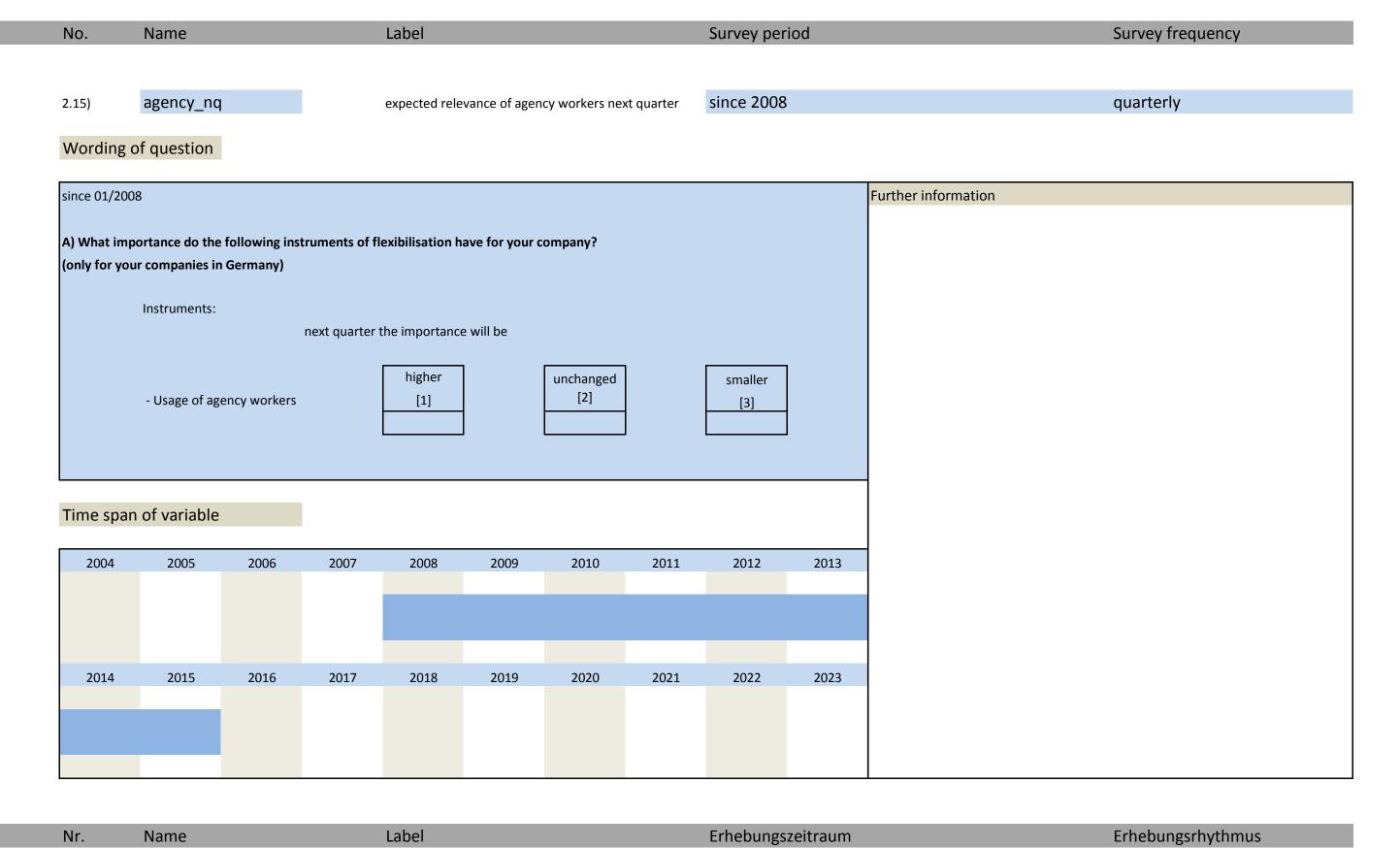
No.	Name			Label				Survey per	iod		Survey frequency
11)	mini_nq			expected rele	vance of mini	-jobs next quar	ter	since 2008			quarterly
Nording (of question										
ince 01/200	08									Further information	
\\\\	nortanco do tha	following inst	trum onts of f	lovibilisation b	ava for valur a	omnony2					
	oortance do the ur companies ir		truments of i	lexibilisation n	ave for your c	ompany r					
, ,	·										
	Instruments:										
			next quarter	the importance	e will be						
				higher		unchanged		smaller			
	- Additional/	replacement s	taff	[1]		[2]		[3]			
	with minijobs	/midijobs									
			ı								
Time spar	n 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
2.12)	mini_no	ini_no no mini-jobs							3		Quartalsweise
Wording o	ng of question										
										I	
since 01/2013	3									Further information	
	ortance do the		ruments of fle	exibilisation h	ave for your c	ompany?					
(only for you	r companies in	Germany)									
	Instruments:										
	- Additional/ r	replacement st	taff		no applicatior	n [1]					
	with minijobs/	/midijobs									
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	3)	agency_tq	current relevance of agency workers	since 2008		quarterly
			Ç ,			,
Wo	ording o	f question				
sinc	e 01/2008	3			Further information	
A) V	What impo	ortance do the following instruments of f	lexibilisation have for your company?			
(onl	ly for you	r companies in Germany)				
		Instruments:				
		The current i	importance in the company is			
			high medium	minor	l	



No.	Name			Label				Survey per	iod		Survey frequency	
2.14) Wording (relevance of agency workers compared to last quarter /ording of question							2008 to 01/2010			quarterly	
since 01/200	8 ortance do the	following inst	truments of fl	exibilisation ha	ave for your	company?				Further information		
	Ir companies in				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,				Inquired until the first quarter of 2010		
	- Usage of ag	ency workers	compared to	previous quart higher [1]	er the import	unchanged [2]		smaller [3]				
Time spar	of variable	2006	2007	2008	2009	2010	2011	2012	2013			
2007	2505	2000	2007	2000	2003	2010	2011	2012	2010			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			



2.16)	agency_no			no agency wo	orkers			since 2013	3		Quartalsweise
Wording	of question										
since 01/20	13									Further information	
Δ) What im	portance do the	following ins	truments of t	flexihilisation k	nave for your o	romnany?					
	our companies in		itiuments of	nexionisation i	iave for your c	company:					
	Instruments:										
	- Usage of age	ancy workers			no applicatio	n [1]					
	- Osage of age	ency workers			Ino applicatio	II [1]					
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Vo.	Name			Label				Survey per	riod		Survey frequency
2.17)	free_tq		ı	current relev	ance of freelar	ncorc		since 2008	2		quarterly
				current relev	ance of freelai	licers		311100 2000	,		quarterry
Nording	of question										
since 01/20	08									Further information	
A) What im	portance do the	following ins	truments of	flexibilisation h	nave for your o	company?					
(only for yo	our companies in	Germany)									
	Instruments:										
			The current	importance in t	the company is	S					
	- Usage of fre	elancers		high [1]		medium [2]		minor			
	Osuge of the	Cidilects		[+]]	[2]	j	[3]			
Time sna	n of variable										
Tille spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										<u>I</u>	
No.	Name			Label				Survey per	riod		Survey frequency
2.18)	free_lq			relevance of	freelancers co	mpared to last	quarter	2008 to 01	1/2010		quarterly
Wording	of question										
since 01/20	08									Further information	
	portance do the		truments of	flexibilisation h	nave for your o	company?					
(only for yo	our companies in	Germany)								Inquired until the first quarter of 2010	
	Instruments:		compared to	o previous quar	ter the import	ance is					
			•		1		٦		1		
	Usago of fro	elancers		higher [1]		unchanged [2]		smaller [3]			
	- Usage of fre]]		
	- Osage of fre				_						
	- Osage of fre				_						
Timo											
Time spa	n of variable										
Time spa		2006	2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey period			Survey frequency
2.19)	free_nq			expected rele	vance of freel	ancers next qu	arter	since 2008			quarterly
Wording o	of question										
	n question										
since 01/2008	3									Further information	
A) What impo	ortance do the	following ins	truments of fl	exibilisation h	ave for your o	company?					
only for you	r companies in	Germany)									
	Instruments:										
			next quarter t	he importance	e will be						
				higher		unchanged		smaller			
	- Usage of freelancers [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		
2021			_01,	2010				_322			

Wording of question

Name

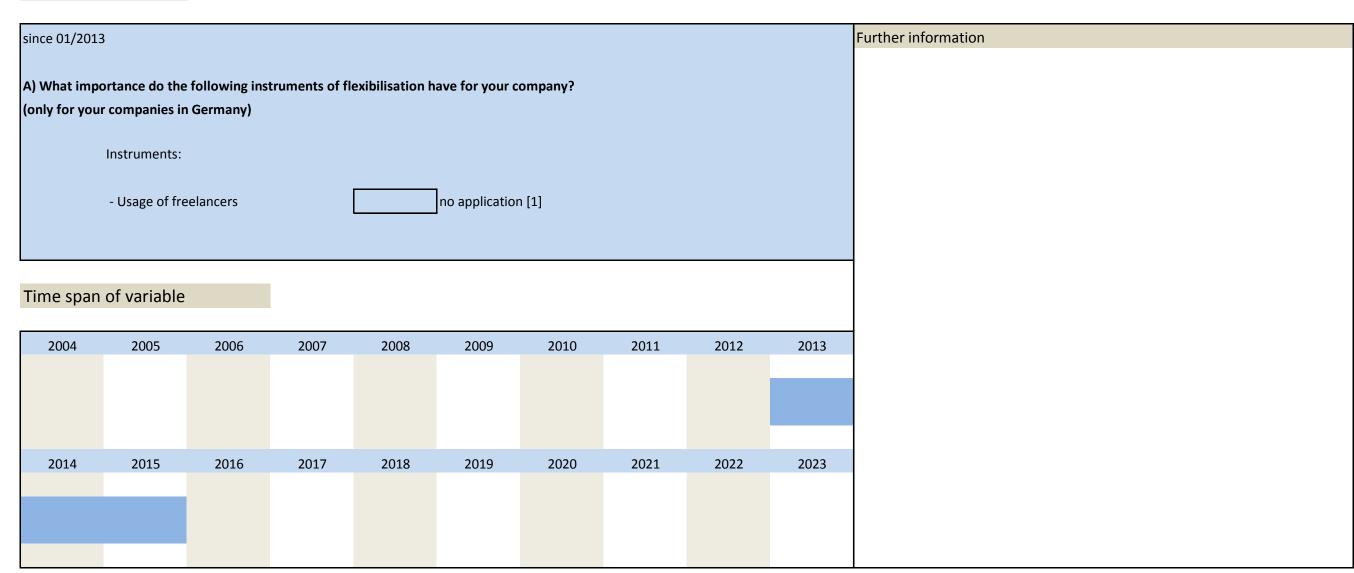
free_no

Label

no freelancers

Nr.

2.20)



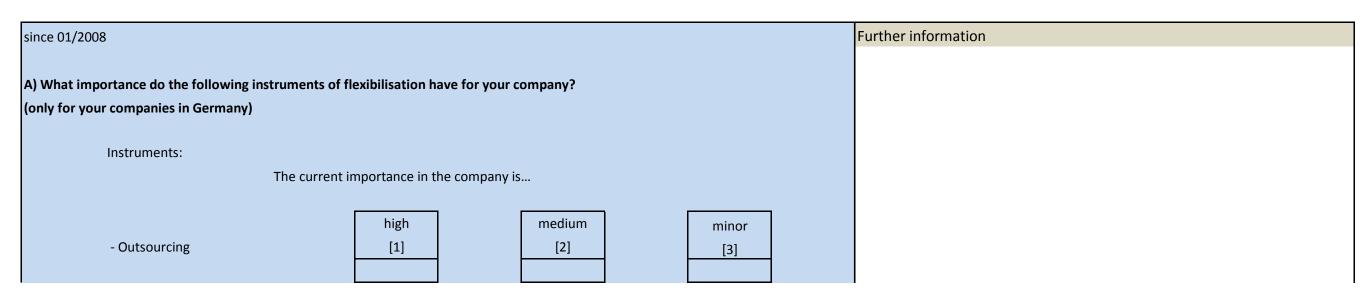
Erhebungszeitraum

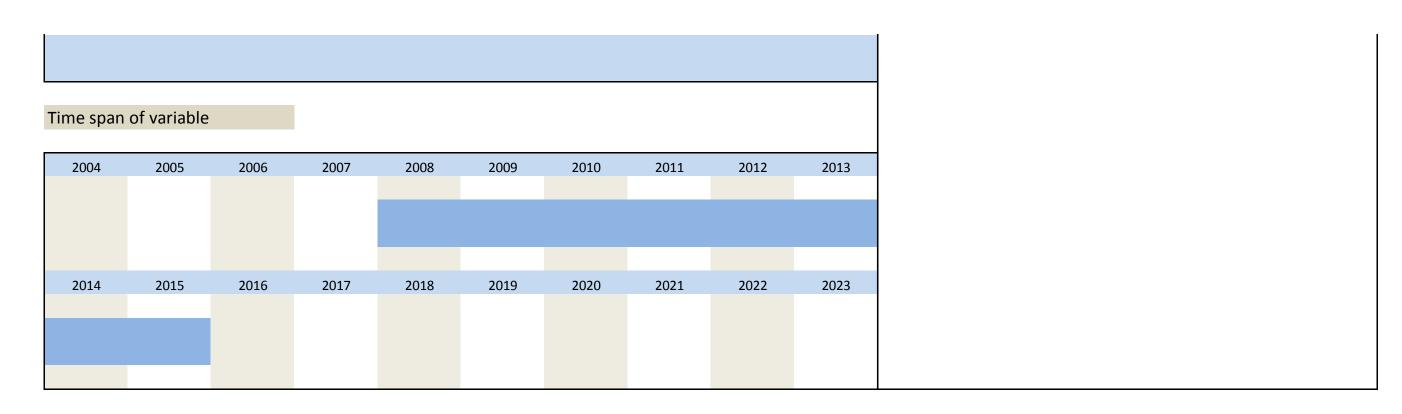
since 2013

Erhebungsrhythmus

Quartalsweise

No.	Name	Label	Survey period	Survey frequency
2.21)	outsour_tq	current relevance of outsourcing	since 2008	quarterly





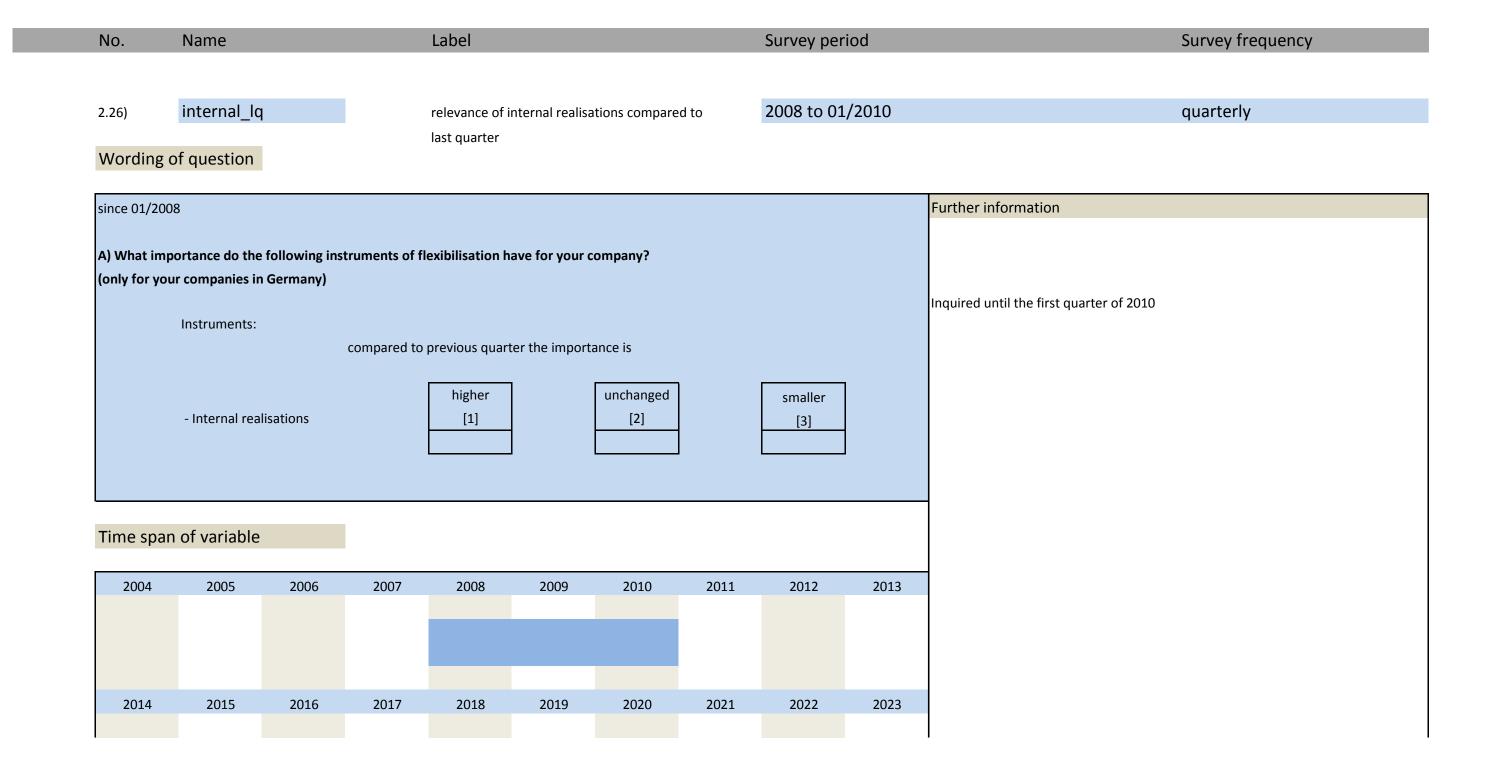
No.	Name			Label				Survey per	iod		Survey frequency
2.22) Wording o	outsour_lo			relevance of c	outsourcing co	ompared to last	quarter	2008 to 01	/2010		quarterly
since 01/200	8									Further information	
	ortance do the		truments of flo	exibilisation h	ave for your c	ompany?				Inquired until the first quarter of 2010	
	Instruments:		compared to J	orevious quart	er the importa	ance is					
	- Outsourcing			higher [1]		unchanged [2]		smaller [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		

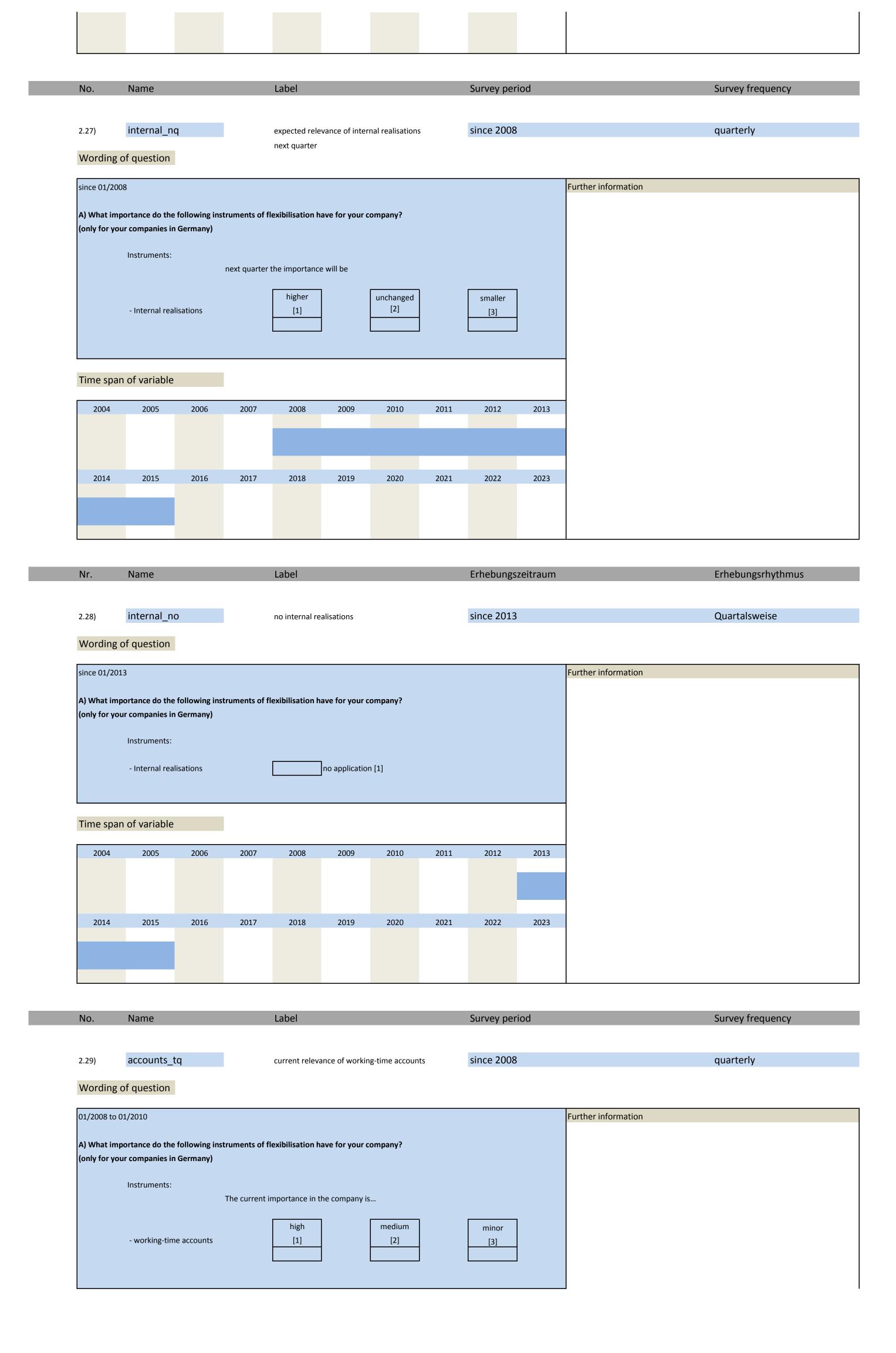
No.	Name			Label				Survey peri	od		Survey frequency
2.23)	outsour_n	q		expected rele	vance of outs	ourcing next qu	ıarter	since 2008			quarterly
Mording	of question										
vvoruing	or question										
since 01/200	08									Further information	
	portance do the ur companies ir		truments of fl	exibilisation h	ave for your o	company?					
offig for yo	ur companies ir	i Germany)									
	Instruments:										
			next quarter t	the importance	e will be						
				higher		unchanged		smaller			
	- Outsourcing	g		[1]		[2]		[3]			
										-	
Time spai	n of variable	!									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										•	

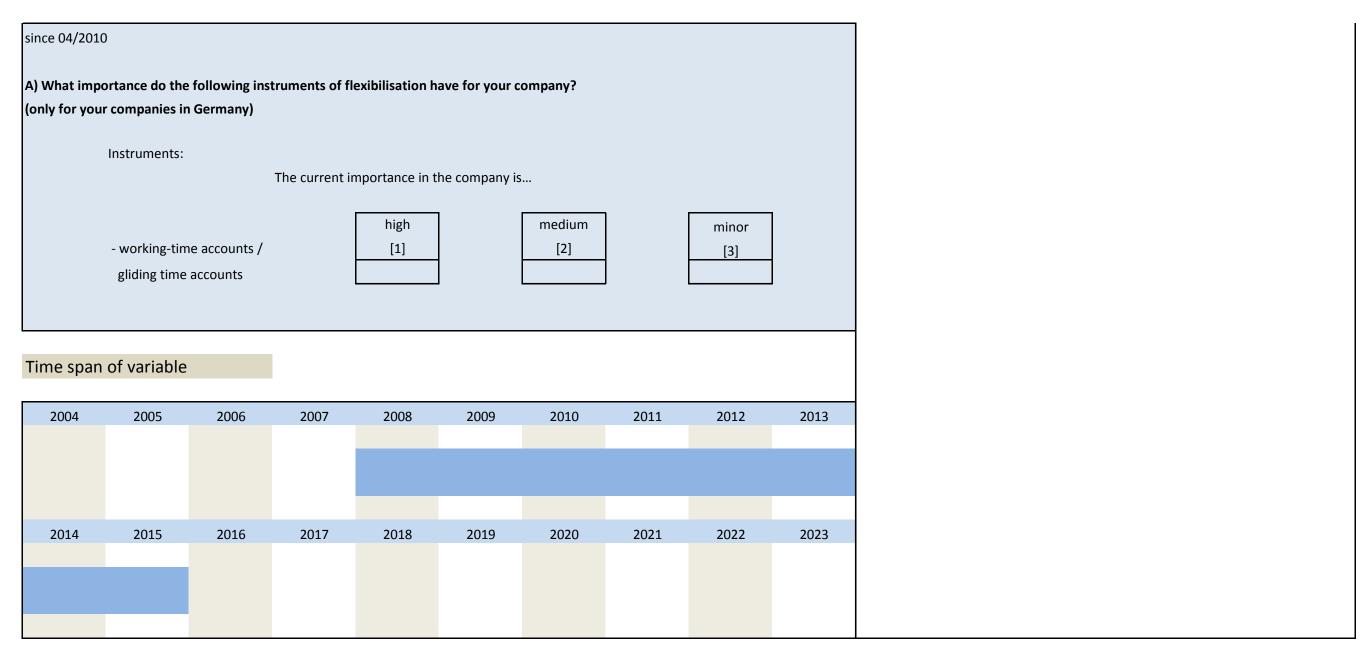
Nr.	Name	Label	Erhebungszeitraum	Erhebungsrhythmus
2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise

since	01/2013										Further information
		rtance do the companies in		truments of fl	exibilisation h	ave for your c	ompany?				
		Instruments:									
		- Outsourcing				no application	n [1]				
Time	e span (of variable									
20	004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
20	014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

