

List of variables

Ifo Personnel Manager Survey

Data: Q1/2008-Q4/2016

As of June 2017

Contents Page 1-5
Description of variables Page 5-108

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

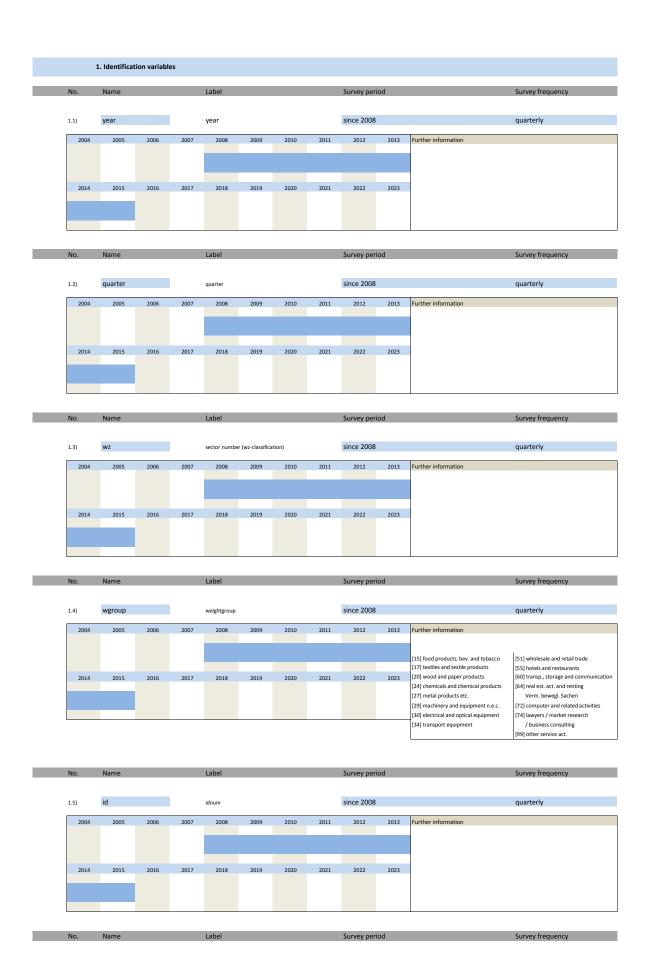
No.	Name	Label	German description
2.1)	extrah_tq	current relevance of extra hours	Derzeitige Bedeutung von Überstunden
2.2)	extrah_lq	relevance of extra hours compared to last quarter	Bedeutung von Überstunden im Vergleich mit dem Vorquartal
2.3)	extrah_nq	expected relevance of extra hours next quarter	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

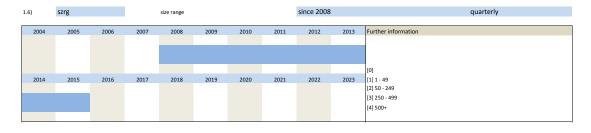
3. Special questions

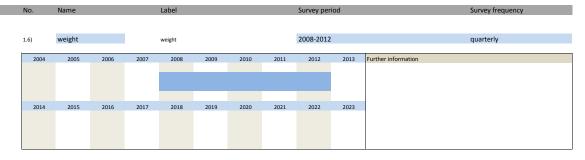
No.	Name	Label	German description
	of 2000-1 1		
3.1)	sf_2008q1_1		
3.2)	sf_2008q2_1	financial crisis: impact on staff size (y/n)	Finanzkrise: Auswirkung auf Personalbestand (ja/nein)
3.3)	sf_2008q2_2	financial crisis: impact on staff size (direction)	Finanzkrise: Auswirkung auf Personalbestand in den nächsten 6 Monaten (Richtung)
3.4)	sf_2008q3_1	reduction in shortage of skilled labour	Reduktion des Fachkräftemangels
3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	Ausgaben für Fort- und Weiterbildung in 2009
3.6)	sf_2009q1_1	reduction of operational dismissals	Vermeidung betriebsbedingter Kündigungen durch Verlängerung des Kurzarbeitergeldes
3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	Bewertung der Maßnahmen zur Entlastung der Unternehmen
3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2009
3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 1. Halbjahr 2010
3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2010
3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2011
3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2012
3.13)	sf_2009q3_6	development of staff size in 2013 compared to current state	Entwicklung der Beschäftigtenanzahl im Jahr 2013
3.14)	sf_2009q4_1	impact of economic measures on economic growth in the medium run	Auswirkung wirtschaftspolitischer Maßnahmen auf das mittelfristige Wirtschaftswachstu
3.15)	sf_2010q1_1	plans w.r.t short-time work in 2010	Planungen hinsichtlich Kurzarbeit für 2010
3.16)	sf_2010q1_2	currently no short-time work:	Derzeit wird keine Kurzarbeit genutzt
3.17)	sf_2010q1_3	currently employing short-time work:	Derzeit wird Kurzarbeit genutzt
3.18)	sf_2010q2_1	handling of football world-cup	Umgang mit Spielen der Fußball-WM während der Arbeitszeit
3.19)	sf_2010q2_2	breaks are considered	Unterbrechung ist (Arbeitszeit/Freizeit)
3.20)	sf_2010q2_3	allowance to interrupt applies for	Die Unterbrechung gilt (für alle/für ausgewählte)
3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	Tendenz zu befristeten Verträgen bei Neueinstellungen in den nächsten 12 Monaten
3.22)	sf_2010q4_1	voluntary extrapayments have been made	Freiwillige Sonderzahlungen sind erfolgt
3.23)	sf_2010q4_2	voluntary extrapayments will be made	Freiwillige Sonderzahlungen sind für die kommenden Monate geplant
3.24)	sf_2010q4_3 sf_2011q1_1	next payround	Verhalten in der nächsten Tarif- bzw. Gehaltsrunde
3.25)	sf_2011q1_1 sf_2011q1_2	tendency towards longer employment of senior employees	Tendenz ältere Mitarbeiter länger an den Betrieb zu binden
3.26)	sf_2011q1_2 sf_2011q1_3	yes, via flexible working hours	Maßnahmen zur längeren Bindung an Betrieb: flexible Arbeitszeiten
3.27)	sf_2011q1_3 sf_2011q1_4	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)	sf_2011q1_5 sf_2011q1_6	yes, via adjustment of assignments	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Aufgabengebiets
3.30)	sf_2011q1_6 sf_2011q1_7	yes, via other measures	Maßnahmen zur längeren Bindung an Betrieb: andere
3.31)	sf_2011q1_/ sf_2011q2_1	no measures	keine Maßnahmen zur längeren Bindung an den Betrieb
3.32)		recruitment via job advertisement in print media	Rekrutierung über Stellenanzeigen in Printmedien
3.33)	sf_2011q2_2 sf_2011q2_3	recruitment via job advertisement online - own homepage	Rekrutierung über Stellenanzeigen online - eigene Homepage
3.34)		recruitment via job advertisement online - job markets	Rekrutierung über Stellenanzeigen online - Jobbörsen
3.35)	sf_2011q2_4	recruitment via social media/ social networks on the internet	Rekrutierung über Social Media/ Soziale Netzwerke im Internet
3.36)	sf_2011q2_5	recruitment via personal contacts	Rekrutierung über persönliche Kontakte
3.37)	sf_2011q2_6	recruitment via universities	Rekrutierung über Hochschulen
3.38)	sf_2011q2_7	recruitment via federal employment agency	Rekrutierung über die Bundesagentur für Arbeit
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	Rekrutierung über Anwerbeveranstaltungen/Messen
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	Nachfrage von griechischen Bewerbern im Vergleich zu früher
3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	Nachfrage von irischen Bewerbern im Vergleich zu früher
3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	Nachfrage von italienischen Bewerbern im Vergleich zu früher
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	Nachfrage von portugiesischen Bewerbern im Vergleich zu früher
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	Nachfrage von spanischen Bewerbern im Vergleich zu früher
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	Relevanz der derzeitigen Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.46)	sf_2011q4_2 sf_2012q1_1	relevance of regulations on approval of foreign vocational education (direction)	Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikationen
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
,	sf_2012q1_2 sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	Entwicklung der Beschäftigtenzahl 2013 gegenüber Ende 1. Halbjahl 2012 Entwicklung der Beschäftigtenzahl 2013 gegenüber Ende 2012
3.49)	sf_2012q1_3 sf_2012q2_1	flexible working hours via gliding time	Flexible Arbeitszeitgestaltung durch Gleitzeit
3.51)	sf_2012q2_1 sf_2012q2_2	flexible working hours via gliding time flexible working hours via homeoffice	Flexible Arbeitszeitgestaltung durch Gierzeit Flexible Arbeitszeitgestaltung durch Homeoffice
3.52)	sf_2012q2_2	flexible working hours via jobsharing	Flexible Arbeitszeitgestaltung durch Jobsharing
3.53)	sf_2012q2_4	flexible working hours via partial retirement	Flexible Arbeitszeitgestaltung durch Altersteilzeit
3.54)	sf_2012q2_5	flexible working hours via freelancing	Flexible Arbeitszeitgestaltung durch Artersteilzeit
3.55)	sf_2012q2_6	flexible working hours via working-time accounts	Flexible Arbeitszeitgestaltung durch Arbeitszeitkonten
3.56)	sf_2012q2_7	flexible working hours via sabbatical	Flexible Arbeitszeitgestaltung durch Sabbaticals
3.57)	sf_2012q2_8	flexible working hours via other measures	Flexible Arbeitszeitgestaltung durch andere Maßnahmen
3.58)	sf_2012q2_5 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_1	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_2 sf_2012q4_3	reaction to economic slowdown, w.r.t temporary contracts 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 agency workers	Reaktion auf schwache Konjunktur bzgl. Stammbelegschaft
3.64)	sf 2012q4_4	reaction to economic slowdown, w.r.t extra hours	Reaktion auf schwache Konjunktur bzgl. Stammbelegschaft
3.65)	sf_2012q4_5 sf_2012q4_6	reaction to economic slowdown, w.r.t extra nours reaction to economic slowdown, w.r.t short-time work	Reaktion auf schwache Konjunktur bzgl. Kurzarbeit
3.66)	sf_2013q1_1	demand of applicants from Greece during last 12 months	Veränderung der Nachfrage von griechischen Bewerbern in den letzten 12 Monaten
3.67)	sf_2013q1_1	demand of applicants from Greece during last 12 months demand of applicants from Ireland during last 12 months	Veränderung der Nachfrage von grechtschen Bewerbern in den letzten 12 Monaten
3.68)	sf 2013q1_2	demand of applicants from Italy during last 12 months	Veränderung der Nachfrage von Inschen Bewerbern in den letzten 12 Monaten
3.69)	sf_2013q1_4	demand of applicants from Portugal during last 12 months	Veränderung der Nachfrage von namenschen Bewerbern in den letzten 12 Monaten Veränderung der Nachfrage von portugiesischen Bewerbern in den letzten 12 Monaten
3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	Veränderung der Nachfrage von portogiesischen Bewerbern in den letzten 12 Monaten
3.70)	sf_2013q1_6	actively searching for applicants form a.m. EU-states	Aktive Suche nach Bewerbern aus genannten EU-Staaten
3.72)	sf 2013q1_0	plans w.r.t. number of part-time jobs by the end of 2014	Pläne bzgl. des Angebots an Teilzeitstellen im nächsten Jahr
3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	Entwicklung der Anzahl an Teilzeitstellen in den letzten 2-3 Jahren
3.74)	sf_2013q2_1	home-office employment is part of company organisation	Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.74)	sf_2013q3_1	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	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	Mindestiohn: Einfluss auf Personalbestand in 2014
3.80)	sf_2014q1_1	minimum wage: impact on personnel starting 2015	Mindestionn: Einfluss auf Personalbestand in 2014 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_1	early retirement: expected shortage of personnel	vorzeitiger Renteneintritt: Personalengpässe erwartet
3.84)	sf 2014q2_2	obstacles to reach female quota in company	Hindernisse Frauenquote zu erreichen
3.85)	sf_2014q3_1	female quota obstacles: few women in sector	Hindernisse Frauenquote: wenige Frauen in Branche
3.86)	sf_2014q3_2 sf_2014q3_3	female quota obstacles: new women in sector female quota obstacles: no qualified female applicants	Hindernisse Frauenquote: wenige Frauen in Branche Hindernisse Frauenquote: keine geeigneten Bewerberinnen
3.86)	sf_2014q3_4 sf_2014q3_4	female quota obstacles: no qualified female applicants female quota obstacles: decision based on qualification only	Hindernisse Frauenquote: Keine geeigneten Bewerberinnen Hindernisse Frauenquote: Entscheidung nur aufgrund von Qualifikation
3.88)	sf_2014q3_4 sf_2014q3_5	female quota obstacles: decision based on qualification only female quota obstacles: other reasons	Hindernisse Frauenquote: Entscheidung nur aufgrund von Quainikation Hindernisse Frauenquote: andere Gründe
3.88)	sf_2014q3_5 sf_2014q4_1	temale quota obstacles: other reasons difficulties finding trainees	Hindernisse Frauenquote: andere Gründe Schwierigkeiten Auszubildende zu finden
3.89)			
3.90)	sf_2014q4_2 sf_2014q4_3	measures to fill trainee positions: underwriting guarantee measures to fill trainee positions: mentoring programs	Maßnahmen zur Besetzung von Auszubildendenstellen: Übernahmegarantien Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme
3.91)	st_2014q4_3 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
	sf_2014q4_7	measures to fill trainee positions: no measures	Maßnahmen zur Besetzung von Auszubildendenstellen: keine Maßnahmen
3.95)	of 2014=4 0		
3.95) 3.96) 3.97)	sf_2014q4_8 sf_2015q1_1	recruitment scecifically in euro crisis countries offering contracts for work	Rekrutierung besonders in europäischen Krisenländern Vergabe von Werkverträgen