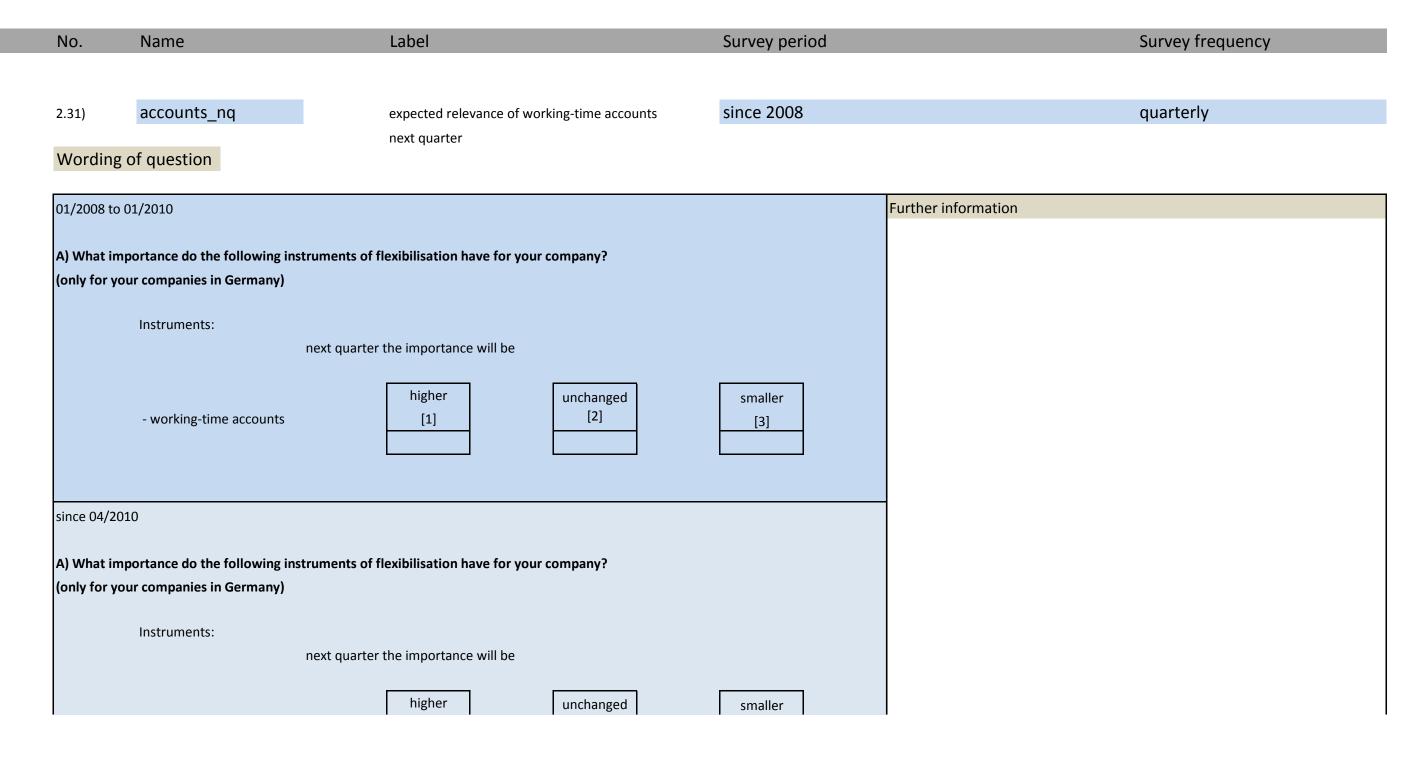
No.	Name			Label				Survey per	iod		Survey frequency
2.25)	internal to	,	l	ourrent releva	unaa afintarn	al maglications		since 2008			quartorly
2.25)	internal_to	1		current releva	ince of interna	ai realisations		Since 2008			quarterly
Wording	of question										
since 01/200)8									Further information	
	portance do the ur companies in		truments of fl	exibilisation h	ave for your c	company?					
	Instruments:		The current i	mportance in tl	he company is	5					
	- Internal rea	lisations		high [1]		medium [2]		minor [3]			
Time spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

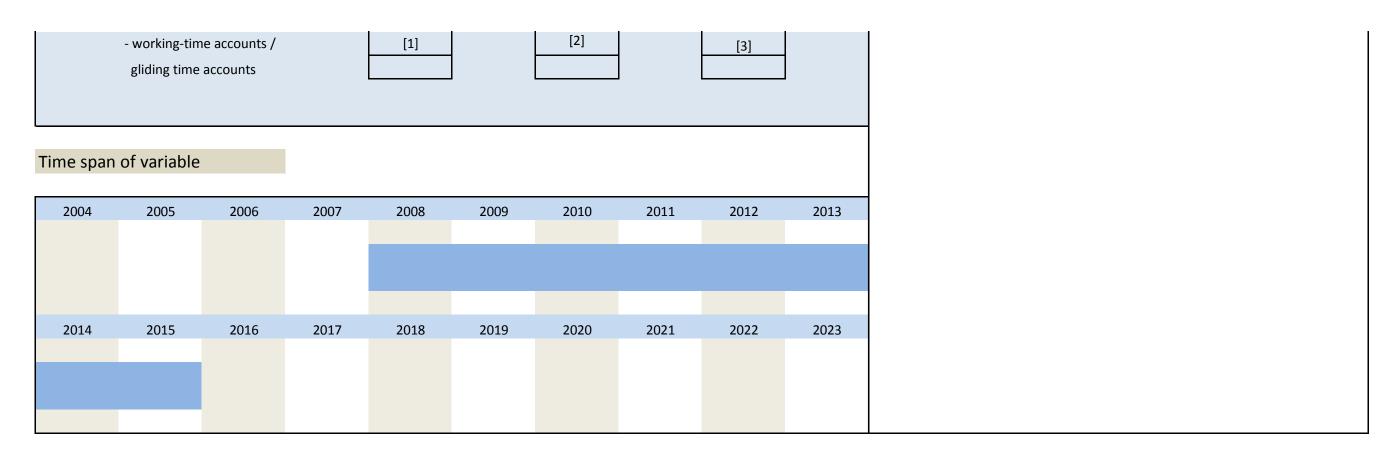






No.	Name			Label				Survey per	iod		Survey frequency
2.30) Wording	accounts_l of question	q		relevance of w last quarter	vorking-time a	accounts comp	ared to	2008 to 01	/2010		quarterly
	portance do the		truments of fle	exibilisation ha	ive for your c	ompany?				Further information	
(only for yo	ur companies in Instruments:		compared to p	orevious quart	er the import	ance is				Inquired until the first quarter of 2010	
	- working-tim	ne accounts		higher [1]		unchanged [2]		smaller [3]			
Time spa	n 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				Erhebungs	szeitraum		Erhebungsrhythmus
2.32)	accounts_ı			no working-ti	me accounts			since 2013	3		Quartalsweise
Wording	of question										
since 01/201	13									Further information	
A) What imp	oortance do the	following ins	truments of fl	exibilisation h	ave for your c	ompany?					
(only for you	ur companies ir	Germany)									
	Instruments:										
	- working-tim	ne accounts /			no applicatior	า [1]					
	gliding time	accounts									
Time spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

Survey period

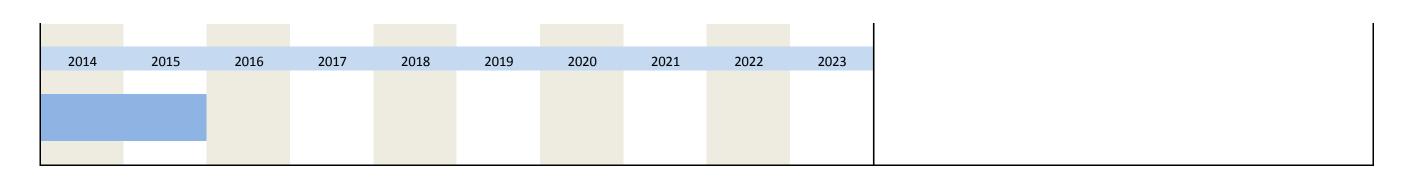
Survey frequency

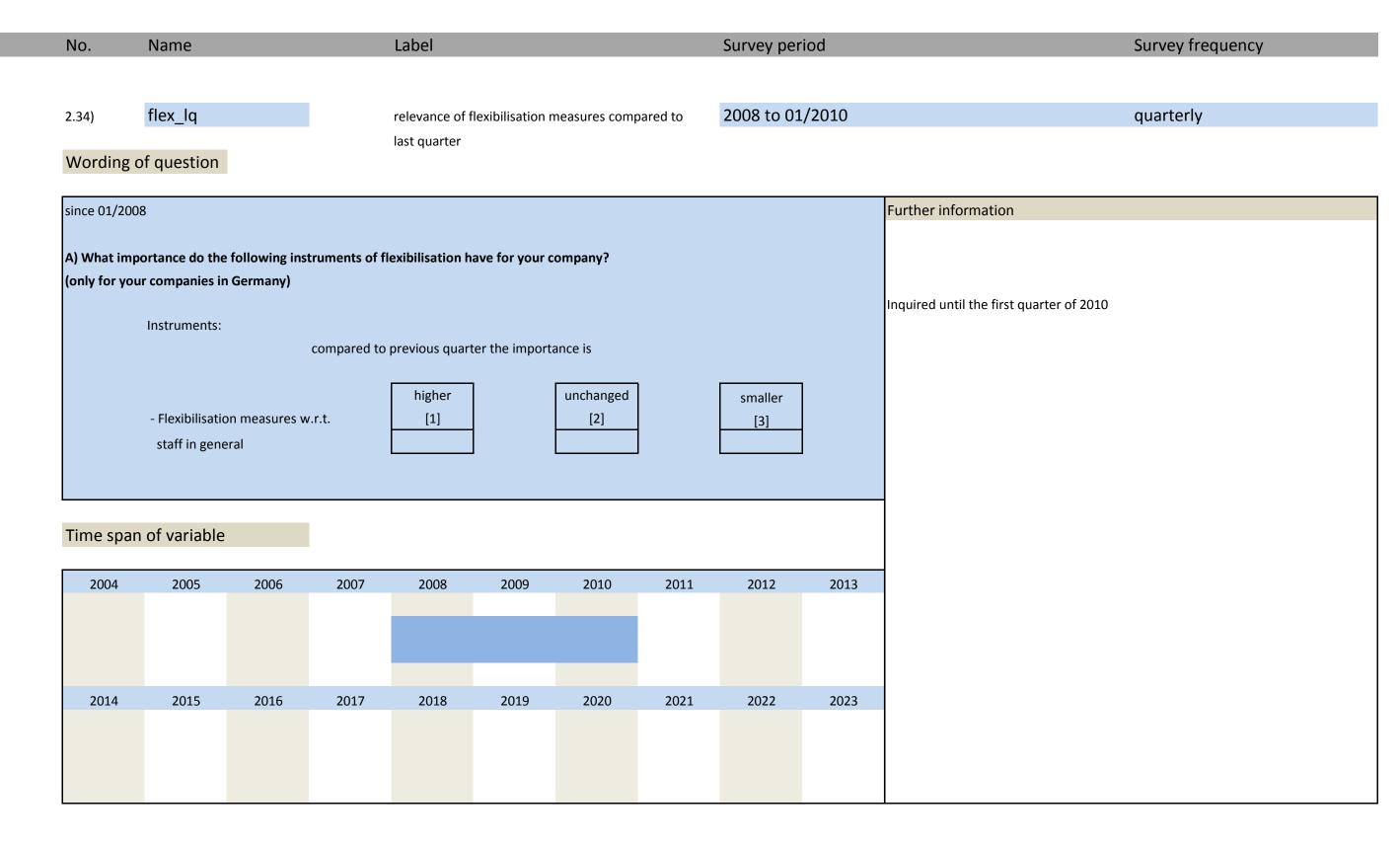
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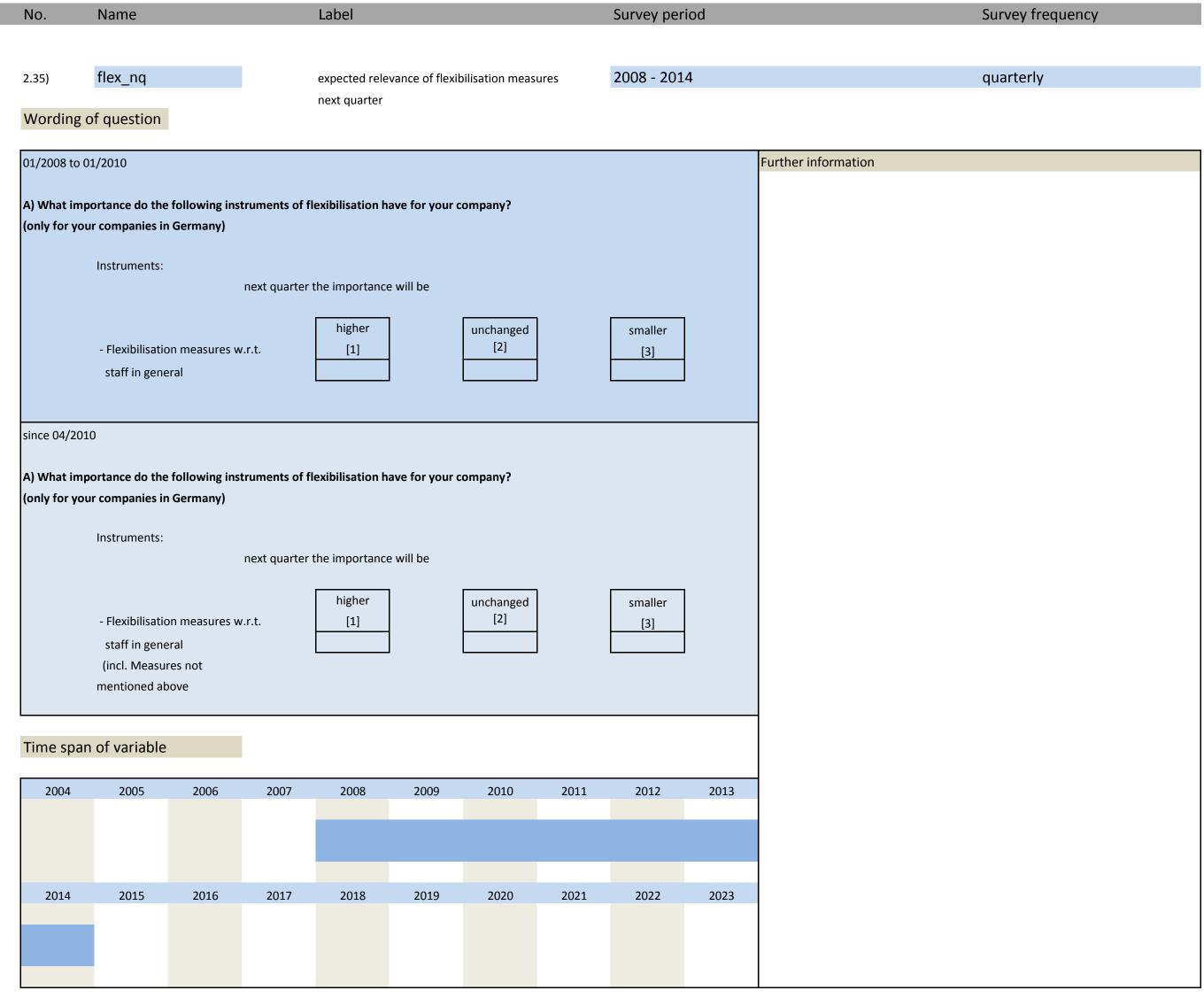
Name

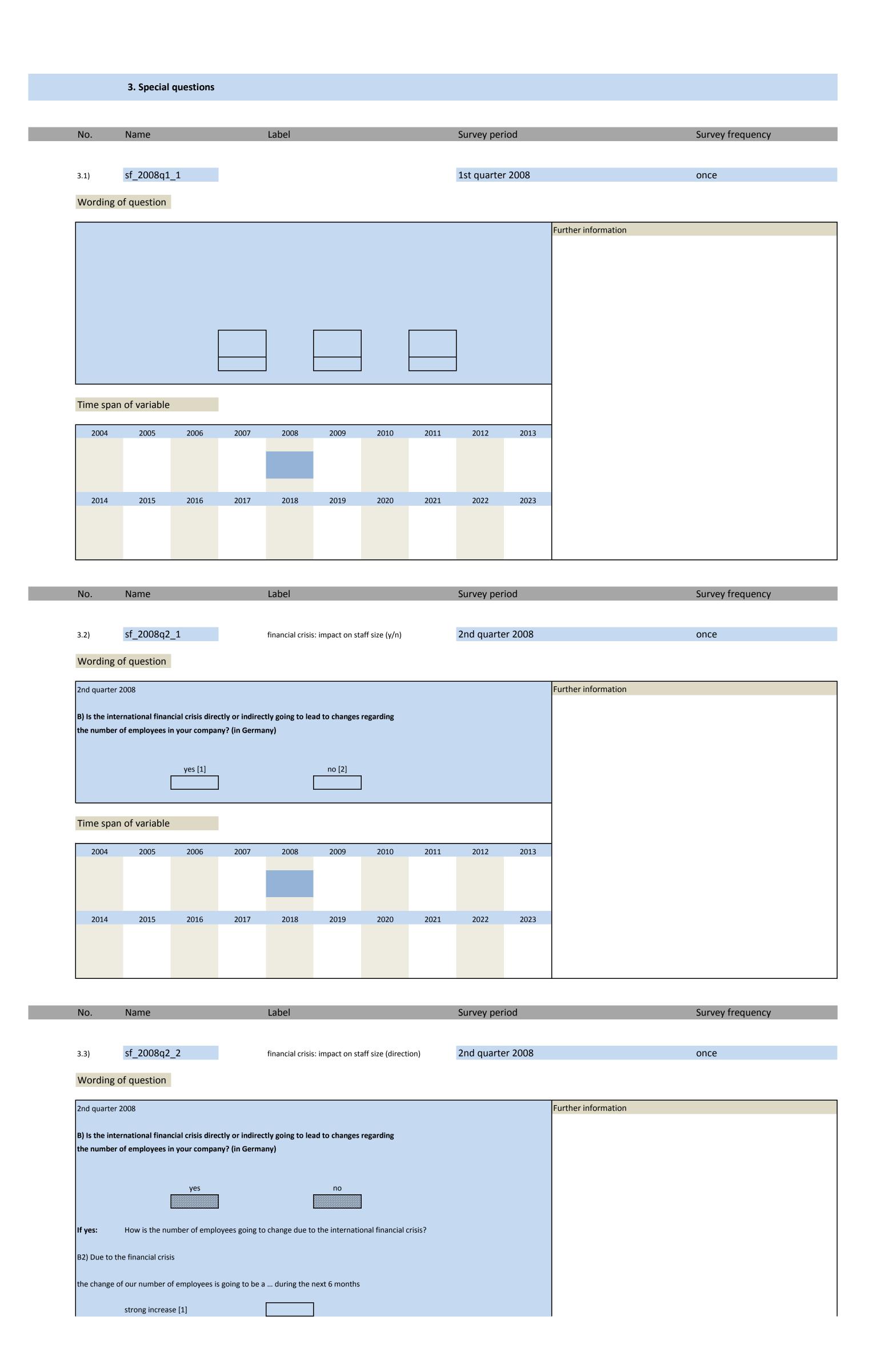
Label

flex_tq		cur	rent relevance of flexibi	lisation measures	sin	ce 2008			quarterly
Vording of questio	n								
								- 11 . 6 . 11	
1/2008 to 01/2010								Further information	
) What importance do only for your companie		uments of flexib	ilisation have for your (company?					
Instrumen		-la	when a simple and a simple sim						
	'	ne current impo	rtance in the company i	S					
- Flexibilis staff in g	ntion measures w.i	r.t.	high [1]	medium [2]		minor [3]			
only for your companie	s in Germany) s:		illisation have for your o						
			high	medium	Г	minor			
	ation measures w.i	r.t.	[1]	[2]		[3]			
staff in g (incl. Mea	eneral sures not								
mentioned	above								
ime span of variat	le								
2004 2005	2006	2007	2008 2009	2010	2011	2012	2013		









		slight increase	e [2]							
		almost no cha	nnge [3]							
		slight reduction	on [4]							
		strong reduct	ion [5]							
	Time span	of variable								
	2004	200=								
	2001	2005	2006	2007	2008	2009	2010	2011	2012	2013
	2001	2005	2006	2007	2008	2009	2010	2011	2012	2013
	2014	2005	2006	2007	2008	2009	2010	2011	2012	2013

No.	Name			Label				Survey per	iod		Survey frequency
3.4)	sf_2008q3	3_1		reduction in s	hortage of ski	lled labour		3rd quarte	r 2008		once
Wording	of question										
3rd quarter	2008									Further information	
B) Academi	cs from ten new	v EU countries	are supposed	to have easie	r access to the	e German job					
	m 01/01/2009 o uce the shortage				ons). Is this me	easure going					
to neip red	uce the shortage	e or skilled lab	our iii your co	ilipally:							
			yes [1]								
] y c 3 [±]								
			no [2]								
			no shortage o	of skilled labou	r [3]						
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2012		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

3.5)	sf_2008q4	_1				ucation in 2009		4th quarte	r 2008	once
Wording	of question			compared to	current state					
4th quarter	2008									Further information
B) A structu	al shortage of	skilled labour	is discussed pu	ublicly.						
Is your com	oany going to	. the expendit	ures for furthe	er education in	2009?					
			increase [1]							
			Intercuse [1]							
			unchanged [2]						
			reduction [3]							
Time spai	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2010	2010	2020	2021	2022	2022	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Survey period

Survey frequency

No.

Name

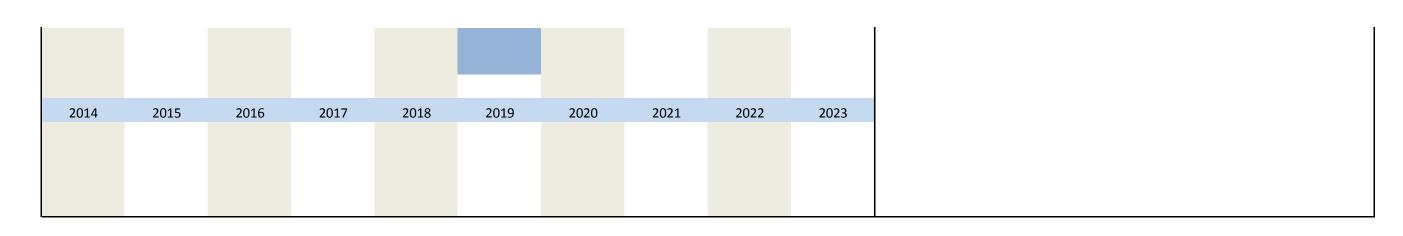
Label

No.	Name			Label				Survey per	riod		Survey frequency
3.6)	sf_2009q1	_1		reduction of	operational dis	smissals		1st quarte	r 2009		once
Vording	of question										
nd quarter	r 2009									Further information	
The payn	ment period for	short-time all	owance is pro	olonged from 6	5 to 18 months	now.					
es this p	rolongation hel	p to avoid ope	erational dism	isses in your ii	ndustry?						
			1:								
			yes, significa	nuy [1]							
			yes, slightly [[2]							
			no [3]								
			operational o	dismissals gene	erally rare [4]						
ime spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
lo.	Name			Label				Survey per	riod		Survey frequency
	f 2000 d								2000		
.7)	sf_2009q2	_1			of measures for urity contribution		ırden	2nd quarte	er 2009		once
Vording	of question										
nd quarter	2009									Further information	
) The econ	nomic-growth p	ackage II of the	e Federal Gov	vernment also	contains meas	ures to relieve	e the				
	and employees ontributions are				y about 12 bn.	(especially th	e health				
	u assess these n										
ion do you	a assess these in	- Cusures for y	7								
			big relief [1]								
			slight relief [2	2]							
			almost no rel	lief [3]							
ime spa	n 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 per	riod		Survey frequency
	of 2000~3	1				2 11 15 526		2 and accompany	2000		
3.8)	sf_2009q3				t of staff size in current state	2nd half of 20	009	3rd quarte	er 2009		once
Wording	of question										
Brd quarter										Further information	
	2009									Further information	
3) Some eco	2009 onomic indicate	ors (e.g. incom	ing orders) ac	dvert to an ecc	onomic stabilis	ation.				rurther information	
										rurther information	
	onomic indicate	loyees likely to	o be changed	compared to	the current sta					rurther information	
	onomic indicate	loyees likely to	o be changed		the current sta					rurther information	
	onomic indicate	loyees likely to	o be changed ployees in ou	compared to	the current sta					rurther information	

		[[no change [2] reduction [3] cannot be sta						
Time s	span (of variable								
200	04	2005	2006	2007	2008	2009	2010	2011	2012	2013
201	14	2015	2016	2017	2018	2019	2020	2021	2022	2023

lo.	Name			Label				Survey per	riod		Survey frequency
.9)	sf_2009q3	_2			of staff size in	1st half of 201	10	3rd quarte	r 2009		once
Vording	of question			compared to	current state						
voranig	or question										
rd quarter	2009									Further information	
	onomic indicato										
	In the the r	number of em	ployees in our	company is g	oing to						
		1st half year 2	2010								
			increase [1]								
			no change [2]								
			reduction [3]								
			<u>.</u> 1								
			cannot be sta	tea [4]							
··	f		ı								
ime spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
				2020							