3.99)			
	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss
3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
3.101) 3.102)	sf_2015q1_5 sf_2015q1_6	in last 5 years employed trainees with: secondary school leaving certificate in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Mittlere Reife Letzte 5 Jahre Auszubildende mit: Abitur
3.102)	sf_2015q1_0 sf_2015q1_7	in last 5 years employed trainees with: night-school diploma in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: Abitur Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.103)	sf_2015q1_7 sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q1_6 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
3.114)	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule
3.118)	sf_2015q2_14	importance for final selection of personnel: internships	Bedeutung für die finale Auswahl von Personal: Praktika
3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung
3.120) 3.121)	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslandserfahrung
	sf_2015q2_17 sf_2015q2_18	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122) 3.123)	sf_2015q2_18 sf_2015q2_19	importance for final selection of personnel: IT-skills importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_10	importance for final selection of personnel: bover letter	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 sf_2015q3_13	challenges w.r.t. other challenges difficulties finding trainees	Anforderungen im Hinblick auf sonstige Anforderungen Schwierigkeiten bei Auszubildendensuche
3.144)	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.145)	sf_2015q3_15	measure filling trainee positions: promotion at schools measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
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: Neue Nach daterungskande
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) 3.160)	sf_2015q4_9		
	sf_2016q1_1	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen
	of 2010-1 2	offering internships in general;	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an
3.161)	sf_2016q1_2	offering internships in general; offering internships since 2015 for voluntary interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an
3.162)	sf_2016q1_3	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundstrüch Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktinkanten an
3.162) 3.163)	sf_2016q1_3 sf_2016q1_4	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for voluntary interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für frewillige Praktikanten an
3.162)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for obligated interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundstlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktivikanten an botten vor 2015 Praktika für Pflichtpraktivikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an
3.162) 3.163) 3.164)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for volligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundstrüch Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktinkanten an boten vor 2015 Praktika für freiwillige Praktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten
3.162) 3.163) 3.164) 3.165)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for obligated interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundstlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktivikanten an botten vor 2015 Praktika für Pflichtpraktivikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an
3.162) 3.163) 3.164) 3.165) 3.166)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for volbigated interns average internship duration for obligated interns average internship duration for obligated interns	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für Freilwillige Praktikanten an bieten seit 2015 Praktika für Freilwillige Praktikanten an boten vor 2015 Praktika für Freilwillige Praktikanten an borthen vor 2015 Praktika für Priichtpraktikanten an Durchschnittliche Praktikundsduer für Freilwillige Praktikanten Durchschnittliche Praktikundsduer für Freilchtpraktikanten
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for voluntary interns average internships before 2015 for boligated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as excrubing tood	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktivikanten an boten vor 2015 Praktika für Pflichtpraktivikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika sik Beruturerungsinstrument
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for obligated interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Pratikla an bieten seit 2015 Pratikla für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktik als Rekrutierungsinstrument Einfluss von Mindestöhn auf Praktikumsangebot
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten siet 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktinkanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für Freiwillige Praktikanten Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einflass von Mindestbina un Praktikumsnagebot Home-Office Teil der Unternehmensorganisation
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_1	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings; no company presence	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundstich Praktika an an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an botten vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für fleichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für fleichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika sils Rekruterungsinstrument Einfluss von Mindestohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_11 sf_2016q2_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum wage on internships home office part of company organization home office offerings: no company presence home office offerings: no company presence	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Durchschnittliche Praktikumsdauer für Pflichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktik als Rekrutierungsinstrument Einfluss von Mindestöhn auf Praktikumsangebot Home-Office eil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_1 sf_2016q2_3 sf_2016q2_3 sf_2016q2_4	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office of minimum wage on internships home office part of company organization home office offerings: no company presence home office offerings: no company presence: usage home office offerings: cocasional presence	Hürden bei Anstellung von Asybewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktina als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz Home-Office Angebote: vereinzelte Päsenz
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns average internship duration for voluntary interns saverage internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships are recruiting tool influence of minimum wage on internships home office part of company organization home office offerings in company presence home office offerings: occasional presence	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an an bietens etz 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknaten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für fleichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekruterungsinsturment Einfluss von Mindestohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz Home-Office Angebote: vereinzelte Präsenz Home-Office Angebote: vereinzelte Präsenz
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5	offering internships ingeneral; offering internships since 2015 for voluntary interns offering internships since 2015 for vollapated interns offering internships before 2015 for vollapated interns offering internships before 2015 for vollapated interns average internship before 2015 for vollapated interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns internship duration for voluntary internship internship duration for voluntary interns internship duration for voluntary	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bietens eit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Freiwillige Praktikanten an bothen vor 2015 Praktika für Freiwillige Praktikanten an bothen vor 2015 Praktika für Freiwillige Praktikanten an Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktik als Rekrutierungsinstrument Einfluss von Mindestböhn auf Praktikumsagebot Home-Office ale der Unternehmensorganisation Home-Office Angebote: ohne Präsenz: Home-Office Angebote: verleinzelte Präsenz: Home-Office Angebote: verleinzelte Präsenz: Home-Office Angebote: verleinzelte Präsenz: Nutzung Home-Office Angebote: häufige Präsenz:
3.162) 3.163) 3.164) 3.165) 3.166) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office of minimum wage on internships home office part of company organization home office offerings: no company presence home office offerings: occasional presence home office offerings: occasional presence home office offerings: creational presence home office offerings: requent presence usage home office offerings: frequent presence	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an boten vor 2015 Praktika für Pflichtpraktiknanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Purkschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtgekei Praktika als Rekrutierungsinstorument Einfluss von Mindestohn auf Praktikumsangebot Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz: Nutzung Home-Office Angebote: vereinzele Präsenz: Home-Office Angebote: vereinzele Präsenz: Home-Office Angebote: häufige Präsenz: Nutzung Home-Office Angebote: häufige Präsenz: Nutzung Home-Office Angebote: häufige Präsenz: Nutzung
3.162) 3.163) 3.164) 3.165) 3.166) 3.166) 3.169) 3.170) 3.171) 3.172) 3.173) 3.173) 3.174) 3.175)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5	offering internships ingeneral; offering internships since 2015 for voluntary interns offering internships since 2015 for vollapated interns offering internships before 2015 for vollapated interns offering internships before 2015 for vollapated interns average internship before 2015 for vollapated interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns internship duration for voluntary internship internship duration for voluntary interns internship duration for voluntary	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bietens eit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Freiwillige Praktikanten an bothen vor 2015 Praktika für Freiwillige Praktikanten an bothen vor 2015 Praktika für Freiwillige Praktikanten an Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktik als Rekrutierungsinstrument Einfluss von Mindestböhn auf Praktikumsagebot Home-Office ale der Unternehmensorganisation Home-Office Angebote: ohne Präsenz: Home-Office Angebote: verleinzelte Präsenz: Home-Office Angebote: verleinzelte Präsenz: Home-Office Angebote: verleinzelte Präsenz: Nutzung Home-Office Angebote: häufige Präsenz:
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7 sf_2016q2_8	offering Internships in general; offering Internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous phome office of internships as recruiting tool influence of internships are company presence home office offerings: company presence: usage home office offerings: frequent presence: usage home office offerings: frequent presence: usage home office offerings: requent presence: usage home office offerings: requent presence: usage home office offerings: requent presence: usage home office offerings: variable presence frequencies	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Pratikla an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an boten vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Wichtgekeit Praktika als Bekrutierungsinsturment Einfluss von Mindestlohn auf Praktikumsangebot Home-Office 1 der Untermehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: vone Präsenz: Nutzung Home-Office Angebote: halifige Präsenz Home-Office Angebote: halifige Präsenz: Nutzung Home-Office Angebote: variable Präsenz: Nutzung
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.173 3.174) 3.175) 3.176 3.1776 3.1779	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_6 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_8 sf_2016q2_8 sf_2016q2_8	offering internships ingeneral; offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous peans internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous internship duration for voluntary interns in 2015 versus previous peans internship duration for voluntary interns internship duration for voluntary internship internship duration for voluntary interns internship duration for voluntary internship internship duration for voluntary internship internship duration for voluntary interns internship durati	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unremhemensorganisation Home-Office Teil der Unremhemensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: vereinzelte Präsenz Home-Office Angebote: vereinzelte Präsenz Home-Office Angebote: vereinzelte Präsenz Home-Office Angebote: haufige Präsenz Home-Office Angebote: wardibe Präsenz; Nutzung Home-Office Personengruppen: Mutter
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.1777 3.1783	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_3 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7 sf_2016q2_7 sf_2016q2_7 sf_2016q2_7 sf_2016q2_7 sf_2016q2_9 sf_2016q2_9 sf_2016q2_10	offering Internships in general; offering Internships since 2015 for voluntary interns offering Internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for obligated interns average internship duration for voluntary interns severage internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous peans internship duration for voluntary interns in 2015 versus previous peans internship duration for voluntary interns in 2015 versus previous peans home office of ferings; occasional presence home office offerings; occasional presence usage home office offerings; vocasional presence usage home office offerings; vocasional presence usage home office offerings; variable presence requencies home office offerings; variable presence requencies home office demographics; mothers	Bieten grundstüch Praktika an an bieten setzliche Rahmenbedingungen Bieten grundstüch Praktika an an bieten setz 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikumsda
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177) 3.1783 3.179 3.180) 3.181)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_9 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_13	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum wage on internships home office of firmings: no company presence home office offerings: no company presence: usage home office offerings: cossional presence: usage home office offerings: frequent presence home office offerings: frequent presence: usage home office offerings: frequent presence: usage home office offerings: resistable presence: usage home office offerings: resistable presence requences home office offerings: resistable presence frequencies home office offerings: mothers: usage home office demographics: mothers:	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Pratikla an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittliche Praktikumsdauer für freiwillige Praktikanten Durchschnittliche Praktikumsdauer für Flichtpraktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Wichtgeket Praktika als Bevulrerungsinstortument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office 1 der Untermehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz Home-Office Angebote: halfige Präsenz Home-Office Angebote: halfige Präsenz Home-Office Angebote: halfige Präsenz Home-Office Angebote: halfige Präsenz Home-Office Angebote: variable Präsenz; Nutzung Home-Office Angebote: variable Präsenz; Nutzung Home-Office Angebote: variable Präsenz; Nutzung Home-Office Personengruppen: Mütter Home-Office Personengruppen: Mütter
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.1776) 3.178) 3.178) 3.178) 3.181) 3.182) 3.181) 3.1823	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_11 sf_2016q2_11 sf_2016q2_13 sf_2016q2_4 sf_2016q2_6 sf_2016q2_6 sf_2016q2_7 sf_2016q2_7 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship before 2015 for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum ways on internships home office of frings: no company presence home office offerings: occasional presence: usage home office offerings: occasional presence: usage home office offerings: request presence: usage home office offerings: frequent presence: usage home office offerings: request presence usage home office offerings: request presence: usage home office offerings: commutes: usage home office demographic: commutes: usage	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutterungsinstrument Einfluss von Mindestohn auf Praktikumsangebot Home-Office Praktikon auf Praktikumsangebot Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: vereinzelte Präsenz: Home-Office Angebote: häufige Präsenz: Home-Office Angebote: häufige Präsenz: Nutzung Home-Office Angebote: häufige Präsenz; Nutzung Home-Office Personengruppen: Mütter Home-Office Personengruppen: Wätter: Nutzung Home-Office Personengruppen: Wätter: Nutzung Home-Office Personengruppen: Wätter: Nutzung Home-Office Personengruppen: Wätter: Nutzung
3.162) 3.163) 3.164) 3.165) 3.166) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178) 3.180) 3.181) 3.1822 3.183) 3.1821	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_3 sf_2016q2_5 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_15	offering Internships in general; offering Internships since 2015 for voluntary interns offering Internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for voluntary interns offering internships before 2015 for obligated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of inimimum wage on internships home office part of company organization home office offerings in company presence home office offerings: occapiant presence home office offerings: coscional presence: usage home office offerings: requent presence bome office offerings: requent presence home office offerings: saviable presence frequencies home office offerings: saviable presence frequencies home office offerings: mothers: usage home office offerings: mothers: usage home office demographics: mothers:	Bieten grundstratich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten vor Praktikumsdauer für freiwillige Praktikanten vor Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für fleiwillige Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für fleiwillige Praktikumsdauer für fleiwillige Praktikumsdauer bei P
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.169) 3.171) 3.172) 3.173) 3.174) 3.175) 3.177) 3.178) 3.177) 3.180) 3.181) 3.181) 3.183) 3.184) 3.185)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7 sf_2016q2_8 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_14 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16	offering Internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for obligated interns offering internships before 2015 for obligated interns offering internships before 2015 for vollutary interns offering internships before 2015 for obligated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office of friengs; on company presence home office offerings; company presence home office offerings; company presence: usage home office offerings; cossional presence: usage home office offerings; frequent presence; usage home office offerings; frequent presence; usage home office offerings; requent presence; usage home office demographics; mothers: usage home office demographics; fathers; usage home office demographics; commuters; home office demographics; part time employees home office demographics; part time employees	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an boten vor 2015 Praktika für Pflichtpraktiknanten an Durchschnittiche Praktikandseufer für felwillige Praktikanten Durchschnittiche Praktikandseufer für felwillige Praktikanten Durchschnittiche Praktiknandseufer für felwillige Praktikanten Praktikumsdauer für fellichtpraktiknanten 2015 gegenüber Vorjahre Praktikumsdauer für fellichtpraktiknanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekruterungsinsturment Einfluss von Mindestlohn auf Praktikumsangebot Home-Office 1 der Untermehmensorganisation Home-Office Angebote: onhe Präsenz Home-Office Angebote: onhe Präsenz Home-Office Angebote: vereinzelte Präsenz Norme-Office Angebote: vereinzelte Präsenz Home-Office Angebote: vereinzelte Präsenz Home-Office Angebote: verlandte Präsenz Nutzung Home-Office Angebote: variable Präsenz Potzung Home-Office Angebote: variable Präsenz Potzung Home-Office Personengruppen: Wätter Home-Office Personengruppen: Väter Home-Office Personengruppen: Väter Nutzung Home-Office Personengruppen: Peletter Nutzung Home-Office Personengruppen: Peletter Nutzung Home-Office Personengruppen: Telletbetschäftigte
3.162) 3.163) 3.164) 3.165) 3.166) 3.169) 3.169) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177) 3.181) 3.182) 3.182) 3.1831 3.184) 3.185) 3.186) 3.187)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_3 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_14 sf_2016q2_14 sf_2016q2_14 sf_2016q2_15 sf_2016q2_16	offering internships ingeneral; offering internships ince 2015 for voluntary interns offering internships since 2015 for volligated interns offering internships before 2015 for volligated interns offering internships before 2015 for volligated interns average internship before 2015 for volligated interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years home office offerings: rocasional presence: usage home office offerings: requent presence: usage home office demographics: mothers usage home office demographics: commuters: usage home office demographics: part time employees home office demographics: part time employees home office demographics: part time employees	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an bieten seit 2015 Praktika für Pflichtpraktikanten an bieten seit 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktina als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teid der Unternehmensorganisation Home-Office Teid en Unternehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: wereinzelte Präsenz Home-Office Angebote: wereinzelte Präsenz Home-Office Angebote: wereinzelte Präsenz Home-Office Angebote: warbein Präsenz; Nutzung Home-Office Angebote: warbein Präsenz; Nutzung Home-Office Personengruppen: Witter: Nutzung Home-Office Personengruppen: Valter: Nutzung
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.170) 3.171) 3.173) 3.175) 3.176) 3.177) 3.178) 3.178) 3.178) 3.180) 3.181) 3.182) 3.183) 3.183) 3.184) 3.185) 3.185)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_6 sf_2016q2_7 sf_2016q2_7 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16 sf_2016q2_16 sf_2016q2_17 sf_2016q2_18	offering Internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for volluntary interns offering internships before 2015 for volluntary interns offering internships before 2015 for volluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of initimum wage on internships home office of initimum wage on internships home office offerings: no company organization home office offerings: occasional presence home office offerings: occasional presence usage home office offerings: occasional presence usage home office offerings: variable presence usage home office offerings: variable presence frequencies home office offerings: variable presence frequencies home office offerings: variable presence frequencies home office offerings: rathes home office demographics: fathers: usage home office demographics: fathers usage home office demographics: commuters home office demographics: part time employees home office demographics: part time employees home office demographics: part time employees home office demographics: fath time employees home office demographics: fath time employees home office demographics: fath time employees	Bieten grundstratik praktik an an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikanten Pflichtpraktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer (Praktikumsdauer für fleiwillige Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer) Praktikumsdauer (Praktikumsdauer) Praktikumsdauer (Pr
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178) 3.179 3.181) 3.181) 3.183) 3.184) 3.185) 3.185) 3.187)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_8 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_2 sf_2016q2_4 sf_2016q2_5 sf_2016q2_7 sf_2016q2_7 sf_2016q2_10 sf_2016q2_11	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum wage on internships home office of firings: no company presence home office offerings: no company presence home office offerings: no company presence: usage home office offerings: recusional presence: usage home office offerings: frequent presence: usage home office offerings: frequent presence: usage home office offerings: reclaim presence: usage home office offerings: reclaim presence: usage home office offerings: reclaim presence: usage home office demographics: mothers: home office demographics: fathers home office demographics: fathers home office demographics: fathers home office demographics: commuters: home office demographics: part time employees home office demographics: value employees home office demographics: full time employees home office demographics: full time employees home office demographics: value employees home of	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika m bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittikche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestlöhn auf Praktikumsangebot Home-Office Teil der Unermehmensorganisation Home-Office Teil der Unermehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: haufige Präsenz Home-Office Angebote: haufige Präsenz Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Witter: Nutzung Home-Office Personengruppen: Velter: Nutzung Home-Office Personengruppen: Pendler Home-Office Personengruppen: Velleitbeschäftigte Home-Office Personengruppen: Ulietiebeschäftigte Home-Office Personengruppen: Velleitbeschäftigte
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.172) 3.173) 3.174) 3.175) 3.179 3.180) 3.181) 3.182) 3.183) 3.183) 3.184) 3.185) 3.186) 3.188) 3.189) 3.1889	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_2 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17	offering Internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for vollagated interns offering internships before 2015 for vollagated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous home office offerings: on company presence home office demographics: mothers home office demographics: dathers: usage home office demographics: commuters: home office demographics: part time employees home office demographics: part time employees home office demographics: part time employees home office demographics: full time employees home office demographics: full time employees home office demographics: volunger employees: usage	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: vereinzelle Präsen: Nutzung Home-Office Angebote: haufige Präsen: Nutzung Home-Office Angebote: haufige Präsen: Nutzung Home-Office Angebote: variable Präsen; Nutzung Home-Office Personengruppen: Wäter: Nutzung Home-Office Personengruppen: Wäter: Nutzung Home-Office Personengruppen: Wäter: Nutzung Home-Office Personengruppen: Väter Nutzung Home-Office Personengruppen: Teilzeitbeschäftigte Home-Office Personengruppen: Teilzeitbeschäftigte Home-Office Personengruppen: Teilzeitbeschäftigte Home-Office Personengruppen: Teilzeitbeschäftigte Home-Office Personengruppen: Oligere Beschäftigte Home-Office Personengruppen: Jüngere Beschäftigte Home-Office Persone
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178) 3.178) 3.181) 3.182) 3.183) 3.184) 3.183) 3.184) 3.185) 3.186) 3.187) 3.188] 3.189 3.190) 3.191)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_7 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16 sf_2016q2_17 sf_2016q2_18 sf_2016q2_18 sf_2016q2_18 sf_2016q2_19 sf_2016q2_19 sf_2016q2_21	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for vollegated interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum wage on internships home office part of company organization home office offerings: occompany presence home office offerings: company presence home office offerings: company presence: usage home office offerings: coscional presence: usage home office offerings: requent presence home office offerings: requent presence home office offerings: stream or suspence home office office office office; stream or suspence home office demographics: mothers: home office demographics: commuters home office demographics: commuters: home office demographics: commuters: usage home office demographics: tall time employees home office demographics: volunger employees (40 years) home office demographics: volunger employees (40 years) home office demographics: our our employees home office demographic	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktiknanten an boten vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktika für Pflichtpraktikanten an Durchschnittiche Praktikandseur für freiwillige Praktikanten Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahren Wichtgekei Praktika als Rekruterungsinsturment Einfluss von Mindestohn auf Praktikumsangebot Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: variable Präsenz: Nutzung Home-Office Angebote: variable Präsenz: Nutzung Home-Office Personengruppen: Mütter Home-Office Personengruppen: Mütter Home-Office Personengruppen: Mütter Home-Office Personengruppen: Pendler Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Teilzeitbeschäftigte Home-Office Personengruppen: Teilzeitbeschäftigte: Nutzung
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.167) 3.170) 3.171) 3.172) 3.173) 3.173) 3.173) 3.175) 3.177) 3.178) 3.177) 3.180) 3.181) 3.182) 3.183) 3.182) 3.183) 3.184) 3.185) 3.186) 3.187) 3.1889 3.1890 3.1891 3.1893	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_4 sf_2016q2_6 sf_2016q2_7 sf_2016q2_7 sf_2016q2_10 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_14 sf_2016q2_13 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_19 sf_2016q2_20 sf_2016q2_21	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for volligated interns offering internships before 2015 for volligated interns average internship before 2015 for volligated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruting tool influence of minimum wage on internships home office of freings: no company presence home office offerings: no company presence: usage home office offerings: cocasional presence: usage home office offerings: frequent presence usage home office offerings: frequent presence: usage home office offerings: realised presence: usage home office offerings: realised presence: usage home office offerings: frequent presence: usage home office offerings: combaters: home office demographics: mothers: home office demographics: fathers home office demographics: fathers home office demographics: commuters: home office demographics: commuters: home office demographics: part time employees home office demographics: full time employees: usage home office demographics: owner employees: (40 years) home office demographics: owner employees (20 years) home offi	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen Bieten grundsätzlich Praktika m bieten seit 2015 Praktika für Pflichtpraktikanten an bieten seit 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an burchschnittiche Praktikumsdauer für freiwillige Praktikanten Purktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: wereinzelte Präsenz: Nutzung Home-Office Angebote: wereinzelte Präsenz: Nutzung Home-Office Angebote: wereinzelte Präsenz: Nutzung Home-Office Angebote: halifige Präsenz Home-Office Angebote: halifige Präsenz Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väler: Nutzung Home-Office Personengruppen: Völlerübeschäftigte Home-Office Personengruppen: Völlerübeschäftigte Home-Office Personengruppen: Völlerübeschäftigte Home-Office Personengruppen: Jüngere Beschäftigte Home-Office Personengruppen: Beschäftigte Home-Office Personengruppen: altere Beschäftigte Home-Offi
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.170) 3.171) 3.173) 3.175) 3.176) 3.177) 3.178) 3.179 3.180) 3.181) 3.183) 3.184) 3.183) 3.184) 3.183) 3.188) 3.189) 3.189) 3.189) 3.189) 3.189) 3.191) 3.192)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_2 sf_2016q2_5 sf_2016q2_5 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_19 sf_2016q2_19 sf_2016q2_10 sf_2016q2_15 sf_2016q2_15 sf_2016q2_15 sf_2016q2_17 sf_2016q2_17 sf_2016q2_19 sf_2016q2_20 sf_2016q2_20 sf_2016q2_20 sf_2016q2_21	offering Internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for volluntary interns offering internships before 2015 for volluntary interns offering internships before 2015 for volluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary internships home office offerings: cocanial presence usage home office offerings: cocasional presence usage home office offerings: voluntary internships home office demographics: mothers internships internships home office demographics: fathers usage home office demographics: commuters home office demographics: commuters home office demographics: part time employees home office demographics: full time employees home office demographics: volunge employees (400 years) home office demographics: older employees (400 years) usage	Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Praktikanten Praktikumsdauer für felwillige Praktikanten Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für fleiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika sik Beturlerungsinsturment Einfluss von Mindestböhn auf Praktikumsdauer bet Prakt
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178) 3.177) 3.178) 3.181) 3.181) 3.182) 3.183) 3.184) 3.183) 3.184) 3.183) 3.188) 3.189) 3.191) 3.192) 3.1931	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_14 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16 sf_2016q2_17 sf_2016q2_18 sf_2016q2_19 sf_2016q2_19 sf_2016q2_21 sf_2016q2_21 sf_2016q2_21 sf_2016q2_21 sf_2016q2_21 sf_2016q2_21 sf_2016q2_22 sf_2016q2_22 sf_2016q2_22	offering internships in general; offering internships since 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for vollagated interns offering internships before 2015 for vollagated interns average internships before 2015 for vollagated interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary internships home office offerings: company presence: usage home office offerings: requent presence: usage home office offerings: vaniable presence frequencies home office office demographics: mothers: usage home office demographics: fathers: home office demographics: commuters home office demographics: part time employees home office demographics: part time employees home office demographics: part time employees home office demographics: volunger employees (40 years) home office demographics: volunger employees (40 years): usage home office demographics: oder employees (40 years): usage home office offerings isat 5 years	Bieten grundsätzlich Praktika an Bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten praktikanten Durchschnittliche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestöhn auf Praktikumsangebot Home-Office Teil der Unermehmensorganisation Home-Office Teil der Unermehmensorganisation Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: haufige Präsenz Home-Office Angebote: haufige Präsenz Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Wütter: Nutzung Home-Office Personengruppen: Velter: Nutzung Home-Office Personengruppen: Pendler Home-Office Personengruppen: Juligere Beschäftigte Home-Office Personengrupp
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.170) 3.171) 3.173) 3.175) 3.176) 3.177) 3.178) 3.179 3.180) 3.181) 3.183) 3.184) 3.183) 3.184) 3.183) 3.188) 3.189) 3.189) 3.189) 3.189) 3.189) 3.191) 3.192)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_9 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_6 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_14 sf_2016q2_15 sf_2016q2_17 sf_2016q2_15 sf_2016q2_17 sf_2016q2_27 sf_2016q2_27 sf_2016q2_27 sf_2016q2_27 sf_2016q2_27	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for vollagated interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years home office offerings: company organization home office offerings; verguent presence usage home office offerings previous prevence usage home office demographics: rathers home office demographics: rathers home office demographics: commuters home office demographics: commuters home office demographics: part time employees home office demographics: volunger employees (40 years) usage home office demographics: volunger employees (40 years) usage home office demographics: older employees (40 years) usage home office demographics offering presence for foring presence required	Bieten prundsätzlich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestohn auf Praktikumsangebot Home-Office Praktikanten auf Praktikumsangebot Home-Office Angebote: ohne Präsenz Home-Office Angebote: ohne Präsenz Nutzung Home-Office Angebote: wereinzelte Präsenz. Nutzung Home-Office Angebote: wereinzelte Präsenz. Nutzung Home-Office Angebote: wereinzelte Präsenz. Nutzung Home-Office Angebote: vereinzelte Präsenz; Nutzung Home-Office Angebote: variable Präsenz; Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Wäter Nutzung Home-Office Personengruppen: Wäter Nutzung Home-Office Personengruppen: Väter Home-Office Personengruppen: Väter Mutzung Home-Office Personengruppen: Väter Nutzung Home-Office Personengruppen: Dielletbeschäftigte Home-Office Personengruppen: Telletibeschäftigte Home-Office Personengruppen: Telletibeschäftigte Home-Office Personengruppen: Dielletbeschäftigte Home-Office Personengruppen: Dielletbeschäftigte Home-Office Personengruppen: Jülgetbeschäftigte Hotzun
3.162) 3.163) 3.164) 3.165) 3.167) 3.168) 3.167) 3.169) 3.170) 3.172) 3.173) 3.173) 3.175) 3.177) 3.178) 3.179) 3.180) 3.181) 3.182) 3.183) 3.184) 3.185) 3.189) 3.190) 3.191) 3.192) 3.193)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_8 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_2 sf_2016q2_2 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_7 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_12 sf_2016q2_13 sf_2016q2_12 sf_2016q2_13 sf_2016q2_12 sf_2016q2_13 sf_2016q2_12 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_13 sf_2016q2_20 sf_2016q2_20 sf_2016q2_23 sf_2016q2_23 sf_2016q2_24	offering Internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for volluntary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of initing internships as recruiting tool influence of initing internships as recruiting tool influence of fire injection company organization home office offerings: no company presence home office offerings: no company presence home office offerings: rocasional presence usage home office offerings: rocasional presence usage home office offerings: rocasional presence usage home office offerings: variable presence frequencies home office offerings: variable presence frequencies home office offerings: rathers home office demographics: mothers: usage home office demographics: fathers: home office demographics: commuters home office demographics: commuters: home office demographics: commuters: usage home office demographics: commuters: usage home office demographics: valut time employees home office demographics: volunger employees home office demographics: volunger employees home office demographics: volunger employees home office demographics: older employees home office offerings plan end of 2017 versus today reasons for no home office offering; presence required reasons for no home office offering; presence require	Bieten grundstratich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für flichtpraktikanten Praktikumsdauer für flichtpraktikanten Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika sil Sekrutierungsinstument Einfluss vom Mindestschn auf Praktikumsdauepton Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: vereinzelte Präsen: Nutzung Home-Office Angebote: vereinzelte Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Personengruppen: Mütter Nutzung Home-Office Personengruppen: Mütter Nutzung Home-Office Personengruppen: Pendler Nutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Vollzeitbeschäftigte Nutzung Home-Office Personengruppen: Vollzeitbeschäftigte Hutzung Home-Office Personengruppen: Vollzeitbeschäftigte Hutzung Home-Office Personengruppen: Vollzeitbeschäftigte Hutzung Home-Office Personengruppen: Stere Beschäftigte Hutzung Home-Office Personengru
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.170) 3.171) 3.173 3.176) 3.177) 3.178) 3.179 3.178) 3.180) 3.181) 3.182) 3.183) 3.184) 3.183) 3.184) 3.185) 3.186) 3.187) 3.188) 3.189) 3.191) 3.192) 3.193) 3.194)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_3 sf_2016q2_4 sf_2016q2_5 sf_2016q2_5 sf_2016q2_5 sf_2016q2_1 sf_2016q2_2	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship buration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office of ferings: no company presence home office offerings: no company presence home office offerings: no company presence home office offerings: cocasional presence: usage home office offerings: frequent presence usage home office offerings: frequent presence: usage home office offerings: mothers: usage home office demographics: mothers home office demographics: mothers home office demographics: fathers: home office demographics: fathers home office demographics: volunge employees: (40 years) home office demographics: volunge employees (40 years) home office demographics: volunge employees (40 years) home office demographics: ofder employees (40 years) home office demographics offering intolered communication reasons for no home office offering: incleare working time	Bieten grundsätzlich Praktika nn bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestschn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: halifige Präsenz: Hothen Präsenz: Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väler: Nutzung Home-Office Personengruppen: Vä
3.162) 3.163) 3.164) 3.165) 3.166) 3.166) 3.167) 3.168) 3.170) 3.171) 3.173) 3.173) 3.174) 3.175) 3.176) 3.177) 3.178) 3.180) 3.181) 3.182) 3.183) 3.184) 3.185) 3.183) 3.184) 3.185) 3.189) 3.191) 3.192) 3.193) 3.199) 3.1991 3.1921	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_11 sf_2016q2_12 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_28 sf_2016q2_20 sf_2016q2_20 sf_2016q2_22 sf_2016q2_25 sf_2016q2_25 sf_2016q2_25 sf_2016q2_25	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for volluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for volluntary offering internships duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years inportance of Internships are recruiting tool influence of minimum wage on internships home office of internships home office offerings; occasional presence home office offerings; occasional presence home office offerings; occasional presence usage home office offerings; occasional presence usage home office offerings; voluntary internships home office offerings; internships home office offerings; internships home office offerings; internships home office offerings; voluntary internships home office offerings; internships home office demographics; mothers suage home office demographics; inthers; usage home office demographics; commuters home office demographics; commuters home office demographics; commuters home office demographics; inthers; usage home office demographics; part time employees home office demographics; volunter employees; (40 years) home office demographics; volunter employees; usage home office demographics; older employees; usage home office demographics; older employees; (40 years); usage home office demographics; older employees; (40 years); usage home office demographics; older employees; (40 years); usage home office demographics; older employees (40 years); usage home office demographics; older employees (40 years); usage home office demographics; older employees (40 years); usage home offic	Bieten grundsätzlich Praktika an an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an bieten seit 2015 Praktika für Freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Durchschnittiche Praktikumsdauer für fleiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre Praktikumsdauer für Fleiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika is Rekrutierungsinstrument Einfluss von Mindestehn auf Praktikumsangebot Home-Office Angebote: wohen Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: wereinzelte Präsen: Nutzung Home-Office Angebote: häufige Präsen: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Pieller Home-Office Personengruppen: Tellerübeschäftigte Home-Office Personengruppen: Tellerübeschäftig
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.172) 3.173) 3.174) 3.175) 3.177) 3.178) 3.177) 3.180) 3.181) 3.182) 3.183) 3.184) 3.185) 3.188) 3.188) 3.189) 3.191) 3.192) 3.193) 3.194) 3.199) 3.199) 3.1996) 3.1996)	sf 2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_8 sf_2016q1_8 sf_2016q1_10 sf_2016q1_10 sf_2016q1_11 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_4 sf_2016q2_4 sf_2016q2_5 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_10 sf_2016q2_11 sf_2016q2_11 sf_2016q2_12 sf_2016q2_22 sf_2016q2_23 sf_2016q2_24 sf_2016q2_25 sf_2016q2_27 sf_2016q2_29	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns offering internships before 2015 for voluntary interns average internship buration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office of ferings: no company presence home office offerings: no company presence home office offerings: no company presence home office offerings: cocasional presence: usage home office offerings: frequent presence usage home office offerings: frequent presence: usage home office offerings: mothers: usage home office demographics: mothers home office demographics: mothers home office demographics: fathers: home office demographics: fathers home office demographics: volunge employees: (40 years) home office demographics: volunge employees (40 years) home office demographics: volunge employees (40 years) home office demographics: ofder employees (40 years) home office demographics offering intolered communication reasons for no home office offering: incleare working time	Bieten grundsätzlich Praktika nn bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an bothen vor 2015 Praktika für Pflichtpraktikanten Praktikanten Durchschnittiche Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika als Rekrutierungsinstrument Einfluss von Mindestschn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsenz Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Angebote: halifige Präsenz: Hothen Präsenz: Home-Office Angebote: vereinzelte Präsenz: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Mütter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väter: Nutzung Home-Office Personengruppen: Väler: Nutzung Home-Office Personengruppen: Vä
3.162) 3.163) 3.164) 3.165) 3.166) 3.167) 3.168) 3.170) 3.171) 3.173) 3.173) 3.173) 3.175) 3.176) 3.177) 3.178) 3.178) 3.179) 3.180) 3.181) 3.182) 3.183) 3.184) 3.185) 3.186) 3.181) 3.182) 3.183) 3.184) 3.183) 3.184) 3.189) 3.191) 3.192) 3.193) 3.194) 3.195) 3.196) 3.197)	sf_2016q1_3 sf_2016q1_4 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_5 sf_2016q1_7 sf_2016q1_9 sf_2016q1_10 sf_2016q1_10 sf_2016q1_10 sf_2016q2_1 sf_2016q2_1 sf_2016q2_2 sf_2016q2_3 sf_2016q2_5 sf_2016q2_6 sf_2016q2_6 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_10 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_11 sf_2016q2_12 sf_2016q2_11 sf_2016q2_12 sf_2016q2_13 sf_2016q2_15 sf_2016q2_15 sf_2016q2_16 sf_2016q2_17 sf_2016q2_17 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_18 sf_2016q2_17 sf_2016q2_28 sf_2016q2_20 sf_2016q2_20 sf_2016q2_22 sf_2016q2_25 sf_2016q2_25 sf_2016q2_25 sf_2016q2_25	offering internships ince 2015 for voluntary interns offering internships since 2015 for voluntary interns offering internships before 2015 for obligated interns offering internships before 2015 for vollutary interns offering internships before 2015 for voluntary interns average internship duration for voluntary interns average internship duration for voluntary interns internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years internship duration for voluntary interns in 2015 versus previous years importance of internships as recruiting tool influence of minimum wage on internships home office part of company organization home office offerings: occasional presence: usage home office offerings: occasional presence: usage home office offerings: requent presence: usage home office offerings: requent presence: usage home office offerings: requent presence: home office offerings: requent presence home office offerings: requent presence; usage home office offerings: combers: usage home office demographics: mothers home office demographics: commuters home office demographics: commuters home office demographics: fathers home office demographics: jathers: usage home office demographics: jather in employees home office demographics: just time employees home office demographics: just time employees home office demographics: just time employees home office demographics: just usage home office demographics: older employees (40 years) home office demographics: older employees for on home office offering; inverse required reasons for no home office offering; inverse required	Bieten grundstratich Praktika an an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an bieten seit 2015 Praktika für freiwillige Praktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an boten vor 2015 Praktika für Pflichtpraktikanten an Durchschnittiche Praktikantsen der Verschligte Praktikanten Durchschnittiche Praktikanten der Verschnittiken Praktikantsabere für flichtpraktikanten Praktikumsdauer für flichtpraktikanten Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahre Praktikumsdauer für flichtpraktikanten 2015 gegenüber Vorjahren Wichtigkeit Praktika sis Rekruterungsinstrument Einfluss von Mindestlohn auf Praktikumsangebot Home-Office Teil der Unternehmensorganisation Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: ohne Präsen: Nutzung Home-Office Angebote: vereinzelte Präsen: Nutzung Home-Office Angebote: vereinzelte Präsen: Nutzung Home-Office Angebote: vereinzelte Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Angebote: variable Präsen: Nutzung Home-Office Personengruppen: Mütter Home-Office Personengruppen: Mütter Nutzung Home-Office Personengruppen: Mütter Nutzung Home-Office Personengruppen: Pendler Nutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Pendler Hutzung Home-Office Personengruppen: Pendler Nutzung Home-Off