No.		Name		Label				Survey per	iod		Survey frequency
3.10)		sf_2009q3_3		development	of staff size in	2nd half of 20	010	3rd quarte	r 2009		once
Wor	ding of	f question		compared to	current state						
7701	unig oi	question									
3rd q	uarter 20	009								Further information	
B) So	me econo	omic indicators (e.g. incomi	ng orders) a	dvert to an eco	nomic stabilis	ation.					
		mber of employees likely to									
		In the the number of emp	oloyees in ou	r company is go	oing to						
		2nd half year 2	2010								
			increase [1]								
		ا	no change [2	:]							
			reduction [3]	l							
			cannot be st	ated [4]							
Time	e span	of variable									
2	004	2005 2006	2007	2008	2009	2010	2011	2012	2013		



	Name			Label				Survey per	iod		Survey frequency
	-f 2000-2	4						2	- 2000		
3.11)	sf_2009q3_	_4		development compared to	of staff size in	2011		3rd quarte	r 2009		once
Wording o	of question			compared to	current state						
3rd quarter 2	2009									Further information	
B) Some eco	nomic indicator	rs (e.g. incomii	ng orders) ad	vert to an eco	nomic stabilisa	ation.					
	umber of emplo										
	In the the nu	umber of emp	loyees in our	company is go	oing to						
			•		J						
	,	year 2011									
	Γ	i	increase [1]								
	-										
	L	'	no change [2]								
	Γ	,	reduction [3]								
	_										
	[cannot be sta								
	[
Time span	of variable										
		(cannot be sta	ted [4]	2000	2010	2011	2012	2012		
Time span	of variable				2009	2010	2011	2012	2013		
		(cannot be sta	ted [4]	2009	2010	2011	2012	2013		
		(cannot be sta	ted [4]	2009	2010	2011	2012	2013		
		(cannot be sta	ted [4]	2009	2010	2011		2013		
2004	2005	2006	cannot be sta	ted [4]				2012			
2004	2005	2006	cannot be sta	ted [4]							
2004	2005	2006	cannot be sta	ted [4]							
2004	2005	2006	cannot be sta	ted [4]							

Wording o	sf_2009q3 of question	_5	•	development compared to	of staff size in current state	2012		3rd quarte	r 2009	once
	nomic indicato				nomic stabilisa he current stat					Further information
		year 2012	ployees in our increase [1] no change [2] reduction [3] cannot be sta		oing to					
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Wording	of question			compared to	current state					
3rd quarter	2009									Further information
	onomic indicato									
now is the i	number of emp	oyees likely to	o be changed	compared to	the current sta	<u>.e</u> :				
	In the the r	number of emp	ployees in ou	r company is g	going to					
		year 2013								
			increase [1]							
			no change [2]						
			reduction [3]							
			cannot be sta	ated [4]						
Time snai	n of variable									
	2005		2007	2009	2000	2010	2011	2012	2012	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Nama	_	_	Label		_	_	Curvou por	ind	Survey frequency
NO.	Name			Label				Survey per	iou	Survey frequency
3.14)	sf_2009q4	_1			onomic measur	es on econom	nic	4th quarte	r 2009	once
Wording	of question			growth in the	e medium run					
Ith quarter	2009									Further information
	Federal Govern					think are the	se measures			
oing to imp	pact the econor	nic growth in t	tne meauim r	un (next 3 to 4	4 years)?					
			strongly posi	tive [1]						
			slightly positi	ive [2]						
			rather no imp	pact [3]						
			slightly negat	tive [4]						
			strongly nega	ative [5]						
			cannot be sta	ated [6]						
Time spai	n 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 per	riod	Survey frequency
		1			nort-time work	in 2010				Survey frequency once
3.15)	sf_2010q1				nort-time work	in 2010		Survey per 1st quarte		
3.15) Wording	sf_2010q1 of question				nort-time work	in 2010				once
1st quarter 2	sf_2010q1 of question 2010		of your compa	plans w.r.t sh						
3.15) Wording 1st quarter 2	sf_2010q1 of question		of your compa	plans w.r.t sh						once
3.15) Wording 1st quarter 2	sf_2010q1 of question 2010		of your compa	plans w.r.t sh			cannot be			once

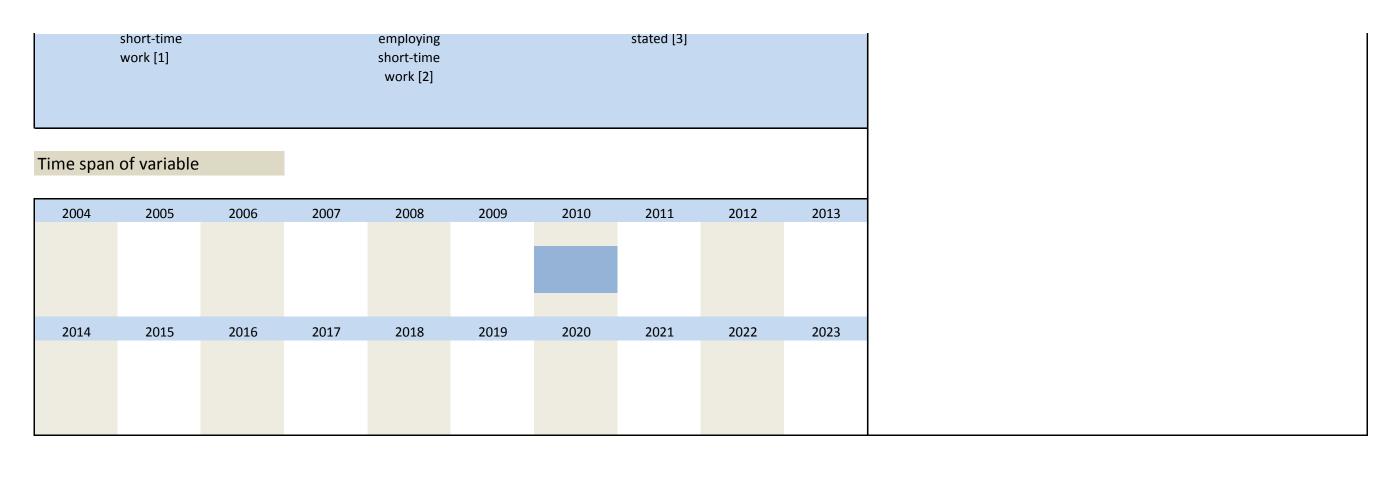
3rd quarter 2009

once

sf_2009q3_6

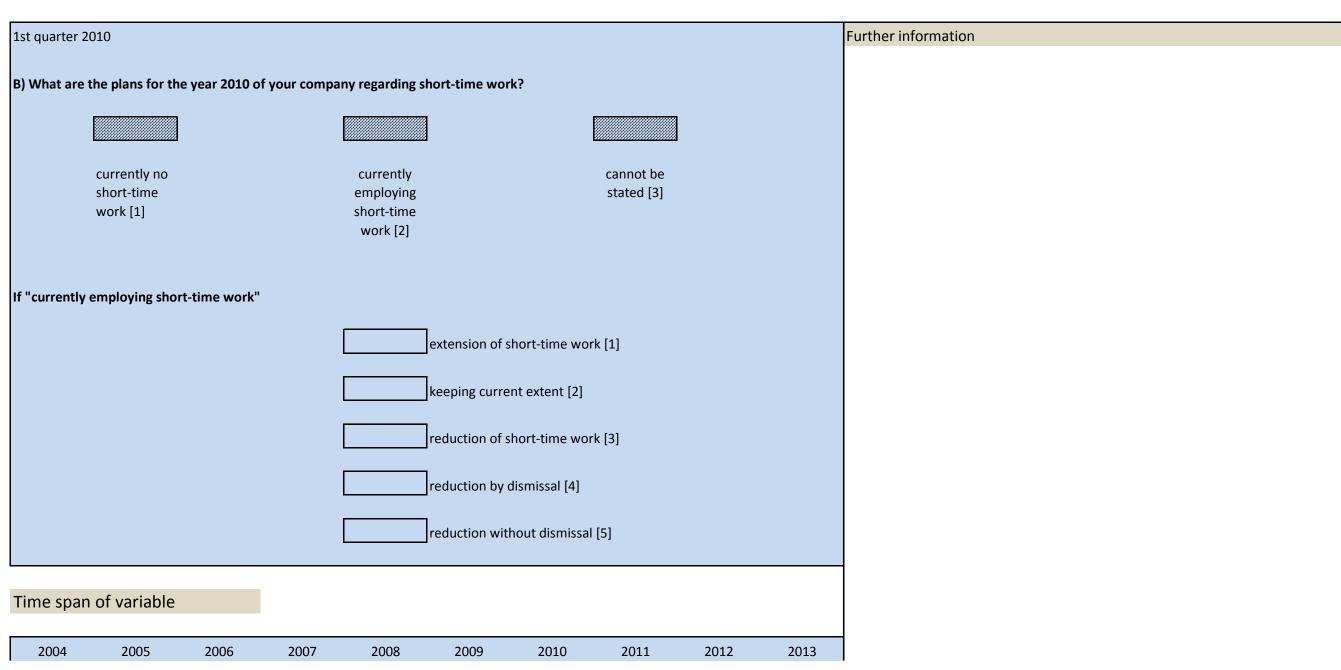
development of staff size in 2013

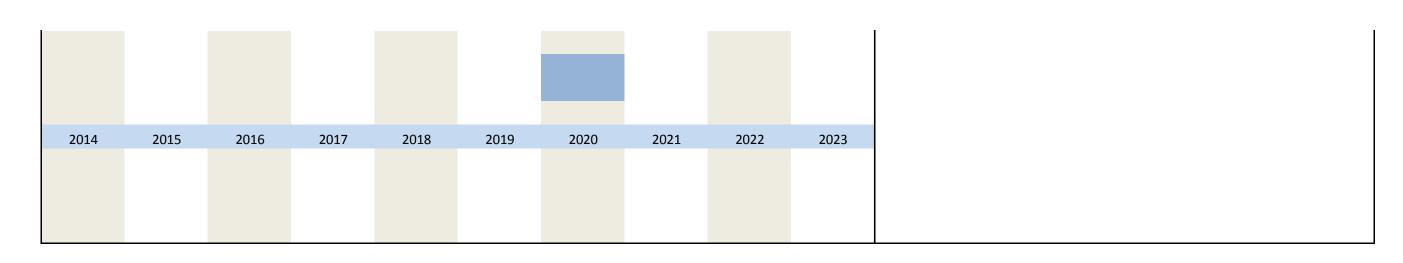
3.13)



No.	Name			Label				Survey per	riod		Survey frequency
3.16)	sf_2010q1			currently no s	short-time wor	k:		1st quarte	r 2010		once
	of question									Further information	
1st quarter 2		h	£		h 4:	La.				rurther information	
B) What are	the plans for t	ne year 2010 o	र your compar	ny regarding s	nort-time woi	K?		3			
	currently no short-time work [1]			currently employing short-time			cannot be stated [3]				
	(=)			work [2]							
If "currently	no short-time	1	on intended [1]]							
		introduction i	ntended [2]								
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										<u> </u>	

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





3.18) sf_2010q2_1 handling of football world-cup 2nd quarter 2010 once Wording of question 2nd quarter 2010 8) 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?		Name			Label				Survey pe	riod		Survey frequency
2nd quarter 2010 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) 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? Dreaks are allowed [1]	3.18)	sf_2010q2	_1		handling of fo	otball world-c	cup		2nd quart	er 2010		once
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? Dreaks are allowed [1]	Wording c	of guestion										
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?		•	l									
classic working hours. How does your company deal with that? breaks are allowed [1] world-cup cannot be taken account of [2] cannot be stated [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	2nd quarter 2	2010									Further information	
classic working hours. How does your company deal with that? breaks are allowed [1]	B) Many of t	he matches of	the football w	orld-cup that	stats in June a	re going to ta	ke place durir	ng the				
world-cup cannot be taken account of [2]						ire going to ta	inc place dalli	ig tile				
world-cup cannot be taken account of [2] cannot be stated [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
world-cup cannot be taken account of [2]			hreaks are allo	owed [1]								
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			breaks are and	Swea [1]								
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			world-cup car	not be taken	account of [2]							
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			1									
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			cannot be stat	ted [3]								
			cannot be stat	ted [3]								
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	Time span			ted [3]								
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023		of variable			2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023		of variable			2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023		of variable			2008	2009	2010	2011	2012	2013		
		of variable			2008	2009	2010	2011	2012	2013		
	2004	of variable 2005	2006	2007								
	2004	of variable 2005	2006	2007								
	2004	of variable 2005	2006	2007								

Label

No.

Name

	sf_2010q2	_2		breaks are co	nsidered			2nd quarte	er 2010	once	
ording o	f question										
d quarter 2	010									Further information	
Many of th	e matches of	the football w	orld-cup that	stats in June a	are going to ta	ke place durin	g the				
ssic workir	ng hours. How	does your co	mpany deal w	ith that?							
		a									
		breaks are all	owed								
	the breaks are	e considered									
			working time	[1]							
			•	[1]							
			working time	[1]							
me span	of variable		•	[1]							
			leisure [2]		2000	2010	2011	2012	2012		
me span 2004	of variable 2005		•	2008	2009	2010	2011	2012	2013		
			leisure [2]		2009	2010	2011	2012	2013		
2004	2005	2006	leisure [2] 2007	2008							
			leisure [2]		2009	2010	2011	2012	2013		
2004	2005	2006	leisure [2] 2007	2008							

Survey period

Survey frequency

No.	Name	Label	Survey period		Survey frequency
3.20)	sf_2010q2_3	allowance to interrupt applies for	2nd quarter 2010		once
Wording	of question				
				le	
2nd quarter	2010			Further information	
B) Many of	the matches of the football world-cup tha	at stats in June are going to take place during the			
classic work	king hours. How does your company deal	with that?			

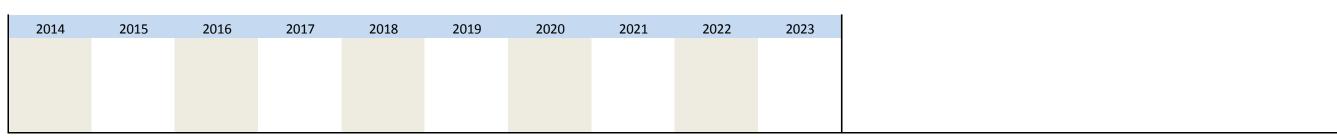
			breaks are all	owed						
		allowance to i		es for all employees certain emplo		nents only [2]				
Ti	me span	of variable								
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

lo.	Name			Label				Survey per	riod		Survey frequency
21) Vording (sf_2010q3 of question				rards short-ter		nong	3rd quarte	er 2010		once
mong recru	e next 12 mont	increase [1] remain uncha decrease [3] not decided o	nged [2] on yet [4]	the tenden	cy towards sh	ort-term conti	racts			Further information	
2004	of variable 2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

Survey period Survey frequency No. Name sf_2010q4_1 4th quarter 2010 once 3.22) voluntary extrapayments have been made Wording of question Further information 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] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2012 2013 2011 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

Label

No.	Name			Label				Survey per	riod		Survey frequency	
3.23)	sf_2010q4	_2		voluntary ext	rapayments w	ill be made		4th quarte	er 2010		once	
Wording	of question	1										
wording c	n question	ı										
4th quarter 2	2010									Further information		
B) During the	e past months	the German ec	conomy recov	ered significa	ntly from the	financial crisis	. How is your					
	o be participat			, and the second			,					
	1) voluntary o	extrapayments	will be made	during the nex	ct months							
	1) Voluntary C	-	Will be made	during the nex	-							
		yes [1]			no[2]							
Time span	of variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
		2000		2000	2000				2020			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
			<u> </u>									
No.	Name			Label				Survey per	riod		Survey frequency	
3.24)	sf_2010q4	_3		next payroun	d			4th quarte	er 2010		once	
Wording (of question	ı										
	, question	1										
4th quarter 2	2010									Further information		
B) During the	e past months	the German ec	conomy recov	ered significar	ntly from the f	financial crisis	. How is your					
	o be participat											
	1) next payro	und										
		-										
		significant wa	ge increase [1]								
		moderate wa	ge increase [2]								
		lslight wago in	ocrosco [2]									
		slight wage in	crease [3]									
		no wage incre	ease [4]									
Time spar	n of variable											
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 per	riod		Survey frequency	
3.25)	sf_2011q1	1		tendency tow	vards longer e	mplovment of	senior	1st quarte	r 2011		once	
				employees	aras longer e.	p.oyene or	Jenner.	200 900.00	0		0.1.00	
Wording o	of question											
1st quarter 2										Further information		
	011											
	2011					in your compa	iny to					
	ation of the wo		is dicussed p	ublicly. Is ther	e a tendency							
			is dicussed p	ublicly. Is ther	e a tendency							
	ation of the wo	-	is dicussed p		1							
	ation of the wo		is dicussed p		no [2]							
	ation of the wo	-	is dicussed p		1							
retain elderly	ation of the wo]yes [1]	is dicussed p		1							
Time span	ation of the we y employees?]yes [1]]no [2]	2010	2011	2012	2012			
retain elderly	ation of the wo]yes [1]	e is dicussed po		1	2010	2011	2012	2013			
retain elderly	ation of the we y employees?]yes [1]]no [2]	2010	2011	2012	2013			
Time span	ation of the we y employees?]yes [1]]no [2]	2010	2011	2012	2013			

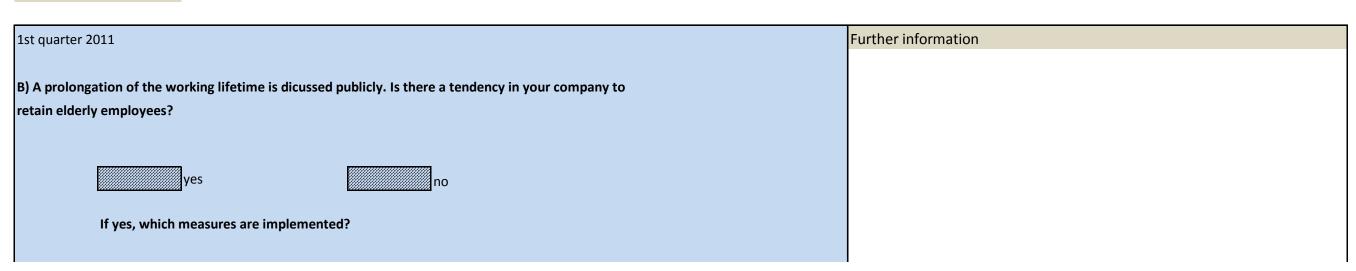


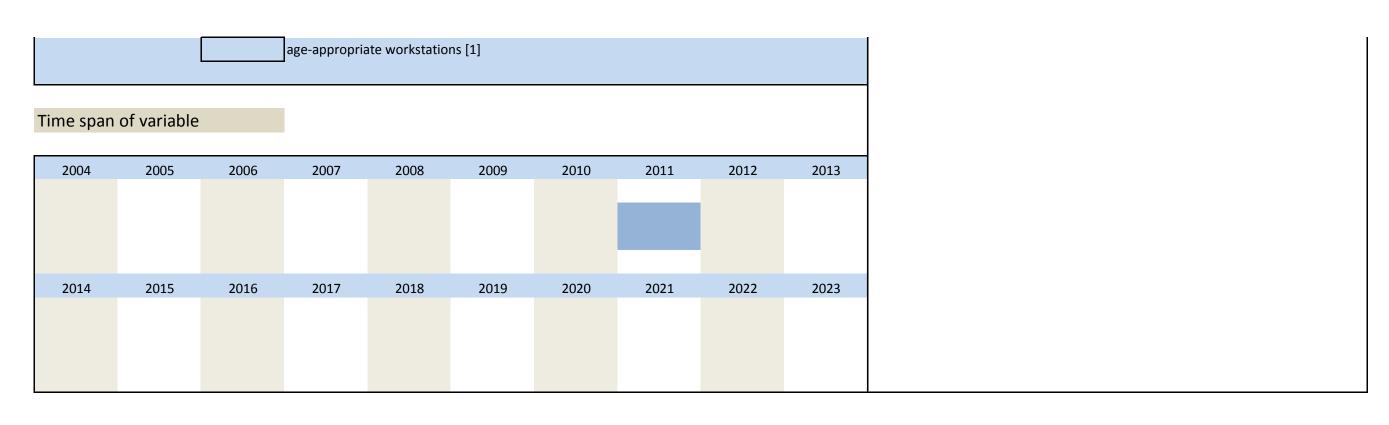
	Name			Label				Survey per	riod		Survey frequency
	of 2011 at	2						1 -4	2011		
3.26)	sf_2011q1	_2		yes, via flexibl	le working hol	urs		1st quarte	r 2011		once
Wording	of question										
1st quarter	2011									Further information	
13t quarter	2011									rattlet illioillation	
B) A prolon	gation of the wo	orking lifetime	e is dicussed pu	ublicly. Is there	e a tendency i	n your compa	ny to				
retain elde	rly employees?										
		vos									
		yes			no						
	If yes, which	measures are	implemented?								
	If yes, which	measures are	implemented								
	If yes, which		implemented								
	If yes, which		-								
Time a see			-								
Time spa	If yes, which		-								
Time spa			-		2009	2010	2011	2012	2013		
	n of variable		flexible worki	ng hours [1]	2009	2010	2011	2012	2013		
	n of variable		flexible worki	ng hours [1]	2009	2010	2011	2012	2013		
	n of variable		flexible worki	ng hours [1]	2009	2010	2011	2012	2013		
2004	n of variable 2005	2006	flexible working	ng hours [1] 2008							
	n of variable		flexible worki	ng hours [1]	2009	2010	2011	2012	2013		
2004	n of variable 2005	2006	flexible working	ng hours [1] 2008							
2004	n of variable 2005	2006	flexible working	ng hours [1] 2008							
2004	n of variable 2005	2006	flexible working	ng hours [1] 2008							

3.27)	sf_2011q1_3	yes, via monetary incentives	1st quarter 2011	once
Wording	of question			
1st quarter	2011		F	-urther information
	ngation of the working lifetime is rly employees? yes If yes, which measures are im	dicussed publicly. Is there a tendency in your company to		
		onetary incentives [1]		
Time spa	an of variable			

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

Wording of question





	Name			Label				Survey per	iod		Survey frequency
3.29)	sf_2011q1	_5		yes, via adjus	tment of assigi	nments		1st quarte	r 2011		once
Wording	of question										
1st quarter :	2011									Further information	
13t quarter	2011										
B) A prolon	gation of the wo	orking lifetime	is dicussed pu	ublicly. Is there	e a tendency i	n your compa	ny to				
retain elder	ly employees?										
		yes			no						
		4	· ·								
	If yes, which	measures are i	mplemented?								
	If yes, which				[4]						
	If yes, which		mplemented? adjustment of		[1]						
	If yes, which				[1]						
Time spa	If yes, which				[1]						
	n of variable		adjustment of	f assignments							
Time spa					2009	2010	2011	2012	2013		
	n of variable		adjustment of	f assignments		2010	2011	2012	2013		
	n of variable		adjustment of	f assignments		2010	2011	2012	2013		
	n of variable		adjustment of	f assignments		2010	2011	2012	2013		
	n of variable		adjustment of	f assignments		2010	2011	2012	2013		
2004	n of variable 2005	2006	adjustment of	f assignments 2008	2009						
2004	n of variable 2005	2006	adjustment of	f assignments 2008	2009						

1	No.	Name			Label				Survey per	iod		Survey frequency
3	3.30)	sf_2011q1	_6		yes, via other	measures			1st quarte	r 2011		once
١	Wording o	of question										
1	st quarter 2	011									Further information	
			ulina lifatima	. io diouseed as	سمطه ما برامناطر	tondonov:		m., 4 a				
		ation of the wo y employees?	JIKING IITETIME	e is aicussea pi	ublicly. IS ther	e a cendency i	n your compa	ny to				
			yes			no						
		If yes, which r	measures are	implemented	?							
				other measur	es [1]							
				1								
7	Time span	of variable										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
	2011	2013	2010	2017	2010	2013	2020	2021	2022	2023		

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

1st quarter 20	2011									Further information
B) A prolonga	ation of the wo	orking lifetime	e is dicussed p	ublicly. Is ther	e a tendency i	n your compa	ny to			
		yes			no					
	If yes, which r	measures are	implemented	?						
			no measure [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 per	riod	Survey frequency
3.32)	sf_2011q2	_1	l	recruitment v	via job advertis	ement in print	t media	2nd quarte	er 2011	once
Wording o	of question									
2nd quarter 2	2011									Further information
	mpany is lookir d? (multiple an			h measures o	f recruitment a	are predomina	antly			
·	` . 		job advertisei	ment in print r	nedia [1]					
-										
2004	of variable 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 per	riod	Survey frequency
3.33)	sf_2011q2	_2	•	recruitment v	via job advertis ge	ement online	-	2nd quarte	er 2011	once
Wording o	of question									
2nd quarter 2										Further information
	mpany is lookir d? (multiple an			h measures o	f recruitment a	are predomina	antly			
	l		job advertisei	ment online -	own homepage	e [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 per	riod	Survey frequency