3.202)	sf_2016q2_32	reasons for no home office offering: others	Gründe für kein Home-Office Angebot: sonstiges
3.203)	sf_2016q2_33	reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: Beschreibung sonstiges
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	Einstellung von Bachelor/Master Absolventen letzte 10 Jahre
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	Einstellung von Bachelor Absolventen letzte 10 Jahre
3.206)	sf_2016q3_3	employment of master graduates last 10 years	Einstellung von Master Absolventen letzte 10 Jahre
3.207)	sf_2016q3_4	employment of dimploma graduates last 10 years	Einstellung von Dimplom Absolventen letzte 10 Jahre
3.208)	sf_2016q3_5	employment of others last 10 years	Einstellung von anderen Absolventen letzte 10 Jahre
3.209)	sf_2016q3_6	most common graduation type among first-time employees	Häufigster abschluss unter Berufsanfängern
3.210)	sf_2016q3_7	new eployment adjusted for bachelor/master	Neubeschäftigung an Bachelor/Master Absolventen angepasst
3.211)	sf_2016q3_8	new eployment adjusted for bachelor/master: new job profiles	Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile
3.212)	sf_2016q3_9	new eployment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
3.213)	sf 2016q3 10	new eployment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst:Einstiegsprogramme
3.214)	sf_2016q3_11	new eployment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
3.215)	sf_2016q3_12	new eployment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
3.216)	sf 2016q3 13	satisfaction with education of graduates	Zufriedenheit mit Ausbildung von Hochschulabsolventen
3.217)	sf 2016q3 14	change in satisfaction with education of graduates last 10 years	Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
3.218)	sf 2016q4 1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
3.219)	sf 2016q4 2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
3.220)	sf 2016q4 3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeitwer
3.221)	sf 2016q4 4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
3.222)	sf 2016q4 5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
3.223)	sf 2016q4 6	55+ year olds employed	Mitarbeiter 55 oder älter
3.224)	sf 2016q4_5	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
3.226)	sf 2016q4_6	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
3.227)	sf 2016q4_5	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
3.228)	sf 2016q4_10	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
3.229)	sf 2016q4_11	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: welche
3.231)	sf_2016q4_14	employees used 'retirement with 63': reemployment: change of job profile	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Änderung des Tätigkeitsprofils
3.232)	sf 2016q4 15	employment of people receiving pension	Beschäftigung von Rentenbeziehern
3.233)	sf 2016q4 16	employment of people receiving pension: mini job	Beschäftigung von Rentenbeziehern: Minijob
3.234)	sf 2016q4 17	employment of people receiving pension: part time employees	Beschäftigung von Rentenbeziehern: Teilzeitkraft
3.235)	sf 2016q4_17	employment of people receiving pension: freelancers	Beschäftigung von Rentenbeziehern: freie Mitarbeiter
3.236)	sf 2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbeziehern: sonstiges
3.237)	sf 2016q4_19	employment of people receiving pension: others description	Beschäftigung von Rentenbeziehern: Beschreibung sonstiges
3.238)	sf 2016q4_20	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
3.239)	sf 2016q4_21	flexi pension: expectation that employees will work longer	Flexi-Rente: Enwartung, dass Angestellte länger arbeiten
3.240)	sf 2016q4_22	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
	31_2010q4_23		-
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: flexiblere Arbeitsmodelle
3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplätze
3.243)	sf 2016q4 26	measures to keep older employees in company: health promotion	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
			•
3.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
	sf 2016q4 28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
3.245)	SI_2U10U4_28		
			Maßnahman um ältere Berchäftigte im Heteroehmen zu halten reertige-
3.245) 3.246) 3.247)	sf_2016q4_29 sf_2016q4_30	measures to keep older employees in company: others measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges



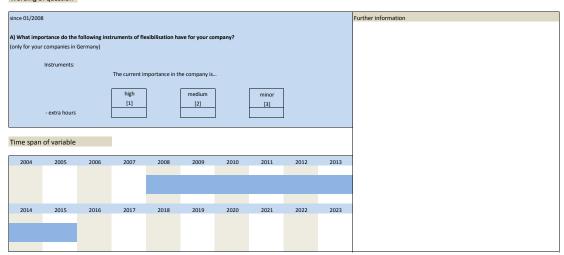




2. Standard questions

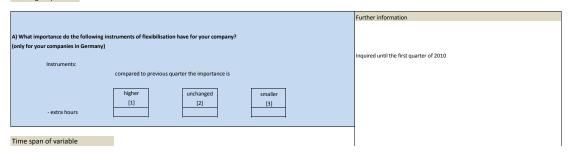
No.	Name	Label	Survey period	Survey frequency
2.1)	extrah_tq	current relevance of extra hours	since 2008	quarterly

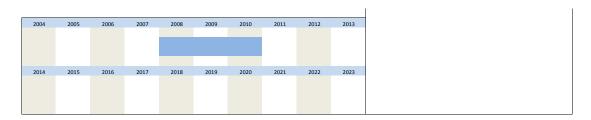
Wording of question



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



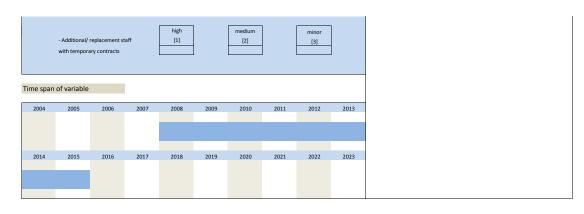


No.	Name			Label				Survey per	riod		Survey frequency
2.3)	extrah_nq			expected rele	vance of extra	hours next qu	arter	since 2008			quarterly
Wording	of question										
since 01/20	08									Further information	
	portance do the our companies in		truments of fle	xibilisation h	ave for your co	mpany?					
	Instruments:		next quarter t	he importance	e will be						
	- extra hours		higher [1]		unchanged [2]		smaller [3]				
Time spa	n of variable		l								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

2.4)	extrah_no			no extra hour	S			since 2013		Quartalsweise
Wording	of question									
since 01/201	13									Further information
A) What imp	portance do the	following inst	ruments of fle	xibilisation ha	ve for your co	mpany?				
(only for you	ur companies in	Germany)								
	Instruments:									
	- extra hours			no application	[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	

No.	Name	Label	Survey period		Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	since 2008		quarterly
Wording	g of question			Further information	
		truments of flexibilisation have for your company?			

The current importance in the company is...



No.	Name			Label				Survey per	iod		Survey frequency
2.6)	temp_lq of question		l	relevance of to	emporary cor	ntracts compare	d to	2008 to 01	/2010		quarterly
since 01/20										Further information	
	nportance do the		truments of fle	exibilisation ha	ve for your c	ompany?					
	Instruments:		compared to	previous quart	er the importa	ance is				Inquired until the first quarter of 2010	
	- Additional/ with tempora	replacement st	taff	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		

	temp_nq			expected relevents of the contract of the cont	ance of temp	orary contracts		since 2008		quarterly
ording o	of question									
ice 01/200	18									Further information
	oortance do the ur companies in		truments of fle	exibilisation ha	ve for your co	mpany?				
	Instruments:		nevt quarter t	the importance	will he					
	- Additional/ with tempora	replacement s	taff	higher [1]		unchanged [2]		smaller [3]		
me spar	n of variable									
me spar	of variable	2006	2007	2008	2009	2010	2011	2012	2013	
			2007	2008	2009	2010	2011	2012	2013	
			2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006								

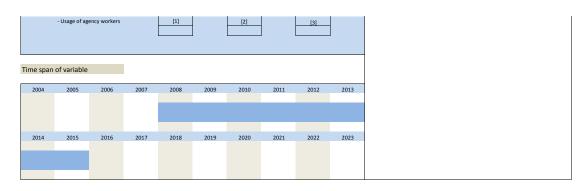
Market	2.8)	temp_no										
All what importance do the latituding inchanness of disabilitation base for your company? Justice for your companies is dominany Time signal registering (1) 2004 2005 2006 2008 2008 2008 2009 2009 2009 2009 2009	Wording o	of question										
Control Cont	since 01/201	3									Further information	
Control Cont	A) What imp	ortance do the f	following inst	ruments of fle	exibilisation h	ave for your o	ompany?					
There soon of variable 200				in annexity of the		ave for your c	ompany.					
Time span of vertable 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2015 Minifully 2016 Marine Label Survey period Survey presumency Survey presumency Survey frequency Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of your campaning instruments of Resilibitation have for your campany? Nove different instruments in demand in the properties in the proper		Instruments:										
Time span of vertable 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2014 2015 2016 2017 2018 2019 2019 2010 2021 2021 2021 2015 Minifully 2016 Marine Label Survey period Survey presumency Survey presumency Survey frequency Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments in the company to the properties of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of the biologing instruments of Resilibitation have for your campany? Althours of your campaning instruments of Resilibitation have for your campany? Nove different instruments in demand in the properties in the proper		A - - /	!	#		7	- [4]					
2004				lati		по аррисацо	"I [±]					
No. Name Label Survey period Survey frequency Apply Introduced to the foliate ignorance staff insultisation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representations and flexibilitation have for your company? John Additional representation and flexibilitation have for your company? John Additional representation and flexibilitation have for your company? John Additional representation and flexibilitation have for your company? John Internation of the foliating information of flexibilitation have for your company? John Internation of the foliating information of flexibilitation have for your company? John Internation of the foliating information of flexibilitation have for your company? John Internation of the foliating information of flexibilitation have for your company? John Internation of the foliating information of flexibilitation have for your company? John International or your company of the your company? John International or your company of the your company? John International or your company of you	Time span	of variable										
No. Name Label Survey period Survey frequency 2-3	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
No. Name Label Survey period Survey frequency 2-3												
wording of question lince 02/2008 Wording of question lince 02/2008 A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) Interestant of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2015 2017 2018 2019 2020 2021 2012 2013 No. Name Label Survey period Survey period No. Name Label Survey period No. Name Label Survey period A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) North order of question North order	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
wording of question lince 02/2008 Wording of question lince 02/2008 A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) Interestant of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2015 2017 2018 2019 2020 2021 2012 2013 No. Name Label Survey period Survey period No. Name Label Survey period No. Name Label Survey period A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) North order of question North order												
wording of question lince 02/2008 Wording of question lince 02/2008 A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) Interestant of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2015 2017 2018 2019 2020 2021 2012 2013 No. Name Label Survey period Survey period No. Name Label Survey period No. Name Label Survey period A) What importance do the following instruments of Flexibilisation have for your company? Low for your companies in Germany) North order of question North order												
Wording of question ance 01/2008 A) What importance do the following instruments of flexibilitation have for your company? [only for your companies in Germany) Instruments: The current importance in the company is The properties in the properties in the company is The properties in the company is The properties in the properties in the company is The properties in the properties in the company is The properties in the pro	No.	Name			Label				Survey per	iod		Survey frequency
Further information A) What importance do the following instruments of flosibilisation have for your congany? (only for your companies in Germany) Instruments: The current importance in the company is The current importance in the company is Instruments: Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2015 2016 2017 2018 2019 2020 2021 2022 2023 2016 Survey period Survey frequency Time span of variable Further information Further information Further information Further information Inspirements: Compared to perious quarter the importance is Instruments: Compared to perious quarter the importance is Compar	2.9)	mini_tq			current relev	ance of mini-jo	obs		since 2008			quarterly
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) The current importance in the company is Indicate the field of the following instruments of flexibilisation have for your company? (a) What importance do the following instruments of flexibilisation have for your company? (b) Indicate the following instruments of flexibilisation have for your company? (conformation of question instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments: (compared to previous quarter the importance is compared to its quarter of 2010 instruments of flexibilities and the compared to its quarter of 2010 instruments of flexibilities and the compared to its quarter	Wording o	of question										
Instruments The current importance in the company is The current importance is The current importance in the company is The current importance is The curren	since 01/200	08									Further information	
Instruments The current importance in the company is The current importance is The current importance in the company is The current importance is The curren	A) What imp	ortance do the f	following inst									
Time span of variable The current importance in the company is Note Provious Note Provious Note Name N			CHURNING HIST	ruments of fle	exibilisation h	ave for your co	ompany?					
Additional/ replacement staff with miniploby/midjobs with with with with miniploby/midjobs with with miniploby/midjobs with with miniploby/midjobs with with with with with miniploby/midjobs with with with with with with with with	(only for you			ruments of fle	exibilisation h	ave for your o	ompany?					
Additional/ replacement staff 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 2008 to 01/2010 quarterly Wording of question A) What importance do the following instruments of Flexibilisation have for your company? (only for your companies in Germany) Instruments: Compared to previous quarter the importance is No. Name Survey period Survey period Survey frequency Further information Inquired until the first quarter of 2010 Inquired until the first quarter of 2010 Time span of variable	(only for you	ur companies in (ruments of fie	exibilisation h	ave for your c	ompany?					
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 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What inportance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: Compared to previous quarter the importance is Parther information Inquired until the first quarter of 2010 Inquired until the first quarter of 2010 Time span of variable Time span of variable	(only for you	ur companies in (Germany)									
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 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question Since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: Compared to previous quarter the importance is - Additional/ replacement staff 111 unchanged 121 smaller 131 unchanged 131 minipiots/midijobs Time span of variable	(only for you	ur companies in (Germany)		nportance in t		·		minor			
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) instruments: - Additional/ replacement staff with minijobs/midijobs Time span of variable	(only for you	Instruments:	Germany) eplacement st	The current in	nportance in t		i medium					
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) instruments: - Additional/ replacement staff with minijobs/midijobs Time span of variable	(only for you	Instruments:	Germany) eplacement st	The current in	nportance in t		i medium					
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 2.10) mini_q relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? [only for your companies in Germany] Instruments: Compared to previous quarter the importance is - Additional/ replacement staff [1] unchanged [2] smaller [3] Time span of variable		Instruments: - Additional/ rewith minijobs/s	Germany) eplacement st	The current in	nportance in t		i medium					
No. Name Label Survey period Survey frequency 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? [only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff [1] unchanged [2] smaller [3] Time span of variable	Time span	Instruments: - Additional/ rowith minijobs/o	Germany) eplacement st midijobs	The current in	nportance in t high [1]	he company is	medium [2]	2014	[3]			
No. Name Label Survey period Survey frequency 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? [only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff [1] unchanged [2] smaller [3] Time span of variable	Time span	Instruments: - Additional/ rowith minijobs/o	Germany) eplacement st midijobs	The current in	nportance in t high [1]	he company is	medium [2]	2011	[3]	2013		
No. Name Label Survey period Survey frequency 2.10) mini_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? [only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff [1] unchanged [2] smaller [3] Time span of variable	Time span	Instruments: - Additional/ rowith minijobs/o	Germany) eplacement st midijobs	The current in	nportance in t high [1]	he company is	medium [2]	2011	[3]	2013		
2.10) mini_lq relevance of mini-jobs compared to last quarter Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	Time span	Instruments: - Additional/ rowith minijobs/o	Germany) eplacement st midijobs	The current in	nportance in t high [1]	he company is	medium [2]	2011	[3]	2013		
2.10) mini_lq relevance of mini-jobs compared to last quarter Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	Time span	Instruments: - Additional/ ru with minijobs/w of variable 2005	eplacement st midijobs	The current in taff	high [1]	he company is	medium [2]		2012			
2.10) mini_lq relevance of mini-jobs compared to last quarter Wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	Time span	Instruments: - Additional/ ru with minijobs/w of variable 2005	eplacement st midijobs	The current in taff	high [1]	he company is	medium [2]		2012			
wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff 11	Time span	Instruments: - Additional/ ru with minijobs/w of variable 2005	eplacement st midijobs	The current in taff	high [1]	he company is	medium [2]		2012			
wording of question since 01/2008 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff 11	Time span 2004 2014	Instruments: - Additional/ ru with minijobs/w of variable 2005	eplacement st midijobs	The current in taff	nportance in t high [1] 2008	he company is	medium [2]		2012	2023		Survey frequency
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	Time span 2004 2014	Instruments: - Additional/ ri with minijobs/s 1 of variable 2005 Name	eplacement st midijobs	The current in taff	high [1] 2008	2009	2010 2020	2021	2012 2022 Survey per	2023		
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	2004 2014 No.	Instruments: - Additional/ ri with minijobs/s 1 of variable 2005 Name	eplacement st midijobs	The current in taff	high [1] 2008	2009	2010 2020	2021	2012 2022 Survey per	2023		
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	2004 2014 No.	- Additional/ ri with minijobs/s	eplacement st midijobs	The current in taff	high [1] 2008	2009	2010 2020	2021	2012 2022 Survey per	2023		
(only for your companies in Germany) Instruments: compared to previous quarter the importance is - Additional/ replacement staff with minijobs/midijobs Time span of variable	2004 2014 No. 2.10) Wording 6	Instruments: - Additional/ ri with minijobs/s of variable 2005 Name mini_lq of question	eplacement st midijobs	The current in taff	high [1] 2008	2009	2010 2020	2021	2012 2022 Survey per	2023	Further information	
Instruments: compared to previous quarter the importance is higher [1] unchanged [2] smaller [3] Time span of variable	2004 2014 No. 2.10) Wording c	Instruments: - Additional/ ri with minijobs/s 1 of variable 2005 Name mini_lq of question	eplacement st midijobs 2006	The current in taff	high [1] 2008 2018 Label relevance of	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey per	2023	Further information	
compared to previous quarter the importance is higher	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	Instruments: - Additional/ ri with minijobs/s 1 of variable 2005 2015 Name mini_lq of question 88	eplacement st midijobs 2006 2016	The current in taff	high [1] 2008 2018 Label relevance of	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey per	2023	Further information	
- Additional/ replacement staff [1] unchanged [2] smaller [3] with minijobs/midijobs Time span of variable	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	Instruments: - Additional/ ri with minijobs/s of variable 2005 Name mini_lq of question 88 portance do the lear companies in the compan	eplacement st midijobs 2006 2016	The current in taff	high [1] 2008 2018 Label relevance of	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey per	2023		
- Additional/ replacement staff [1] [2] [3] [3] With minijobs/midijobs Time span of variable	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	Instruments: - Additional/ ri with minijobs/s of variable 2005 Name mini_lq of question 88 portance do the lear companies in the compan	eplacement st midijobs 2006 2016 following inst Germany)	The current in taff 2007 2017	high [1] 2008 2018 Label relevance of	2009 2019 ave for your co	2010 2020 apared to last quo	2021	2012 2022 Survey per	2023		
with minijobs/midijobs Time span of variable	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	Instruments: - Additional/ ri with minijobs/s of variable 2005 Name mini_lq of question 88 portance do the lear companies in the compan	eplacement st midijobs 2006 2016 following inst Germany)	The current in taff 2007 2017	high [1] 2008 2018 Label relevance of exibilisation h	2009 2019 ave for your co	medium [2] 2010 2020 2020 ance is	2021	2012 2022 Survey per 2008 to 01	2023		
	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	Instruments: - Additional/ ri with minijobs/s 1 of variable 2005 2015 Name mini_lq of question 88 Instruments:	eplacement st midijobs 2006 2016 following inst	2007 2017 cruments of flee	high [1] 2008 2018 Label relevance of higher higher	2009 2019 ave for your co	medium [2] 2010 2020 pared to last qui	2021	2012 2022 Survey per 2008 to 01	2023		
	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	- Additional/ ri Name Miniple of question Name Miniple of question Additional/ ri Name Additional of question Name Additional of question Additional of question Additional of question of question of question Additional of question of	eplacement st midijobs 2006 2016 following inst Germany)	2007 2017 cruments of flee	high [1] 2008 2018 Label relevance of higher higher	2009 2019 ave for your co	medium [2] 2010 2020 pared to last qui	2021	2012 2022 Survey per 2008 to 01	2023		
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Time span 2004 2014 No. 2.10) Wording cosince 01/200 A) What imp	- Additional/ ri Name Miniple of question Name Miniple of question Additional/ ri Name Additional of question Name Additional of question Additional of question Additional of question of question of question Additional of question of	eplacement st midijobs 2006 2016 following inst Germany)	2007 2017 cruments of flee	high [1] 2008 2018 Label relevance of higher higher	2009 2019 ave for your co	medium [2] 2010 2020 pared to last qui	2021	2012 2022 Survey per 2008 to 01	2023		
	No. 2.10) Wording C since 01/200 A) What imp	- Additional/ ri companies in di Instruments: - Additional/ ri with minijobs/s - Additional/ ri companies in di Instruments: - Additional/ ri companies in di Instruments: - Additional/ ri with minijobs/s	eplacement st midijobs 2006 2016 following inst Germany)	2007 2017 cruments of flee	high [1] 2008 2018 Label relevance of higher higher	2009 2019 ave for your co	medium [2] 2010 2020 pared to last qui	2021	2012 2022 Survey per 2008 to 01	2023		
	Time span 2004 2014 No. 2.10) Wording c since 01/200 A) What imp (only for you	Instruments: - Additional/ ri with minijobs/s 10 of variable 2005 2015 Name mini_lq of question 88 - Additional/ ri ri companies in the struments: - Additional/ ri with minijobs/s of variable	eplacement st midijobs 2006 2016 following inst Germany)	The current in taff 2007 2017 cruments of flee	high [1] 2008 2018 Label relevance of higher [1]	2009 2019 ave for your contert the imports	medium [2] 2010 2020 2020 pared to last qu company? ance is unchanged [2]	2021	2012 2022 Survey per 2008 to 01	2023 iod /2010		



No.	Name			Label				Survey per	iod		Survey frequency
2.11)	mini_nq			expected relev	vance of mini-	jobs next quarte	er	since 2008			quarterly
Wordin	g of question										
since 01/2	2008									Further information	
	mportance do the		ruments of fle	exibilisation ha	ve for your o	ompany?					
	Instruments:										
			next quarter t	he importance	will be						
	- Additional/	replacement st	taff	higher [1]		unchanged [2]		smaller [3]			
	with minijobs	i/midijobs									
T'	6 2-1-1-										
	an of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
								2022			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

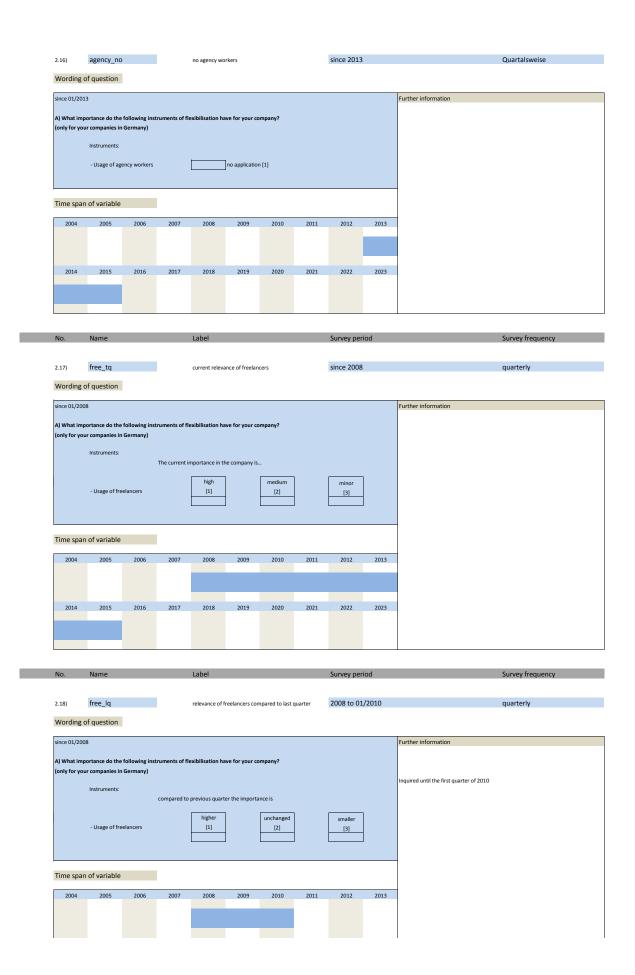
12)	mini_no			no mini-jobs				since 2013			Quartalsweise
ording o	of question										
ice 01/2013	3									Further information	
What impe	ortance do the	following inst	ruments of fle	xibilisation ha	ve for vour co	mpany?					
	ır companies in										
	Instruments:										
					1						
			aff		no application	n [1]					
	- Additional/		ali			. ,					
	with minijobs/		an			.,					
me cnan	with minijobs/	/midijobs	aii								
me span		/midijobs	aii								
me span	with minijobs/	/midijobs	2007	2008	2009	2010	2011	2012	2013		
	with minijobs/ of variable	/midijobs					2011	2012	2013		
	with minijobs/ of variable	/midijobs					2011	2012	2013		
	with minijobs/ of variable	/midijobs					2011	2012	2013		
2004	of variable	/midijobs	2007	2008	2009	2010					
2004	of variable	/midijobs	2007	2008	2009	2010					

No.	Name	Label	Survey period	Survey frequency
2.13)	agency_tq	current relevance of agency workers	since 2008	quarterly
Wordin	g of question			
· · · · · ·	ig or question			
since 01/	2008		Fu	urther information
		uments of flexibilisation have for your company?	Fu	urther information
A) What		uments of flexibilisation have for your company?	Fi	urther information
A) What	importance do the following instr	uments of flexibilisation have for your company?	FL	urther information
A) What	importance do the following instru your companies in Germany) Instruments:	uments of flexibilisation have for your company? The current importance in the company is	FL	urther information