2nd quarter 2011

once

Page 31

job markets

recruitment via job advertisement online -

sf_2011q2_3

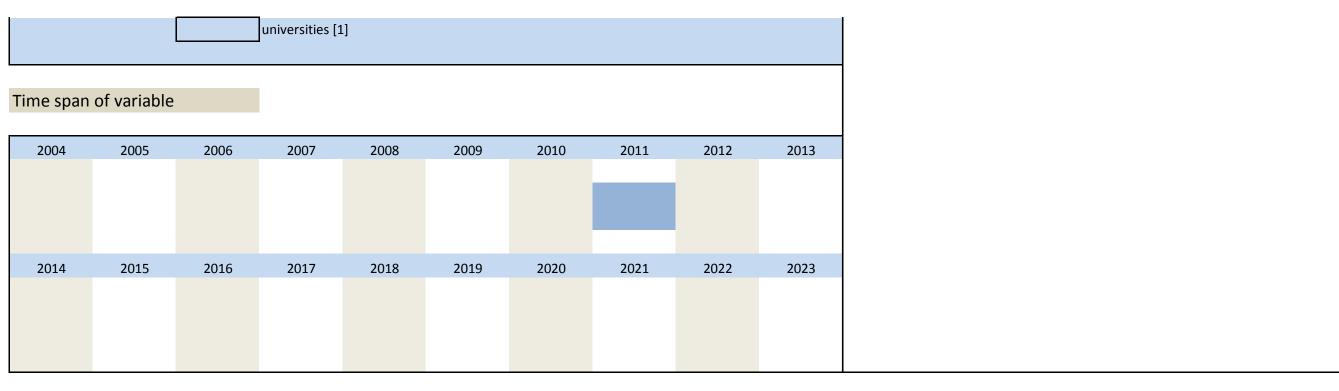
Wording of question

3.34)

	ed? (multiple an	swers possible	e)								
			job advertise	ement online - j	ob markets [1]						
Time spai	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
NI -	Name			1-1-1				C			C
No.	Name			Label				Survey per	100		Survey frequency
3.35)	sf_2011q2	_4		recruitment v	ria social media	a/ social netw	orks on	2nd quarto	er 2011		once
	of question									Further information	
2nd quarter B) If your co	ompany is lookin	g for new em	nployees, which	ch measures o	f recruitment a	are predomina	antly			Further information	
	ed? (multiple an						······•				
			soicial media	n/ social netwo	rks on the inter	rnet [1]					
Time spai	n 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 per	riod		Survey frequency
	Name sf_2011q2	_5			ria personal co	ntacts		Survey per 2nd quarte			Survey frequency once
3.36)		_5			ria personal co	ntacts					
No. Wording 2nd quarter	sf_2011q2 of question	_5			ria personal co	ntacts				Further information	
3.36) Wording 2nd quarter B) If your co	sf_2011q2 of question	g for new em		recruitment v			antly			Further information	
3.36) Wording 2nd quarter B) If your co	sf_2011q2 of question 2011 ompany is lookin	g for new em		recruitment v			antly			Further information	
3.36) Wording 2nd quarter B) If your co	sf_2011q2 of question 2011 ompany is lookin	g for new em	e)	recruitment v			antly			Further information	
3.36) Wording 2nd quarter B) If your co	sf_2011q2 of question 2011 ompany is lookined? (multiple and	g for new em	e)	recruitment v			antly 2011			Further information	
3.36) Wording 2nd quarter B) If your complements Time span	sf_2011q2 of question 2011 ompany is lookinged? (multiple and	g for new em	e) personal con	recruitment v	f recruitment a	are predomina		2nd quarte	er 2011	Further information	
3.36) Wording 2nd quarter B) If your comimplements Time span	sf_2011q2 of question 2011 ompany is lookinged? (multiple and	g for new em	e) personal con	recruitment v	f recruitment a	are predomina		2nd quarte	er 2011	Further information	
3.36) Wording 2nd quarter B) If your complementer Time span	of question 2011 ompany is lookinged? (multiple and	g for new emswers possible	e) personal con 2007	ch measures or	f recruitment a	are predomina	2011	2nd quarte	er 2011 2013	Further information	
3.36) Wording 2nd quarter B) If your complements Time span	of question 2011 ompany is lookinged? (multiple and	g for new emswers possible	e) personal con 2007	ch measures or	f recruitment a	are predomina	2011	2nd quarte	er 2011 2013	Further information	
3.36) Wording 2nd quarter B) If your complements Time span 2004	of question 2011 ompany is lookinged? (multiple and	g for new emswers possible	e) personal con 2007	ch measures or	f recruitment a	are predomina	2011	2nd quarte	2013 2023	Further information	
3.36) Wording 2nd quarter B) If your complements 2004 2014	of question 2011 Impany is looking and (multiple and 2005) 2015 Name	2006	e) personal con 2007	ch measures of tracts [1] 2008 2018 Label	f recruitment a	2010	2011	2012 2022 Survey per	2013 2023	Further information	once
3.36) Wording 2nd quarter B) If your complements 2004 2014 No.	sf_2011q2_of question 2011 company is lookinged? (multiple and 2005 2015	2006	e) personal con 2007	ch measures of tracts [1] 2008 2018 Label	2009 2019	2010	2011	2012 2022	2013 2023	Further information	Survey frequency
3.36) Wording 2nd quarter B) If your complements 2004 2014 No.	of question 2011 Impany is looking and (multiple and 2005) 2015 Name Sf_2011q2 of question	2006	e) personal con 2007	ch measures of tracts [1] 2008 2018 Label	2009 2019	2010	2011	2012 2022 Survey per	2013 2023 riod	Further information Further information	Survey frequency

2nd quarter 2011

Further information



No.	Name			Label				Survey pe	riod		Survey frequency
201	sf_2011q2	7		ro or vitro ont v	via fadaral amu	aloumont agon	a.	2nd quart	or 7 011		once
3.38) Wording (of question		1	recruitment v	via federal emp	лоутент аден	Cy	Ziiu quart	El 2011		Office
2nd quarter :		1								Further information	
		_									
	mpany is lookir d? (multiple an			th measures of	f recruitment a	are predomina	antly				
			federal emplo	oyment agency	y [1]						
	6										
Time span	n 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 pe	riod		Survey frequency
3.39)	sf_2011q2	_8	1	recruitment v	via recruitment	t events/ fairs		2nd quart	er 2011		once
			1	recruitment \	<i>i</i> ia recruitment	t events/ fairs		2nd quart	er 2011		once
Wording o	of question			recruitment \	via recruitment	t events/ fairs		2nd quart	er 2011	Further information	once
Wording o	of question							2nd quart	er 2011	Further information	once
Wording of the contract of the	of question	ng for new em	nployees, whic					2nd quart	er 2011	Further information	once
Wording of the contract of the	of question 2011 mpany is lookir	ng for new em	nployees, whic le)	ch measures of	f recruitment a			2nd quart	er 2011	Further information	once
Wording of the contract of the	of question 2011 mpany is lookir	ng for new em	nployees, whic le)		f recruitment a			2nd quart	er 2011	Further information	once
Wording of 2nd quarter 2	of question 2011 mpany is lookir	ng for new em	nployees, whic le)	ch measures of	f recruitment a			2nd quart	er 2011	Further information	once
Wording of 2nd quarter 2	of question 2011 mpany is lookired? (multiple an	ng for new em	nployees, whic le)	ch measures of	f recruitment a			2nd quart	er 2011 2013	Further information	once
Wording of 2nd quarter 28) If your consimplemented	of question 2011 mpany is looking of (multiple and of variable)	ng for new em	nployees, which le) recruitment e	c h measures o f events/fairs [1]	f recruitment a	are predomina	antly			Further information	once
Wording of 2nd quarter 28) If your consimplemented	of question 2011 mpany is looking of (multiple and of variable)	ng for new em	nployees, which le) recruitment e	c h measures o f events/fairs [1]	f recruitment a	are predomina	antly			Further information	once
Wording of 2nd quarter 28) If your consimplemented	of question 2011 mpany is looking of (multiple and of variable)	ng for new em	nployees, which le) recruitment e	c h measures o f events/fairs [1]	f recruitment a	are predomina	antly			Further information	once
Wording of 2nd quarter 2004	of question 2011 mpany is looking of (multiple and 2005)	ng for new emaswers possibl	recruitment e	events/fairs [1]	f recruitment a	are predomina	antly 2011	2012	2013	Further information	once
Wording of 2nd quarter 2004	of question 2011 mpany is looking of (multiple and 2005)	ng for new emaswers possibl	recruitment e	events/fairs [1]	f recruitment a	are predomina	antly 2011	2012	2013	Further information	once
Wording of 2nd quarter 2004	of question 2011 mpany is looking of (multiple and 2005)	ng for new emaswers possibl	recruitment e	events/fairs [1]	f recruitment a	are predomina 2010	antly 2011	2012	2013	Further information	once
Wording of 2nd quarter 2004	of question 2011 mpany is looking of (multiple and 2005)	ng for new emaswers possibl	recruitment e	events/fairs [1]	f recruitment a	are predomina 2010	antly 2011	2012	2013	Further information	Survey frequency
Wording of 2nd quarter 2004 Time span 2004 No.	of question 2011 mpany is looking of (multiple and 2005) 2015 Name	ng for new emiswers possible 2006	ployees, which less are cruitment of 2007	events/fairs [1] 2008 Label	f recruitment a 2009 2019	2010	2011 2021	2012 2022 Survey pe	2013 2023	Further information	Survey frequency
Wording of 2nd quarter 3 B) If your consimplementer 2 Time span 2004 No.	of question 2011 Impany is looking of (multiple and 2005) 2015 Name sf_2011q3	ng for new emaswers possible 2006	recruitment e	events/fairs [1] 2008 Label	f recruitment a	2010	2011 2021	2012	2013 2023	Further information	
Wording of 2nd quarter 3 B) If your consimplementer 2 Time span 2004 No.	of question 2011 mpany is looking of (multiple and 2005) 2015 Name	ng for new emaswers possible 2006	recruitment e	ch measures of events/fairs [1] 2008 2018 Label demand of applications of applications are seen to the seen to	f recruitment a 2009 2019	2010	2011 2021	2012 2022 Survey pe	2013 2023	Further information	Survey frequency
Wording of 2nd quarter 3 B) If your consimplementer 2 Time span 2004 No.	of question 2011 Impany is looking of (multiple and 2005) 2015 Name sf_2011q3 of question	ng for new emaswers possible 2006	recruitment e	ch measures of events/fairs [1] 2008 2018 Label demand of applications of applications are seen to the seen to	f recruitment a 2009 2019	2010	2011 2021	2012 2022 Survey pe	2013 2023	Further information Further information	Survey frequency
Wording of 2nd quarter 2004 Time span 2004 2014 No. 3.40) Wording of 3rd quarter 2	of question 2011 Impany is looking of (multiple and 2005) 2015 Name sf_2011q3 of question	aswers possible 2006	poloyees, which is a second of the second of	events/fairs [1] 2008 2018 Label demand of any to the past	f recruitment a 2009 2019 pplicants from	2010 2020 Greece as com	2011 2021	2012 2022 Survey pe	2013 2023		Survey frequency

the demand of applicants from Greece ... as compared to the past

unchanged

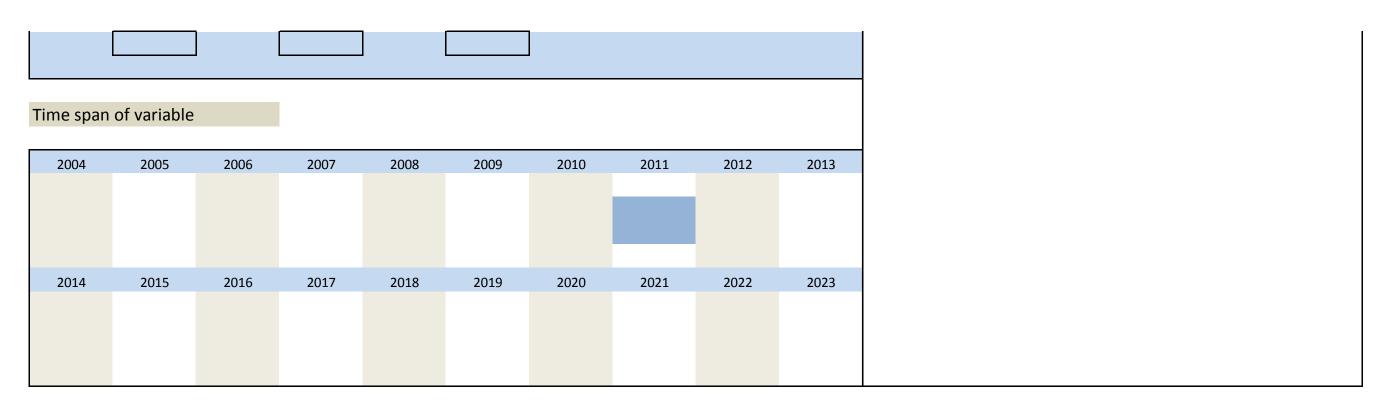
[2]

decreased

[3]

increased

[1]



No.	Name			Label				Survey per	iod		Survey frequency
3.41)	sf_2011q3_	_2			plicants from I	reland as com	npared	3rd quarte	r 2011		once
Wording	of question			to the past							
	- queen										
3rd quarter	2011									Further information	
B) Do you s	ense a <u>changed</u> o	lemand of an	nlicants from	the following	FU countries -	in the light of	f				
	nic problems in s										
	the demand o	f applicants fro	om Ireland a	as compared t	o the past						
	the demand o	, approants in	om n ciana iii c	is compared t	o the past						
	increased		unchanged		decreased						
	[1]		[2]		[3]						
		l									
Timo sna	n of variable										
Time spa	II OI Vallable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No.	Name		Label				Survey per	iod		Survey frequency
3.42)	sf_2011q3_3		demand of applic	cants from Italy	as compare	ed	3rd quarte	r 2011		once
Wording	of question		to the past							
	or question									
3rd quarter 2	2011								Further information	
B) Do you se	nse a <u>changed</u> demai	nd of applicants from	the following EU	countries - in t	the light of					
		EU countries - as of la								
	the demand of appl	icants from Italy as	compared to the p	past						
	increased	unchanged	d	ecreased						
	[1]	[2]		[3]						
Time span	n of variable									
2004	2005 20	006 2007	2008	2009	2010	2011	2012	2013		
2014	2015 20	016 2017	2018	2019	2020	2021	2022	2023		
2014	2013	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

3rd quarter 20	011									Further information
	se a <u>changed</u> o				EU countries -	in the light of	ī			
	the demand o	f applicants fr	om Portugal	. as compared	to the past					
	increased [1]		unchanged [2]		decreased [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 per	iod		Survey frequency
3.44)	sf_2011q3_	5			plicants from	Spain as comp	ared	3rd quarte	er 2011		once
Wording	of question			to the past							
2 and accounts a	2011									Further information	
3rd quarter	2011									rurther information	
	ense a <u>changed</u> de				EU countries -	in the light of	f				
the econom	nic problems in so	ine EO COUNT	iries - as or lat	ier							
	the demand of	applicants fro	om Spanien	as compared	to the past						
		Г		1							
	increased [1]		unchanged [2]		decreased [3]						
		Į									
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

15)	sf_2011q4	_т	•	vocational ed	egulations on	approval of fo	oreign	4th quarte	1 2011			once	
ording o	of question			vocational edi	ucation (y/ii)								
n quarter 2	2011									Further information			
D		affaatad booth		*		-:	-l -dt:						
Does your	company feel	arrected by tr	ie current regu	ilations on a	pprovai oi iore	eign vocation	ai education?			*Regulations as of mid O	ctober 2011		
		1											
		Iregulations ar	re relevant 111										
		regulations ar	re relevant [1]										
		-	re relevant [1] re not relevant										
		-											
me span		regulations ar											
	of variable	regulations ar	re not relevant	[2]	2009	2010	2011	2012	2013				
me span 2004		regulations ar			2009	2010	2011	2012	2013				
	of variable	regulations ar	re not relevant	[2]	2009	2010	2011	2012	2013				
	of variable	regulations ar	re not relevant	[2]	2009	2010	2011	2012	2013				
	of variable	regulations ar	re not relevant	[2]	2009	2010	2011	2012	2013				
2004	of variable	regulations and 2006	re not relevant	2008									

Survey period

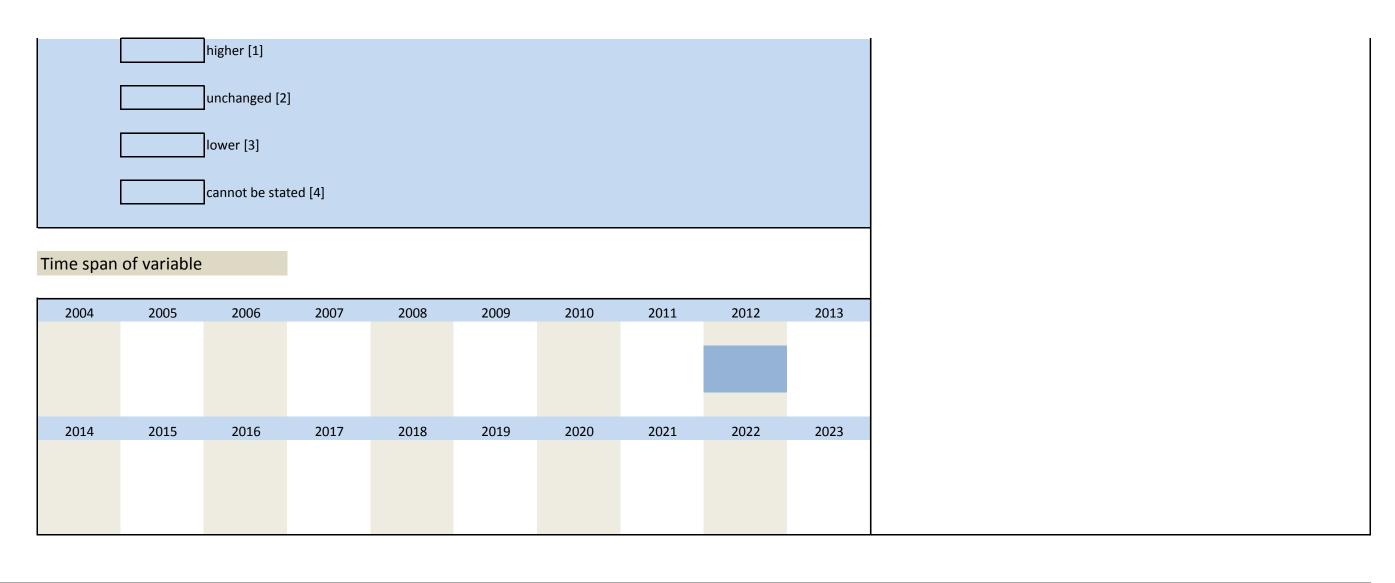
Survey frequency

Label

No.

Name

No.	Name			Label				Survey per	riod		Survey frequency
3.46)	sf_2011q4				regulations on lucation (direct		oreign	4th quarte	er 2011		once
	of question										
4th quarter B) Does you	2011 r company feel	affected by th	ne current reg	ulations* on a	pproval of for	eign vocation	al education?	?		Further information *Regulations as of mid October 2011	
		regulations ar	re relevant								
	We feel										
			sorely afflicte	ed [1]							
			slightly afflict	ted [2]							
			not affected	[3]							
Time spai	n 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 per	riod		Survey frequency
47)	of 2012~1	1	ı			4 . 1 . 15 . 5 . 5 .		1 ob superbo	- 2012		
Mording	sf_2012q1 of question			compared to	t of staff size in end of 2011	1st half of 20	12 as	1st quarte	r 2012		once
Lst quarter 2										Further information	
	e number of en	onlovees in vo	ur company l	ikely to be cha	angad?						
	mber of employ				,600.						
	1st half year 2 as compared		L								
		higher [1]									
		unchanged [2]								
		lower [3]									
		cannot be sta	ted [4]								
Time spai	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
lo.	Name			Label				Survey per	iod		Survey frequency
.48)	sf_2012q1	2	ı	davalanmant	t of staff size in	2nd half of 20)12 as	1st quarte	r 2012		once
	_										
Nording	of question			compared to	1st half						
Wording 1st quarter 2	of question				1st half					Further information	
1st quarter a	of question 2012 ne number of en	nployees in yo		compared to						Further information	
1st quarter ?	of question 2012	nployees in yo ees in our con		compared to						Further information	



No.	Name		La	abel				Survey per	iod		Survey frequency
3.49)	sf_2012q1_3		de	evelopment o	of staff size in	2013 as comp	ared	1st quarter	2012		once
Wording	of question		to	the end of 2	2012						
Wording	or question										
1st quarter	2012									Further information	
B) How is th	ne number of empl	oyees in your co	ompany likel	ly to be chan	nged?						
In the nui	mber of employee	s in our company	y is going to	be							
	forecast for the	year 2013									
	as compared to	end of 2012									
	hi	gher [1]									
	ur	nchanged [2]									
	lo	wer [3]									
	ca	nnot be stated [4	[4]								
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

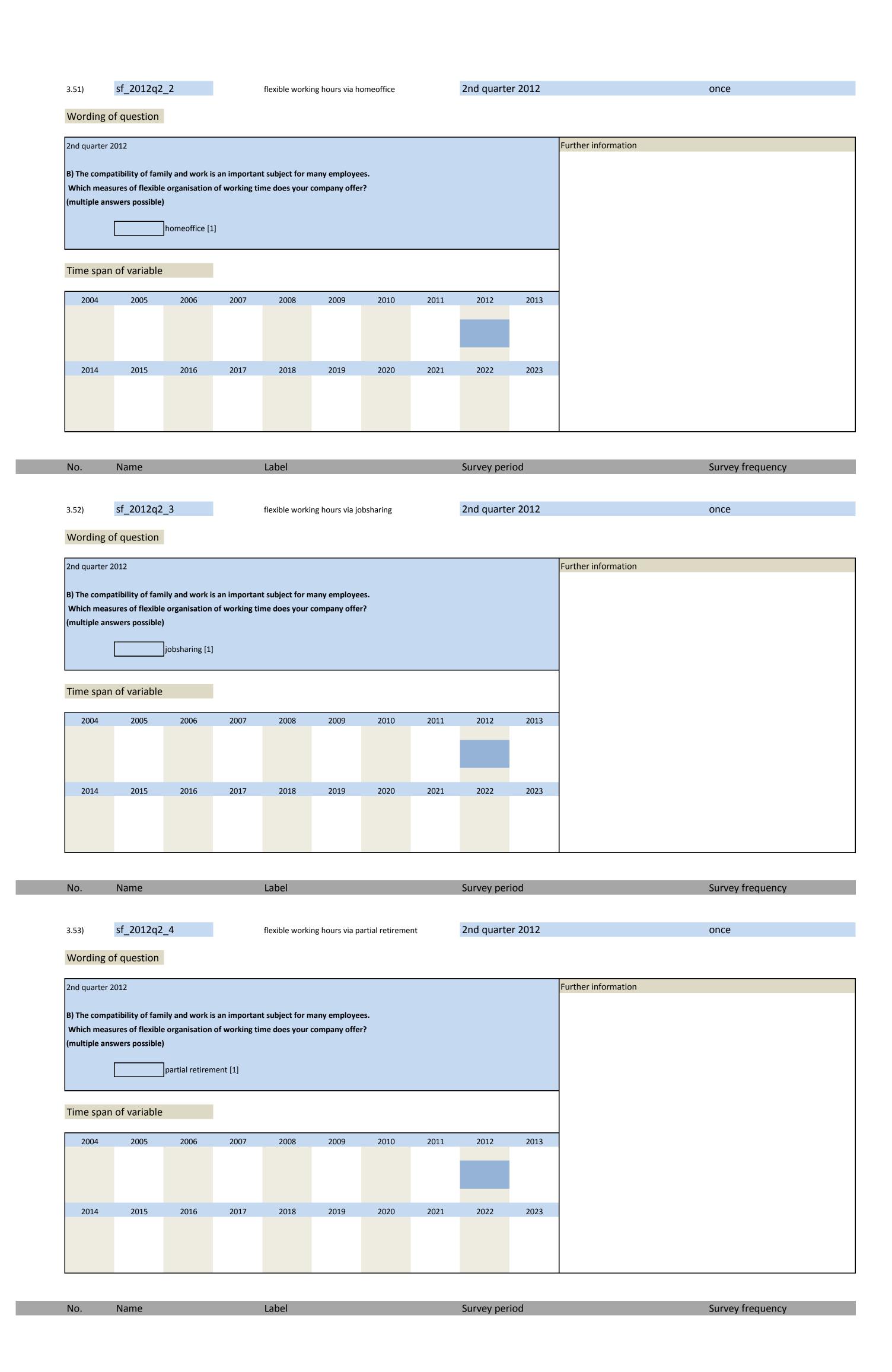
No.	Name			Label				Survey per	iod		Survey frequency	
								_				
3.50)	sf_2012q2	_1		flexible worki	ng hours via g	liding time		2nd quarte	er 2012		once	
Wording o	f question											
wording o	question											
2nd quarter 2	.012									Further information		
D) The commo	atibility of fow	ا باسمىد بىلداد		t auchiaat fau w								
	ntibility of fam ures of flexible											
	wers possible)			•	•							
		larina ara ar	.1									
		gliding time [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			

Survey frequency

Label

No.

Name



3.54)	sf_2012q2	5		flexible work	ing hours via fre	eelancing		2nd quarte	er 2012		once
Wording	of question										
										I	
2nd quarter	2012									Further information	
	patibility of fam										
	sures of flexible swers possible		of working ti	me does your	company offer	?					
manapic an		,									
		freelancing [1]]								
Γime spar	n of variable	!									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
			200.								
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	riod		Survey frequency
3.55)	sf_2012q2	6		flexible worki	ing hours via w	orking-time a	ccounts	2nd quarte	er 2012		once
A/ 1:	-f										
wording	of question										
2nd quarter	2012									Further information	
D\ The comm	antibility of four	والمراسمين المسموران		t auhiaat fau u							
	patibility of fam sures of flexible										
	swers possible										
		working-time	accounts [1]								
T:											
rime spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No	Nama	_	_	Labol	_	_	_	Curvov por	riod		Curvou froquency
No.	Name			Label				Survey per	lou		Survey frequency
3.56)	sf_2012q2	2_7		flexible worki	ing hours via sa	bbatical		2nd quarte	er 2012		once
Wording	of question										
										I	
2nd quarter	2012									Further information	
B) The comp	patibility of fam	nily and work is	s an importan	t subject for n	nany employee	es.					
	sures of flexible		of working ti	me does your	company offer	?					
multiple an	swers possible)									
		sabbatical [1]									
										-	
Time spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2013	2010	2017	2010	2015	2020	2021	LUZZ	2023		
No	Name			Labol				Survoy	ind		Survoy frogues or
No.	Name			Label				Survey per	100		Survey frequency
	_										
3.57)	sf_2012q2	0			ing hours via ot			2nd quarte	× 2012		once

Wording of question

2nd quarter 2	2012									Further information
Which meas	atibility of fam ures of flexible wers possible)	organisation	of working ti							
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 per	riod		Survey frequency
	sf_2012q3_ f question			euro crisis: im 6 months (y/n		nnel planning	next	3rd quarte	er 2012		once
3rd quarter 20	012									Further information	
Time span	of variable	yes [1]			no[2]						
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

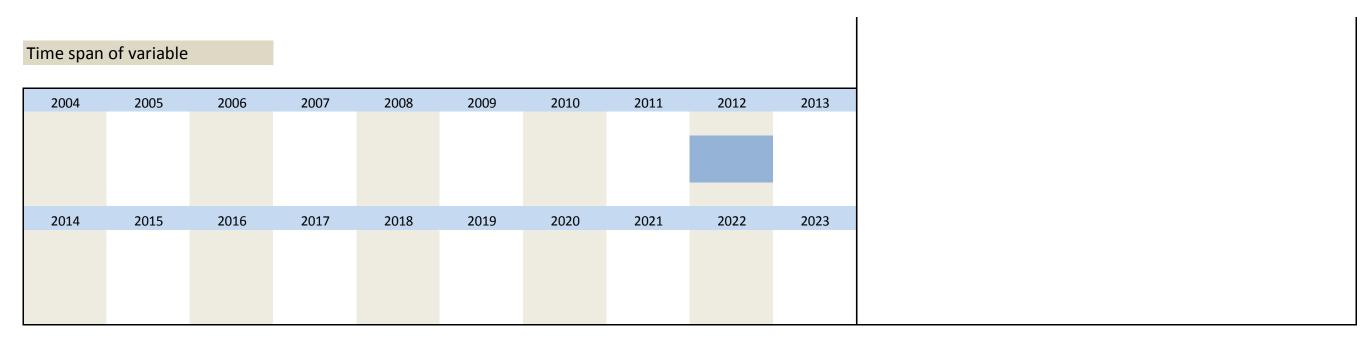
No.	Name	Label	Survey period	Survey frequency
3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6	3rd quarter 2012	once
		months (direction)		
Wordin	ng of question			

				months (dire	ction)					
Wording o	of question			•						
3rd quarter 2	2012									Further information
B) Does the E	Euro-crisis affe	ect the person	nel planning o	f your compar	ny during the r	next 6 months	?			
	If yes: because of the	yes he Euro-crisis t	he number of	employees in	no our company i	s likely to unde	ergo a			
		strong reduc		, , , , , , ,	,	,				
		slight reducti	on [2]							
		almost no ch	ange [3]							
		slight increas	e [4]							
		strong increa	se [5]							
		cannot be sta	ated [6]							
Time span	of variable	9								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

Column C	1.	No.	Name			Label				Survey per	iod		Survey frequency	
	March Marc													
Supplies	Marcine Paris Pa	3.60)	sf_2012q4_	1				own, w.r.t		4th quarte	r 2012		once	
	Note	Wording (of question			working-time	accounts							
Survey period	Part	th quarter 2	2012									Further information		
Survey Description Descr	Survey Feature Cy	B) How is yo	ur company goin	ng to ract in case	e the econo	omy is (furthe	r) weakening i	n the next half	year					
Process 11	Part	multiple an	swers possible)											
Processor 1	Proceeding		working-time a	ccounts										
Continue	10 of page 2, 1													
Increase														
Inc. span of variable	Time span of vortable													
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As a 2012q4 2 restrict to conomic slowdown, w.r.: Attributed to conomic slowdown, w.r.: Interpretable for conomic slowdown, w.r.: As 2012q4 2 restrict to conomic slowdown, w.r.: Interpretable for particular for parti	No. Name Label Survey period Survey frequency 4th quarter 2012 once Arth quarter 2012 once Arth quarter 2012 once Arth quarter 2012 once Indicator of question Indicator of question Indicator of question Indicator of question Indicator of question once Indicator of question Indicator of	2004	2003	2000	2007	2000	2009	2010	2011	2012	2013			
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Ath quarter 2012	Additional Continues Security	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
Ath quarter 2012	Act Sf 2012q4 2													
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Mording of question th quarter 2012 How is your company going to ract in case the economy is (further) weakening in the next half year multiple answers possible) temporary contracts temporary contracts ruther information further infor	Norting of question	No.	Name			Label				Survey per	iod		Survey frequency	
Mording of question th quarter 2012 How is your company going to ract in case the economy is (further) weakening in the next half year multiple answers possible) Temporary contracts	Noverlang of question String question Stri	2.64)	of 2012 at	2						1th augusto	× 2012		0000	
Description Company going to ract in case the economy is (further) weakening in the next half year multiple answers possible)	## Annual Contracts Temporary contracts			Z				own, w.r.t		4th quarte	1 2012		once	
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temporary contracts		4th quarter 2	2012									Further information		
reduction [1]	reduction [1]			ng to ract in case	e the econo	omy is (furthe	r) weakening i	n the next half	year					
reduction [1]	reduction [1]													
Increase [3]	Increase 3													
Increase [3]	Increase [3]		temporary cont	cracts										
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No. Name Label Survey period Survey frequency	No. Name Label Survey period Survey frequency 3.62) sf_2012q4_3 reaction to economic slowdown, w.r.t agency workers 3.62) days agency workers	Time spar	re n	eduction [1] o change [2] ncrease [3]										
No. Name Label Survey period Survey frequency	No. Name Label Survey period Survey frequency 3.62) sf_2012q4_3 reaction to economic slowdown, w.r.t agency workers 3.62) days agency workers		n of variable	eduction [1] o change [2] ncrease [3] ot applicable [4]		2008	2009	2010	2011	2012	2013			
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	reaction to economic slowdown, w.r.t agency workers 4th quarter 2012 once		n of variable	eduction [1] o change [2] ncrease [3] ot applicable [4]		2008	2009	2010	2011	2012	2013			
	reaction to economic slowdown, w.r.t agency workers 4th quarter 2012 once	2004	n of variable	eduction [1] o change [2] ncrease [3] ot applicable [4] 2006	2007									
	reaction to economic slowdown, w.r.t agency workers 4th quarter 2012 once	2004	n of variable	eduction [1] o change [2] ncrease [3] ot applicable [4] 2006	2007									
	.62) sf_2012q4_3 reaction to economic slowdown, w.r.t 4th quarter 2012 once	2004	n of variable	eduction [1] o change [2] ncrease [3] ot applicable [4] 2006	2007									
.62) sf_2012q4_3 reaction to economic slowdown, w.r.t 4th quarter 2012 once	agency workers	2004	n of variable 2005	eduction [1] o change [2] ncrease [3] ot applicable [4] 2006	2007	2018				2022	2023		Survey frequency	
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R) How is vo	our company go	ning to ract in o	rase the econ	omy is (furthe	ır) weakening i	in the nevt ha	lf vear				
	nswers possible		case the econ	only is (furthe	i) weakeiling i	iii tile ilext ila	ii yeai				
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	agency work	ers									
		reduction [1]									
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		not applicable	e [4]								
Time spar	n 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 per	riod		Survey frequency
10.	IVAITIE			LUDCI				Jul vey per	100		Jaivey inequelicy
3.63)	sf_2012q4	_4		reaction to ed	conomic slowd	lown, w.r.t		4th quarte	er 2012		once
				core workfor	ce						
Wording (of question										
Ath acceptant	2012									Further information	
4th quarter :	2012									Further information	
B) How is vo	our company go	ning to ract in c	case the econ	omy is (furthe	r) weakening i	in the next ha	lf vear				
	nswers possible			omy is (runtile	, weakening i	in the next ha	yeu.				
(,		<u>'</u>									
	core workfor	ce									
		1									
		reduction [1]									
]no chango [2]									
		no change [2]									
		no change [2]									
		increase [3]									
		increase [3] not applicable									
Time spar		increase [3] not applicable									
	n of variable	increase [3] not applicable	e [4]	2000	2000	2010	2011	2012	2012		
Time spar		increase [3] not applicable		2008	2009	2010	2011	2012	2013		
	n of variable	increase [3] not applicable	e [4]	2008	2009	2010	2011	2012	2013		
	n of variable	increase [3] not applicable	e [4]	2008	2009	2010	2011	2012	2013		
	n of variable	increase [3] not applicable	e [4]	2008	2009	2010	2011	2012	2013		
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2004 2014 No.	n of variable 2005 2015 Name sf_2012q4 of question	increase [3] not applicable 2006	2007	2018 Label reaction to ed	2019	2020		2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording (n of variable 2005 2015 Name sf_2012q4 of question 2012	increase [3] not applicable 2006	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go	increase [3] not applicable 2006 2016 ing to ract in contact in	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012	increase [3] not applicable 2006 2016 ing to ract in contact in	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go	increase [3] not applicable 2006 2016 ing to ract in contact in	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go	increase [3] not applicable 2006 2016 ing to ract in contact in	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go	increase [3] not applicable 2006 2016 ing to ract in contact in	2007	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 ing to ract in contact in	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
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2004 2014 No. 3.64) Wording (4th quarter 2)	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 increase [3]	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording (4th quarter 2)	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 increase [3]	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording (4th quarter 2)	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 ing to ract in continuous production [1]	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording (4th quarter 2)	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 increase [3] reduction [1] no change [2] increase [3]	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.64) Wording of the quarter of t	n of variable 2005 2015 Name sf_2012q4 of question 2012 our company go nswers possible extra hours	increase [3] not applicable 2006 2016 increase [3]	2007 2017 case the econ	Label reaction to edextra hours	2019 conomic slowd	down, w.r.t	2021	2022 Survey per	2023 riod		



No.	Name		-	Label	-	_	_	Survey pe	riod		Survey frequency	_
								, pc				
3.65)	sf_2012q4	_6		reaction to e	conomic slowd	lown, w.r.t		4th quarte	er 2012		once	
Wording o	of question			short-time w	ork							
										l		
4th quarter 2	2012									Further information		
	ur company go swers possible		case the econ	omy is (furthe	r) weakening i	n the next hal	f year					
(, , , , , , , , , , , , , , , , , , , ,	1										
	short-time wo	ork										
		reduction [1]										
		no change [2]	1									
		•	•									
		increase [3]										
		not applicable	e [4]									
Time a span	of vericles											
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 pe	riod		Survey frequency	
		1			policants from	Gragge during	ı last					
3.66)	sf_2013q1				pplicants from	Greece during	; last	Survey pe			Survey frequency once	
3.66)				demand of a	pplicants from	Greece during	; last					
3.66)	sf_2013q1 of question			demand of a	pplicants from	Greece during	; last			Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of	applicants fro	m the followi	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of a	applicants fro		demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of ap	applicants frononths?	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of ap	applicants fro	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of and	applicants frononths?	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and demand of ap	applicants fron onths? pplicants from reduction [1]	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of ap	applicants from policants from reduction [1] no change [2]	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of ap	applicants from onths? pplicants from [1] reduction [1] no change [2] increase [3]	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of ap	applicants from onths? oplicants from reduction [1] no change [2] increase [3]	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of and the last 12 m demand of and	applicants from onths? oplicants from reduction [1] no change [2] increase [3]	Greece	demand of a 12 months				1st quarte		Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap	applicants from onths? pplicants from reduction [1] no change [2] increase [3]	Greece	demand of ap	es - in the light	of the econor	mic problems	1st quarte	er 2013	Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap	applicants from onths? pplicants from reduction [1] no change [2] increase [3]	Greece	demand of ap	es - in the light	of the econor	mic problems	1st quarte	er 2013	Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap	applicants from onths? pplicants from reduction [1] no change [2] increase [3]	Greece	demand of ap	es - in the light	of the econor	mic problems	1st quarte	er 2013	Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap demand of ap of variable 2005	applicants from onths? pplicants from reduction [1] no change [2] increase [3] not applicable 2006	Greece] e [4]	demand of ap 12 months ng EU countries	es - in the light	of the econor	mic problems	1st quarte	2013	Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap demand of ap of variable 2005	applicants from onths? pplicants from reduction [1] no change [2] increase [3] not applicable 2006	Greece] e [4]	demand of ap 12 months ng EU countries	es - in the light	of the econor	mic problems	1st quarte	2013	Further information		
3.66) Wording of the state of	sf_2013q1 of question 013 he demand of ap demand of ap demand of ap of variable 2005	applicants from onths? pplicants from reduction [1] no change [2] increase [3] not applicable 2006	Greece] e [4]	demand of ap 12 months ng EU countries	es - in the light	of the econor	mic problems	1st quarte	2013	Further information		

3.67)	sf_2013q1	_2			oplicants from	Ireland during	last	1st quarter	2013	once
Wording	of question			12 months						
Lst quarter :	2013									Further information
ist quarter .	2013									ruttier information
	the demand of a		n the follow	ing EU countrie	es - in the light	t of the econor	nic problems	i -		
nange duri										
	demand of ap	plicants from I	reland							
		reduction [1]								
		no change [2]								
		no change [2]								
		increase [3]								
		not applicable	[4]							
Time spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2001	2003	2000	2007	2000	2003	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
										-
No.	Name			Label				Survey per	iod	Survey frequency
3.68)	sf_2013q1	_3		demand of a	oplicants from	Italy during las	st	1st quarter	2013	once
Nording	of question			12 months						
vvorumg	or question									
1st quarter 2	2013									Further information
B) How did	the demand of a	pplicants fron	n the follow	ing EU countrie	es - in the light	t of the econor	nic problems) -		
change duri	ing the last 12 m	onths?								
	demand of ap	plicants from I	taly							
		reduction [1]								
		reduction [1]								
		no change [2]								
		increase [3]								
		not applicable	[/1]							
		пот аррпсавте	ניין							
Time sna	n of variable									
	in or 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 per	iod	Survey frequency
3.69)		_4			oplicants from	Portugal durin	g last	1st quarter	2013	once
	sf_2013q1	_		1) months						
	sf_2013q1 of question			12 months						
Wording	of question			12 months						Further information
Wording	of question			12 months						Further information
Wording 1st quarter 2 B) How did	of question 2013 the demand of a	pplicants fron	n the follow		es - in the light	t of the econor	nic problems	; -		Further information
Wording 1st quarter 2 B) How did	of question	pplicants fron	n the follow		es - in the light	t of the econor	nic problems	;-		Further information
Wording 1st quarter 2 B) How did	of question 2013 the demand of a	pplicants fron			es - in the light	t of the econor	nic problems	; -		Further information
Wording 1st quarter 2 B) How did	of question 2013 the demand of a ing the last 12 m demand of ap	pplicants fron			es - in the light	t of the econor	nic problems	; -		Further information
Wording 1st quarter 2 B) How did	of question 2013 the demand of a ing the last 12 m demand of ap	opplicants fron onths? plicants from F	Portugal		es - in the light	t of the econor	nic problems			Further information
Wording 1st quarter 2 B) How did	of question 2013 the demand of a ing the last 12 m demand of ap	opplicants fron onths? plicants from F	Portugal		es - in the light	t of the econor	nic problems			Further information

		not applicabl	e [4]						
Time sp	oan of variab	le							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2014	2013	2010	2017	2010	2013	2020	2021	2022	2023

No.	Name			Label				Survey per	riod		Survey frequency	
3.70)	sf_2013q1	_5		demand of ap	pplicants from S	Spain during la	ast	1st quarte	r 2013		once	
Wording	of question			12 months								
vvolung	or question											
1st quarter 2	2013									Further information		
B) How did t	the demand of	applicants fro	m the followir	ng EU countrie	s - in the light	of the econor	nic problems	-				
	ng the last 12 m											
	demand of ap	oplicants from	Spain									
		reduction [1]										
		reduction [1]										
		no change [2]	l									
		increase [3]										
		not applicable	o [4]									
			= [4]									
Time snar	n of variable		I									
Time spai	i oi variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

3.71)	sf_2013q1	_6		actively searc	ants form		1st quarter	2013	once	
Wording	of question			a.m. EU-state	S					
1st quarter 2	2013									Further information
change durii		nonths? ely searching fo	m the followi r	om the above			nic problems	-		*Greece, Ireland, Italy, Portugal, Spain
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Survey frequency

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

Wording of question

No.

Name

2nd quarter	2013									Further information
	planning to char	ige the numbe	er of part-time	e iobs until the	end of 2014?					
zyrac you p		.ge and name	O. part time	.,020 4	- C.I.W. C.I. - C.					
	We are plann	ing to the su	ipply of part-t	ime jobs next y	/ear					
		increase [1]								
		no change [2]								
		reduction[3]								
		no part-time j	obs [4]							
mo chai	n of variable									
me spai	n or variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
).	Name			Label				Survey pe	riod	Survey frequency
721	sf_2013q2	2		development	of number -	nart time ick	s during	2nd quart	or 2012	once
73)				development last 2-3 years		part-time jobs	s during	zna quart	er 2013	once
ording	of question									
l quarter	2013									Further information
Are you p	olanning to char	ge the numbe	er of part-time	e jobs until the	end of 2014?					
	During the las	t 2 to 3 years v	we have the	number of pa	rt-time jobs					
		increase [1]								
		no change [2]								
		reduction[3]								
		no part-time j	obs [4]							
me spai	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
).	Name			Label				Survey pe	riod	Survey frequency
74)	sf_2013q3	_1		home-office 6	employment is	part of comp	any x	3rd quarte	er 2013	once
Vording	of question			organisation						
rd quarter	2013									Further information
Are home	eoffice worksta	tions part of ye	our company	organisation?						
		yes [1]			no [2]					
ıme spai	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004			2007	2008	2009	2010	2011	2012	2013	
2004			2007	2008	2009	2010	2011	2012	2013	
2004			2007	2008	2009	2010	2011	2012	2013	

	Name			Label				Survey period				Survey frequency	
.75)	sf_2013q3	<u>_</u> 2		development	of number of	home-office		3rd quarte	r 2013			once	
				employments	s during last 4-	5 years							
Vording (of question												
rd quarter 2	2013									Further information			
) Are home	office worksta	tions part of y	our company	organisation?									
		yes			no								
	If yes:												
	,												
	During the las	st 4 to 5 years	we have the	supply of hor	neoffice								
		1											
		lineroscod III											
		increased [1]											
		unchanged [2]											
		unchanged [2											
		-											
		unchanged [2]											
ime spar		unchanged [2]											
ime spar		unchanged [2]		2008	2009	2010	2011	2012	2013				
	n of variable	unchanged [2]	·]	2008	2009	2010	2011	2012	2013				
	n of variable	unchanged [2]	·]	2008	2009	2010	2011	2012	2013				
	n of variable	unchanged [2]	·]	2008	2009	2010	2011	2012	2013				
	n of variable	unchanged [2]	·]	2008	2009	2010	2011	2012	2013				
2004	of variable	unchanged [2] reduced [3]	2007										
2004	of variable	unchanged [2] reduced [3]	2007										

	sf_2013q3	_3		plans w.r.t. no		e-office employ	ments	3rd quarte	r 2013	once
d quarter 2	013 office worksta	tions part of y	our company	organisation?						Further information
	If yes:	yes			no					
		to the current		olanning to t	he supply of h	omeoffice until	the end of 2	2014		
		unchanged [2 reduced [3]]							
ime span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	

Survey frequency

No.

Name

INO.	name	Labei	Survey period	Survey frequency
3.77)	sf_2013q3_4	intend to introduce home-office employment	3rd quarter 2013	once
3.77	3201343_1		3.4 quarter 2013	onec
.	ć .:	in the future		
Wording	of question			
3rd quarter	2013			Further information

	If no:	yes		V	no				
	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 per	riod		Survey frequency
3.78)	sf_2013q4	_1		euro crisis: im	npact on perso	nnel planning		4th quarte	r 2013		once
				next 6 month	s (y/n)						
Wording o	of question										
_											
Ith quarter 2	013									Further information	
3) Does the E	uro-crisis affe	ct the personr	nel planning of	f your compan	y during the n	ext 6 months?					
•		•	' '	,	, ,						
		yes [1]] [2]						
		laca [1]			no [2]						
										-	
rime span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										1	

No.	Name	-	-	Label				Survey pe	riod		Survey fre	quency
3.79)	sf_2013q4_2	2			npact on perso	nnel planning		4th quarte	er 2013		once	
Wording	g of question			next 6 month	s (direction)							
4th quarte	r 2013									Further information		
B) Does th	e Euro-crisis affect	the personne	el planning o	f your compar	y during the n	ext 6 months	?					
	Ja	ı			no							
	<u>If yes:</u>											
	Because of the	Euro-crisis th	e number of	employees in o	our company is	s likely to unde	ergo a					
			strong reduct	tion [1]								
			slight reducti	on [2]								
			no change [3]	l								
			slight increas	e [4]								
		?	strong increa	se [5]								
		(cannot be sta	ited [6]								
Time spa	an 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 pe	riod		Survey fre	quency
3.80)	sf_2014q1_:	1		minimum wa	ge: impact on	personnel 201	14	1. quarter	2014		once	
Wording	g of question											
1. quarter	2014									Further Information		
	on agreement declaray will this affect th				npassing minir	num wage sta	rting from 1/1	/2015.				
	ing economic cycle			iparry:								
Due to mir	nimum wage our po	ersonnel will	presumably.									
	2014											
		.] increase										
] no change										
		decrease	.nt									
		l] no stateme	zill.									
Time spa	an of variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
										1		

No.	Name	Label	Survey period	Survey frequency
3.81)	sf_2014q1_2	minimum wage: impact on personnel starting 2015	1. quarter 2014	once

Wording of question

Due to mir)								
	nimum wage our per ab 2015	rsonnel will p		/							
		increase									
	[2]	no change									
	[3]	decrease									
		no statemer	nt								
Time spa	an 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 per	iod	Survey frequency	
3.82)	sf_2014q2_1			early retirem	ent: more ear	ly retirement e	expected	2. quarter	2014	once	
Wording	g of question										
2. quarter	2014									rther Information	
during the		yes	fore?								
		no	nt								
Time spa	[3]	no no statemer	nt								
Time spa			nt 2007	2008	2009	2010	2011	2012	2013		
	an of variable	no statemer		2008	2009	2010	2011	2012	2013		
2004	an of variable	no statemer	2007								
	an of variable	no statemer		2008	2009	2010	2011	2012	2013		
2004	an of variable	no statemer	2007								
2004	an of variable	no statemer	2007								
2004	an of variable	no statemer	2007						2023	Survey frequency	
2004	an of variable 2005 2015	2006 2016	2007	2018 Label	2019		2021	2022	2023 riod	Survey frequency once	
2004 2014 No.	an of variable 2005 2015 Name	2006 2016	2007	2018 Label	2019	2020	2021	2022 Survey per	2023 riod		
2004 2014 No.	an of variable 2005 2015 Name sf_2014q2_2 g of question	2006 2016	2007	2018 Label	2019	2020	2021	2022 Survey per	2023 riod		
2004 2014 No. 3.83) Wording 2. quarter The federa	an of variable 2005 2015 Name sf_2014q2_2 g of question	2006 2016 attly discusses	2007 2017 s regulations	2018 Label early retirem	2019 ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	
2014 No. 3.83) Wording 2. quarter The federa with no de	2005 2015 Name sf_2014q2_2 g of question 2014 al government current eduction presumably apect early retirement	2006 2016 atly discusses already from the be utilised.	2007 2017 s regulations a summer 20 sed more free	2018 Label early retirem s regarding ret 014 on.	ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	
2004 2014 No. 3.83) Wording 2. quarter The federa with no de Do you exiduring the	nan of variable 2005 2015 Name sf_2014q2_2 g of question 2014 al government current eduction presumably expect early retirement enext two years come	2006 2016 atly discusses already from to be utilise pared to before the control of the control	2007 2017 2017 s regulations n summer 20 sed more free fore?	2018 Label early retirem s regarding ret 014 on.	ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	
2004 2014 No. 3.83) Wording 2. quarter The federa with no de Do you exiduring the	an of variable 2005 2015 Name sf_2014q2_2 g of question 2014 al government currence duction presumably expect early retirement enext two years come you expect shortage	2006 2016 atly discusses already from to be utilise pared to before the control of the control	2007 2017 2017 s regulations n summer 20 sed more free fore?	2018 Label early retirem s regarding ret 014 on.	ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	
2004 2014 No. 3.83) Wording 2. quarter The federa with no de Do you exiduring the	nan of variable 2005 2015 Name sf_2014q2_2 g of question 2014 al government current eduction presumably expect early retirement enext two years come you expect shortage [1]	2006 2016 2016 attly discusses already from to be utilisticated to be of personne yes	2007 2017 2017 s regulations n summer 20 sed more free fore?	2018 Label early retirem s regarding ret 014 on.	ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	
2004 2014 No. 3.83) Wording 2. quarter The federa with no de Do you exiduring the	nan of variable 2005 2015 Name sf_2014q2_2 g of question 2014 al government current eduction presumably spect early retirement enext two years com you expect shortage [1]	2006 2016 2016 attly discusses already from to be utilise pared to before the personner of the personner	2007 2017 2017 sed more free fore?	2018 Label early retirem s regarding ret 014 on.	ent: expected	2020 shortage of pe	2021 ersonnel	2022 Survey per 2. quarter	2023 riod	once	