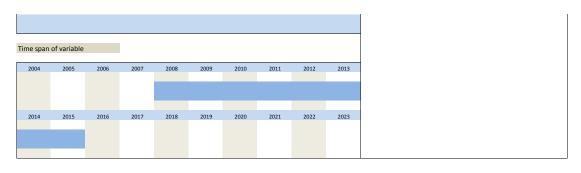


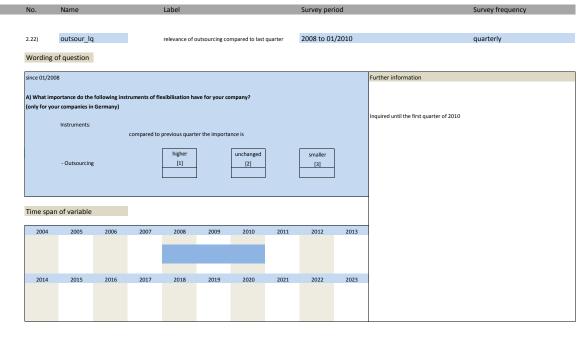
No.	Name			Label				Survey per	iod		Survey frequency
2.14) Wording	agency_lq of question		l	relevance of a	agency worker	s compared to		2008 to 01	/2010		quarterly
since 01/20										Further information	
	nportance do the		truments of fl	exibilisation ha	eve for your co	ompany?					
(only for ye	our companies in	i Germany)								Inquired until the first quarter of 2010	
			compared to	previous quart	er the importa	ance is					
	- Usage of ag	ency workers		higher [1]		unchanged [2]		smaller [3]			
-											
	n of variable			2000	2000	2010	2011	2012	2010		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

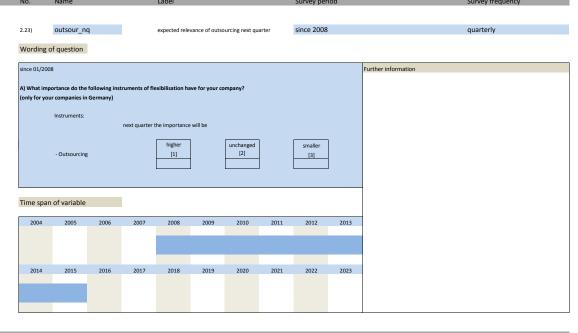
2.15)	agency_nq			expected rele	vance of agen	cy workers next	quarter	since 2008		quarterly
Nording (of question									
ince 01/200	08									Further information
	portance do the		truments of fle	exibilisation ha	ve for your co	ompany?				
only for yo	ur companies in	Germany)								
	Instruments:		next quarter 1	the importance	will be					
	- Usage of age	ency workers		higher		unchanged [2]		smaller		
Time spar	n of variable									
Fime spar 2004	n of variable	2006	2007	2008	2009	2010	2011	2012	2013	
			2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006								
			2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006								



2014	2015	2016	2017	2018	2019	2020		2022	2023	
No.	Name			Label				Survey peri	od	Survey frequency
								., .,,,,		, ., .,
2.19)	free_nq			expected rele	vance of freel	ancers next qua	rter	since 2008		quarterly
Wording	of question									
since 01/200	08									Further information
	portance do the		truments of fle	exibilisation ha	ave for your o	ompany?				
(only for yo	ur companies in Instruments:	Germany)								
	msu unients.		next quarter 1	the importance	will be					
	- Usage of fre	-1		higher]	unchanged [2]		smaller		
	- Osage of fre	elalicers		[1]	<u> </u>	[-]		[3]		
Time spar	n of variable		1							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
201	***	***	***	20.5		200-	205	200	****	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey peri	od	Survey frequency
					·				od	
2.20)	free_no			no freelancers	s			Survey peri	od	Survey frequency Quartalsweise
2.20) Wording	free_no of question				s				od	Quartalsweise
2.20) Wording	free_no of question	following ins	truments of flu	no freelancer		ompany?			od	
2.20) Wording since 01/201 A) What imp	free_no of question 13 portance do the ur companies in		truments of flo	no freelancer		ompany?			od	Quartalsweise
2.20) Wording since 01/201 A) What imp	free_no of question 13 portance do the ur companies in Instruments:	Germany)	truments of flo	no freelancers	ave for your c				od	Quartalsweise
2.20) Wording since 01/201 A) What imp	free_no of question 13 portance do the ur companies in	Germany)	truments of fle	no freelancers					od	Quartalsweise
2.20) Wording (since 01/20: A) What implication of the control	free_no of question 13 portance do the ur companies in instruments: - Usage of free	Germany)	truments of fle	no freelancers	ave for your c				od	Quartalsweise
Wording Since 01/20: A) What implication of the control of the co	free_no of question 13 portance do the ur companies in instruments: - Usage of free	Germany) elancers	ı	no freelancer	ave for your o	n [1]		since 2013		Quartalsweise
2.20) Wording (since 01/20: A) What implication of the control	free_no of question 13 portance do the ur companies in instruments: - Usage of free	Germany)	truments of fle	no freelancers	ave for your c		2011		2013	Quartalsweise
Wording Since 01/20: A) What implication of the control of the co	free_no of question 13 portance do the ur companies in instruments: - Usage of free	Germany) elancers	ı	no freelancer	ave for your o	n [1]	2011	since 2013		Quartalsweise
Wording Since 01/20: A) What implication of the control of the co	free_no of question 13 portance do the ur companies in instruments: - Usage of free	Germany) elancers	ı	no freelancer	ave for your o	n [1]	2011	since 2013		Quartalsweise
2.20) Wording since 01/20: A) What implication for you	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005	germany) elancers	2007	no freelancer.	no applicatio	on [1]		since 2013	2013	Quartalsweise
2.20) Wording since 01/20: A) What implication for you	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005	germany) elancers	2007	no freelancer.	no applicatio	on [1]		since 2013	2013	Quartalsweise
2.20) Wording of the state of	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005	germany) elancers	2007	no freelancer.	no applicatio	on [1]		2012 2022	2013	Quartalsweise Further information
2.20) Wording since 01/20: A) What implication for you	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005	germany) elancers	2007	no freelancer.	no applicatio	on [1]		since 2013	2013	Quartalsweise
2.20) Wording of the state of	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005	elancers 2006	2007	no freelancer.	no application 2009	2010 2020		2012 2022	2013	Quartalsweise Further information
2.20) Wording of Since 01/20: A) What important for your special control of the c	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 2015	elancers 2006	2007	2008	no application 2009	2010 2020		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency
2.20) Wording of Since 01/20: A) What important for your special control of the c	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 2015 Name outsour_tq of question	elancers 2006	2007	2008	no application 2009	2010 2020		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency
2.20) Wording since 01/20: A) What imp (only for you do not have a second not have	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 2015 Name outsour_tq of question 08	elancers 2006 2016	2007	2008 2018 Label current releva	no application 2009 2019	2010 2020 circing		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency quarterly
2.20) Wording since 01/20: A) What imp (only for you do not have a second not have	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 Name outsour_tq of question 08 portance do the ur companies in	elancers 2006 2016	2007	2008 2018 Label current releva	no application 2009 2019	2010 2020 circing		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency quarterly
2.20) Wording since 01/20: A) What imp (only for you do not have a second not have	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 2015 Name outsour_tq of question 08	elancers 2006 2016	2007 2017	2008 2018 Label current releva	no application 2009 2019	2010 2020 company?		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency quarterly
2.20) Wording since 01/20: A) What imp (only for you do not have a second not have	free_no of question 13 portance do the ur companies in Instruments: - Usage of free 2005 Name outsour_tq of question 08 portance do the ur companies in	elancers 2006 2016 following ins	2007 2017	2008 2018 Label current releva	no application 2009 2019	2010 2020 company?		2012 2022 Survey peri	2013	Quartalsweise Further information Survey frequency quarterly

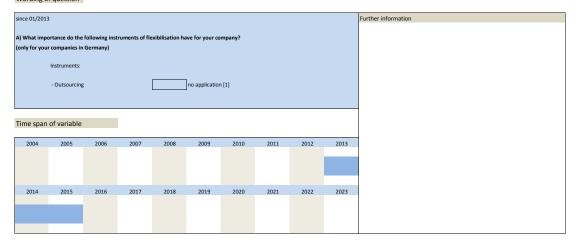






No.	Name	Label	Survey period	Survey frequency
2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise

Wording of question



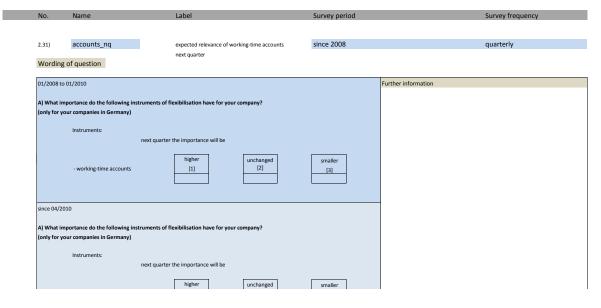
No.	Name			Label				Survey per	iod		Survey frequency
2.25)	internal_to	ı		current releva	ince of interna	I realisations		since 2008			quarterly
Mording	of question										
wording	oi question										
since 01/20	08									Further information	
A) What im	portance do the	following ins	truments of fle	vihilisation ha	ive for your co	nmnany?					
	our companies in				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,.					
	Instruments:										
			The current in	nportance in th	ne company is.						
				LI-L	1		ı				
	- Internal real	isations		high [1]		medium [2]		minor [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		

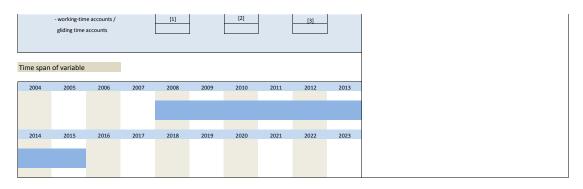
.26) Vording o	internal_lo			relevance of in last quarter	nternal realisa	ations compared	to	2008 to 01/2	010	quarterly
nce 01/200	18									Further information
	oortance do the ur companies in		ruments of fle	exibilisation ha	ve for your co	ompany?				Inquired until the first quarter of 2010
	- Internal rea		compared to	previous quart	er the importa	unchanged [2]		smaller [3]		
	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
	2015	2016	2017	2018	2019	2020	2021	2022	2023	

										1	
No.	Name			Label				Survey per	iod		Survey frequency
2.27) Wording	internal_nq of question			expected rele next quarter	vance of inter	rnal realisations		since 2008			quarterly
(only for yo	on of variable	ermany)		the importance higher [1]		unchanged [2]	2011	smaller [3]	2013	Further information	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	iod		Survey frequency
2.28)	internal_no of question			no internal re	alisations			Survey per		Further information	Survey frequency Quartalsweise
2.28) Wording since 01/20 A) What im	internal_no of question	iermany)	ruments of flo	no internal re						Further information	
2.28) Wording since 01/20 A) What im (only for yc	internal_no of question 213 apportance do the foour companies in G Instruments:	iermany)	rruments of fle	no internal re	ive for your c					Further information	
2.28) Wording since 01/20 A) What im (only for yc	internal_no of question 113 apportance do the for pour companies in G Instruments: - Internal realisa	iermany)	cruments of fle	no internal re	ive for your c		2011			Further information	
2.28) Wording since 01/20 A) What im (only for yo	internal_no of question DI3 Apportance do the focur companies in G Instruments: - Internal realiss	iermany) ations		no internal re	no applicatio	on [1]	2011	since 2013		Further information	
2.28) Wording since 01/20 A) What im (only for yo	internal_no of question 113 Insportance do the for pour companies in G Instruments: - Internal realist Internal realist Internal vealist Internal vealist Internal vealist	ations 2006	2007	no internal re	no application	on [1] 2010		since 2013	2013	Further information	
2.28) Wording since 01/20 A) What im (only for yo Time spa 2004 No.	internal_no of question 113 apportance do the for our companies in G Instruments: - Internal realiss: an of variable 2005	ations 2006 2016	2007	no internal re exibilisation ha 2008 2018	no application 2009	on [1] 2010	2021	2012 2022	2013 2023	Further information	Quartalsweise
2.28) Wording since 01/20 A) What im (only for yo Time spa 2004 2014 No. 2.29) Wording 01/2008 to A) What im	internal_no of question internal_no of question internal realist internal realist	ations 2006 2016	2007	2008 2018 Label current releva	no applicatio 2009 2019	2010 2020 ang-time account	2021	2012 2012 2022 Survey per	2013 2023	Further information	Quartalsweise Survey frequency

	O ortance do the or companies in		truments of fle	exibilisation h	ove for your co	ompany?			
	Instruments:		The current in	nportance in t	ne company is				
	- working-time			high [1]		medium [2]		minor [3]	
Time span	of variable								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013

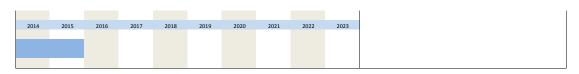
No.	Name			Label				Survey peri	od		Survey frequency
2.30) Wording	accounts_l			relevance of v	vorking-time a	iccounts compai	red to	2008 to 01,	/2010		quarterly
	008 nportance do the our companies in		ruments of fle	exibilisation ha	ve for your co	ompany?				Further information	
	Instruments: - working-tim		compared to	previous quart higher [1]	er the importa	unchanged [2]		smaller		Inquired until the first quarter of 2010	
	an of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		

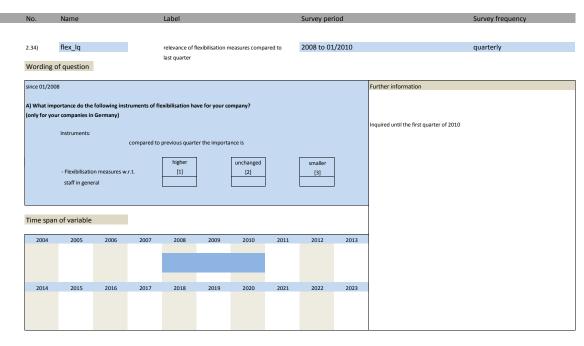




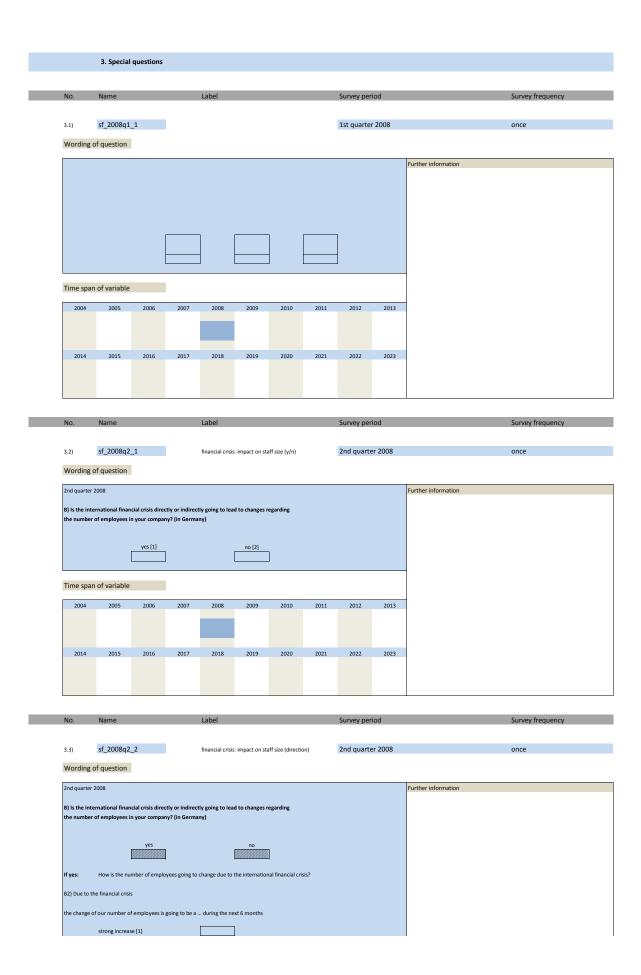
No.	Name			Label				Survey per	iod		Survey frequency
2.32)	accounts_r	10		no working-ti	me accounts			since 2013			Quartalsweise
Wording	of question										
Wording	or question										
since 01/20	13									Further information	
A) What im	portance do the	following inst	ruments of fle	exibilisation ha	ve for your co	mpany?					
(only for yo	ur companies in	Germany)									
	Instruments:										
					1	***					
	- working-tim gliding time				no application	1[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		

2.33)	flex_tq			current releva	nce of flexibil	isation measur	es	since 2008		quarterly
Vording	of question									
01/2008 to	01/2010									Further information
11/2008 to	01/2010									Further information
A) What im	portance do the	following instru	uments of fl	exibilisation ha	ve for your c	ompany?				
only for yo	our companies in	Germany)								
	Instruments:									
		Т	The current i	mportance in th	e company is	i				
				high		medium		minor		
	- Flexibilisatio	on measures w.r.	.t.	[1]		[2]		[3]		
	staff in gene	eral								
since 04/20	010									
	portance do the our companies in		uments of fl	exibilisation ha	ve for your o	ompany?				
only for yo	our companies in	i Germany)								
	Instruments:									
		'	ne current i	mportance in th	e company is					
				high		medium		minor		
		on measures w.r.	.t.	[1]		[2]		[3]		
	staff in gene (incl. Measur						J			
	mentioned ab									
Time sna	n of variable									
2.262										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	





2.35) filex_nq expected relevance of flexibilisation measures next quarter wording of question 01/2008 to 01/2010 A) What importance do the following instruments of flexibilisation have for your company? (enly for your companies in Germany) Instruments: next quarter the importance will be - Flexibilisation measures w.r.t. higher [1] [1] [2] [3] [3] since 04/2010 A) What importance do the following instruments of flexibilisation have for your company? (enly for your companies in Germany) Instruments: next quarter the importance will be - Flexibilisation measures w.r.t. [1]	No.	Name			Label		Survey pe	riod		Survey frequency
O1/2008 to 01/2010 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be - Fiexibilisation measures w.r.t. 11	2.35)	flex_nq				e of flexibilisation measures	2008 - 20	14		quarterly
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be - Flexibilisation measures w.r.t.	Wording	of question			next quarter					
Instruments: next quarter the importance will be	01/2008 to	01/2010							Further information	
next quarter the importance will be Flexibilisation measures w.r.t. higher				ruments of fle	xibilisation have fo	or your company?				
- Flexibilisation measures w.r.t. [1] [2] [3] since 04/2010 A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be - Flexibilisation measures w.r.t. [1] [1] [2] [1] [3] Inchanged [2] [3] [3] [incl. Measures not mentioned above Time span of variable		Instruments:		next quarter ti	ne importance will t	be				
A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany) Instruments: next quarter the importance will be Plexibilisation measures w.r.t. [1]				r.t.	-					
- Flexibilisation measures w.r.t. [1] [2] [3] [3] staff in general (incl. Measures not mentioned above Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013				ruments of fle	xibilisation have fo	or your company?				
Staff in general (incl. Measures not mentioned above Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		our companies in	n Germany)							
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		Instruments:	n Germany)	next quarter ti	ne importance will b	be]		
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		Instruments: - Flexibilisations staff in general	on measures w.r	next quarter ti	ne importance will b	be]		
		Instruments: - Flexibilisatic staff in gene (incl. Measu	on measures w.r eral res not	next quarter ti	ne importance will b	be				
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	(only for yo	Instruments: - Flexibilisatic staff in gene (incl. Measu mentioned at	on measures w.r eral res not poove	next quarter ti	ne importance will b	be				
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	(only for yo	Instruments: - Flexibilisatic staff in gene (incl. Measu mentioned at	on measures w.r eral res not powe	next quarter ti	ne importance will the higher [1]	unchanged [2]	[3]	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	(only for yo	Instruments: - Flexibilisatic staff in gene (incl. Measu mentioned at	on measures w.r eral res not boove	next quarter ti	ne importance will the higher [1]	unchanged [2]	[3]	2013		
	Time spa	Instruments: - Flexibilisati staff in gene (incl. Measu mentioned at	on measures w.r res not oove	next quarter th	he importance will be higher [1]	unchanged [2]	2011 2012			
	Time spa	Instruments: - Flexibilisati staff in gene (incl. Measu mentioned at	on measures w.r res not oove	next quarter th	he importance will be higher [1]	unchanged [2]	2011 2012			



	slight	it increase	[2]]				
	almo	ost no char	nge [3]]				
	slight	it reduction	n [4]]				
	stron	ng reductio	on [5]]				
Time	span of va	ariable								
20	004 2	2005	2006	2007	2008	2009	2010	2011	2012	2013
21	004 2	2005	2006	2007	2008	2009	2010	2011	2012	2013
		2005	2006	2007	2008	2009	2010	2011	2012	2013

.4) si	f_2008q3_	1									
	f_2008q3_	1									
Vording of o				reduction in sh	nortage of skill	led labour		3rd quarte	r 2008		once
voraing or c											
	question										
rd quarter 200	8									Further information	
) Academics fro	ton now !	Ell countries s	vo cumpocod	to have earles	access to the	Cormon lob					
narket from 01											
o help reduce t											
			yes [1]								
	Г		(0)								
	L		no [2]								
			no shortage o	f skilled labour	[3]						
ime span of	f variable										
•											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2010	2017	2018	2019	2020	2021	2022	2023		

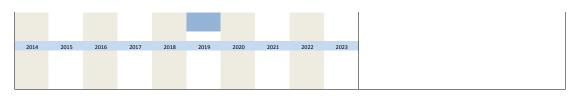
3.5) Wording	sf_2008q4			expenditures of compared to of		cation in 2009		4th quarte	r 2008	once
	2008 ral shortage of s pany going to				2009?					Further information
			increase [1] unchanged [2	1						
	n of variable		reduction [3]							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

	Name			Label				Survey per	100		Survey frequency
3.6)	sf_2009q1_	_1	I	reduction of	operational dis	missals		1st quarte	r 2009		once
Wording o	of question										
nd quarter	2009									Further information	
	nent period for s					now.					
Does this pro	olongation help	to avoid ope	rational dismis	sses in your in	dustry?						
	ſ		yes, significan	ntly [1]							
			yes, slightly [2	2]							
			no [3]								
	,		operational di	lismissals gene	rally rare [4]						
			Joperationardi	isimissais gene	rany rare [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	iod		Survey frequency
3.7)	sf_2009q2_	1		assessment o	of measures for	easing the bur	den	2nd quarte	er 2009		once
	of question				rity contributio						
	2009									Further information	
		.l II - fab.	F-dI C							Further information	
B) The econo	omic-growth pa	with the socia	al insurance cor	ntributions by						Further information	
B) The econo companies a insurance co	omic-growth par and employees v	with the socia reduced by 0	al insurance cor 0,6 percentage	ntributions by points).						Further information	
B) The econo companies a insurance co	omic-growth pa	with the socia reduced by 0	al insurance cor 0,6 percentage our company?	ntributions by points).						Further information	
B) The econo companies a nsurance co	omic-growth par and employees v	with the socia reduced by 0	al insurance cor 0,6 percentage	ntributions by points).						Further information	
B) The econo companies a nsurance co	omic-growth par and employees v	with the socia reduced by 0	al insurance cor 0,6 percentage our company?	ntributions by points).						Further information	
B) The econo companies a insurance co	omic-growth par and employees v	with the socia reduced by 0	al insurance cor 0,6 percentage our company? big relief [1]	ntributions by points).						Further information	
B) The econo companies a insurance co	omic-growth pa and employees v ontributions are a assess these m	with the social reduced by 0	al insurance cor 0,6 percentage our company? big relief [1]	ntributions by points).						Further information	
B) The econocompanies a insurance co	omic-growth pa and employees v contributions are a assess these m	with the social reduced by 0 aeasures for yo	al insurance cor ,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).]	about 12 bn. (especially the	health			Further information	
B) The econo companies a insurance co	omic-growth pa and employees v ontributions are a assess these m	with the social reduced by 0	al insurance cor 0,6 percentage our company? big relief [1]	ntributions by points).				2012	2013	Further information	
B) The econocompanies a insurance co	omic-growth pa and employees v contributions are a assess these m	with the social reduced by 0 aeasures for yo	al insurance cor ,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).]	about 12 bn. (especially the	health	2012	2013	Further information	
B) The econic companies a insurance co How do you Time spar	omic-growth pa and employees us intributions are a assess these m	with the social reduced by 0 reasons for your seasons for you also seasons for your also seas	al insurance cor 0,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).] ief [3]	2009	2010	2011			Further information	
B) The econo companies a insurance co How do you	omic-growth pa and employees v contributions are a assess these m	with the social reduced by 0 aeasures for yo	al insurance cor ,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).]	about 12 bn. (especially the	health	2012	2013	Further information	
B) The econic companies a insurance co How do you Time spar	omic-growth pa and employees us intributions are a assess these m	with the social reduced by 0 reasons for your seasons for you also seasons for your also seas	al insurance cor 0,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).] ief [3]	2009	2010	2011			Further information	
B) The econic companies a insurance co How do you Time spar	omic-growth pa and employees us intributions are a assess these m	with the social reduced by 0 reasons for your seasons for you also seasons for your also seas	al insurance cor 0,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).] ief [3]	2009	2010	2011			Further information	
B) The econic companies a insurance companies a linsurance companies a compani	omic-growth pa and employees us intributions are a assess these m	with the social reduced by 0 reasons for your seasons for you also seasons for your also seas	al insurance cor 0,6 percentage our company? big relief [1] slight relief [2] almost no reli	ntributions by points).] ief [3]	2009	2010	2011		2023	Further information	Survey frequency
companies a insurance co How do you Time spar	omic-growth pa and employees we notributions are a assess these m	with the social reduced by 0 reasons for your seasons for you also seasons for your also seas	al insurance cor 0,6 percentage our company? big relief [1] slight relief [2] almost no reli	points).] def [3] 2008	2009	2010	2011	2022	2023	Further information	Survey frequency
B) The econic companies a insurance companies a linsurance companies a compani	omic-growth pa and employees we notributions are a assess these m	with the social reduced by 0 reduced by 0 reasures for your control of the social reduced by 0 r	al insurance cor ,6 percentage our company?	label Label development	2009 2019	2010	2011 2021	2022	2023	Further information	Survey frequency
B) The econic companies a insurance companies a insurance companies a control	omic-growth pa and employees we intributions are a assess these mineral control of the and of variable 2005	with the social reduced by 0 reduced by 0 reasures for your control of the social reduced by 0 r	al insurance cor ,6 percentage our company?	label Label development	2009 2019	2010	2011 2021	2022 Survey per	2023	Further information	
B) The econic companies a sinsurance companies a sinsurance companies a sinsurance companies a compani	omic-growth pa and employees we notributions are a assess these m on of variable 2005 2015 Name sf_2009q3	with the social reduced by 0 reduced by 0 reasures for your control of the social reduced by 0 r	al insurance cor ,6 percentage our company?	label Label development	2009 2019	2010	2011 2021	2022 Survey per	2023	Further information	
B) The econic companies a insurance companies a insurance companies a construction of the construction of	omic-growth pa and employees we notributions are a assess these m on of variable 2005 2015 Name sf_2009q3	2006	al insurance cor, 6,6 percentage our company? big relief [1] slight relief [2] almost no reli 2007	lief [3] 2008 2018 Label development compared to	2009 2019 cof staff size in current state	2010 2020 2nd half of 200	2011 2021	2022 Survey per	2023		
B) The econic companies a insurance companies a insurance companies a consumation of the companies and insurance companies a consumation of the consumation of the consumation of the companies of the consumation of the cons	omic-growth pala and employees sontributions are all assess these minor of variable 2005 2015 Name sf_2009q3 of question 2009	with the social reduced by 0 reduced by 0 reasures for your control of the social contro	al insurance cor ,6 percentage our company?	points).] ief [3] 2008 2018 Label development compared to	2009 2019 2019 at of staff size in current state	2010 2020 2nd half of 200	2011 2021	2022 Survey per	2023		
B) The econic companies a insurance companies a insurance companies a companie	omic-growth pa and employees sontributions are at assess these mineral sontributions are at assess these mineral sontributions are at assess these mineral sontributions are 2005 2015 Name sf_2009q3_ of question 2009	with the social reduced by 0 reduced by 0 reasures for your consumer of the social reduced by 0 reasures for your consumer of the social reduced by 0 reduced by	al insurance cor ,6 percentage our company?	points). 2008 2018 Label development compared to t	2009 2019 2019	2010 2020 2nd half of 200	2011 2021	2022 Survey per	2023		
B) The econic companies a insurance companies a insurance companies a construction of the construction of	omic-growth paland employees sontributions are all assess these me as a second to the assess the transfer of the assess the	2006 2016 2016 ars (e.g. incomi	al insurance cor ,6 percentage our company? big relief [1] slight relief [2] almost no reli 2007 2017	points). 2008 2018 Label development compared to t	2009 2019 2019	2010 2020 2nd half of 200	2011 2021	2022 Survey per	2023		
Time spar 2004 2014 Vo. vrd quarter 2: y) Some eco	omic-growth paland employees sontributions are all assess these me as a second to the assess the transfer of the assess the	2006 2016 2016 2016 2016 2016 2016	al insurance cor ,6 percentage our company? big relief [1] slight relief [2] almost no reli 2007 2017	points). 2008 2018 Label development compared to t	2009 2019 2019	2010 2020 2nd half of 200	2011 2021	2022 Survey per	2023		

			no change [2] reduction [3] cannot be sta						
oan	of variable	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
No.	Name			Label				Survey per	iod
3.9)	sf_2009q3	_2		development	of staff size in	Lst half of 201)	3rd quarte	