1. quarter 2014

Further Information

No.	Name			Label				Survey per	iod		Survey frequency	
3.84)	sf_2014q3	3_1		obstacles to re	each female q	uota in compa	ny	3. quarter	2014		once	
Wording	of question	l										
wording	or question											
3. quarter 2	014									Further Information		
A current bi	ll provides for a	mandatory fer	male quota of	30% in the sup	ervisory boar	ds of several c	ompanies froi	n 2016 on				
Do vou see	obstacles to rea	ach a guota in t	the higher ma	inagement of v	vour company	ı?						
		_	g									
		[1] yes			[2] no							
			1									
Time spa	n 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 per	iod		Survey frequency	
3.85)	sf_2014q3	<u>_</u> 2		female quota	obstacles: few	women in se	ctor	3. quarter	2014		once	
Wording	of question											
3. quarter 2	014									Further Information		
57 q 000. co. <u> </u>	-											
A current bi	ll provides for a	mandatory fer	male quota of	30% in the sup	ervisory board	ds of several c	ompanies froi	n 2016 on				
Do you see	obstacles to rea	ach a quota in	the higher ma	inagement of y	your company	?						
		few wo	men in sector		[1] yes							
Time spa	n of variable											
										_		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

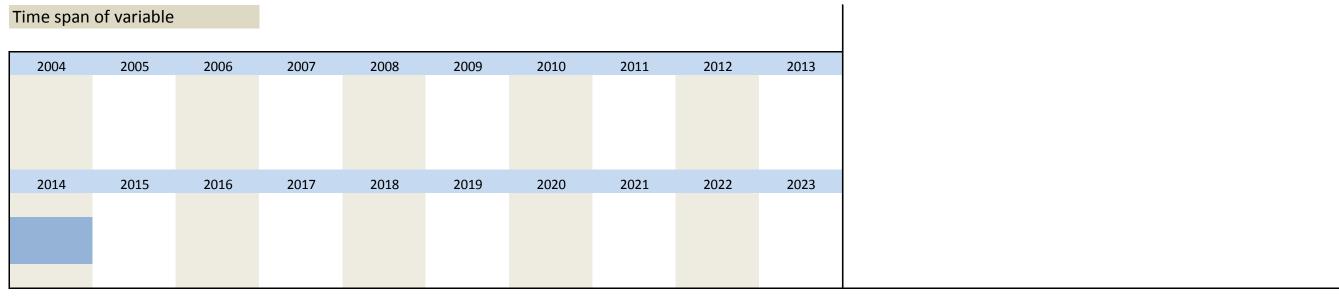
No.	Name	Label	Survey period		Survey frequency
3.86) Wording	sf_2014q3_3 of question	female quota obstacles: no qualified female applicants	3. quarter 2014		once
3. quarter 2	014			Further Information	
A current bi	ll provides for a mandatory female quota o	of 30% in the supervisory boards of several companies fro	m 2016 on		
Do you see	obstacles to reach a quota in the higher m	nanagement of your company?			
	no qualified female applicant	[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
_										

ı	No.	Name			Label				Survey per	iod		Survey frequency	
3	3.87)	sf_2014q3	_4		female quota	obstacles: dec	ision based		3. quarter	2014		once	
,	Nording o	of question			on qualification	on only							
	Wording C	, question											
3	3. quarter 20	14									Further Information		
A	A current bill	provides for a	mandatory fer	male quota of :	30% in the sup	pervisory board	ls of several co	ompanies fron	n 2016 on				
	Oo you see o	bstacles to rea	ich a quota in	the higher ma	nagement of	your company	?						
		decision	n based on qua	lification only		[1] yes							
-	Гime span	of variable											
Г	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
	2004	2003	2000	2007	2006	2009	2010	2011	2012	2013			
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

No.	Name			Label				Survey per	riod		Survey frequency	
3.88)	sf_2014q3	_5		female quota	obstacles: oth	er reasons		3. quarter	2014		once	
Wordin	g of question											
3. quarter	2014									Further Information		
A	hill and day for a			200/ in the au		do of account o		- 201C on				
A current	bill provides for a	manuatory fe	maie quota of s	su% in the su	bervisory boar	us of several C	ompanies tron	11 ZU10 ON				
Do you se	ee obstacles to rea	ich a quota in	the higher ma	nagement of	your company	·?						
			other reasons		[1] yes							
			l		1							
Time sn	an of variable		ı									
типс эр	dir or variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
2014	2013	2010	2017	2016	2019	2020	2021	2022	2023			
										1		

No.	Name	Label	Survey period	Survey frequency
3.89)	sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
		Ç		
Wordi	ng of question			
4. quart	er 2014		Further Inforr	nation
Did you	r comapany have difficulties finding	g trainees?		
	[1] yes			
	[2] no			
	[3] no trainee p	oositions offered		



No.	Name			Label				Survey pe	riod	Survey frequency
								,,,,,,		, , ,
3.90)	sf_2014q4_	2			fill trainee pos	itions:		4. quarter	2014	once
Wording	of question			underwriting	guarantee					
l. quarter 2	2014									Further Information
Did you tak	e special measur	es to fill open	ı trainee posi	tions?						
		underwriti	ing guarantee		[1] yes					
Time spa	n 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 pe	riod	Survey frequency
3.91)	sf_2014q4_	3		measures to	fill trainee pos	itions:		4. quarter	2014	once
	of question			mentoring pr						
										I
4. quarter 2	2014									Further Information
Did you tak	e special measur	es to fill open	trainee posi	tions?						
		mentor	ing programs	;	[1] yes					
T'										
Time spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2045	204.6	2017	2040	2040	2020	2024	2022	2022	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name	_	_	Label	_	_	_	Survey pe	rind	Survey frequency
140.	Nume			Laber				Survey pe	104	Jaivey irequeitey
	sf_2014q4_	_4		measures to	fill trainee pos	itions:		4. quarter	2014	once
3.92)	31_201444_				nent channels					
	of question			new recruitm						
	of question			new recruitm						Further Information
Wording 4. quarter 2	of question									Further Information
Wording 4. quarter 2	of question			tions?	7					Further Information
Wording 4. quarter 2	of question	e s to fill open ment channel		tions?][1] yes					Further Information
Wording 4. quarter 2 Did you tak	of question 2014 Se special measur new recruit			tions?][1] yes					Further Information
Wording 4. quarter 2 Did you tak Time spa	of question 2014 se special measur new recruit	ment channel	ls (eg. Online)	tions?						Further Information
Wording 4. quarter 2 Did you tak	of question 2014 Se special measur new recruit			tions?	[1] yes 2009	2010	2011	2012	2013	Further Information
Wording 4. quarter 2 Did you tak	of question 2014 se special measur new recruit	ment channel	ls (eg. Online)	tions?		2010	2011	2012	2013	Further Information
Wording 4. quarter 2 Did you tak	of question 2014 se special measur new recruit	ment channel	ls (eg. Online)	tions?		2010	2011	2012	2013	Further Information

No.	Name			Label				Survey pe	riod	Survey frequency
	sf_2014q4_ of question	_5	l	measures to foreign searc	fill trainee pos h	itions:		4. quarter	2014	once
4. quarter 201	14									Further Information
Did you take	special measu	res to fill ope	n trainee posi	tions?						
		search in for	eign countries		[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 pe	riod	Survey frequency
3.94)	sf_2014q4	6		measures to	fill trainee pos	itions:		4. quarter	2014	once
	f question	_0		others	iiii trailiee pos	itions.		4. quarter	2014	Office
4. quarter 201										Further Information
Did you take s	special measui	res to fill ope			1					
			others	i	[1] yes					
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015			2018				2022	2023	Survey frequency
2014									2023	Survey frequency
2014 No.	2015	2016		2018 Label measures to	2019 fill trainee pos	2020		2022	2023 riod	Survey frequency once
2014 No. 3.95)	2015 Name	2016		2018 Label	2019 fill trainee pos	2020		2022 Survey pe	2023 riod	
2014 No. 3.95)	Name sf_2014q4_ f question	2016		2018 Label measures to	2019 fill trainee pos	2020		2022 Survey pe	2023 riod	
2014 No. 3.95) Wording of 4. quarter 201	Name sf_2014q4_ f question	_7	2017	Label measures to no measures	2019 fill trainee pos	2020		2022 Survey pe	2023 riod	once
2014 No. 3.95) Wording of 4. quarter 201	Name sf_2014q4_ f question	2016 _7	2017	2018 Label measures to no measures tions?	2019 fill trainee pos	2020		2022 Survey pe	2023 riod	once
No. 3.95) Wording of the solution of the sol	Name sf_2014q4 of question 14 special measure	2016 _7	2017 n trainee posi	2018 Label measures to no measures tions?	2019	2020		2022 Survey pe	2023 riod	once
No. 3.95) Wording of 4. quarter 201 Did you take s	Name sf_2014q4_ f question 14 special measure of variable	2016 7 res to fill oper	n trainee posi ecial measures	Label measures to no measures tions?	fill trainee pos	itions:	2021	Survey pe 4. quarter	2023 riod 2014	once
No. 3.95) Wording of 4. quarter 201 Did you take s	Name sf_2014q4 of question 14 special measure	2016 _7	2017 n trainee posi	2018 Label measures to no measures tions?	2019	2020		2022 Survey pe	2023 riod	once
No. 3.95) Wording of the state of the stat	Name sf_2014q4_ f question 14 special measure of variable	2016 7 res to fill oper	n trainee posi ecial measures	Label measures to no measures tions?	fill trainee pos	itions:	2021	Survey pe 4. quarter	2023 riod 2014	once
No. 3.95) Wording of the state of the stat	Name sf_2014q4_ f question 14 special measure of variable	2016 7 res to fill oper	n trainee posi ecial measures	Label measures to no measures tions?	fill trainee pos	itions:	2021	Survey pe 4. quarter	2023 riod	once
No. 3.95) Wording of the second of the sec	Name sf_2014q4_ f question 14 special measure 2005	2016 Tes to fill oper no special spec	n trainee positecial measures	Label measures to no measures tions?	fill trainee pos	2020 itions:	2021	2022 Survey pe 4. quarter	2023 riod 2014	once
No. 3.95) Wording of the second of the sec	Name sf_2014q4_ f question 14 special measure 2005	2016 Tes to fill oper no special spec	n trainee positecial measures	Label measures to no measures tions?	fill trainee pos	2020 itions:	2021	2022 Survey pe 4. quarter	2023 riod 2014	once

3.96)	sf_2014q4	_8		recruitment	specifically in e	uro crisis countr	ies	4. quarter	2014	once
Wording	of question									
4. quarter 20	014									Further Information
	cifically recruit i	in euro crisis c	ountries? (Po	ortugal. Italv. G	reece. Spain)					
,,,,,,		[1] yes			[2] no					
		[1] y C3][2] 110					-
Time spar	n 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 per	riod	Survey frequency
3.97)	sf_2015q1	1		offering cont	racts for work			1st quarte	r 2015	once
	of question									
1st quarter 2										Further information
ls your com	npany offering co	-	ork?		1					
		[1] yes			[2] no					
Time spar	n 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 per	100	Survey frequency
3.98)	sf_2015q1	_2		number of co	ontracts for wo	rk last 3 years		1st quarte	r 2015	once
Wording	of question									
1st quarter 2	2015									Further information
During the I	last 3 years the r	number of con	tracts for wo	rk in our compa	nnv					
	,			[1] increased						
				_ ¬						
				[2] did not ch						
				[3] decreased						
- .	n of variable									
Time spai		2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005									
	2005									
	2005						2021	2022	2023	
	2005	2016	2017	2018	2019	2020				
2004		2016	2017	2018	2019	2020				
2004		2016	2017	2018	2019	2020				
2004		2016	2017	2018	2019	2020				
2004		2016	2017	2018 Label	2019	2020		Survey per		Survey frequency
2004	2015		2017	Label		2020		Survey per	riod	Survey frequency once

	estimated perce	entage of your	employees w	ith university o	degree?					
				[1] less than !	5%					
				[2] 5% - 25%						
				[3] 25% - 50%	,					
				[4] more thar	า 50%					
	f : 11									
	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 per	riod	Survey frequency
3.100)	sf_2015q1	_4		in last 5 years	s employed tra	inees with:		1st quarte	r 2015	once
Wording (of question			lower second	lary education					
1st quarter 2	015									Further information
Have traine	es with the follo	owing school o	degree been e	mployed in yo	our company					
during the la	st 5 years?									
		lower second	ary		[1] yes					
		education								
Time spar	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2045									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	
	2015	2016	2017	2018	2019	2020	2021	2022	2023	
	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.		2016	2017		2019	2020	2021			Survey frequency
No.	Name	2016	2017	2018 Label	2019	2020	2021	Survey per		Survey frequency
No. 3.101)			2017	Label in last 5 years	s employed tra	inees with:	2021		riod	Survey frequency once
3.101)	Name	_5	2017	Label in last 5 years		inees with:	2021	Survey per	riod	
3.101)	Name sf_2015q1 of question	_5	2017	Label in last 5 years	s employed tra	inees with:	2021	Survey per	riod	
3.101) Wording of the state of	Name sf_2015q1 of question 2015 es with the follo	_5		Label in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the state of	Name sf_2015q1 of question 2015 es with the follo	_5		in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the state of	Name sf_2015q1 of question output output	_5	degree been e	in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the state of	Name sf_2015q1 of question output output	_5 pwing school of secondary sch	degree been e	in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the last quarter 2 Have trained during the last quarter last quarter 2	Name sf_2015q1 of question output output	_5 owing school of secondary school leaving certifications.	degree been e	in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the last quarter 2 Have trained during the last quarter last quarter 2	Name sf_2015q1 of question 015 es with the folloast 5 years?	_5 owing school of secondary school leaving certifications.	degree been e	in last 5 years secondary sc	s employed tra hool leaving ce	inees with:	2021	Survey per	riod	once
3.101) Wording of the last quarter 2 Have trained during the last quarter 1	Name sf_2015q1 of question of ses with the follows 5 years?	5 owing school of secondary school leaving certifications are secondary school of the secondary sch	degree been e	in last 5 years secondary so	s employed tra hool leaving ce our company	inees with:		Survey per	r 2015	once
3.101) Wording of the last quarter 2 Have trained during the last quarter 2 Time span 2004	Name sf_2015q1 of question outs es with the follows 5 years? of variable 2005	_5 secondary school of leaving certification 2006	degree been e	in last 5 years secondary sci	employed transhool leaving cells our company	inees with: ertificate	2011	1st quarte	riod r 2015	once
3.101) Wording of the last quarter 2 Have trained during the last quarter 1	Name sf_2015q1 of question of ses with the follows 5 years?	5 owing school of secondary school leaving certifications are secondary school of the secondary sch	degree been e	in last 5 years secondary so	s employed tra hool leaving ce our company	inees with:		Survey per	r 2015	once
3.101) Wording of the last quarter 2 Have trained during the last quarter 2 Time span 2004	Name sf_2015q1 of question outs es with the follows 5 years? of variable 2005	_5 secondary school of leaving certification 2006	degree been e	in last 5 years secondary sci	employed transhool leaving cells our company	inees with: ertificate	2011	1st quarte	riod r 2015	once
3.101) Wording of the last quarter 2 Have trained during the last quarter 2 Time span 2004	Name sf_2015q1 of question outs es with the follows 5 years? of variable 2005	_5 secondary school of leaving certification 2006	degree been e	in last 5 years secondary sci	employed transhool leaving cells our company	inees with: ertificate	2011	1st quarte	riod r 2015	once

1st quarter 2015

Further information

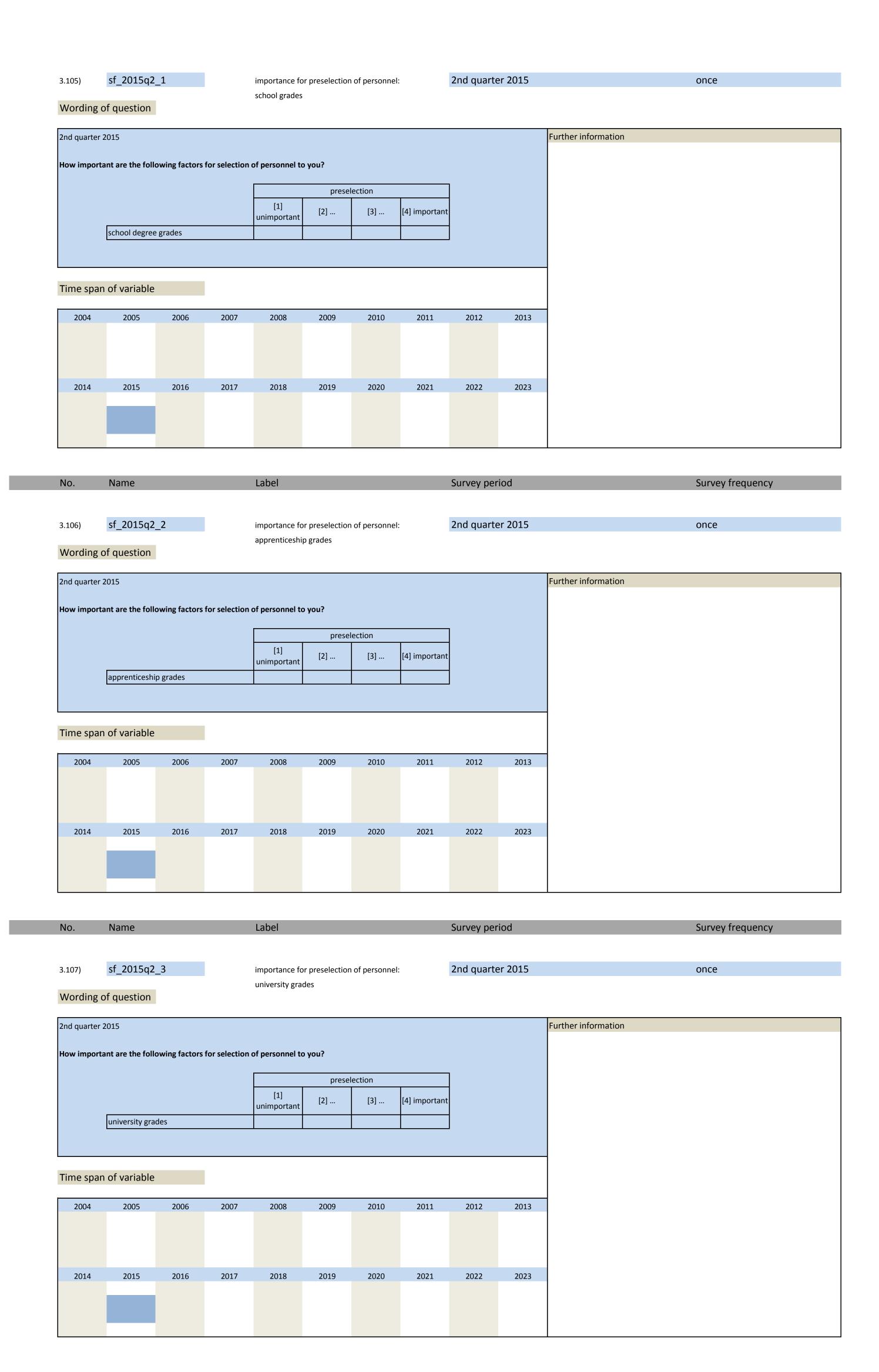
				high-school c	пріотта						
Wording	of question										
1st quarter 2	2015									Further information	
Have trained	ees with the follo	owing school	degree been e	employed in yo	our company						
during the la	last 5 years?				_						
		high school d	iploma		[1] yes						
Time snar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	riod		Survey frequency
2.402)	cf 2015.1	7		in terr		alma - : !!!		1ct average	r 2015		onco
3.103)	sf_2015q1			no trainees	s employed tra	ainees with:		1st quarte	1 2015		once
Wording	of question										
1st quarter 2	2015									Further information	
	ees with the follo	owing school	degree been e	employed in yo	our company						
Ū	no trainees er	nnloved			[1] yes						
					_						
Time spar	ın of variable										
Time spar	n of variable 2005	2006	2007	2008	2009	2010	2011	2012	2013		
			2007	2008	2009	2010	2011	2012	2013		
			2007	2008	2009	2010	2011	2012	2013		
			2007	2008	2009	2010	2011	2012	2013		
2004	2005	2006									
2004	2005	2006									
2004	2005	2006						2022	2023		Survey frequency
2004	2005	2006		2018					2023		Survey frequency
2004	2005	2006		2018	2019			2022	2023 riod		Survey frequency once
2004 2014 No.	2005 2015 Name	2006		2018 Label	2019			2022 Survey per	2023 riod		
2004 2014 No.	2005 2015 Name sf_2015q1 of question	2006		2018 Label	2019			2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question	2006	2017	2018 Label	2019			2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question 2015	2006	trainees?	2018 Label	2019 rainees	2020		2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question 2015	2006	trainees?	2018 Label majority of tr	2019 rainees	2020 tion		2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question 2015	2006	trainees?	2018 Label majority of tr	2019 rainees condary educat	2020 tion		2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question 2015	2006	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school	2019 rainees condary educat y school leavin ol diploma	2020 tion		2022 Survey per	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the state of the stat	2005 2015 Name sf_2015q1 of question 2015	2006	trainees?	2018 Label majority of tr [1] lower sec	2019 rainees condary educat y school leavin ol diploma	2020 tion		2022 Survey per	2023 riod	Further information	
2014 No. 3.104) Wording 1st quarter 2 Which group	2005 Name sf_2015q1 of question 2015 up forms the maj	2006 2016 8 ority of your	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school	2019 rainees condary educat y school leavin ol diploma	2020 tion		2022 Survey per	2023 riod	Further information	
2014 No. 3.104) Wording a strong a s	2005 Name sf_2015q1 of question 2015 up forms the maj	2006 2016 8 ority of your	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school [4] no trainee	2019 condary educate y school leavin ol diploma e company	2020 tion ng certificate	2021	2022 Survey per 1st quarte	2023 riod	Further information	
2014 No. 3.104) Wording 1st quarter 2 Which group	2005 Name sf_2015q1 of question 2015 up forms the maj	2006 2016 8 ority of your	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school	2019 rainees condary educat y school leavin ol diploma	2020 tion		2022 Survey per	2023 riod	Further information	
2014 No. 3.104) Wording a strong a s	2005 Name sf_2015q1 of question 2015 up forms the maj	2006 2016 8 ority of your	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school [4] no trainee	2019 condary educate y school leavin ol diploma e company	2020 tion ng certificate	2021	2022 Survey per 1st quarte	2023 riod	Further information	
2014 No. 3.104) Wording a strong a s	2005 Name sf_2015q1 of question 2015 up forms the maj	2006 2016 8 ority of your	trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high school [4] no trainee	2019 condary educate y school leavin ol diploma e company	2020 tion ng certificate	2021	2022 Survey per 1st quarte	2023 riod	Further information	
2004 2014 No. 3.104) Wording of the second of the seco	2005 Name Sf_2015q1 of question 2015 Ip forms the major and of variable 2005	2006 2016 2016 2006	2017 trainees?	2018 Label majority of tr [1] lower sec [2] secondary [3] high scho [4] no trainee 2008	2019 rainees condary educat y school leavin ol diploma e company	2020 tion ag certificate	2021	2022 Survey per 1st quarte	2023 riod r 2015	Further information	

No.