No.	Name			Label				Survey per	iod		Survey frequency	
3.9) Wording	sf_2009q3	_2		development compared to		1st half of 201	0	3rd quarte	r 2009		once	
3rd quarter	r 2009									Further information		
	conomic indicato number of empl	oyees likely to		ompared to th	e current stat							
				company is go								
		1st half year 2	,									
			increase [1]									
			no change [2]									
			reduction [3]									
			cannot be stat	ed [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			

3.10)	sf_2009q3_3	3		development	of staff size in	2nd half of 20:	10	3rd quarte	r 2009	once
Wording	of question			compared to	current state					
3rd quarter	2009									Further information
B) Some eo	onomic indicators ((e.g. incomin	g orders) adv	ert to an ecor	nomic stabilisa	tion.				
How is the	number of employ	ees likely to	be changed <u>c</u>	ompared to t	he current stat	<u>e</u> ?				
	In the the nur	mber of emp	loyees in our	company is g	oing to					
	21	nd half year 2	2010							
			increase [1]							
	_		no change [2]							
	L		no change (2)							
			reduction [3]							
	г		cannot be sta	ted [4]						
Time	n of variable									
rime spa	ii oi variabië									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	



No.	Name			Label				Survey per	iod		Survey frequency
3.11)	sf_2009q3	_4		development	of staff size in :	2011		3rd quarte	r 2009		once
				compared to	current state						
Wording	of question										
3rd quarter	2009									Further information	
B) Some eo	onomic indicator	s (e.g. incomin	g orders) adv	ert to an econ	omic stabilisat	tion.					
	number of empl										
	In the the r	umber of empl	loyees in our	company is go	ing to						
		2011									
		year 2011									
		ı	increase [1]								
		r	no change [2]								
			reduction [3]								
			reduction [3]								
		C	cannot be stat	ted [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		

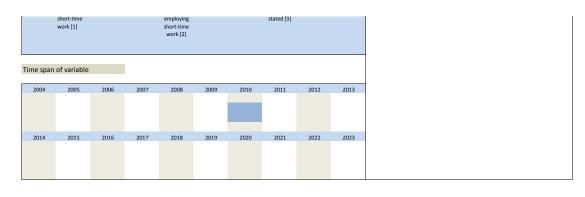
No.	Name			Label				Survey per	iod		Survey frequency
3.12)	sf_2009q3	3_5		development	of staff size in	2012		3rd quarte	r 2009		once
Marathan				compared to	current state						
wording	of question										
3rd quarter	2009									Further information	
R) Some occ	onomic indicato	ere (a a incomir	a orders) adv	ert to an econ	omic etabilicat	tion					
	number of emp										
	In the the	number of emp	loyees in our	company is go	ing to						
		year 2012									
			increase [1]								
			no change [2]								
			reduction [3]								
			cannot be stat	ted [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		

Survey period

Survey frequency

No. Name

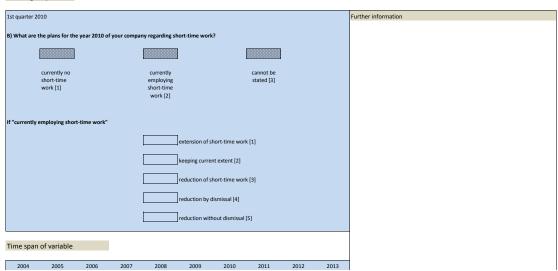
3.13) Wording o	of question			compared to	current state						
3rd quarter 2	009									Further information	
	nomic indicators umber of emplo										
	In the the nu	umber of em	ployees in our	company is g	oing to						
	Y	year 2013									
			increase [1]								
	[no change [2]								
			reduction [3]								
	[cannot be stat	ted [4]							
	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 2000-4			impact of ec	onomic measur	es on econom	ic	Att	- 2000		once
3.14)	sf_2009q4_	.1	-		e medium run			4th quarte	2009		
Wording o	of question	.1	-					4th quarte	2009		
	of question	,1	-					4th quarte	2009	Further information	
Wording of 4th quarter 20	of question	nent discusse	es future econo	growth in the	e medium run			4th quarte	er 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the meduim ru	growth in the	e medium run			4th quarte	:1 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the meduim ru strongly positi	growth in the	e medium run			4th quarte	r 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the meduim ru strongly positiv	growth in the	e medium run			4th quarte	er 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the meduim ru strongly positi	growth in the	e medium run			4th quarte	1 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the meduim ru strongly positiv	growth in the	e medium run			4th quarte	1 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future econo the medulm ru strongly positiv slightly positiv	growth in the pomic measure in (next 3 to 4 vive [1] vive [2] and [3] vive [4]	e medium run			4th quarte	1 2009	Further information	
Wording of 4th quarter 20	of question 009	nent discusse	es future economic strongly positive strongly positive strongly positive rather no imp	growth in the	e medium run			4th quarte	1 2009	Further information	
Wording o 4th quarter 2: B) The new Fi going to impa	of question 009	nent discusse	es future econo the medulm ru strongly positi slightly positiv rather no imp slightly negati	growth in the	e medium run			4tn quarte	1 2009	Further information	
Wording o 4th quarter 2: B) The new Fi going to impa	of question 009 lederal Governm act the economi	nent discusse	es future econo the medulm ru strongly positi slightly positiv rather no imp slightly negati	growth in the	e medium run			4th quarte	2013	Further information	
Wording o 4th quarter 2: B) The new Figoing to impair Time span	of question og ederal Governm act the economi	nent discusse	es future econoche medulm ru strongly positiv slightly positiv rather no imp slightly negati strongly negal cannot be stal	growth in the	e medium run	think are thes	e measures			Further information	
Wording o 4th quarter 2: B) The new Fi going to impai	of question one of question of question of variable	nent discusse ic growth in t	strongly positi slightly positiv rather no imp slightly negati strongly negati strongly negati cannot be stal	growth in the	e medium run s.s. How do you years)?	think are thes	e measures	2012	2013	Further information	
Wording o 4th quarter 2: B) The new Figoing to impair Time span	of question og ederal Governm act the economi	nent discusse	es future econoche medulm ru strongly positiv slightly positiv rather no imp slightly negati strongly negal cannot be stal	growth in the	e medium run	think are thes	e measures			Further information	
Wording o 4th quarter 2: B) The new Fi going to impai	of question one of question of question of variable	nent discusss ic growth in t	strongly positi slightly positiv rather no imp slightly negati strongly negati strongly negati cannot be stal	growth in the	e medium run s.s. How do you years)?	think are thes	e measures	2012	2013	Further information	
Wording o 4th quarter 2: B) The new Fi going to impai	of question one of question of question of variable	nent discusss ic growth in t	strongly positi slightly positiv rather no imp slightly negati strongly negati strongly negati cannot be stal	growth in the	e medium run s.s. How do you years)?	think are thes	e measures	2012	2013	Further information	
Wording o 4th quarter 2: B) The new Fi going to impai	of question one of question of question of variable	nent discusss ic growth in t	es future econe the medulm ru strongly positiv rather no imp slightly negativ strongly negati cannot be stal	growth in the	e medium run s.s. How do you years)?	think are thes	e measures	2012	2013	Further information	Survey frequency
Wording o 4th quarter 2t B) The new F going to impa Time span 2004	of question og ederal Governm act the economi of variable 2005	nent discusse ic growth in 1	strongly positive rather no imp slightly positive rather no imp slightly negative strongly negative rather no imp strongly negative rather no imp strongly negative rather no imp 2007	growth in the	e medium run s.s. How do you years)?	think are thes	e measures	2012	2013 2023	Further information	
Wording o 4th quarter 2t B) The new Fi going to impa Time span 2004 No. 3.15)	of variable 2005 Name	nent discusse ic growth in 1	strongly positive rather no imp slightly positive rather no imp slightly negative strongly negative rather no imp strongly negative rather no imp strongly negative rather no imp 2007	growth in the	e medium run is. How do you years)? 2009	think are thes	e measures	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording o 4th quarter 2t B) The new Fi going to impa Time span 2004 No. 3.15)	of question oo ederal Governm act the economi of variable 2005 2015 Name sf_2010q1_ of question	nent discusse ic growth in 1	strongly positive rather no imp slightly positive rather no imp slightly negative strongly negative rather no imp strongly negative rather no imp strongly negative rather no imp 2007	growth in the	e medium run is. How do you years)? 2009	think are thes	e measures	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording o 4th quarter 2t B) The new F- going to impa Time span 2004 No. 3.15) Wording o 1st quarter 2t	of question oo ederal Governm act the economi of variable 2005 2015 Name sf_2010q1_ of question	2006	strongly positive rather no important positive rather no important strongly negative rather no important positive rather no importan	growth in the gr	2009 2019	2010 2020	e measures	2012 2022 Survey per	2013 2023		Survey frequency
Wording o 4th quarter 2t B) The new F- going to impa Time span 2004 No. 3.15) Wording o 1st quarter 2t	of variable 2005 Name sf_2010q1_ sf_question	2006	strongly positive rather no important positive rather no important strongly negative rather no important positive rather no importan	growth in the gr	2009 2019	2010 2020	e measures	2012 2022 Survey per	2013 2023		Survey frequency

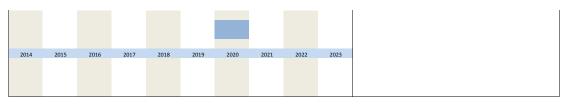


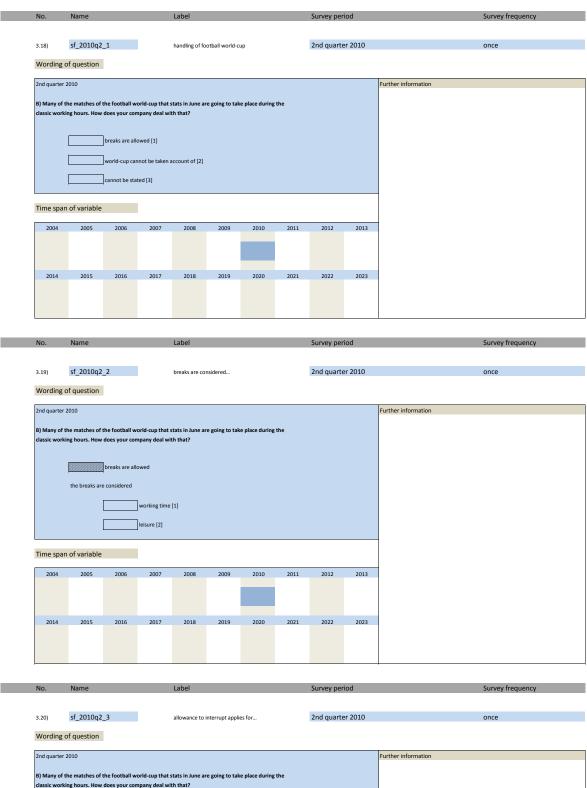
No.	Name			Label				Survey per	riod	Survey frequency
3.16)	sf_2010q1	_2		currently no s	hort-time worl	k:		1st quarte	r 2010	once
Wording o	of question									
1st quarter 2	1010									Further information
			_			_				
B) What are	the plans for th	ne year 2010 o	t your compan	y regarding sh	ort-time work	c?				
	currently no			currently			cannot be			
	short-time work [1]			employing short-time			stated [3]			
	WOLK [1]			work [2]						
If "currently	no short-time	work"								
		ı								
		no introductio	on intended [1]							
		introduction i	ntended [2]							
Time spar	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	

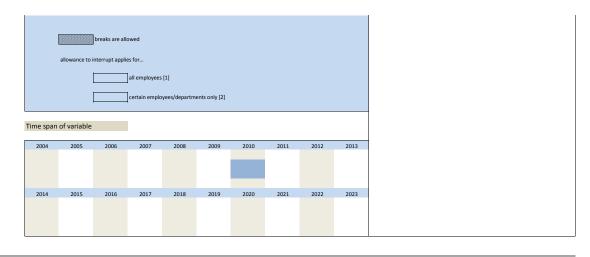
No.	Name	Label	Survey period	Survey frequency
3.17)	sf 2010a1 3	currently employing short-time work:	1st quarter 2010	once
3.27)	s2010q1_5	currently employing shore time work.	13t quarter 2010	once

Wording of question









				Label				Survey per	iou			quency
3.21)	sf_2010q3	3_1			ards short-terr	m contracts an	nong	3rd quarte	er 2010		once	
Wording	of question			recruitments	III the next 12 i	months						
3rd quarter	r 2010									Further information		
P) During t	he next 12 mont	the is your com	nonu going to	the tenden	ou tourorde ch	art tarm cantr	ante					
	ruitments?	tiis is your com	pany going to	the tenden	cy towards sin	ort-term contr	duis					
		increase [1]										
		_										
		remain uncha	nged [2]									
		decrease [3]										
		not decided o	n vet [4]									
		not decided o	n yet [4]									
		not decided o										
		no recruitmer										
Time spa	an of variable	no recruitmer										
Time spa	an of variable	no recruitmer		2008	2009	2010	2011	2012	2013			
,		no recruitmer	nts [5]	2008	2009	2010	2011	2012	2013			
,		no recruitmer	nts [5]	2008	2009	2010	2011	2012	2013			
,		no recruitmer	nts [5]	2008	2009	2010	2011	2012	2013			
2004	2005	no recruitmer	2007									
2004	2005	no recruitmer	2007									

h quarter 20	010									Further information
	past months t be participate		onomy recove	ered significant	ly from the fi	nancial crisis. I	low is your			
	1) voluntary e	xtrapayments	have already b	een made						
		yes [1]			no[2]					
					,					
ime span	of variable									
			2007	2008	2009	2010	2011	2012	2012	
2004	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								

voluntary extrapayments have been made

3.22)

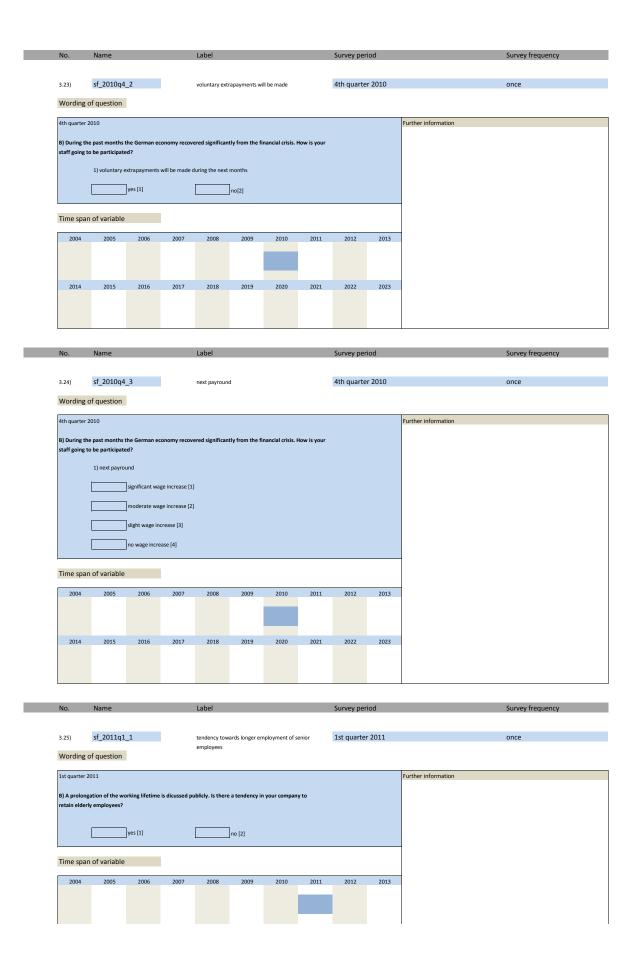
sf_2010q4_1

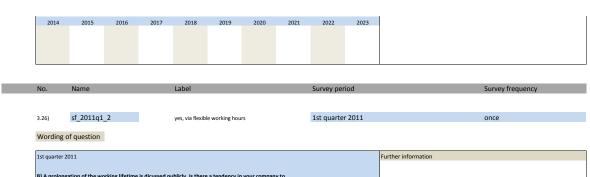
Survey period

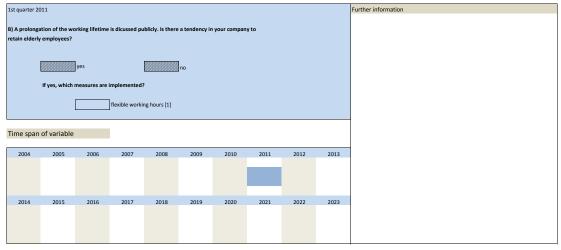
4th quarter 2010

Survey frequency

once







No.	Name	Label			Survey per	iod		Survey frequency
3.27)	sf_2011q1_3	yes, via mone	tary incentives		1st quarter	2011		once
Wording	of question							
1st quarter	2011						Further information	
13t quarter	2011						i di tilei illioillation	
	ngation of the working lifetime is	s dicussed publicly. Is there	a tendency in your com	pany to				
retain elde	erly employees?							
1								
	yes		no					
	If yes, which measures are in	nplemented?						
	,.,	• • • • • • • • • • • • • • • • • • • •						
		monetary incentives [1]						
1	'	nonetary incentives [1]						
Time spa	an of variable							
2004	2005 2006	2007 2008	2009 2010	2011	2012	2013	1	

No. Name Label Survey period Survey frequency					
	No.	Name	Label	Survey period	Survey frequency
3.28) sf 2011q1 4 yes, via age-appropriate workstations 1st quarter 2011 once		sf 2011q1_4	yes, via age-appropriate workstations	1st quarter 2011	

2023

2015 2016 2017 2018 2019 2020 2021 2022

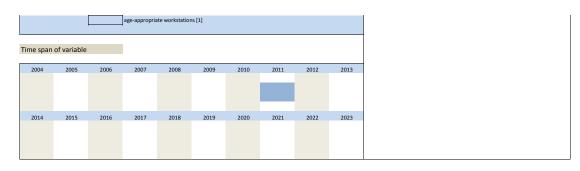
2014

1st quarter 2011

B) A prolongation of the working lifetime is dicussed publicly. Is there a tendency in your company to retain elderly employees?

yes

If yes, which measures are implemented?



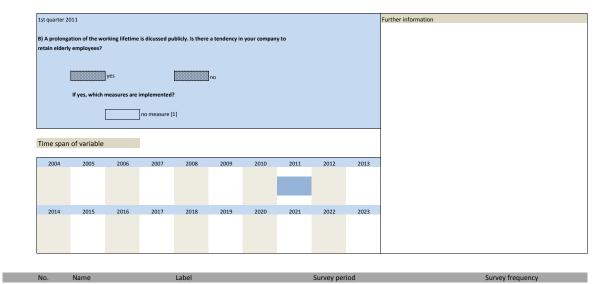
No.	Name			Label				Survey per	iod		Survey frequency
3.29)	sf_2011q1			yes, via adjust	ment of assigr	nments		1st quarte	r 2011		once
	g of question										
1st quart	er 2011									Further information	
	ongation of the w	orking lifetime	is dicussed pu	blicly. Is there	a tendency in	your compan	ıy to				
retain ele	ierly employees?										
		yes			1						
		4			no						
	If yes, which	measures are	implemented?	'							
			adjustment of	assignments [1]						
Time sp	an of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

3.30)	sf_2011q1_	_6		yes, via other	measures			1st quarte	2011	once
Wording o	f question									
1st quarter 20)11									Further information
	tion of the wo	rking lifetime	is dicussed pu	blicly. Is there	a tendency in	your compan	y to			
		ves			1					
	If yes, which r				no					
			other measur	es [1]						
rime span	of variable									
		2006	2007	2008	2009	2010	2011	2012	2012	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
		2006	2007	2008	2009	2010	2011	2012	2013	
		2006	2007	2008	2009	2010	2011	2012	2013	

 No.
 Name
 Label
 Survey period
 Survey frequency

 3.31)
 sf_2011q1_7
 no measures
 1st quarter 2011
 once

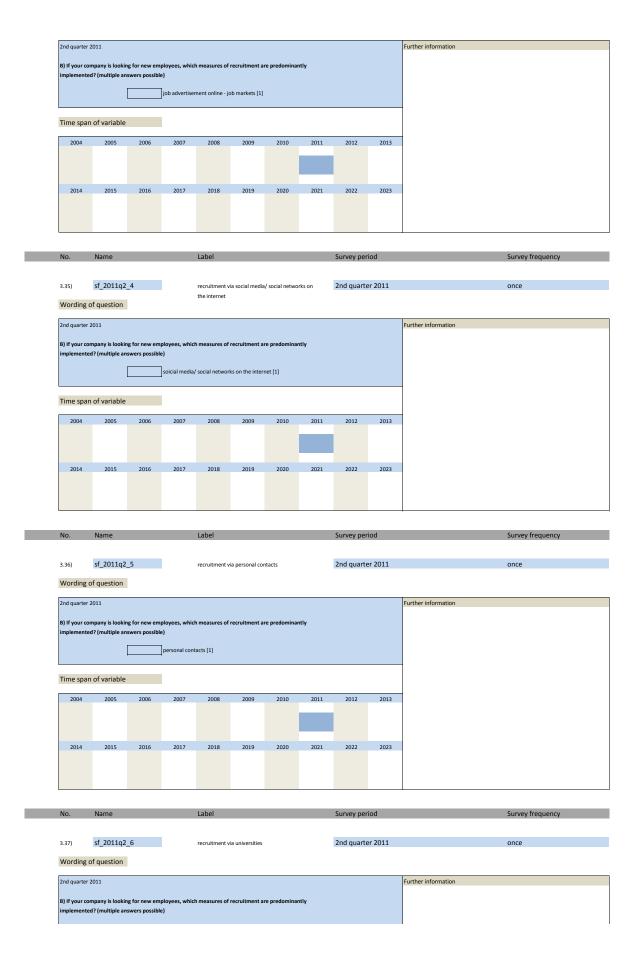
 Wording of question

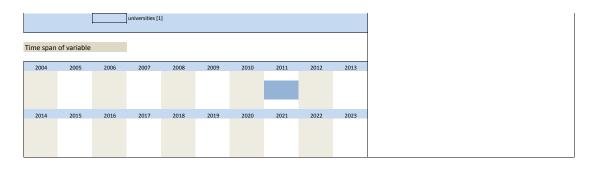


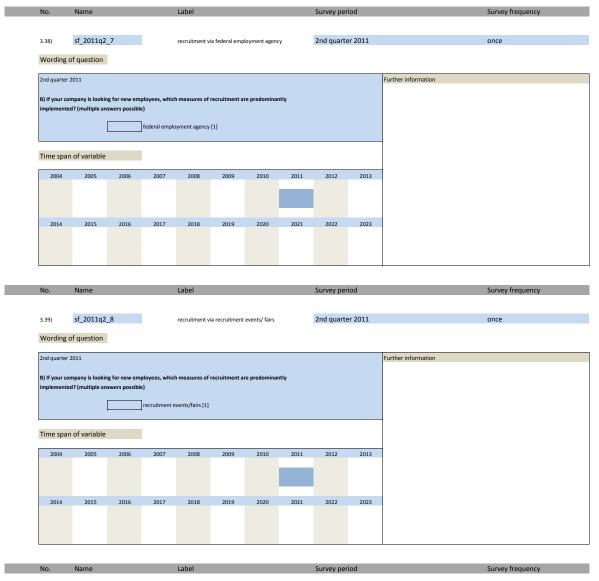
3.32)	sf_2011q2	_1		recruitment v	ia job advertis	ement in print i	media	2nd quarte	er 2011	once
Wording of	of question									Further information
implemente	mpany is lookir d? (multiple an u of variable	swers possible				re predominan	itly			
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

	sf_2011q2 f question	_2		recruitment v own homepag		ement online -		2nd quarte	er 2011		once	
mplemented	011 npany is lookin ? (multiple an	swers possible	e)	h measures of ment online - o			ntly			Further information		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			

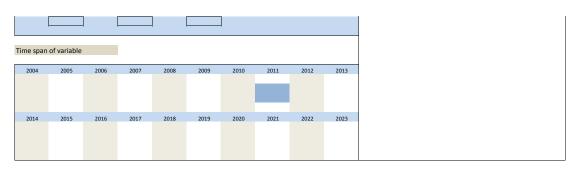
1	No.	Name	Label	Survey period	Survey frequency
3	3.34)	sf_2011q2_3	recruitment via job advertisement online -	2nd quarter 2011	once
,	Wording o	f question	job markets		







3.40) sf_2011q3_1 demand of applicants from Greece as compared 3rd quarter 2011 once to the past Wording of question 3rd quarter 2011 Further information B) Do you sense a changed demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late? the demand of applicants from Greece ... as compared to the past unchanged increased decreased [1] [2] [3]



No.	Name			Label				Survey per	iod		Survey frequency
3.41) Wording	sf_2011q3			demand of ap to the past	pplicants from I	reland as com	pared	3rd quarte	r 2011		once
3rd quarte	r 2011									Further information	
the econo	sense a changed mic problems in s the demand of increased [1]	ome EU coun		?		n the light of					
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

3.42)	sf_2011q3	_3		demand of ap	plicants from I	taly as compar	ed	3rd quarte	er 2011		once	
Wording	of question											
Brd quarter	2011									Further information		
	sense a <u>changed</u>				EU countries - i	n the light of						
the econon	nic problems in s	ome EU count	ries - as of late	2?								
	the demand o	f applicants fro	om Italy as co	ompared to th	e nast							
	increased		unchanged	1		1						
	[1]		[2]		decreased							
			[2]		[3]							
			[2]		[3]							
Time sna			[Z]		[3]							
	n of variable											
Time spa		2006	2007	2008	2009	2010	2011	2012	2013			
	n of variable			2008		2010	2011	2012	2013			
2004	on of variable	2006	2007		2009							
	n of variable			2008		2010	2011	2012	2013			
2004	on of variable	2006	2007		2009							

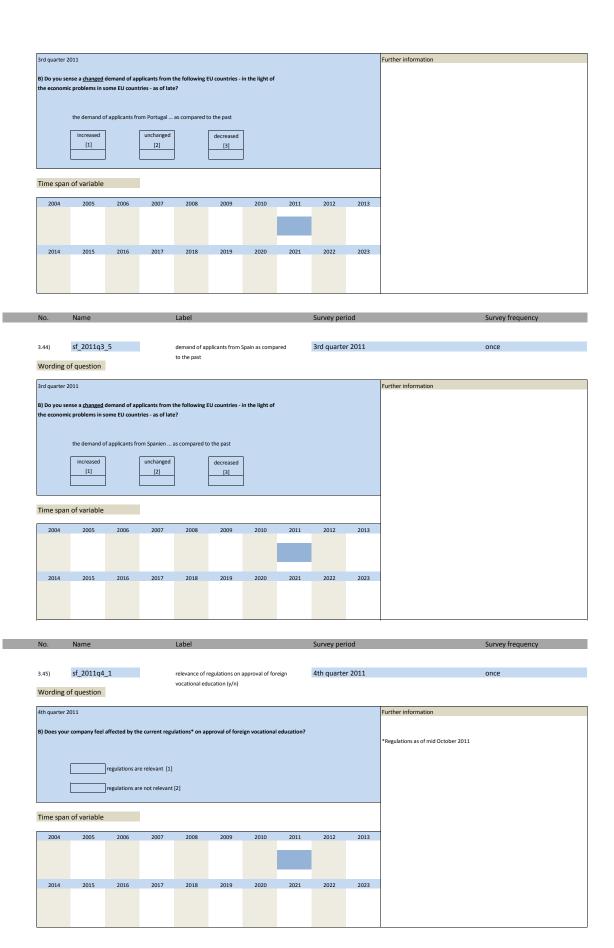
No. Name Label Survey period Survey frequency

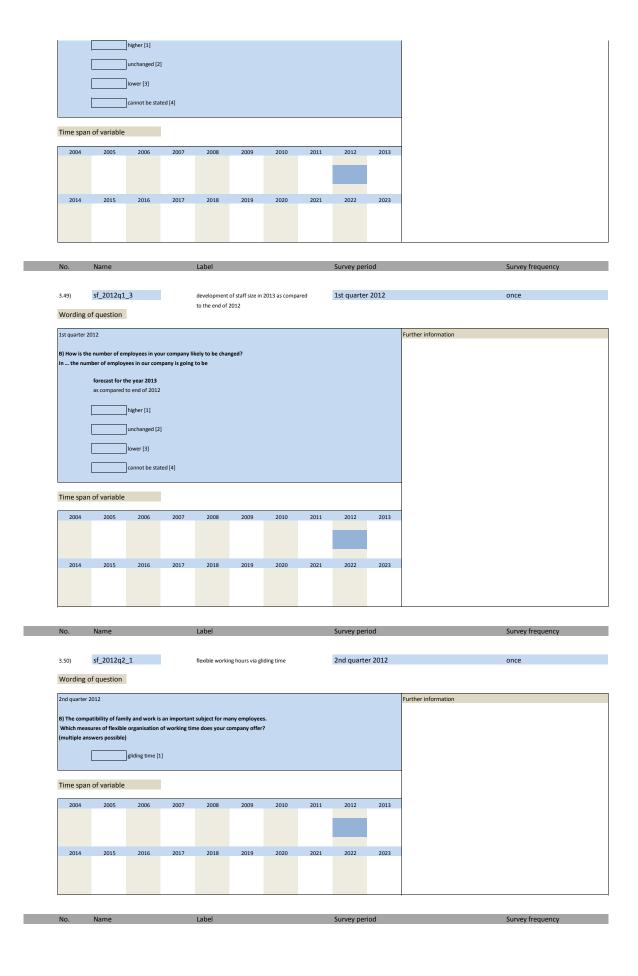
3.43) sf_2011q3_4 demand of applicants from Portugal as compared to the past

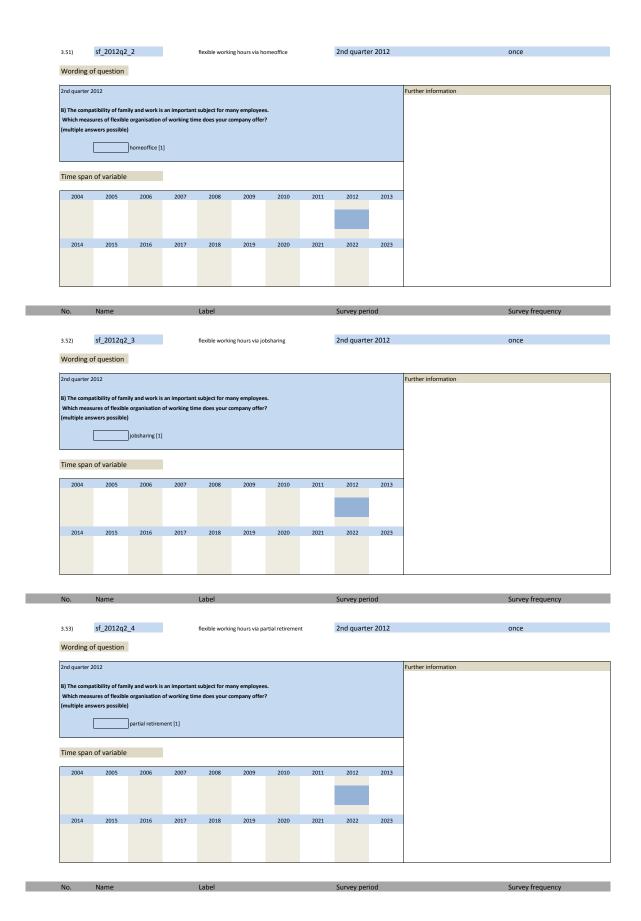
Wording of question

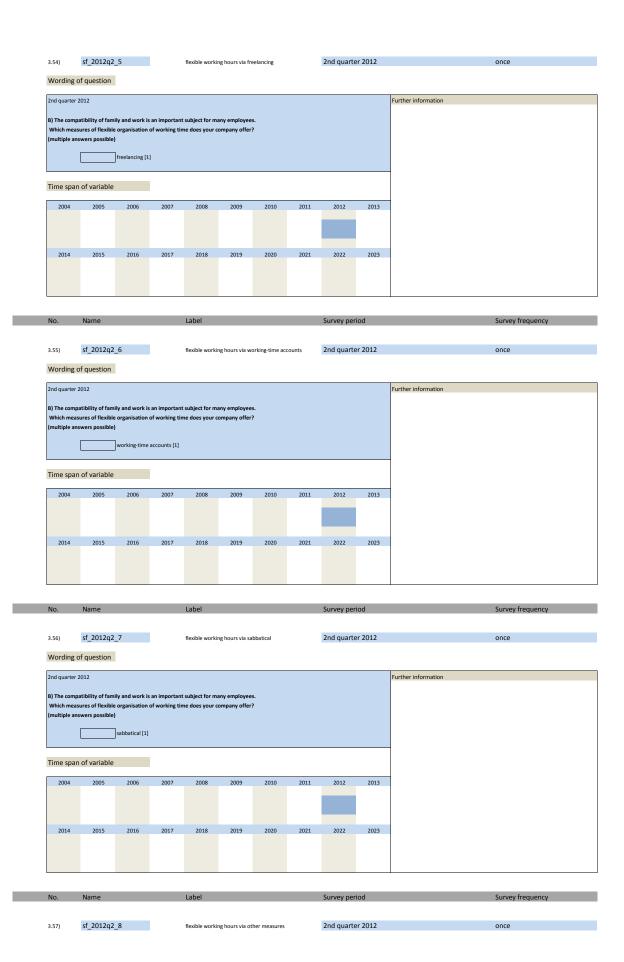
Survey period Survey frequency

and quarter 2011 once









2nd quarter	2012							Further information	
R) The comp	natibility of family a	ind work is an imn	oortant subject for m	any employees					
Which mea	sures of flexible org		king time does your o						
(multiple an	swers possible)								
	oth	ner measures [1]							
Time spar	n of variable								
2004	2005	2006 20	07 2008	2009	2010 2011	2012	2013		
2014	2015	2016 20	17 2018	2019	2020 2021	2022	2023		
No	None		Label			C	لدمنا		C
No.	Name		Label			Survey per	iou		Survey frequency
3.58)	sf_2012q3_1			pact on personnel p	lanning next	3rd quarte	er 2012		once
Wording (of question		6 months (y/r	n)					
3rd quarter :								Further information	
			ning of your compan						
b) Does the	Euro-crisis affect th	e personnei pianr	ning or your company	y during the next 6 i	nontris?				
				_					
	yes	[1]		no[2]					
Time spar	n of variable								
2004	2005	2006 20	107 2008	2009	2010 2011	2012	2013		
2004	2003	2000 200	2000	2009	2011	2012	2013		
2014	2015	2016 20	17 2018	2019	2020 2021	2022	2023		
No.	Name		Label			Survey per	riod		Survey frequency
3.59)	sf_2012q3_2		euro crisis: im	pact on personnel p	lanning next 6	3rd quarte	er 2012		once
	of auestion		months (direc	ction)					
								Further information	
Wording (
Wording of	2012								
Wording of	2012	ie personnel planr	ning of your compan	y during the next 6 i	months?				
Wording of	2012 Euro-crisis affect th		ning of your compan	y during the next 6 i	months?				
Wording of	2012		ning of your company	y during the next 6 i	months?				
Wording of	Euro-crisis affect th yes If yes:	s		no					
Wording of	Euro-crisis affect th yes If yes: because of the Eu	; uro-crisis the numb	ning of your company	no					
Wording of	Euro-crisis affect th ves lf yes: because of the Eu	oro-crisis the numboring reduction [1]		no					
Wording of	Euro-crisis affect th ves because of the Eu stre	; uro-crisis the numb		no					
Wording of	2012 Euro-crisis affect th yes: because of the Eu stirg	oro-crisis the numboring reduction [1]	er of employees in ou	no					
Wording of	Percentification of the European State of th	; iro-crisis the numb ong reduction [1] tht reduction [2]	er of employees in ou	no					
Wording of	2012 Euro-crisis affect th yes: because of the Eu stre slig alm	ong reduction [1] thit reduction [2]	er of employees in ou	no					
Wording of	Personal Property of the European Street Control of the Europe	ong reduction [1] the reduction [2] nost no change [3]	er of employees in ou	no					

2014 2015 2016 2017 2018 2019 2020 2021 2022 2023											
	:	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

	Name			Label				Survey per	riod		Survey frequency
3.60) Wording	sf_2012q4_1	1		reaction to eco		own, w.r.t		4th quarte	er 2012		once
4th quarter	2012									Further information	
				my is (further)	weakening ir	the next half	year				
	n of variable	ncrease [3] not applicable									
Time spa	n		2007	2008	2009	2010	2011	2012	2013		

3.61)	sf_2012q4	2		reaction to ec	onomic slowd	own, w.r.t		4th quarte	r 2012	once
Wording	of question			temporary co	ntracts					
4th quarter:	2012 our company go	oing to ract in c	ase the econo	my is (further)	weakening in	the next half	year			Further information
(multiple an	temporary co									
		reduction [1]								
		increase [3]	· [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	

Survey period

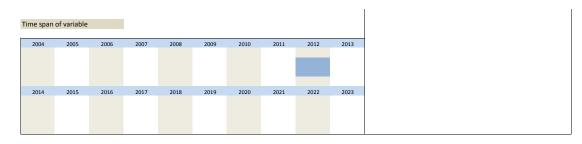
Survey frequency

No. Name Label Survey period Survey frequency

3.62) sf_2012q4_3 reaction to economic slowdown, w.r.t 4th quarter 2012 once

Wording of question

4th quarter	2012									Further information
	our company go nswers possible		ase the econo	my is (further) weakening i	n the next half	f year			
(martiple al	iswers possible									
	agency worke	ers								
		reduction [1]								
		no change [2]								
		increase [3]								
		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
3.63)	sf_2012q4	_4			conomic slowe	lown, w.r.t		4th quarte	er 2012	once
Wording	of question			core workfor	ce					
4th quarter										e about formation
4tii quartei	2012									Further information
	our company go nswers possible		ase the econo	my is (further) weakening i	n the next half	f year			
		•								
	core workfore	ce								
		reduction [1]								
		,								
		no change [2]								
		increase [3]								
		not applicable	≘ [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
								, , , , , , , , , , , , , , , , , , ,		ours, roquine,
3.64)	sf_2012q4	_5		reaction to ed	conomic slowe	lown, w.r.t		4th quarte	er 2012	once
Wording	of question			extra hours						
-										
4th quarter	2012									Further information
B) How is yo	our company go		ase the econo	my is (further) weakening i	n the next half	f year			
	nswers possible	·								
	extra hours	1								
		reduction [1]								
	extra hours	1								
	extra hours	reduction [1] no change [2]								
	extra hours	reduction [1]								



No.	Name			Label				Survey per	riod		Survey frequency
3.65)	sf_2012q4			reaction to ec		own, w.r.t		4th quarte	er 2012		once
Wording	of question										
4th quarter 2	2012									Further information	
	our company goi swers possible)		ase the econo	my is (further)	weakening in	the next half	year				
	short-time wo	reduction [1]									
		no change [2]									
		not applicable	· [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		

3.66)	sf_2013q1	_1			plicants from	Greece during I	ast	1st quarte	r 2013	once
Wording o	of question			12 months						
1st quarter 2	1013									Further information
	the demand of a		n the following	g EU countries	- in the light o	of the economi	ic problems -			
	demand of ap	oplicants from 0	Greece							
		reduction [1]								
		no change [2]								
		increase [3]								
		not applicable	[4]							
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2017	2013	2010	2027	2020	2013	LULU	2021	LULL	2023	
										1

Survey frequency

				12 months						
Wording	of question									
1st quarter 2	2013									Further information
B) How did t	the demand of a	ipplicants from	n the followin	g EU countrie	s - in the light	of the economi	ic problems -			
	ng the last 12 m									
	demand of ap	plicants from I	reland							
		reduction [1]								
		no change [2]								
		increase [3]								
		increase [5]								
		not applicable	[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 pe	riod	Survey frequency
3.68)	sf_2013q1_	3		demand of a	pplicants from	Italy during last		1st quarte	er 2013	once
		-		12 months						
Wording	of question									
										Further information
1st quarter 2										Further information
1st quarter 2	2013 the demand of a		n the followir	ng EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	2013		n the followir	ng EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	2013 the demand of a ng the last 12 m	onths?		ng EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	2013 the demand of a	onths?		ng EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths?		g EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths? plicants from I reduction [1]	taly	ig EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths? plicants from I	taly	g EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths? plicants from I reduction [1]	taly	ng EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths? plicants from I reduction [1] no change [2] increase [3]	taly	ig EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2	the demand of a ng the last 12 m demand of ap	onths? plicants from I reduction [1] no change [2]	taly	ig EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2 B) How did t change durii	2013 the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3]	taly	ig EU countrie	s - in the light	of the economi	ic problems -			Further information
1st quarter 2 B) How did t change durii	the demand of a ng the last 12 m demand of ap	onths? plicants from I reduction [1] no change [2] increase [3]	taly	ig EU countrie	s - in the light	of the economi	ic problems -			Further information
B) How did the change durli	the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3] not applicable	taly : [4]					2012	2012	Further information
1st quarter 2 B) How did t change durii	2013 the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3]	taly	ng EU countrie	s - in the light	of the economi	ic problems -	2012	2013	Further information
B) How did the change durli	the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3] not applicable	taly : [4]					2012	2013	Further information
B) How did the change durli	the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3] not applicable	taly : [4]					2012	2013	Further information
B) How did thange during the span 2004	the demand of a ng the last 12 m demand of app demand of app n of variable	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011			Further information
B) How did the change durli	the demand of a ng the last 12 m demand of app	onths? plicants from I reduction [1] no change [2] increase [3] not applicable	taly : [4]					2012	2013	Further information
B) How did thange during the span 2004	the demand of a ng the last 12 m demand of app demand of app n of variable	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011			Further information
B) How did thange during the span 2004	the demand of a ng the last 12 m demand of app demand of app n of variable	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011			Further information
B) How did thange during the span 2004	the demand of a ng the last 12 m demand of app demand of app n of variable	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011			Further information
Time spar	the demand of a ng the last 12 m demand of apple and apple and apple and apple and apple and apple appl	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011	2022	2023	
B) How did thange during the span 2004	the demand of a ng the last 12 m demand of app demand of app n of variable	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011		2023	Further information Survey frequency
Time spar	the demand of a ng the last 12 m demand of apple and apple and apple and apple and apple and apple appl	onths? reduction [1] no change [2] increase [3] not applicable	taly e [4]	2008	2009	2010	2011	2022	2023	
Time spar	the demand of a ng the last 12 m demand of apple and apple and apple and apple and apple and apple appl	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006	taly e [4]	2008 2018 Label	2009	2010	2011	2022	2023 riod	
Time spar 2004 No. 3.69)	the demand of ang the last 12 m demand of apple and of apple apple and of apple apple and of apple apple and of apple apple and of apple and of apple and of appl	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006	taly e [4]	2008 2018 Label	2009	2010	2011	2022 Survey pe	2023 riod	Survey frequency
Time spar 2004 No. 3.69)	the demand of a ng the last 12 m demand of apple and of a	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006	taly e [4]	2008 2018 Label demand of a	2009	2010	2011	2022 Survey pe	2023 riod	Survey frequency
Time spar 2004 No. 3.69)	the demand of a ng the last 12 m demand of apple and of apple apple and of apple an	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006	taly e [4]	2008 2018 Label demand of a	2009	2010	2011	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69)	the demand of a ng the last 12 m demand of apple and of apple apple and of apple an	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006	taly e [4]	2008 2018 Label demand of a	2009	2010	2011	2022 Survey pe	2023 riod	Survey frequency
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a programme to the last 12 m demand of apple and apple and apple apple and apple	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016	2007 2017	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a ng the last 12 m demand of apple and apple and apple apple and apple apple and apple a	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016	2007 2017	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a programme to the last 12 m demand of apple and apple and apple apple and apple	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016	2007 2017	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a ng the last 12 m demand of apple and of variable 2005 2015 Name sf_2013q1 of question 2013	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016 4	2007 2017	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a ng the last 12 m demand of apple and of variable 2005 2015 Name sf_2013q1 of question 2013	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016	2007 2017	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a ng the last 12 m demand of apple and of variable 2005 2015 Name sf_2013q1 of question 2013	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016 4 4 pplicants from I reduction [1]	taly 2007 2017 n the followin	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once
Time spar 2004 No. 3.69) Wording G 1st quarter 2	the demand of a ng the last 12 m demand of apple and of variable 2005 2015 Name sf_2013q1 of question 2013	onths? plicants from I reduction [1] no change [2] increase [3] not applicable 2006 2016 4	taly 2007 2017 n the followin	2008 2018 Label demand of a 12 months	2009 2019 pplicants from	2010 2020 Portugal during	2011 2021	2022 Survey pe	2023 riod	Survey frequency Once

		not applicable	[4]						
Time spar	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
3.70)	sf_2013q1	_5	ı	demand of ap	plicants from !	Spain during la	st	1st quarte	r 2013		once
Wording	of question										
1st quarter	2013									Further information	
B) How did	the demand of	applicants from	m the followin	g EU countries	- in the light o	of the econom	ic problems -				
change duri	ing the last 12 n	nonths?									
	demand of a	pplicants from	Spain								
		reduction [1]									
		no change [2]									
		increase [3]									
		not applicable	e [4]								
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
204	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014											
2014											

	sf_2013q1			actively search a.m. EU-state		ants form		1st quarte	r 2013	once
1st quarter 20	013									Further information
	he demand of a		n the following	g EU countries	- in the light o	of the econom	ic problems -			*Greece, Ireland, Italy, Portugal, Spain
	We are active	ly searching fo	r applicants fro	om the above r	nentioned EU-	states*				
		yes [1]			no[2]					
	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Label Survey period

plans w.r.t. number of part-time jobs by the end of 2014 2nd quarter 2013

Survey frequency

Survey frequency

No. Name Label Survey period

Wording of question

sf_2013q2_1

	2013	ge the numbe	er of part-time	jobs until the	end of 2014?					Further information	on		
2nd quarter		ge the numbe	er of part-time	jobs until the	end of 2014?								
B) Are you p	planning to chan												
	We are planni	ng to the su	nnly of nart-tir	ne iohs nevt ve	par								
	we are plann	rig to the su	ppiy or part-til	ne jobs next ye	201								
		increase [1]											
		no change [2]											
		reduction[3]											
		no part-time j	obs [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				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				
No.	Name			Label				Survey per	riod			Survey fre	quency
3.73)	sf_2013q2	2		development	of number of	part-time jobs	during	2nd quart	er 2013			once	
		_2		last 2-3 years		part-time jobs	uuriiig	Ziiu quart	ei 2013			once	
Wording	of question												
2nd quarter	2013									Further information	n		
B) Are you p	During the las									rutte momate			
B) Are you p	During the las	t 2 to 3 years v	ve have the							rutter momace			
B) Are you I	During the las	t 2 to 3 years v increase [1] no change [2]	ve have the							Futuer illuminate			
	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3]	ve have the							Futuer illuminate			
	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3]	ve have the			2010	2011	2012	2013	For the morning			
Time spa	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j	ve have the	number of par	t-time jobs		2011	2012	2013	Futue illuminate			
Time spa	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j	ve have the	number of par	t-time jobs		2011	2012	2013	Fuller IIII/IIII			
Time spa	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j	ve have the	number of par	t-time jobs		2011	2012	2013	Full III III III III III III III III III			
Time spa	During the las	increase [1] no change [2] reduction[3] no part-time j	obs [4]	number of par	t-time jobs	2010				Full Hill Hill Hill Hill Hill Hill Hill H			
Time spa	During the las	increase [1] no change [2] reduction[3] no part-time j	obs [4]	number of par	t-time jobs	2010				Full Hill Hill Hill Hill Hill Hill Hill H			
Time spa 2004 2014	During the las	increase [1] no change [2] reduction[3] no part-time j	obs [4]	number of par	t-time jobs	2010			2023	To the morning		Survey fre	quency
Time spa 2004 2014	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018	2009 2019	2010	2021	2022 Survey per	2023 riod	To the mornion			quency
Time spa 2004 2014	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018	2009 2019	2010	2021	2022	2023 riod	To the mornion		Survey fre	quency
Time spa 2004 2014 No.	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018 Label	2009 2019	2010	2021	2022 Survey per	2023 riod				quency
Time spa 2004 2014 No.	n of variable 2005 Name sf_2013q3, of question	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018 Label	2009 2019	2010	2021	2022 Survey per	2023 riod	Further information	on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter	n of variable 2005 Name sf_2013q3, of question	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018 Label home-office organisation	2009 2019	2010	2021	2022 Survey per	2023 riod		on.		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018 Label home-office organisation	2009 2019	2010	2021	2022 Survey per	2023 riod		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006	obs [4]	2008 2018 Label home-office organisation?	2009 2019	2010	2021	2022 Survey per	2023 riod		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter B) Are home	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006 2016	obs [4]	2008 2018 Label home-office organisation?	2009 2019	2010	2021	2022 Survey per	2023 riod		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter B) Are home	During the las	t 2 to 3 years wincrease [1] no change [2] reduction[3] no part-time j 2006 2016	obs [4]	2008 2018 Label home-office organisation?	2009 2019 and [2]	2010 2020	2021	Survey per	2023 riod er 2013		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter B) Are home	During the las	t 2 to 3 years v increase [1] no change [2] reduction[3] no part-time j 2006 2016	obs [4]	2008 2018 Label home-office organisation?	2009 2019	2010	2021	2022 Survey per	2023 riod		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter B) Are home	During the las	t 2 to 3 years wincrease [1] no change [2] reduction[3] no part-time j 2006 2016	obs [4]	2008 2018 Label home-office organisation?	2009 2019 and [2]	2010 2020	2021	Survey per	2023 riod er 2013		on		quency
Time spa 2004 2014 No. 3.74) Wording 3rd quarter B) Are home	During the las	t 2 to 3 years wincrease [1] no change [2] reduction[3] no part-time j 2006 2016	obs [4]	2008 2018 Label home-office organisation?	2009 2019 and [2]	2010 2020	2021	Survey per	2023 riod er 2013		on.		quency