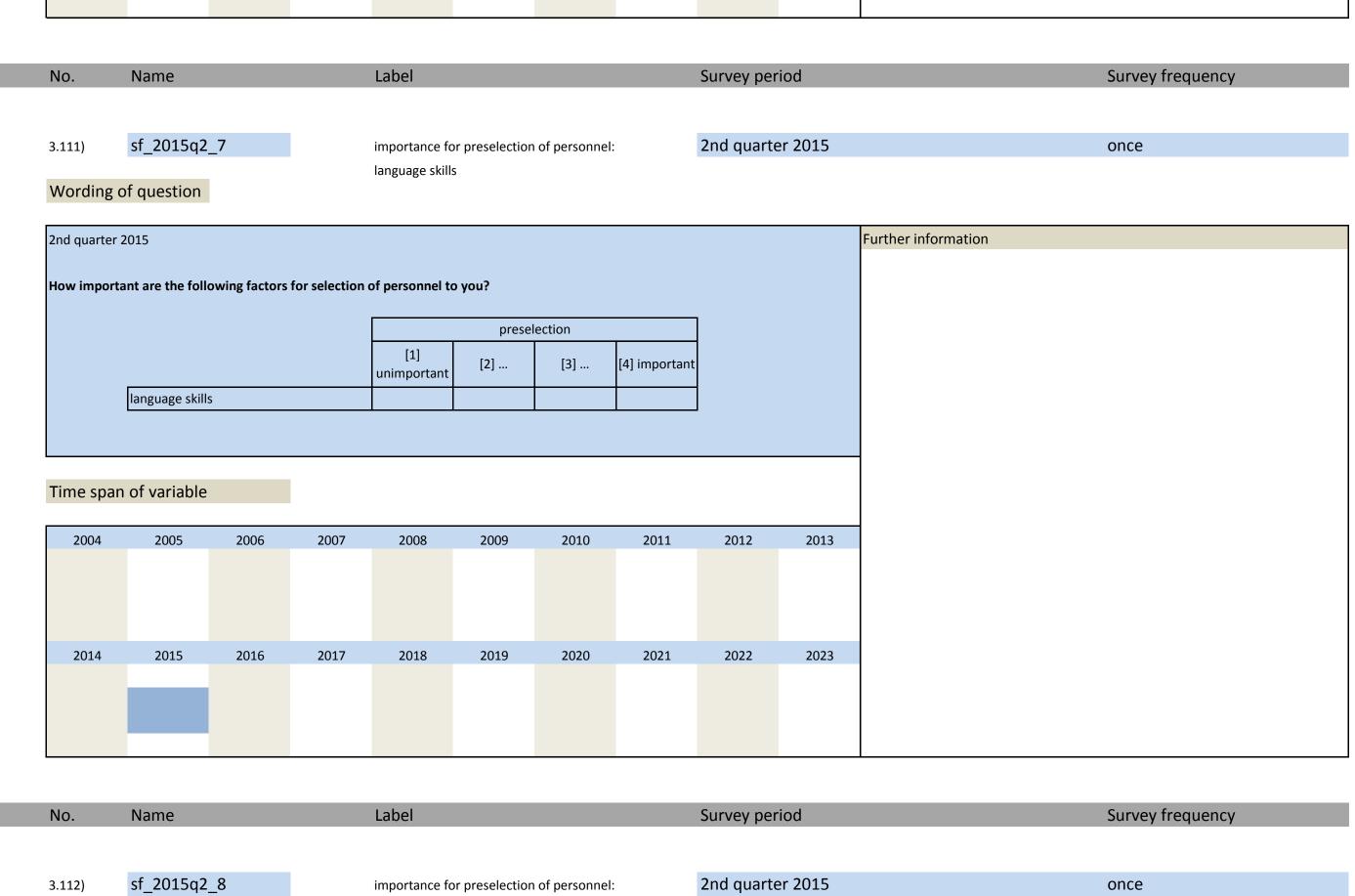
Name

Label

Survey frequency



No.	Name			Label				Survey per	riod	Survey frequency
3.108)	sf_2015q2_	4		importance fo	or preselection	of personnel	l:	2nd quarte	er 2015	once
Vording	of question			internships						
	2045									Fourth as information
nd quarter	r 2015									Further information
low import	tant are the follo	wing factors	for selection	of personnel to	o you?					
					presel	ection				
				[1] unimportant	[2]	[3]	[4] important			
	completed inte	rnships								
Fime spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2011	2013	2010	2017	2010	2013	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.109)	sf_2015q2_	5		importance fo			l:	2nd quarte	er 2015	once
Wording	of question			relevant profe	essional experi	ence				
	2045									Fourth as information
nd quarter	r 2015									Further information
low import	tant are the follo	wing factors	for selection	of personnel to	o you?					
					presel	ection				
				[1] unimportant	[2]	[3]	[4] important			
	relevant profes	sional experi								
me spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
lo.	Name			Label				Survey per	riod	Survey frequency
.110)	sf_2015q2_	6		importance fo		of personnel	l:	2nd quarte	er 2015	once
Wording	of question			foreign experi	ience					
2nd quarter	r 2015									Further information
How import	tant are the follo	wing factors	for selection	of personnel to	o you?					
					presel	ection				
				[1]	[2]	[3]	[4] important			
	foreign experie	nce		unimportant						
								•		
Γime spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
_33 T	2000			_000		_010	2011	_012		



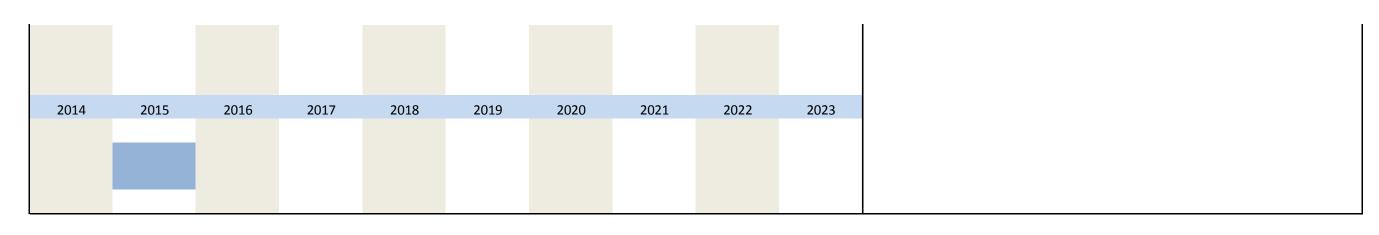
3.112,	31_201342	_		17 1 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1	•			Zira quarte		onec -
Wording o	of question			IT-skills						
vvoi airig C	r question									
2nd quarter 2	2015									Further information
·										
How importa	ant are the follo	owing factors	for selection of	of personnel to	you?					
					presel	ection				
				[1] unimportant	[2]	[3]	[4] important			
	IT skills									
T'	- f		ı							
rime span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2011	2013	2010	2017	2010	2013	2020	2021	2022	2023	

Further information Further information	sf_2015q2 Wording of question		importance fo	r preselection	of personnel	:	2nd quarte	r 2015	once
Time span of variable [1]		lowing factors for se	election of personnel to	you?					Further information
unimportant [2] [3] [4] Important cover letter Time span of variable				prese	lection				
Time span of variable				[2]	[3]	[4] important			
	cover letter								
	Time span of variable								
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Tillie Spall Of Valiable								
	2004 2005	2006 2	2007 2008	2009	2010	2011	2012	2013	

Survey frequency

No.

Name



No.	Name		Label				Survey per			
3.114)	sf_2015q2_10		importance fo	or preselection	n of personnel	: photo	2nd quarto	er 2015		once
Wording	of question									
2nd quarte	r 2015								Further information	
How impor	tant are the following fa	ctors for selectior	of personnel to	o you?						
			[1]		lection					
	photo		unimportant	[2]	[3]	[4] important	i			
							-			
Time spa	n of variable									
2004	2005 200	6 2007	2008	2009	2010	2011	2012	2013		
		2017	2010	2010						
2014	2015 201	6 2017	2018	2019	2020	2021	2022	2023		
				ı					<u> </u>	
No.	Name		Label				Survey per	riod		Survey frequency
3.115)	sf_2015q2_11		importance fo	or final selection	on of personn	el:	2nd quarte	er 2015		once
	sf_2015q2_11 of question		importance for school grades		on of personn	el:	2nd quarto	er 2015		once
Wording	of question				on of personn	el:	2nd quarte	er 2015	Further information	once
Wording 2nd quarter	of question	ctors for selection	school grades		on of personn	el:	2nd quarte	er 2015	Further information	once
Wording 2nd quarter	of question	ctors for selection	school grades	o you?	on of personn	el:	2nd quarto	er 2015	Further information	once
Wording 2nd quarter	of question	ctors for selectior	school grades	o you? final se		el: [4] important]	er 2015	Further information	once
Wording 2nd quarter	of question	ctors for selection	of personnel to	o you? final se	election]	er 2015	Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa	ctors for selection	of personnel to	o you? final se	election]	er 2015	Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades in of variable		of personnel to	o you? final so	election]		Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa		of personnel to	o you? final se	election]	2013	Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades in of variable		of personnel to	o you? final so	election [3]	[4] important			Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades in of variable	6 2007	of personnel to	o you? final so	election [3]	[4] important			Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades an of variable 2005 2000	6 2007	of personnel to [1] unimportant	final se [2]	2010	[4] important	2012	2013	Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades an of variable 2005 2000	6 2007	of personnel to [1] unimportant	final se [2]	2010	[4] important	2012	2013	Further information	once
Wording 2nd quarter How impor	of question r 2015 rtant are the following fa school degree grades an of variable 2005 2000	6 2007	of personnel to [1] unimportant	final se [2]	2010	[4] important	2012	2013	Further information	Survey frequency
Wording 2nd quarter How impor 2004	of question r 2015 rtant are the following fa school degree grades on of variable 2005 2000 2015 2010 Name	6 2007	of personnel to	final se [2]	2010	[4] important	2012 2022	2013 2023	Further information	
Wording 2nd quarter How impor 2004 2014 No.	of question r 2015 rtant are the following fa school degree grades an of variable 2005 2000 2015 2010 Name sf_2015q2_12	6 2007	of personnel to	final selection	2010 2020	[4] important 2011	2012	2013 2023	Further information	
Wording 2nd quarter How impor 2004 2014 No. 3.116) Wording	of question r 2015 rtant are the following fa school degree grades on of variable 2005 2000 2015 2010 Name sf_2015q2_12 of question	6 2007	of personnel to [1] unimportant 2008 Label importance for	final selection	2010 2020	[4] important 2011	2012 2022	2013 2023		Survey frequency
Wording 2nd quarter How impor 2004 2014 No. 3.116) Wording 2nd quarter	of question r 2015 rtant are the following factors school degree grades an of variable 2005 2000 2015 2011 Name sf_2015q2_12 of question r 2015	6 2007	of personnel to [1] unimportant 2008 Label importance for apprenticeshi	final se [2] 2009 2019 pr final selection p grades	2010 2020	[4] important 2011	2012 2022	2013 2023	Further information Further information	Survey frequency
Wording 2nd quarter How impor 2004 2014 No. 3.116) Wording 2nd quarter	of question r 2015 rtant are the following fa school degree grades on of variable 2005 2000 2015 2010 Name sf_2015q2_12 of question	6 2007	of personnel to [1] unimportant 2008 Label importance for apprenticeshi	final selection p grades	2010 2020 on of personne	[4] important 2011	2012 2022	2013 2023		Survey frequency
Wording 2nd quarter How impor 2004 2014 No. 3.116) Wording 2nd quarter	of question r 2015 rtant are the following factors school degree grades an of variable 2005 2000 2015 2011 Name sf_2015q2_12 of question r 2015	6 2007	of personnel to [1] unimportant 2008 Label importance for apprenticeshi	final selection p grades final selection p grades	2010 2020	[4] important 2011	2012 2022 2nd quarte	2013 2023		Survey frequency

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

No.	Name	_	_	Label				Survey per	riod		Survey frequency
3.117)	sf_2015q2	13	l	importance fo	or final selection	on of personne	el:	2nd quart	er 2015		once
				university gra		•		·			
Wording	of question										
2nd quarter	2015									Further information	
					_						
How import	tant are the foll	owing factors	for selection	of personnel to	o you?						
					final se	election T					
				[1] unimportant	[2]	[3]	[4] important	t			
	university gra	des]			
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										1	
No	Name			Lahel		_	_	Survey ne	riod		Survey frequency
No.	Name	-		Label				Survey per	riod		Survey frequency
		1/1			or final colocti	on of norronn	ol.				
3.118)	sf_2015q2			Label importance for internships	or final selectio	on of personne	el:	Survey per 2nd quarte			Survey frequency once
3.118)				importance fo	or final selection	on of personne	el:				
3.118)	sf_2015q2 of question			importance fo	or final selection	on of personne	el:			Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question - 2015			importance for internships		on of personne	el:			Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question		for selection	importance for internships		on of personne	el:			Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question - 2015		for selection	importance for internships of personnel to	o you?	on of personne	el:			Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question - 2015		for selection	importance for internships	o you? final se		el: [4] important	2nd quart		Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question - 2015	owing factors	for selection	importance for internships of personnel to [1]	o you? final se	election		2nd quart		Further information	
3.118) Wording 2nd quarter	sf_2015q2 of question - 2015 tant are the foll	owing factors	for selection	importance for internships of personnel to [1]	o you? final se	election		2nd quart		Further information	
3.118) Wording 2nd quarter How import	sf_2015q2 of question - 2015 tant are the foll	owing factors	for selection	importance for internships of personnel to [1]	o you? final se	election		2nd quart		Further information	
3.118) Wording 2nd quarter How import	sf_2015q2 of question - 2015 tant are the foll	owing factors	for selection	importance for internships of personnel to [1]	o you? final se	election		2nd quart		Further information	
3.118) Wording 2nd quarter How import	sf_2015q2 of question - 2015 tant are the foll	owing factors	for selection	importance for internships of personnel to [1]	o you? final se	election		2nd quart		Further information	
3.118) Wording 2nd quarter How import	of question 2015 tant are the foll completed interpretation	owing factors		importance for internships of personnel to [1] unimportant	o you? final so [2]	election [3]	[4] important	2nd quart	er 2015	Further information	
3.118) Wording 2nd quarter How import	of question 2015 tant are the foll completed interpretation	owing factors		importance for internships of personnel to [1] unimportant	o you? final so [2]	election [3]	[4] important	2nd quart	er 2015	Further information	
3.118) Wording 2nd quarter How import	of question - 2015 tant are the foll completed interest to the complete co	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2nd quarte	er 2015 2013	Further information	
3.118) Wording 2nd quarter How import	of question 2015 tant are the foll completed interpretation	owing factors		importance for internships of personnel to [1] unimportant	o you? final so [2]	election [3]	[4] important	2nd quart	er 2015	Further information	
3.118) Wording 2nd quarter How import	of question - 2015 tant are the foll completed interest to the complete co	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2nd quarte	er 2015 2013	Further information	
3.118) Wording 2nd quarter How import	of question - 2015 tant are the foll completed interest to the complete co	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2nd quarte	er 2015 2013	Further information	
3.118) Wording 2nd quarter How import	of question - 2015 tant are the foll completed interest to the complete co	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2nd quarte	er 2015 2013	Further information	
3.118) Wording 2nd quarter How import	of question 2015 tant are the foll completed int 2005 2015	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2012 2022	2013 2023	Further information	once
3.118) Wording 2nd quarter How import	of question - 2015 tant are the foll completed interest to the complete co	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2]	2010	[4] important	2nd quarte	2013 2023	Further information	
3.118) Wording 2nd quarter How import	of question 2015 tant are the foll completed int 2005 2015	owing factors ternships 2006	2007	importance for internships of personnel to [1] unimportant 2008	o you? final so [2] 2009	2010 2020	[4] important 2011	2012 2022	2013 2023	Further information	once

[4] important

final selection

[3] ...

[2] ...

[1]

unimportant

Further information

Wording of question

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

2nd quarter 2015

		relevant profe	essional experi	ence						
Tim	ne span	of variable								
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
				2027		2020				2020

	Name			Label				Survey per	riod		Survey frequency
3.120)	sf_2015q2	_16		importance fo	or final selection	on of personn	el:	2nd quart	er 2015		once
Wording	of question			foreign experi	ience						
2nd quarter	2015									Further information	
How import	tant are the foll	owing factors	for selection (of personnel to	o you?						
					final se	election					
				[1] unimportant	[2]	[3]	[4] important				
	foreign exper	ionco						1			
	1.0.0.0	ience									
	10.0.8.1 0.4.60.	lence						J			
	revela. enpe	leffice									
Time spa											
Time spa	n of variable										
Time spa			2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
2004	n of variable 2005	2006									
2004	n of variable 2005	2006									

3.121) sf_2015q2_17 importance for final selection of personnel: 2nd quarter 2015 Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? Time span of variable	Survey frequency		riod	Survey per				Label			Name	No.
Ianguage skills 2nd quarter 2015 How important are the following factors for selection of personnel to you? Time span of variable Time span of												
Wording of question 2nd quarter 2015 How important are the following factors for selection of personnel to you? Time span of variable Further information	once		er 2015	2nd quarte	el:	on of personne				_17	sf_2015q2	.121)
How important are the following factors for selection of personnel to you? Final selection							S	language skill			f question	Wording c
How important are the following factors for selection of personnel to you? Final selection		Eurthor information									101F	nd augretor 1
final selection [1]		Further information									:015	nd quarter 2
[1] [2] [3] [4] important language skills Time span of variable							o you?	of personnel to	for selection	owing factors	nt are the foll	low importa
language skills Time span of variable						election	final se					
Time span of variable					[4] important	[3]	[2]					
										S	language skill	
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013											of variable	ime span
			2013	2012	2011	2010	2009	2008	2007	2006	2005	2004
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023			2023	2022	2021	2020	2019	2018	2017	2016	2015	2014

No.	Name	Label	Survey period		Survey frequency
3.122)	sf_2015q2_18	importance for final selection of personnel:	2nd quarter 2015		once
Wording	of question	IT-skills			
2nd quarter	r 2015		F	Further information	
How impor	rtant are the following factors for sele	ection of personnel to you?			

					F 1	I			
				[1] unimportant	[2]	election [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 per	iod		Survey frequency
3.123)	sf_2015q2	_19		importance fo	r final selectic	on of personne	el:	2nd quarte	er 2015		once
Wording	of question			cover letter							
2nd quarter	2015									Further information	
How import	ant are the foll	owing factors	for selection	of personnel to	you?						
					final se	lection					
				[1] unimportant	[2]	[3]	[4] important				
	cover letter										
Time spai	n 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 per	iod		Survey frequency
3.124)	sf_2015q2	_20		importance fo	or final selection	on of personne	el:	2nd quarte	er 2015		once
Wording	of question			photo							
2nd quarter	2015									Further information	
How import	tant are the follo	owing factors	for selection	of personnel to	o you?						
					final se	election					
				[1] unimportant	[2]	[3]	[4] important				
	photo										
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2013	2010	2017	2010	2013	2020	2021	2022	2023		

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

Wording of question

How important are the following factors for selection of personnel to you? final selection [1] [2] [3] [4] important [4] important [5] [6] [6] [7] [7] [8	
final selection [1]	
[1] unimportant [2] [3] [4] important personal conversation	
personal conversation [2] [3] [4] Important personal conversation	
Time span of variable	
Time span of variable	
Time span of variable	
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	
2004 2003 2007 2008 2009 2011 2012 2013	
2014 2015 2016 2017 2010 2010 2020 2021 2022	
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	

	Name			Label				Survey per	iod		Survey frequency
3.126) Wording (sf_2015q2_ of question	_22		importance fo assessment ce		n of personne	el:	2nd quarte	er 2015		once
2nd quarter How import	2015 ant are the follo	wing factors f	for selection	of personnel to	you?					Further information	
				[1] unimportant	final se [2]	lection [3]	[4] important				
	Assessment Ce	enter									
Time spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
							2021		2023		Survey frequency

3.127) Wording	sf_2015q2 of question			importance fo personality	r final selectio	on of personno	el:	2nd quarte	er 2015	once
2nd quarter	2015 tant are the follo	owing factors	for selection (of personnel to	you?					Further information
				[1] unimportant	final se	election [3]	[4] important			
	personality									
Time spa	n of variable	2006	2007	2008	2009	2010	2011	2012	2013	
2551	1000	2000	2007	2000	2003	2010	2011	2012	2010	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

2nd quarter 2	of question				or milar serectiv	on of personne	el:	2nd quarte	er 2015		once
2nd quarter 2	or question			sympathy							
low importa	2015									Further information	
	ant are the foll	owing factors	for selection	of personnel t	o you?						
					final se	election					
				[1] unimportant	[2]	[3]	[4] important				
	sympathy			, , , , , , , , , , , , , , , , , , ,							
ime 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 per	iod		Survey frequency
	THATTIC			Label				Jai vey per			Juryey frequency
.129)	sf_2015q2	25		searching info	o online			2nd quarte	er 2015		once
				S				•			
Vording o	of question										
nd quarter 2	2015									Further information	
re you sear	ching online fo	or information	about your a	pplicants?							
		[1] yes			[2] no						
][-] , 60](-)						
Γime span	of variable										
						2010					
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	iod		Survey frequency
	sf_2015q2	26		searching info	o online: profe	essional netwo	rks	2nd quarte	er 2015		once
3.130)	SI_201542	_26	•								
Wording o	of question										
Wording o	of question									Further information	
Nording o	of question		about your a	pplicants?						Further information	
Wording o	of question 2015		about your a	pplicants?						Further information	
Wording o	of question 2015 ching online fo		about your a	pplicants?						Further information	
Wording or the control of the contro	of question 2015 ching online fo	or information	about your a		[1] yes					Further information	
Wording or the control of the contro	of question 2015 ching online fo	or information	about your a		[1] yes					Further information	
Wording or the control of the contro	of question 2015 ching online for ching	or information	about your a		[1] yes					Further information	
Wording o	of question 2015 ching online for ching In professiona (Xing, Linked)	or information al networks n etc.)	about your a		[1] yes					Further information	
Wording of the control of the contro	of question 2015 ching online for ching In professional (Xing, Linked)	or information al networks n etc.)								Further information	
Wording o	of question 2015 ching online for ching In professiona (Xing, Linked)	or information al networks n etc.)	about your a		[1] yes 2009	2010	2011	2012	2013	Further information	
Nording of the control of the contro	of question 2015 ching online for ching In professional (Xing, Linked)	or information al networks n etc.)				2010	2011	2012		Further information	
Wording of the control of the contro	of question 2015 ching online for ching In professional (Xing, Linked)	or information al networks n etc.)				2010	2011	2012		Further information	
Wording of the control of the contro	of question 2015 ching online for ching In professional (Xing, Linked)	or information al networks n etc.)				2010	2011	2012		Further information	
Wording of 2nd quarter 2 Are you seared f yes: Are you seared from the your seared from 2004	ching online for the ching In professional (Xing, Linked) of variable 2005	or information al networks n etc.)	2007	2008	2009				2013	Further information	
Wording of 2nd quarter 2 Are you seared f yes: Are you seared from the your seared from 2004	ching online for the ching In professional (Xing, Linked) of variable 2005	or information al networks n etc.)	2007	2008	2009				2013	Further information	

No.

Name

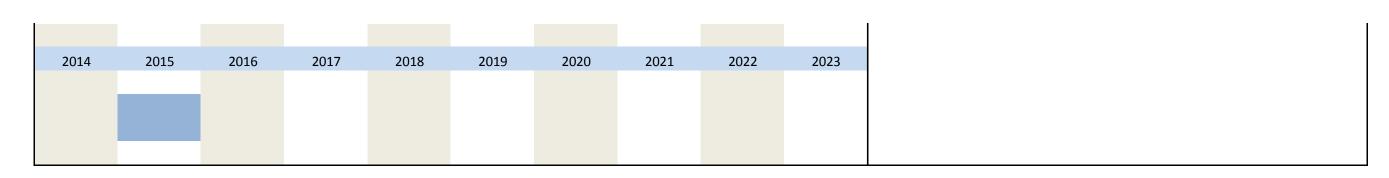
Label

Survey period

Survey frequency

3.131)	sf_2015q2	_27		searching inf	fo online: social	networks		2nd quarte	er 2015		once
Wording of	of question										
2nd quarter										Further information	
		u information	ahaut vaus	annlinants?						rarener imormación	
	rching online for	riniormation	about your a	applicants							
f yes: Are you sear	rching										
	In social netwo	orks			[1] yes						
	(Facebook, Tw	vitter etc.)									
Гime spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
lo.	Name	_	_	Label	_	_	_	Survey per	iod		Survey frequency
	ridine			Label				our vey per	100		burvey mequency
.132)	sf_2015q2	_28		searching inf	fo online: other	info		2nd quarte	er 2015		once
Vording (of question										
nd quarter	2015									Further information	
are you sear	rching online for	r information	about your a	applicants?							
f yes:											
are you sear	rching										
	other informa	tion			[1] yes						
ime spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
	N		_				_	C	. ,		
lo.	Name			Label				Survey per	Ioa		Survey frequency
133)	sf_2015q3	_1		change of ch	nallenges in ever	ryday		3rd quarte	r 2015		once
Wording (of question			professional	life						
rd quarter 2	2015									Further information	
Did the chall	lenges in everyo	day profession	nal life chang	e for your em	plovees						
	ast 5 years?	.,,,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,						
		[1] yes			[2] no						
Tim a	of weight										
	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2013	2010	2017	2010	2013	2020	2021	2022	2023		

No.	Name										
3.134)	sf_2015q3_	_2		challenges w.ı	r.t. additional	qualifications		3rd quarte	er 2015		once
Wording	of question										
3rd quarter	2015									Further information	
Did the cha	llenges in everyo	lay profession	nal life change	e for your empl	loyees						
during the l	ast 5 years?										
the challeng	ges with respect	to									
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	additional qua	lifications]			
Time spa	n 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				Cuman	riod		Curron from the
No.	Name			Label				Survey per	100		Survey frequency
3.135)	sf_2015q3_	_3		challenges w.ı	r.t. technical u	ınderstanding		3rd quarte	er 2015		once
Wording	of question										
	•										
during the l	llenges in everyd		nal life change	e for your empl	loyees					Further information	
Did the chal	llenges in everyd ast 5 years? ges with respect	to	nal life change	e for your empl	[2]	[3] decreased	[4] not relevant			Further information	
Did the chal	llenges in everyd	to	nal life change		[2]					Further information	
Did the chal	llenges in everyd ast 5 years? ges with respect	to erstanding	nal life change		[2]					Further information	
Did the chal	llenges in everydast 5 years? ges with respect	to erstanding	nal life change		[2]			2012	2013	Further information	
Did the chalduring the latest the challeng	llenges in everydast 5 years? ges with respect technical unde	to erstanding		[1] increased	[2] unchanged	decreased	relevant	2012	2013	Further information	
Did the chalduring the lather challenge. Time spa	llenges in everydast 5 years? ges with respect technical under 2005	to erstanding 2006	2007	[1] increased	[2] unchanged 2009	decreased 2010	relevant 2011			Further information	
Did the chalduring the latest the challeng	llenges in everydast 5 years? ges with respect technical unde	to erstanding		[1] increased	[2] unchanged	decreased	relevant	2012	2013	Further information	
Did the chalduring the lather challenge. Time spa	llenges in everydast 5 years? ges with respect technical under 2005	to erstanding 2006	2007	[1] increased	[2] unchanged 2009	decreased 2010	relevant 2011			Further information	
Did the chalduring the lather challenge. Time spa	llenges in everydast 5 years? ges with respect technical under 2005	to erstanding 2006	2007	[1] increased	[2] unchanged 2009	decreased 2010	relevant 2011			Further information	
Did the chalduring the lather challenge. Time spa	llenges in everydast 5 years? ges with respect technical under 2005	to erstanding 2006	2007	[1] increased	[2] unchanged 2009	decreased 2010	relevant 2011		2023	Further information	Survey frequency
Did the chalduring the lather challengers Time spa 2004 2014	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name	to erstanding 2006	2007	[1] increased 2008 2018 Label	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 riod	Further information	
Did the challed during the last the challenge with	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3_	to erstanding 2006	2007	[1] increased 2008	[2] unchanged 2009	2010 2020	relevant 2011	2022	2023 riod	Further information	Survey frequency once
Did the chalduring the lathe challenge Time spa 2004 2014 No. 3.136) Wording	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3_ of question	to erstanding 2006	2007	[1] increased 2008 2018 Label	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 riod		
Did the challed during the last the challenge with	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3_ of question	to erstanding 2006	2007	[1] increased 2008 2018 Label	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 riod	Further information Further information	
Did the challenge the challeng	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3_ of question	2006 2016	2007	2008 2018 Label challenges w.i	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge 2004 Time spa 2004 2014 No. 3.136) Wording Brd quarter Did the chalduring the lather thalduring the lather than the lather tha	llenges in everydast 5 years? ges with respect technical under 2005 Name sf_2015q3 of question 2015 llenges in everydast 5 years?	erstanding 2006 2016 Alay profession	2007	2008 2018 Label challenges w.i	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge 2004 Time spa 2004 2014 No. 3.136) Wording Brd quarter Did the chalduring the lather thalduring the lather than the lather tha	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3 of question 2015	erstanding 2006 2016 Alay profession	2007	2008 2018 Label challenges w.i	[2] unchanged 2009 2019 r.t. IT-underst	2010 2020 anding	2011 2021	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge 2004 Time spa 2004 2014 No. 3.136) Wording Brd quarter Did the chalduring the lather thalduring the lather than the lather tha	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3 of question 2015 llenges in everydast 5 years? ges with respect	to erstanding 2006 2016 to	2007	2008 2018 Label challenges w.i	[2] unchanged 2009 2019 r.t. IT-underst	2010 2020	relevant 2011	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge 2004 Time spa 2004 2014 No. 3.136) Wording Brd quarter Did the chalduring the lather thalduring the lather than the lather tha	llenges in everydast 5 years? ges with respect technical under 2005 Name sf_2015q3 of question 2015 llenges in everydast 5 years?	to erstanding 2006 2016 to	2007	2008 2018 Label challenges w.i	[2] unchanged 2009 2019 r.t. IT-underst	2010 2020 anding	2011 2021	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge and a constant and a consta	llenges in everydast 5 years? ges with respect technical under 2005 2015 Name sf_2015q3 of question 2015 llenges in everydast 5 years? ges with respect	erstanding 2006 2016 to	2007	2008 2018 Label challenges w.i	[2] unchanged 2009 2019 r.t. IT-underst	2010 2020 anding	2011 2021	2022 Survey per	2023 riod		
Did the chalduring the lathe challenge and a constant and a consta	llenges in everydast 5 years? ges with respect technical under 2005 Name 2015 Illenges in everydast 5 years? ges with respect IT understand	erstanding 2006 2016 to	2007	2008 2018 Label challenges w.i	[2] unchanged 2009 2019 r.t. IT-underst	2010 2020 anding	2011 2021	2022 Survey per	2023 riod		