No.	Name			Label				Survey per	riod		Survey frequen
3.75)	sf_2013q3	_2		development	of number of	home-office		3rd quarte	er 2013		once
Wording	of question			employments	s during last 4-	5 years					
3rd quarter										Further information	
B) Are hom	eoffice worksta	tions part of y	our company	organisation?							
-,		,	,·								
		yes			no						
	If yes:										
	During the las	t 4 to 5 years	we have the	supply of home	eoffice						
		increased [1]									
		unchanged [2	!]								
		reduced [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		
No.	Name										
	Name			Label				Survey per	riod		Survey frequen
3.76)	sf_2013q3	_3		plans w.r.t. nu	umber of home	e-office emplo	rments	3rd quarte			Survey frequen
						e-office emplo	ments .				
	sf_2013q3 of question			plans w.r.t. nu		e-office emplo	vments		er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question		our company (plans w.r.t. nu by the end of		e-office emplo	rments		er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal	tions part of y	our company o	plans w.r.t. nu by the end of	2014	e-office emplo	rments		er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal		our company (plans w.r.t. nu by the end of		e-office emplo	rments		er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal	tions part of y		plans w.r.t. nu by the end of organisation?	no			3rd quarte	er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal	yes to the current	state we are p	plans w.r.t. nu by the end of	no			3rd quarte	er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal	tions part of y	state we are p	plans w.r.t. nu by the end of organisation?	no			3rd quarte	er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal	yes to the current	state we are p	plans w.r.t. nu by the end of organisation?	no			3rd quarte	er 2013	Further information	
Wording 3rd quarter	sf_2013q3 of question 2013 eoffice workstal lf yes: As compared	yes to the current increased [1]	state we are p	plans w.r.t. nu by the end of organisation?	2014 no			3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom	sf_2013q3 of question 2013 eoffice workstal If yes: As compared	yes to the current increased [1] unchanged [2]	state we are p	plans w.r.t. nu by the end of organisation?	2014 no			3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom	sf_2013q3 of question 2013 eoffice workstal lf yes: As compared	yes to the current increased [1] unchanged [2]	state we are p	plans w.r.t. nu by the end of organisation?	2014 no			3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom	sf_2013q3 of question 2013 lf yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. no by the end of organisation?	no ne supply of ho	meoffice until	the end of 201	3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom	sf_2013q3 of question 2013 lf yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. no by the end of organisation?	no ne supply of ho	meoffice until	the end of 201	3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom	sf_2013q3 of question 2013 lf yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. no by the end of organisation?	no ne supply of ho	meoffice until	the end of 201	3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	sf_2013q3 of question 2013 eoffice workstal If yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. nu by the end of organisation?	no ne supply of ho	meoffice until	2011	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	sf_2013q3 of question 2013 eoffice workstal If yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. nu by the end of organisation?	no ne supply of ho	meoffice until	2011	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	sf_2013q3 of question 2013 eoffice workstal If yes: As compared	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. nu by the end of organisation?	no ne supply of ho	meoffice until	2011	3rd quarte 4	2013 2013	Further information	once
Wording 3rd quarter B) Are hom Time spa 2004	sf_2013q3 of question 2013 eoffice workstal If yes: As compared 2005	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. no by the end of organisation?	no ne supply of ho	meoffice until	2011	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa 2004	sf_2013q3 of question 2013 eoffice workstal If yes: As compared 2005	yes to the current increased [1] unchanged [2] reduced [3] 2006	state we are p	plans w.r.t. nu by the end of organisation? lanning to th 2008 Label intend to intrn	no ne supply of ho	meoffice until	2011 2021	3rd quarte 4	2013 2013 2023	Further information	once
Wording 3rd quarter B) Are home Time spa 2004 2014 No.	sf_2013q3 of question 2013 eoffice workstal If yes: As compared 2005 2015	yes to the current increased [1] unchanged [2] reduced [3]	state we are p	plans w.r.t. nu by the end of organisation? lanning to th	2014 no esupply of ho	meoffice until	2011 2021	3rd quarte 4 2012 2022	2013 2013 2023	Further information	once

B) Are home	If no:	yes We are planni			no				
	of variable								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

3.78) sf_2013q4_1 euro crisis: Impact on personnel planning next 6 months (y/n) Wording of question 4th quarter 2013 B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months? Ves [1]	No.	Name			Label				Survey per	iod		Survey frequency
Nording of question												
### Att quarter 2013 ### Quarter 2013 ### Does the Euro-crisis affect the personnel planning of your company during the next 6 months? ### Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2019 2013 2019 201	3.78)	sf_2013q4_	_1				nnel planning		4th quarte	r 2013		once
### Span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2013 2014 2015 2016 2007 2008 2009 2010 2011 2012 2013 2013 2014 2015 2016	Wording of	f question			next 6 months	s (y/n)						
B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months? yes [1]											E about formation	
yes [1] no [2] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	th quarter 20)13									Further information	
yes [1] no [2] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013) Does the Eu	uro-crisis affect	t the personn	el planning of	your company	y during the ne	ext 6 months?					
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	ľ		yes [1]			no [2]						
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Į į		yes [1]	ĺ		no [2]						
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			yes [1]			no [2]					_	
	Eimo span e					no [2]						
	Time span o					no [2]						
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	·	of variable		2007			2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	·	of variable		2007			2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	·	of variable		2007			2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	·	of variable		2007			2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	·	of variable		2007			2010	2011	2012	2013		
	·	of variable		2007			2010	2011	2012	2013		
	2004	of variable	2006		2008	2009						
	2004	of variable	2006		2008	2009						
	2004	of variable	2006		2008	2009						

No.	Name			Label				Survey pe	riod	Survey frequency
3.79)	sf_2013q4	. 2		euro crisis: ir	mpact on perso	nnel nlanning		4th quarte	er 2013	once
	of question	- * 		next 6 monti		iner planning		4th quart	. 2015	Since
4th quarter 2										Further information
	Euro-crisis affe	ct the personr	nel planning of	f your compar	ny during the n	ext 6 months?				
		Ja			no					
	If yes:									
	Because of th	e Euro-crisis th	_		ur company is	likely to underg	o a			
			strong reduct							
			slight reduction							
			no change [3]							
			strong increa							
			cannot be sta							
			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	
No	Name	_	_	Label				Suprey no	riod	Supportraguency
No.	Name	-	-	Label				Survey pe	riod	Survey frequency
No. 3.80)	Name sf_2014q1	_1			age: impact on	personnel 2014		Survey pe		Survey frequency once
3.80)		_1			age: impact on	personnel 2014				
3.80) Wording o	sf_2014q1 of question	_1			age: impact on	personnel 2014				
3.80) Wording (1. quarter 20 The coalition	sf_2014q1 of question	clares the impl		minimum wa				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement det y will this affect g economic cycle	clares the impl the head coun e developmen	nt of your comp nt)	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the impl the head coun e developmen	nt of your comp nt)	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement det y will this affect g economic cycle	clares the impl the head coun e developmen personnel wil	nt of your comp nt)	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the impli the head coun e developmen personnel wil	it of your comp it) Il presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the implithe head coun e developmen personnel wil	it of your comp it) Il presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the implitude head count of the head coun	nt of your comp tt) II presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording (1. quarter 20 The coalition In which way (disregarding	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the implithe head coun e developmen personnel wil	nt of your comp tt) II presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording 6 1. quarter 20 The coalition in which way (disregarding Due to minir	sf_2014q1 of question 014 n agreement der y will this affect g economic cycl	clares the implithe head counce developmen personnel wil [1] increase [2] no change [3] decrease [4] no statem	nt of your comp tt) II presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording 6 1. quarter 20 The coalition in which way (disregarding Due to minir	sf_2014q1 of question 014 an agreement dee y will this affect economic cycl 2014	clares the implithe head counce developmen personnel wil [1] increase [2] no change [3] decrease [4] no statem	nt of your comp tt) II presumably	minimum wa the all-encom pany?				1. quarter		once
3.80) Wording of 1. quarter 20 The coalition In which way (disregarding Due to minin	sf_2014q1 of question 014 n agreement dee n will this affect g economic cycl mmum wage our 2014	clares the implitue head counce developmen personnel wil [1] increase [2] no change [3] decrease [4] no statem	e enent	minimum wa	passing minimu	um wage startir	ng from 1/1/2	1. quarter	2014	once
3.80) Wording (1. quarter 20 The coalition in which way (disregarding Due to minin	sf_2014q1 of question 014 n agreement dee n will this affect g economic cycl mmum wage our 2014	clares the implitue head counce developmen personnel wil [1] increase [2] no change [3] decrease [4] no statem	e enent	minimum wa	passing minimu	um wage startir	ng from 1/1/2	1. quarter	2014	once
3.80) Wording of 1. quarter 20 The coalition in which way (disregarding Due to mining Due to Minin	sf_2014q1 of question 014 an agreement dee y will this affect geconomic cycl 2014 2014 an of variable 2005	clares the implithe head coun e developmen personnel will [1] increase [2] no change [3] decrease [4] no statem	e 2007	minimum wa the all-encom any?	spassing minimu	um wage startir	ig from 1/1/2	1. quarter	2014	once
3.80) Wording of 1. quarter 20 The coalition in which way (disregarding Due to mining Due to Minin	sf_2014q1 of question 014 an agreement dee y will this affect geconomic cycl 2014 2014 an of variable 2005	clares the implithe head coun e developmen personnel will [1] increase [2] no change [3] decrease [4] no statem	e 2007	minimum wa the all-encom any?	spassing minimu	um wage startir	ig from 1/1/2	1. quarter	2014	once
3.80) Wording of 1. quarter 20 The coalition in which way (disregarding Due to minir	sf_2014q1 of question 014 n agreement dee will this affect g economic cycl mum wage our 2014	clares the implithe head coun e developmen personnel will [1] increase [2] no change [3] decrease [4] no statem	e 2007	the all-encompany?	spassing minimu	um wage startir	ig from 1/1/2	1. quarter	2014	Further Information
3.80) Wording of 1. quarter 20 The coalition in which way (disregarding Due to mining Due to Minin	sf_2014q1 of question 014 an agreement dee y will this affect geconomic cycl 2014 2014 an of variable 2005	clares the implithe head coun e developmen personnel will [1] increase [2] no change [3] decrease [4] no statem	e 2007	minimum wa the all-encom any?	spassing minimu	um wage startir	ig from 1/1/2	1. quarter	2014	once

Wording of question

	.014									Further Information
1. quarter 2										
	n agreement dec				passing minimu	um wage starti	ng from 1/1/2	015.		
	y will this affect			any?						
Due to mini	imum wage our	personnel will	l presumably							
	ab 2015									
		(4)								
		[1] increase								
		[2] no change								
		[3] decrease								
		[4] no statem	ent							
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
								,,,,		*** *** ***
3.82)	sf_2014q2	_1		early retirem	ent: more early	y retirement e	pected	2. quarter	2014	once
wording	of question									
2. quarter 2	014									Further Information
The federal										
	government cur	rently discusse	s regulations re	egarding retire	ment with 63 t	to allow for ea	rly entering re	irement		
	government cur luction presumal				ment with 63 t	to allow for ea	rly entering re	irement		
with no ded		oly already from	m summer 201	.4 on.		to allow for ea	rly entering re	irement		
with no ded	luction presumal	oly already from	m summer 201	.4 on.		to allow for ea	rly entering re	irement		
with no ded	luction presumal	oly already from	m summer 201	.4 on.		to allow for ea	rly entering re	irement		
with no ded	luction presumal	oly already from ment to be utili ompared to be [1] yes	m summer 201	.4 on.		to allow for ea	rly entering re	irement		
with no ded	luction presumal	oly already from ment to be utili ompared to be	m summer 201	.4 on.		to allow for ea	rly entering ret	irement		
with no ded	luction presumal	oly already from ment to be utili ompared to be [1] yes	m summer 201 ised more freq efore?	.4 on.		to allow for ea	rly entering ret	irement		
with no ded	luction presumal	nent to be utili ompared to be [1] yes [2] no	m summer 201 ised more freq efore?	.4 on.		to allow for ea	rly entering re	irement		
with no ded Do you expe	luction presumal	nent to be utili ompared to be [1] yes [2] no	m summer 201 ised more freq efore?	.4 on.		to allow for ea	rly entering rel	irement		
with no ded Do you expe	ect early retiren	nent to be utili ompared to be [1] yes [2] no	m summer 201 ised more freq efore?	.4 on.		to allow for ea	ty entering rel	2012	2013	
with no ded Do you expriduring the r	n of variable	oby already from ment to be utili ompared to be [1] yes [2] no [3] no statem	m summer 201 ised more freq efore? ent	.4 on.	r company				2013	
with no ded Do you expriduring the r	n of variable	oby already from ment to be utili ompared to be [1] yes [2] no [3] no statem	m summer 201 ised more freq efore? ent	.4 on.	r company				2013	
with no ded Do you expr during the r	n of variable	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	4 on. uuently in you 2008	r company	2010	2011	2012		
with no ded Do you expriduring the r	n of variable	oby already from ment to be utili ompared to be [1] yes [2] no [3] no statem	m summer 201 ised more freq efore? ent	.4 on.	r company				2013	
with no ded Do you expr during the r	n of variable	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	4 on. uuently in you 2008	r company	2010	2011	2012		
with no ded Do you expr during the r	n of variable	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	4 on. uuently in you 2008	r company	2010	2011	2012		
with no ded Do you expr during the r	n of variable	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	4 on. uuently in you 2008	r company	2010	2011	2012		
with no ded Do you expide during the r Time spail	n of variable 2005	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	2008	r company	2010	2011	2012	2023	Survey frequency
with no ded Do you expr during the r	n of variable	only already from the to be utilify the utilify of the utilification of the utilify of the utilify of the utilify of the utili	m summer 201 sised more freq efore? ent 2007	4 on. uuently in you 2008	r company	2010	2011	2012	2023	Survey frequency
with no ded Do you expide during the r Time spail	n of variable 2005	oby already from the to be utilify the object of the utilify of the object of the obje	m summer 201 sised more freq efore? ent 2007	2008 2018	r company	2010	2011	2012	2023 riod	Survey frequency once
with no ded Do you expired during the r Time spail 2004 2014 No. 3.83)	n of variable 2005 Name	oby already from the to be utilify the object of the utilify of the object of the obje	m summer 201 sised more freq efore? ent 2007	2008 2018	2009 2019	2010	2011	2012 2022 Survey per	2023 riod	
with no ded Do you expired during the r Time spail 2004 2014 No. 3.83)	n of variable 2005 Name	oby already from the to be utilify the object of the utilify of the object of the obje	m summer 201 sised more freq efore? ent 2007	2008 2018	2009 2019	2010	2011	2012 2022 Survey per	2023 riod	
with no ded Do you expired during the r Time spail 2004 2014 No. 3.83)	n of variable 2005 Name sf_2014q2 of question	oby already from the to be utilify the object of the utilify of the object of the obje	m summer 201 sised more freq efore? ent 2007	2008 2018	2009 2019	2010	2011	2012 2022 Survey per	2023 riod	
with no ded Do you expiduring the r Time spail 2004 2014 No. 3.83) Wording	n of variable 2005 Name sf_2014q2 of question	oby already from the to be utilify the object of the utilify of the object of the obje	m summer 201 issed more freq efore? ent 2007	2008 2018 Label early retirem	2009 2019 ent: expected s	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
with no ded Do you expide the relation of the	n of variable 2005 Name sf_2014q2 of question	ply already from the to be utilified by already from the to be utilified by the utilified b	ent 2007 2017	2008 2018 Label early retirem.	2009 2019 ent: expected s	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2i The federal i with no ded	n of variable 2005 Name sf_2014q2 of question cut of presumal government curuction presumal	ply already from the to be utilised	ent 2007 2017 s regulations re m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording L. quarter 2: The federal with no ded	n of variable 2005 Name sf_2014q2 of question 2014 government cur cur cur cur cur cur cur cur	ply already from the to be utilised by already from the tobe utilised by the tobe utilised by the tobe utilised by already from the tobe utilised by the tobe utilise	ent 2007 2017 s regulations remains unmer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2: The federal in with no ded Do you expiduring the r	n of variable 2005 Name sf_2014q2 of question 1014 government cur quection presumal ect early retireen next two years of	ply already from the to be utilised	ent 2007 2017 s regulations ror m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2: The federal in with no ded Do you expiduring the r	n of variable 2005 Name sf_2014q2 of question 2014 government cur cur cur cur cur cur cur cur	ply already from the to be utilised	ent 2007 2017 s regulations ror m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2: The federal in with no ded Do you expiduring the r	n of variable 2005 Name sf_2014q2 of question government cur luction presumal	ply already from the to be utilised	ent 2007 2017 s regulations ror m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2: The federal in with no ded Do you expiduring the r	n of variable 2005 Name sf_2014q2 of question Output government cur ucution presumal ect early retireen ext two years of the presumal ect early retireen con uspect shorta	ply already from the to be utilised by already from the tobe utilised by the tobe utilised by the tobe utilised by already from the tobe utilised by the tobe	ent 2007 2017 s regulations ror m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once
Time spail 2004 2014 No. 3.83) Wording 2. quarter 2: The federal in with no ded Do you expiduring the r	n of variable 2005 Name sf_2014q2 of question Output government cur ucution presumal ect early retireen ext two years of the presumal ect early retireen con uspect shorta	ply already from the to be utilised to the utilised to be utilised to be utilised to be utilised to the utilised to be utilised to the u	ent 2007 2017 s regulations ror m summer 201	2008 2018 Label early retirem	2009 2019 ent: expected sement with 63 to	2010 2020 shortage of pe	2011 2021	2012 2022 Survey per 2. quarter	2023 riod	once

Т	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	riod		Survey frequency
								zze, per			zzz,equency
3.84)	sf_2014q3	_1		obstacles to r	each female q	uota in compar	ny	3. quarter	2014		once
	_										
Wording	of question										
3. quarter 2	014									Further Information	
A current hil	I provides for a	mandatony fem	aale quota of :	20% in the cune	nvicony hoards	of several con	ananies from	2016 on			
A current bil	i provides for a	manuatory ren	iale quota oi :	so // iii uie supe	ivisory boards	or several con	ipanies ironi	2010 011			
Do you see	obstacles to rea	ch a quota in t	the higher ma	nagement of y	our company?	,					
		[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	riod		Survey frequency
3.85)	sf_2014q3	_2		female quota	obstacles: few	women in sec	tor	3. quarter	2014		once
Mar and											
Wording	of question										
3. quarter 2	014									Further Information	
A current bil	I provides for a	mandatory fem	naie quota of 3	su% in the supe	rvisory boards	or several con	npanies from	2016 on			

0 .	question									
3. quarter 201	14									Further Information
A current bill p	orovides for a r	nandatory fem	nale quota of 3	0% in the supe	rvisory boards	of several com	npanies from 2	2016 on		
Do you see ol	ostacles to rea	ch a quota in t	the higher mar	nagement of y	our company?					
		few wo	men in sector		[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	Labei	Survey period	Survey frequency
3.86)	sf_2014q3_3	female quota obstacles: no qualified	3. quarter 2014	once
Word	ling of question	female applicants		
3. quar	ter 2014		F	Further Information
A curre	ent bill provides for a mandatory fema	ale quota of 30% in the supervisory boards of several compan	ies from 2016 on	
Do you	see obstacles to reach a quota in th	ne higher management of your company?		
	no qualified fema	ale applicants [1] yes		
				-

T	ime span	of variable								
Ī	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	
	3.87)	sf_2014q3_	_4		female quota	obstacles: dec	ision based		3. quarter	2014		once	
	Wording (of question			on qualification	on only							
	wording	oi question											
	3. quarter 20	014									Further Information		
	A current bill	I provides for a n	nandatory fem	nale quota of 3	0% in the supe	rvisory boards	of several con	npanies from 2	016 on				
	Do you see o	obstacles to rea	ch a quota in t	he higher man	agement of y	our company?	?						
		decision	n based on qua	lification only		[1] yes							
Į													
	Time spar	n of variable											
ſ	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
	2004	2003	2000	2007	2000	2003	2010	2011	2012	2013			
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
١													
L													

	Name			Label				Survey per	100		Survey frequency
3.88)	sf_2014q3	_5		female quota	obstacles: oth	er reasons		3. quarter	2014		once
Wording	of question										
3. quarter 20	014									Further Information	
A current bill	I provides for a r	mandaton, for	nala quata of 3	O9/ in the sune	miconi boarde	of coveral com	nanios from 3	1016 on			
A current bii	i provides for a f	nandatory ren	naie quota or 3	o‰ in the supe	rvisory boards	or several com	panies from 2	:016 011			
Do you see	obstacles to rea	ch a quota in	the higher mar	nagement of y	our company?						
			other reasons		[1] yes						
			otrici reasons]1-17						
Time spar	n of variable										
			2007	2008	2009	2010	2011	2012	2013	-	
Time spar	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									
2004	2005	2006									
2004	2005	2006	2017						2023		Survey frequency

3.89) sf_2014q4_1 difficulties finding trainees 4. quarter 2014 once

Wording of question

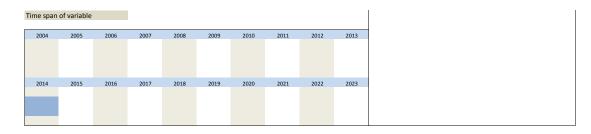
4. quarter 2014

Did your comapany have difficulties finding trainees?