No.	Name		Label							
3.137)	sf_2015q3_5		challenges w.	r.t. temporal f	exibility		3rd quarte	er 2015		once
Wording	of question									
3rd quarter	2015								Further information	
	llenges in everyday p	rofessional life cha	nge for your emp	loyees						
	ast 5 years? ges with respect to									
the chaneng	ges with respect to			[2]	[3]	[4] not	7			
	temporal flexibility	,	[1] increased	unchanged	decreased	relevant	_			
Time spa	n 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 per	riod		Survey frequency
3.138)	5 201 7 2 6						2	2045		onco
0.200,	sf_2015q3_6		challenges w.	r.t. weekend w	vork		3rd quarte	er 2015		once
	of question		challenges w.	r.t. weekend v	vork		ard quarte	er 2015		once
	of question		challenges w.	r.t. weekend v	vork		3rd quarte	er 2015	Further information	once
Wording 3rd quarter Did the chal	of question 2015 llenges in everyday p	professional life cha			vork		3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the l	of question 2015 Ilenges in everyday p last 5 years?				vork		3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the l	of question 2015 llenges in everyday p			loyees			3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the l	of question 2015 Ilenges in everyday p last 5 years? ges with respect to			loyees	[3] decreased	[4] not relevant	3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the l	of question 2015 Ilenges in everyday p last 5 years?		nge for your emp	loyees	[3]		3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the li the challeng	of question 2015 Ilenges in everyday p last 5 years? ges with respect to		nge for your emp	loyees	[3]		3rd quarte	er 2015	Further information	Office
Wording 3rd quarter Did the chal during the li the challeng	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable		nge for your emp	loyees	[3]		2012	2013	Further information	Office
Wording 3rd quarter Did the chal during the li the challeng	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable		nge for your emp	[2] unchanged	[3] decreased	relevant			Further information	Office
Wording 3rd quarter Did the chalduring the lithe challeng Time spa	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005	2006 2007	[1] increased	[2] unchanged 2009	[3] decreased	relevant 2011	2012	2013	Further information	Office
Wording 3rd quarter Did the chal during the li the challeng	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005		nge for your emp	[2] unchanged	[3] decreased	relevant			Further information	Office
Wording 3rd quarter Did the chalduring the lithe challeng Time spa	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005	2006 2007	[1] increased	[2] unchanged 2009	[3] decreased	relevant 2011	2012	2013	Further information	Unice
Wording 3rd quarter Did the chalduring the lithe challeng Time spa	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005	2006 2007	[1] increased	[2] unchanged 2009	[3] decreased	relevant 2011	2012	2013	Further information	Unice
Wording 3rd quarter Did the chalduring the lithe challeng Time spa	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005	2006 2007	[1] increased	[2] unchanged 2009	[3] decreased	relevant 2011	2012	2013	Further information	Survey frequency
Wording 3rd quarter Did the chalduring the latter the challenge 2004 2014	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005 2015	2006 2007	[1] increased 2008 2018 Label	[2] unchanged 2009	[3] decreased 2010 2020	relevant 2011	2012	2013 2023	Further information	
Wording 3rd quarter Did the chalduring the lithe challeng 2004 No. No.	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work 1 of variable 2005 2015 2015 2015	2006 2007	[1] increased 2008 2018 Label	[2] unchanged 2009	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023	Further information	Survey frequency
Wording 3rd quarter Did the chalduring the lithe challeng 2004 No. No.	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work 1 2005 2015 2015 Anne Name sf_2015q3_7 of question	2006 2007	[1] increased 2008 2018 Label	[2] unchanged 2009	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023	Further information Further information	Survey frequency
Wording 3rd quarter Did the chalduring the lithe challenge Time spa 2004 No. 3.139) Wording 3rd quarter	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work 1 2005 2015 2015 Anne Name sf_2015q3_7 of question	2006 2007	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023		Survey frequency
Wording 3rd quarter Did the chalduring the lithe challeng 2004 2014 No. 3.139) Wording 3rd quarter Did the challenge Time spa	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005 2015 Name sf_2015q3_7 of question 2015	2006 2007	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023		Survey frequency
Wording 3rd quarter Did the chalduring the late challeng 2004 No. 2014 No. 3.139) Wording 3rd quarter Did the chalduring the late challeng during the late challeng the challeng	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005 2015 2015 Name sf_2015q3_7 of question 2015	2006 2007 2016 2017 professional life char	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023		Survey frequency
Wording 3rd quarter Did the chalduring the late challeng 2004 No. 2014 No. 3.139) Wording 3rd quarter Did the chalduring the late challeng during the late challeng the challeng	of question 2015 Ilenges in everyday plast 5 years? ges with respect to weekend work n of variable 2005 2015 Name sf_2015q3_7 of question 2015 Ilenges in everyday plast 5 years?	2006 2007 2016 2017 professional life char	[1] increased 2008 2018 Label challenges w.	loyees [2] unchanged 2009 r.t. willingness	[3] decreased 2010 2020	relevant 2011	2012 2022	2013 2023		Survey frequency

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	
3.140)	sf_2015q3_8	challenges w.	r.t. language skills		3rd quarter 2015		once	
Wording	of question							
						Further information		
3rd quarter	2015					rarener information		
						rather information		
Did the cha	llenges in everyday professional	l life change for your empl	loyees					
Did the cha		l life change for your empl	loyees					
Did the cha	llenges in everyday professional	l life change for your empl	loyees					
Did the cha	llenges in everyday professional last 5 years?	I life change for your empl	[2] [2]	[4] not relevant				
Did the cha	llenges in everyday professional last 5 years?		[2] [3]					

-				
No.	Name	Label	Survey period	Survey frequency
3.141)	sf 2015q3 9	challenges w.r.t. lifelong learning	3rd guarter 2015	once

Wording of question 3rd quarter 2015 Further information Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to... [2] [3] [4] not [1] increased unchanged decreased relevant lifelong learning Time span of variable

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	
Did the cha	Illenges in everyday professional life char	nge for your employees			
during the l	last 5 years?				

the o	challenge	s with respect	to							
					[1] increased	[2] unchanged	[3] decreased	[4] not relevant		
		teamwork abi	lities							
Tim	ne span	of variable								
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	204.4	2045	2016	2017	2010	2010	2020	2024	2022	2022
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey per	iod		Survey frequency
110.	Hame			20001				Jairey per			Survey mediciney
3.143)	sf_2015q3	11		challenges w.	r.t. other chall	enges		3rd quarte	r 2015		once
3.1 13)	31_201343			chancinges w.	re other chair	ciiges		ora quarte	. 2013		Office
Wording	of question										
3rd quarter	2015									Further information	
	llenges in every	day profession	al life change	for your emp	loyees						
during the la	ast 5 years?										
the challens	ges with respect	to									
the chaneng	ses with respect										
				[4]	[2]	[3]	[4] not]			
				[1] increased	unchanged	decreased	relevant				
	other challen	ges									
T:											
rime spai	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
0011	0017	2012	20.7	2012	2012	2022	2021	2022	2022		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No.	Name			Label				Survey per	riod		Survey frequency
.144)	sf_2015q3	_13		difficulties fin	iding trainees			3rd quarte	er 2015		once
Wording c	of question										
rd quarter 2	.015									Further information	
·											
	w apprenticesh	nip year begins	s. Did your co	mpany have d	ifficulties						
inding traine	ees?										
				[1] yes							
				[2] no							
				, , , , , , , , , , , , , , , , , , ,							
				[3] no trainee	positions wer	e offered					
îme span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
			••-								
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

Survey frequency

No.

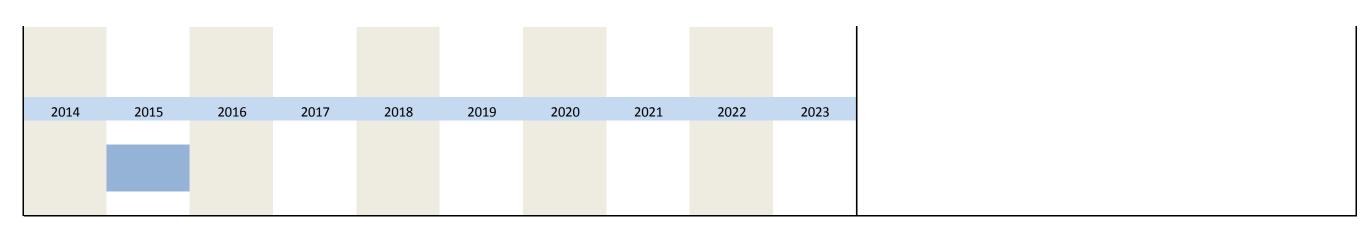
Name

Wording o	of augstion										
	oi question			promotion at	Schools						
3rd quarter 2	2015									Further information	
Did you take	e special measu	res to fill ope	n trainee posi	itions?							
	promotion at	schools			[1] yes						
Time span	n 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 per	riod		Survey frequency
3.146)	sf_2015q3			measure fillir	ng trainee posi	tions: fairs		3rd quarte	er 2015		once
Wording o	of question										
3rd quarter 2	2015									Further information	
Did you take	e special measu	res to fill ope	n trainee posi	itions?							
	visiting fairs				[1] yes						
Time span	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
		2016	2017		2019	2020	2021				
2014 No.	2015 Name	2016	2017	2018 Label	2019	2020	2021	2022 Survey per			Survey frequency
			2017	Label		2020 tions: new cha			riod		Survey frequency once
No. 3.147)	Name	_16	2017	Label				Survey per	riod		
No. 3.147)	Name sf_2015q3 of question	_16	2017	Label				Survey per	riod	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question	_16		Label measure fillin				Survey per	riod	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question 2015 e special measu	_16		Label measure fillin	ng trainee posi			Survey per	riod	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question	_16		Label measure fillin				Survey per	riod	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online)	_16 res to fill operent channels		Label measure fillin	ng trainee posi			Survey per	riod	Further information	
No. 3.147) Wording of the spanning span	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online)	_16 res to fill operent channels	n trainee posi	Label measure filling itions?	ng trainee posi	tions: new cha	annels	Survey per	riod er 2015	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online)	_16 res to fill operent channels		Label measure fillin	ng trainee posi			Survey per	riod	Further information	
No. 3.147) Wording of the spanning span	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online)	_16 res to fill operent channels	n trainee posi	Label measure filling itions?	ng trainee posi	tions: new cha	annels	Survey per	riod er 2015	Further information	
No. 3.147) Wording of the spanning span	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online)	_16 res to fill operent channels	n trainee posi	Label measure filling itions?	ng trainee posi	tions: new cha	annels	Survey per	riod er 2015	Further information	
No. 3.147) Wording of the second se	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005	_16 res to fill operent channels 2006	n trainee posi	Label measure filling itions?	[1] yes	tions: new cha	annels 2011	Survey per 3rd quarte	2013	Further information	
No. 3.147) Wording of the second se	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005	_16 res to fill operent channels 2006	n trainee posi	Label measure filling itions?	[1] yes	tions: new cha	annels 2011	Survey per 3rd quarte	2013	Further information	
No. 3.147) Wording of the second se	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005	_16 res to fill operent channels 2006	n trainee posi	Label measure filling itions?	[1] yes	tions: new cha	annels 2011	Survey per 3rd quarte	2013	Further information	
No. 3.147) Wording of the second se	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005	_16 res to fill operent channels 2006	n trainee posi	Label measure filling itions?	[1] yes	tions: new cha	annels 2011	Survey per 3rd quarte	2013 2023	Further information	
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005 Name	_16 res to fill operent channels 2006	n trainee posi	Label measure filling 2008 2018 Label	[1] yes	2010 2020	2011 2021	Survey per 2012	2013 2023	Further information	Survey frequency
No. 3.147) Wording of the state of the sta	Name sf_2015q3 of question 2015 e special measu new recruitme (e.g. online) n of variable 2005	_16 res to fill operent channels 2006	n trainee posi	Label measure filling 2008 2018 Label	[1] yes	tions: new cha	2011 2021	Survey per 3rd quarte	2013 2023	Further information	once

Γime spar	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
	N							C		
No.	Name			Label				Survey per	rioa	Survey frequency
.149)	sf_2015q3	_18		measure fillin	ng trainee posit	tions: other		3rd quarte	er 2015	once
Vording (of question									
rd quarter :										Further information
id you take	e special measu	res to fill ope			1					
	other				[1] yes					
ime spar	n of variable									
			2007	2000	2000	2010	2011	2012	2042	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
lo.	Name			Label				Survey per	riod	Survey frequency
10.	Name			Label				Survey per	riod	Survey frequency
	Name sf_2015q3	_20		measure fillin	ng trainee posit	tions:		Survey per		Survey frequency once
.150)						tions:				
.150) Vording	sf_2015q3 of question			measure fillin		tions:			er 2015	
150) Vording o	sf_2015q3 of question			measure fillin		tions:			er 2015	once
.150) Vording of	sf_2015q3 of question 2015	res to fill ope		measure fillin		tions:			er 2015	once
.150) Vording of the control of the	sf_2015q3 of question 2015 e special measu no special me	res to fill ope asures		measure fillin	easure	tions:			er 2015	once
150) Vording of the state of t	sf_2015q3 of question 2015 e special measu	res to fill ope asures		measure fillin	easure	tions:			er 2015	once
150) Vording	sf_2015q3 of question 2015 e special measu no special me	res to fill ope asures		measure fillin	easure	2010	2011		er 2015	once
.150) Vording of the spanning of the spanning s	sf_2015q3 of question 2015 e special measu no special me	res to fill ope asures	n trainee posit	measure filling no special me	[1] yes		2011	3rd quarte	er 2015	once
Vording of the spanning spanni	sf_2015q3 of question 2015 e special measu no special me 2005	res to fill operasures	n trainee posit	measure filling no special measures.	[1] yes	2010		3rd quarte	2013	once
150) Vording of the design of	sf_2015q3 of question 2015 e special measu no special me	res to fill ope asures	n trainee posit	measure fillin no special me	[1] yes		2011	3rd quarte	er 2015	once
Vording of the spanning spanni	sf_2015q3 of question 2015 e special measu no special me 2005	res to fill operasures	n trainee posit	measure filling no special measures.	[1] yes	2010		3rd quarte	2013	once
Vording of the spanning spanni	sf_2015q3 of question 2015 e special measu no special me 2005	res to fill operasures	n trainee posit	measure filling no special measures.	[1] yes	2010		3rd quarte	2013	once
ime spar	sf_2015q3 of question 2015 e special measu no special me 2005 2015	res to fill operasures	n trainee posit	measure filling no special measure filling no sp	[1] yes	2010		2012 2022	2013 2023	Further information
Nording of the span of the spa	sf_2015q3 of question 2015 e special measu no special me 2005	res to fill operasures	n trainee posit	measure filling no special measures.	[1] yes	2010		3rd quarte	2013 2023	once
No.	sf_2015q3 of question 2015 e special measu no special me 2005 2015	res to fill operasures 2006	2007	measure filling no special measures. 2008 2018 Label	[1] yes	2010	2021	2012 2022	2013 2023 riod	Further information
No.	sf_2015q3 of question 2015 e special measu no special me 2005 2015 Variable Name	res to fill operasures 2006	2007	measure filling no special measures. 2008 2018 Label	[1] yes 2009	2010	2021	2012 Survey per	2013 2023 riod	Further information Survey frequency
No. No. No. No. No. No.	sf_2015q3 of question 2015 e special measu no special me 2005 2015 Name Sf_2015q4 of question	res to fill operasures 2006	2007	measure filling no special measures. 2008 2018 Label	[1] yes 2009	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency once
No. Nording of the spare of th	sf_2015q3 of question 2015 e special measu no special me 2005 2015 Name sf_2015q4 of question 2015	res to fill operasures 2006 2016	2007	measure filling no special measures. zions? 2008 2018 Label employment	[1] yes 2009	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency
Nording of the span and the span and sp	sf_2015q3 of question 2015 e special measu no special me 2005 2015 2015 Name Sf_2015q4 of question 2015	res to fill operasures 2006 2016 kers during the service of the	2007	measure filling no special measures. zions? 2008 2018 Label employment	[1] yes 2009 of asylum seel	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency once
Pid quarter in the span 2004 2014 No. S.151) Wording of the span and the span a	sf_2015q3 of question 2015 e special measu no special me 2005 2015 2015 Name Sf_2015q4 of question 2015	res to fill operasures 2006 2016	2007	measure filling no special measures. zions? 2008 2018 Label employment	[1] yes 2009	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency once
No. Nording of the span 2004 2014 No. S.151) Nording of the span 2004 String of the span 2004 String of the span 300 and 300 an	sf_2015q3 of question 2015 e special measu no special me 2005 2015 2015 Name Sf_2015q4 of question 2015	res to fill operasures 2006 2016 kers during the [1] yes	2007	measure filling no special measures. zions? 2008 2018 Label employment	[1] yes 2009 of asylum seel	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency once
Nording of the span 2004 2014 No. 151) Nording of the span 2004 Time span 2004	sf_2015q3 of question 2015 e special measu no special me 2005 Name 2015 Name sf_2015q4 of question 2015 ploy asylum see	res to fill operasures 2006 2016 kers during the [1] yes	2007 2017	measure filling no special measures filling no special mea	[1] yes 2009 2019 [2] no	2010 2020 Xers last 24 mo	2021 onth	2012 2022 Survey per 4th quarte	2013 2023 riod er 2015	Further information Survey frequency once
No. S.150) Wording of the span of the sp	sf_2015q3 of question 2015 e special measu no special me 2005 2015 2015 Name Sf_2015q4 of question 2015	res to fill operasures 2006 2016 kers during the [1] yes	2007	measure filling no special measures. zions? 2008 2018 Label employment	[1] yes 2009 of asylum seel	2010	2021	2012 Survey per	2013 2023 2023	Further information Survey frequency once

[1] yes

foreign search



													_
No.		Name			Label				Survey per	riod		Survey frequency	
		(204E 4	2	ı					4.1	2045			
3.152	2)	sf_2015q4_	_2		employment	of asylum seel	kers currently		4th quarte	er 2015		once	
Wor	rding o	f question											
4th qı	juarter 20	015									Further information		
Aro w	AOTI OTINA	ntly omploying	r aculum cool	·ore)									
Are y	ou curre	ntly employing	g asylum seek	ers?		_							
			[1] yes			[2] no							
Time	e span	of variable											
2	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
No.		Name			Label				Survey per	riod		Survey frequency	
		_											
3.153	3)	sf_2015q4_	_3		employment next 12 mont	of asylum seel	kers planned		4th quarte	er 2015		once	
Wor	rding o	f question			TICKE 12 IIIOTTE								
4th gi	Juarter 20	015									Further information		
		ning to employ ! months	asylum seek	ers?									
			ra1],,,							
			[1] yes			[2] no							
Time	e chan	of variable											
	c span	or variable											
2	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
		N											
No.		Name			Label				Survey per	riod		Survey frequency	
	- >	of 2015 = 4	4	I					441	·- 2015			
3.154	4)	sf_2015q4_	_4		employment from 2017 on	of asylum seel	kers planned		4th quarte	er 2015		once	
Wor	rding o	f question											
4th qu	juarter 20	015									Further information		
A													
	ou planr 2017 on	ning to employ	asylum seek	C13!									
			[1] yes][2] no							
			[±] y∈3			[2] no							
Time	e snan	of variable											
- 11116	c spair	or variable											
2	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
			,				3_0				1		

No.	Name			Label				Survey pe	riod		Survey frequency
3.155)	sf_2015q4	_5			qualification of qualif			4th quarte	er 2015		once
Vording	of question			as justilia seeke	. o piarificu 12	viigile					
h quarter	2015									Further information	
re you pla	nning to invest i	nto qualificati	ion measures	for asylum se	ekers in your o	ompany					
uring the n	next 12 months?										
		[1] yes			[2] no						
ime sna	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										<u> </u>	
0.	Name			Label				Survey pe	riod		Survey frequency
156)	sf_2015q4	_6		obstacles to e	employing asyl	um seekers: la	anguage	4th quarte	er 2015		once
ording	of question										
h quarter	2015									Further information	
hich obsta	acles do you see	with regard t	o employing	asylum seeker	s?						
				[1] large	[2]	[3]	[4] not]			
	language			obstacle	(=)	[0]	relevant				
me spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
lo.	Name			Label				Survey pe	riod		Survey frequency
J	rvaine			LUDEI				Survey per	1100		July by Trequency
157)	sf_2015q4	_7			employing asyl	um seekers:		4th quarte	er 2015		once
Nording	of question			qualification							
:h quarter	2015									Further information	
	acles do you see	with regard t	o employing	asylum saakar	s?						
on obsta	ao you see	regaru t	o employing				[4]]			
				[1] large obstacle	[2]	[3]	[4] not relevant				
	qualification										
ime spa	n of variable										
2004				2008	2009	2010	2011	2012	2013		
2004	2005	2006	2007	ZULIX	2009	2010	2011	2012	2013		
	2005	2006	2007	2000							
	2005	2006	2007	2000							
2014	2005	2006	2007	2018	2019	2020	2021	2022	2023		
2014					2019	2020	2021	2022	2023		
2014					2019	2020	2021	2022	2023		

No.	Name			Label				Survey pe	riod		Survey frequency
3.158)	sf_2015q4	_8		obstacles to e		um seekers:		4th quarte	er 2015		once
Wording	of question										
4th quarter	2015									Further information	
Which obst	acles do you see	e with regard t	o employing	asylum seeker	s?						
				[1] large			[4] not	1			
				obstacle	[2]	[3]	relevant	_			
	minimum wag	ge						J			
Time spa	n 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 pe	riod		Survey frequency
No.	Name			Label		-	-	Survey pe	riod		Survey frequency
No. 3.159)	Name sf_2015q4	_9		obstacles to e		um seekers:		Survey pe 4th quarte			Survey frequency once
3.159)						um seekers:					
3.159)	sf_2015q4 of question			obstacles to e		um seekers:				Further information	
3.159) Wording 4th quarter	sf_2015q4 of question 2015		o emploving	obstacles to e legal framewo	orks	um seekers:				Further information	
3.159) Wording 4th quarter	sf_2015q4 of question		o employing	obstacles to e legal framewo	orks	um seekers:				Further information	
3.159) Wording 4th quarter	sf_2015q4 of question 2015		o employing	obstacles to e legal framewo	orks	um seekers:	[4] not relevant			Further information	
3.159) Wording 4th quarter	sf_2015q4 of question 2015	e with regard t	o employing	obstacles to e legal framewe asylum seeker [1] large	orks s?					Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see	e with regard t	o employing	obstacles to e legal framewe asylum seeker [1] large	orks s?					Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see	e with regard t	o employing	obstacles to e legal framewe asylum seeker [1] large	orks s?					Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see	e with regard t	co employing	obstacles to e legal framewe asylum seeker [1] large	orks s?					Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see legal framewo	e with regard t		asylum seeker [1] large obstacle	s? [2]	[3]	relevant	4th quarte	er 2015	Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see legal framewo	e with regard t		asylum seeker [1] large obstacle	s? [2]	[3]	relevant	4th quarte	er 2015	Further information	
3.159) Wording 4th quarter Which obsta	sf_2015q4 of question 2015 acles do you see legal framewo	e with regard t		asylum seeker [1] large obstacle	s? [2]	[3]	relevant	4th quarte	er 2015	Further information	
3.159) Wording 4th quarter Which obsta	of question 2015 acles do you see legal framewo	e with regard to	2007	asylum seeker [1] large obstacle	z009	2010	relevant 2011	4th quarte	2013	Further information	