[1] yes

[2] no

[3] no trainee positions offered



No.	Name			Label				Survey per	iod		Survey frequency
3.90)	sf_2014q4	_2		measures to	fill trainee posi	tions:		4. quarter	2014		once
Wording	of question			underwriting	guarantee						
4. quarter 2	014									Further Information	
Did you take	e special measu	res to fill open	trainee positi	ons?							
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					-						
		underwrit	ing guarantee		[1] yes						
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		
										I	

No. Name Label Survey period Survey frequency

Nording	sf_2014q4	_3		measures to f		tions:		4. quarter	2014	once
l. quarter 20	014 e special measu		n trainee positi ring programs		[1] yes					Further Information
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	-
	2015	2016	2017	2018	2019	2020	2021	2022	2023	

3.92) sf_2014q4_4 measures to fill trainee positions:	No.	Name			Label				Survey per	iod		Survey frequency
Wording of question 4. quarter 2014 Did you take special measures to fill open trainee positions? new recruitment channels (eg. Online) [1] yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
A. quarter 2014 Further Information	3.92)	sf_2014q4	_4		measures to f	ill trainee posit	ions:		4. quarter	2014		once
A. quarter 2014 Did you take special measures to fill open trainee positions? new recruitment channels (eg. Online) [1] yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Wording	of auestion			new recruitm	ent channels						
Did you take special measures to fill open trainee positions? new recruitment channels (eg. Online) [1] yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	wording	or question										
1 yes	1. quarter 2	014									Further Information	
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Did you tak	e special measu	es to fill open	trainee positi	ons?							
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013]raz						
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		new recru	itment channe	els (eg. Online)		[1] yes						
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	T '	6										
	Time spai	n of variable										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
201 201 201 201 201 200 200 200 200												

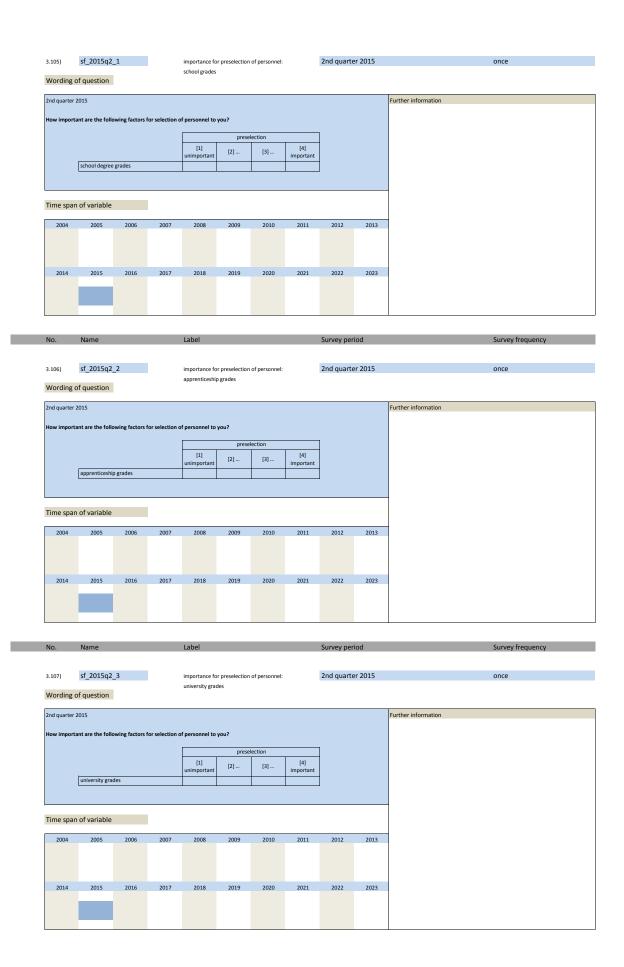
No.	Name			Label				Survey per	riod		Survey frequency
											on the second se
3.93) Wording	sf_2014q4		l	measures to foreign searc	fill trainee posi h	itions:		4. quarter	2014		once
4. quarter										Further Information	
Did you ta	ke special measu	ures to fill oper	n trainee posit	ions?							
		search in for	reign countries		[1] yes						
Time sp	an of variable	<u>!</u>									
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
3.94)	sf_2014q4	1_6			fill trainee posi	itions:		4. quarter	2014		once
Wording	g of question			others							
4. quarter	2014									Further Information	
Did you ta	ke special measu	ures to fill oper	n trainee posit	ions?							
			others		[1] yes						
Time sp	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	riod		Survey frequency
3.95)	sf_2014q4	1 7		monsures to	fill trainee posi	itions		4. quarter	2014		once
	si_2014q2			no measures	riii trainee posi	itions:		4. quarter	2014		once
4. quarter										Further Information	
	ke special measu	ures to fill oper	n trainee posit	ions?							
		no sp	ecial measures		[1] yes						
T'	6										
	an of variable		2007	****	****		2011	2012	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	riod		Survey frequency

3.96)	sf_2014q4	_8		recruitment :	specifically in e	uro crisis count	ries	4. quarter	2014		once
Wording	of question										
4. quarter 20	014									Further Information	
Do you spec	cifically recruit i	n euro crisis c	ountries? (Por	tugal, Italy, Gr	eece, Spain)						
		[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		
2014	2013	2010	2017	2010	2015	2020	2021	2022	2023		
										I	
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	
	pany offering co	antracte for	aul 2								
is your comp		[1] yes	OIK		[2] no						
		[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	riod		Survey frequency
3.98)	sf_2015q1			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 la	ast 3 years the n	umber of cont	tracts for work	in our compar	ту						
				[1] increased							
				[2] did not ch	ange						
				[3] decreased	i						
Time snar	n of variable										
			2000	2000	2000	2012	2011	2010	2012	_	
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
3.99)	sf_2015q1	_3		share of emp	loyees with un	iversity degree		1st quarte	r 2015		once
	of question		_			.,					
uilig	- question										

Page 56

1st quarter 2	2015									Further information
rl.	ab a a l di									
	chool degree estimated perce	entage of your	employees wi	th university de	gree?					
				7						
				[1] less than 5	5%					
				[2] 5% - 25%						
				[3] 25% - 50%						
				[3] 25% - 50%	•					
				[4] more than	1 50%					
Time spar	n of variable									
ime spar	ii oi 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
1001	sf_2015q1	1		la last 5 consu				1st quarto	- 2015	2252
3.100)	SI_2015q1	4			employed trai ary education	nees witn:		1st quarte	1 2015	once
Wording	of question									
lst quarter 2	2015									Further information
Have traine	es with the foll	owing school	dograa baan g	mployed in yo	ur company					
	ast 5 years?	owing school (aegree been e	inployed in yo	ui company					
		lower second	lan.		[1] yes					
		education	idi y		11-17					
										_
Time spar	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2003	2000	2007	2000	2003	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	riod	Survey frequency
3.101)	sf_2015q1	_5			employed trai			1st quarte	r 2015	once
Wording (of question			,						
1st quarter 2	2015									Further information
	es with the foll ast 5 years?	owing school o	degree been e	mployed in yo	ur company					
					1					
		secondary sci leaving certifi			[1] yes					
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	d and	Survey frequency

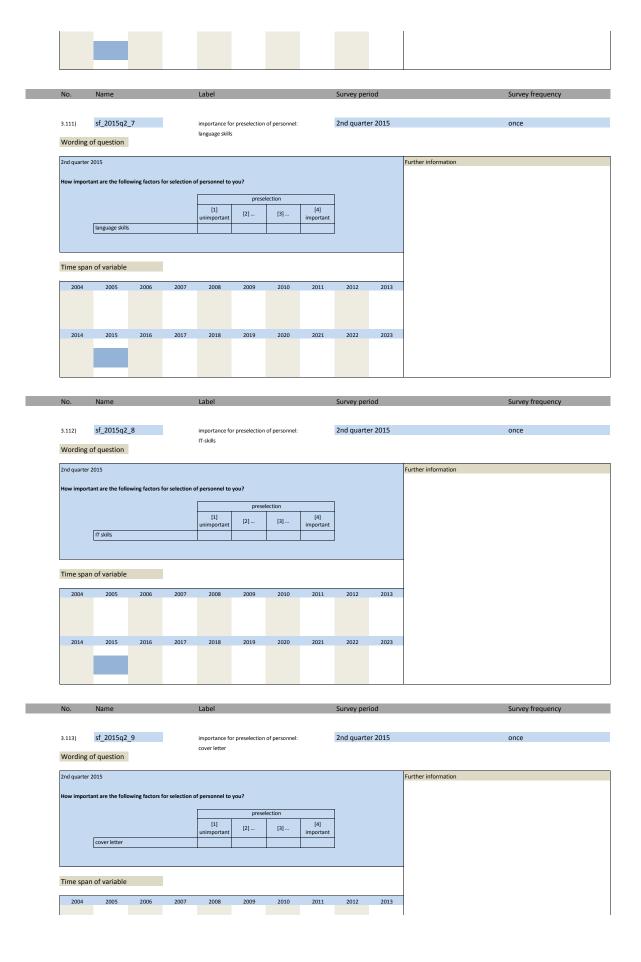
3.102)	sf_2015q1	_6			employed tra	inees with:		1st quarte	r 2015	once	
Wording o	of question			high-school d	iploma						
1st quarter 20	015									Further information	
			d b	employed in yo							
during the la		owing school	uegree been e	mpioyeu iii yo	ur company						
		high school o	liploma		[1] yes						
Γime 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	
3.103)	sf_2015q1	_7		in last 5 years no trainees	employed tra	inees with:		1st quarte	r 2015	once	
Wording o	of question										
st quarter 20	015									Further information	
Have trainee	s with the follo	owing school	degree been e	employed in yo	ur company						
luring the la	st 5 years?										
	no trainees e	mployed			[1] yes						
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	riod	Survey frequency	
3.104)	sf_2015q1	8		majority of tr	ainees			1st quarte	r 2015	once	
	of question			majority or a	unices			15t quarte	2013	Since	
wording d	or question										
1st quarter 20	015									Further information	
Which group	forms the ma	jority of your	trainees?								
				[1] lower seco	ondary educati	ion					
				[2] secondary	school leaving	g certificate					
				[3] high school	ol diploma						
				_							
				[4] no trainee	company						
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	

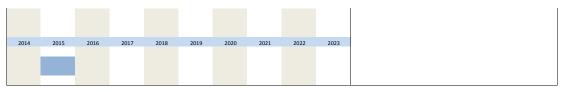


No.	Name			Label				Survey per	iod		S	urvey frequency
3.108)	sf_2015q2	4		importance fo	r preselection	of personnel:		2nd quarte	er 2015		0	nce
•		•		internships	,						-	
Wording (of question											
2nd quarter	2015									Further information		
, , , , , , , , , , , , , , , , , , , ,												
How import	ant are the follo	wing factors	for selection o	f personnel to	you?							
					prese	election		1				
				[1]	[2]	[3]	[4]					
				unimportant	[=]	[3]	important					
	completed inte	rriships										
ime spar	n of variable											
ime spar	of variable	2006	2007	2008	2009	2010	2011	2012	2013			
		2006	2007	2008	2009	2010	2011	2012	2013			
		2006	2007	2008	2009	2010	2011	2012	2013			
2004	2005											
		2006	2007	2008	2009	2010	2011	2012	2013			
2004	2005											
2004	2005											
2004	2005											
2004	2005											
2004	2005								2023		s	survey frequency
2004	2005			2018				2022	2023		S	urvey frequency
2004	2005	2016	2017	2018	2019	2020		2022	2023 iod			furvey frequency

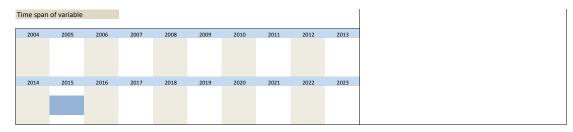
3.109)	sf_2015q2	_5		importance fo	r preselection	of personnel:		2nd quarte	er 2015	once
				relevant profe	ssional experie	ence				
wording	of question									
2nd quarter	2015									Further information
	tant are the follo									
How Impor	tant are the folio	owing factors	ror selection c	or personnei to	your					
					presel	ection				
				[1] unimportant	[2]	[3]	[4] important			
	relevant profe	essional experi	ence							
						<u>'</u>				
Time sna	n of variable									
Time spa	n 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 peri	od		Survey frequency
3.110) Wording	sf_2015q2 of question	_6		importance fo foreign experi		of personnel:		2nd quarte	r 2015		once
2nd quarte	r 2015									Further information	
How impo	tant are the follo	wing factors f	or selection o	nersonnel to	vou?						
now impor	tant are the rollo	wing factors i	or selection o	personner to				1			
				***	prese	lection					
				[1] unimportant	[2]	[3]	[4] important				
	foreign experi	ence									
Time spa	n of variable										
Time spa	n of variable	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		





No.	Name			Label				Survey per	100		Survey frequency
3.114)	sf_2015q2_10	1		importance fo	or preselection	n of personnel:	nhoto	2nd quarte	er 2015		once
	of question			portance It	preselection	. or personnel.	00	zna qualte			0
2nd quarte										Further information	
How impo	rtant are the followin	g factors fo	r selection o	f personnel to				_			
				[1]		election [3]	[4]				
	photo			unimportant	[2]	[5]	important				
	<u></u>				•	•	•	_			
Time sna	ın of variable										
		2006	2007	2000	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.	Name			Label				Survey per	riod		Survey frequency
							Ŀ	2nd quarte	er 2015		once
3 115)	sf 2015n2 11			importance for							
3.115)	sf_2015q2_11			importance for school grades		on or personne					
Wording	of question					on or personne				1	
Wording 2nd quarte	of question			school grades		on or personnel				Further information	***
Wording 2nd quarte	of question		r selection c	school grades	you?					Further information	
Wording 2nd quarte	of question		r selection c	school grades f personnel to	you?	election	[4]]		Further information	
Wording 2nd quarte	of question	g factors fo	r selection c	school grades	you?					Further information	
Wording 2nd quarte	of question r 2015	g factors fo	or selection o	school grades f personnel to	you?	election	[4]]		Further information	
Wording 2nd quarte How impor	of question r 2015 rtant are the followin	g factors fo	er selection o	school grades f personnel to	you?	election	[4]			Further information	
Wording 2nd quarte How impor	r 2015 rtant are the followin school degree grace	g factors foi		school grades f personnel to [1] unimportant	final s	election [3]	[4] important			Further information	
Wording 2nd quarte How impor	r 2015 rtant are the followin school degree grace	g factors fo	er selection o	school grades f personnel to	you?	election	[4]	2012	2013	Further information	
Wording 2nd quarte How impor	r 2015 rtant are the followin school degree grace	g factors foi		school grades f personnel to [1] unimportant	final s	election [3]	[4] important			Further information	
Wording 2nd quarte How impor	of question r 2015 trant are the followin school degree grad in of variable 2005	g factors foi		school grades f personnel to [1] unimportant	final s	election [3]	[4] important			Further information	
Wording 2nd quarte How impos	of question r 2015 trant are the followin school degree grad in of variable 2005	des	2007	school grades f personnel to [1] unimportant	you? final s [2]	[3] 2010	[4] important	2012	2013	Further information	
Wording 2nd quarte How impos	of question r 2015 trant are the followin school degree grad in of variable 2005	des	2007	school grades f personnel to [1] unimportant	you? final s [2]	[3] 2010	[4] important	2012	2013	Further information	
Wording 2nd quarte How impos Time spa 2004	r 2015 school degree grad n of variable 2005	des	2007	school grades f personnel to [1] unimportant	you? final s [2]	[3] 2010	[4] important	2012	2013	Further information	
Wording 2nd quarte How impos	of question r 2015 trant are the followin school degree grad in of variable 2005	des	2007	school grades f personnel to [1] unimportant	you? final s [2]	[3] 2010	[4] important	2012	2013	Further information	Survey frequency
Wording 2nd quarte How impos Time spa 2004	r 2015 school degree grad n of variable 2005	g factors for des	2007	school grades of personnel to [1] unimportant 2008 2018	you? final s [2] 2009	[3] 2010	[4] important 2011 2021	2012	2013 2023	Further information	
Wording 2nd quarte How import 2004 2014 No. 3.116)	r 2015 school degree grad n of variable 2005 Name	g factors for des	2007	school grades of personnel to [1] unimportant 2008 2018	you? final s [2] 2009 2019	2010 2020	[4] important 2011 2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording 2nd quarte How impos 2004 2014 No. 3.116) Wording	r 2015 school degree grad on of variable 2005 Name sf_2015q2_12 of question	g factors for des	2007	school grades f personnel to [1] unimportant 2008 2018	you? final s [2] 2009 2019	2010 2020	[4] important 2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording Index part Time spa 2004 2014 No. 3.116) Wording 2nd quarte	r 2015 school degree grad on of variable 2005 2015 Name sf_2015q2_12 of question	des 2006	2007	school grades f personnel to [1] unimportant 2008 2018 Label importance fe apprenticeshi	you? final s [2] 2009 2019 or final selection p grades	2010 2020	[4] important 2011 2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording Index part Time spa 2004 2014 No. 3.116) Wording 2nd quarte	r 2015 school degree grad on of variable 2005 Name sf_2015q2_12 of question	des 2006	2007	school grades f personnel to [1] unimportant 2008 2018 Label importance fe apprenticeshi	final selection p grades	2010 2020 an of personnel	[4] important 2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording Index part Time spa 2004 2014 No. 3.116) Wording 2nd quarte	r 2015 school degree grad on of variable 2005 2015 Name sf_2015q2_12 of question	des 2006	2007	school grades f personnel to [1] unimportant 2008 2018 Label importance fe apprenticeshi	final selection p grades	2010 2020	[4] important 2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording Index part Time spa 2004 2014 No. 3.116) Wording 2nd quarte	r 2015 school degree grad on of variable 2005 2015 Name sf_2015q2_12 of question	g factors for	2007	school grades of personnel to [1] unimportant 2008 2018 Label importance for apprenticeshi	final s [2] 2009 2019 or final selection p grades	2010 2020 2020 con of personnel	[4] important 2011	2012 2022 Survey per	2013 2023		Survey frequency



No.	Name			Label				Survey per	riod		Survey frequency
3.117)	sf_2015q2	_13		importance fo	r final selectio	on of personne	ł:	2nd quarte	er 2015		once
Wording	of question			university grad	des						
2nd quarte	r 2015									Further information	
How impor	tant are the follo	owing factors	for selection o	f personnel to	you?						
					final s	election		1			
				[1] unimportant	[2]	[3]	[4] important				
				apartaite							
	university gra	des									
Time spa	university gra										
Time spa			2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007		2009	2010		2012	2013		

Internships	No.	Name			Label				Survey per	iod		Survey frequency
Internships												
And quarter 2015 How important are the following factors for selection of personnel to you? Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2006 2007 2008 2009 2010 2011 2012 2013 2015 2016 20	3.118)	sf_2015q2	_14		importance fo	r final selectio	n of personne	el:	2nd quarte	er 2015		once
How important are the following factors for selection of personnel to you? Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2006 2007 2008 2009 2010 2011 2012 2013 2012 2013 2014 2015 2016 2016 2016 2017 2018 2019 2010 2011 2012 2013 2015 2016 2016 2017 2018 2019 2010 2011 2012 2013 2018 2019					internships							
How important are the following factors for selection of personnel to you? Final selection [1]	Wording	of question										
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	2nd quarter	r 2015									Further information	
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
[1]	How impor	rtant are the folk	owing factors	for selection	of personnel to	you?						
Unimportant 121 131 Important 121 Important 121 Important						final s	election		1			
					F4.1			7.43	1			
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013						[2]	[3]					
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		completed int	ernshins			[2]	[3]		-			
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		completed int	ternships			[2]	[3]					
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		completed inf	ternships			[2]	[3]					
			·			[2]	[3]					
	Time spa		·			[2]	[3]					
		an of variable		2007	unimportant			important	2012	2013		
		an of variable		2007	unimportant			important	2012	2013		
		an of variable		2007	unimportant			important	2012	2013	-	
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023		an of variable		2007	unimportant			important	2012	2013		

No.	Name	Label		St	urvey peri	od		Survey frequen	ісу
3.119)	sf_2015q2_15	importance	or final selection of personnel:	21	nd quarte	r 2015		once	
Wording	g of question	relevant pro	essional experience						
2nd quarte	er 2015						Further information		
How impo	rtant are the following f	actors for selection of personnel t	you?						

[4] important

final selection

[3] ...

[2] ...

[1] unimportant

	relevant profe	ssional experie	ence						
Time span	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	LULL	2023

	Name			Label				Survey per	riod		Survey frequency
3.120)	sf_2015q2		l	importance fo		n of personne	ı:	2nd quarte	er 2015		once
Wordin	g of question										
2nd quar	ter 2015									Further information	
How imp	ortant are the follo	owing factors	for selection o	f personnel to	you?						
					final se	election		1			
				[1] unimportant	[2]	[3]	[4] important				
	foreign experi	ence									
Time sp	oan of variable										
Time sp		2006	2007	2008	2009	2010	2011	2012	2013	-	
			2007	2008	2009	2010	2011	2012	2013	-	
	2005		2007	2008	2009	2010	2011	2012	2013		

	sf_2015q2_ of question	_17		importance fo language skills		n of personnel	:	2nd quarte		once
2nd quarter	2015									Further information
How import	ant are the follo	wing factors f	or selection o	f personnel to	you?					
					final se	lection				
				[1] unimportant	[2]	[3]	[4] important			
	language skills									
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 period		Survey frequency
3.122)	sf_2015q2_18	importance for final selection of personnel:	2nd quarter 2015		once
		IT-skills			
Wording	g of question				
2nd quarte	er 2015		F	Further information	
How impor	rtant are the following factors for	selection of personnel to you?			

					final co	election		ı	
				[1] unimportant	[2]	[3]	[4] important		
	IT skills								
Time span	of variable								
		2000	2007	****	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

	Name			Label				Survey per	iod		Survey frequency
3.123) Wording	sf_2015q2 of question		I	importance fo cover letter	r final selectio	n of personne	l:	2nd quarte	er 2015		once
2nd quarter	r 2015									Further information	
How impor	tant are the follo	owing factors f	for selection o	f personnel to	you?						
					final se	election					
				[1] unimportant	[2]	[3]	[4] important				
	cover letter]			
Time spa	cover letter										
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		

	Name			Label				Survey per	riod		Survey frequency
3.124) Wording	sf_2015q2 of question		ı	importance fo	r final selectio	n of personnel	Ŀ	2nd quarte	er 2015		once
2nd quarte	r 2015									Further information	
How impor	rtant are the follo	owing factors	for selection o	f personnel to	you?						
					final se	election]			
				[1] unimportant	[2]	[3]	[4] important				
	photo										
				1				J			
Time spa	n of variable										
Time spa	n of variable	2006	2007	2008	2009	2010	2011	2012	2013		
			2007	2008	2009	2010	2011	2012	2013		
			2007	2008	2009	2010	2011	2012	2013		

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

·										Further information
	2015									
How importa	ant are the follo	wing factors	for selection o	of personnel to	you?					
					final s	election				
				[1] unimportant	[2]	[3]	[4] important			
	personal conv	ersation								
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
									201-	
3.126)	sf_2015q2_	_22		importance fo assessment ce		on of personne	l:	2nd quarte	er 2015	once
Wording o	of question			- Joe John Ce						
2nd quarter 2	2015									Further information
How importa	ant are the follo	wing factors	for selection o	of personnel to						
					final s	election				
				[1] unimportant	[2]	[3]	[4] important			
	Assessment Ce	enter								
T:	afadabla									
rime 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	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
		2016	2017		2019	2020	2021			Survey frequency
2014 No.	2015 Name	2016	2017	2018 Label	2019	2020	2021	2022 Survey per		Survey frequency
No.			2017		_				iod	Survey frequency once
No. 3.127)	Name sf_2015q2_		2017	Label	_			Survey per	iod	
No. 3.127)	Name		2017	Label importance fo	_			Survey per	iod	
No. 3.127)	Name sf_2015q2 of question		2017	Label importance fo	_			Survey per	iod	
No. 3.127) Wording o 2nd quarter 2	Name sf_2015q2_ of question	_23		Label importance fo	r final selectic			Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2	Name sf_2015q2_ of question	_23		Label importance fo personality	r final selectic	on of personnel		Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2	Name sf_2015q2_ of question	_23		Label importance fo personality of personnel to	r final selection	election	i:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo	_23		Label importance fo personality of personnel to	r final selectic	on of personnel	l:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2_ of question	_23		Label importance fo personality of personnel to	r final selection	election	i:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo	_23		Label importance fo personality of personnel to	r final selection	election	i:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo	_23		Label importance fo personality of personnel to	r final selection	election	i:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Sf_2015q2_of question 2015 ant are the followers of the f	_23		Label importance fo personality of personnel to	r final selection	election	i:	Survey per	iod	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo personality of variable	_23 wing factors !	for selection c	Label importance fo personality of personnel to [1] unimportant	you? final selection	election [3]	[4]	Survey per	iod er 2015	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo personality of variable	_23 wing factors !	for selection c	Label importance fo personality of personnel to [1] unimportant	you? final selection	election [3]	[4]	Survey per	iod er 2015	once
No. 3.127) Wording o 2nd quarter 2 How importa Time span	Name sf_2015q2 of question 2015 personality of variable 2005	wing factors t	for selection of	Label Importance for personality of personnel to [1] unimportant 2008	you? final selection [2]	election [3]	[4] important	Survey per 2nd quarte 2012	od er 2015	once
No. 3.127) Wording o 2nd quarter 2 How importa	Name sf_2015q2 of question 2015 ant are the follo personality of variable	_23 wing factors !	for selection c	Label importance fo personality of personnel to [1] unimportant	you? final selection	election [3]	[4]	Survey per	iod er 2015	once
No. 3.127) Wording o 2nd quarter 2 How importa Time span 2004	Name sf_2015q2 of question 2015 personality of variable 2005	wing factors t	for selection of	Label Importance for personality of personnel to [1] unimportant 2008	you? final selection [2]	election [3]	[4] important	Survey per 2nd quarte 2012	od er 2015	once

M		4	importan							
Wording	of question		sympathy							
2nd quarter	2015								Further information	
How import	ant are the followi	ng factors for se	lection of personne	el to you?						
				finals	election]			
			[1] unimport	[2]	[3]	[4] important				
	sympathy]			
Time spar	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	2010	2020	2024	2022	2023		
2014	2015	2016	2017 2018	2019	2020	2021	2022	2023		
No.	Name		Label				Survey per	iod		Survey frequency
2 1201	cf 2015=2.2			info or !!			2nd aver	or 2015		once
3.129)	sf_2015q2_2	,	searching	info online			2nd quarte	1 2015		once
Wording	of question									
2nd quarter	2015								Further information	
Are you sear	rching online for in	formation about	your applicants?							
	[1]	yes		[2] no						
Time spar	of variable									
2004	2005	2006	2007 2008	2009	2010	2011	2012	2013		
2004	2003	2000	2000	2003	2010	2011	2012	2013		
2014	2015	2016	2017 2018	2019	2020	2021	2022	2023		
NI.	None		1.5.1				<u> </u>			C f
No.	Name		Label				Survey per	100		Survey frequency
3.130)	sf_2015q2_2	6	searching	info online: profe	ssional networl	ks	2nd quarte	er 2015		once
wording o	of question									
2nd quarter	2015								Further information	
znu quarter										
	rching online for in	formation about	your applicants?							
	rching online for in	formation about	t your applicants?							
Are you sear		formation about	t your applicants?							
Are you sear	rching In professional no	etworks	your applicants?	[1] yes						
Are you sear	rching	etworks	your applicants?	[1] yes						
Are you sear	rching In professional no	etworks	your applicants?	[1] yes						
Are you sear If yes: Are you sear	rching In professional no	etworks	t your applicants?	[1] yes						
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, LinkedIn et	etworks c.)			2010	2011	2012	2012		
Are you sear If yes: Are you sear	r ching In professional ne (Xing, LinkedIn et	etworks c.)	2007 2008		2010	2011	2012	2013		
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, LinkedIn et	etworks c.)			2010	2011	2012	2013		
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, Linkedin et of variable	2006 :	2007 2008	2009						
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, LinkedIn et	2006 :		2009	2010	2011	2012	2013		
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, Linkedin et of variable	2006 :	2007 2008	2009						
Are you sear If yes: Are you sear Time spar	In professional ne (Xing, Linkedin et of variable	2006 :	2007 2008	2009						

3.131)	sf_2015q2_	27		searching info	online: social	networks		2nd quarte	er 2015	once
Wording	of question									
2nd quarter	2015									Further information
Are you sea	rching online for	information al	bout your ap	pplicants?						
If yes:										
Are you sea					1					
	In social netwo				[1] yes					
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	2010	2017	2010	2015	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.132)	sf_2015q2_	28		searching info	online: other	info		2nd quarte	er 2015	once
Wording (of question									
nd quarter	2015									Further information
Are you sea	rching online for	information al	bout your ap	oplicants?						
If yes:										
Are you sea					[1] yes					
	other informati	.1011			[1] (0)					
Time spar	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011			
							2011	2012	2013	
							2011	2012	2013	
2014							2011	2012	2013	
	2015	2016	2017	2018	2019	2020	2021	2012	2013	
	2015	2016	2017	2018	2019					
	2015	2016	2017	2018	2019					
No.	2015 Name	2016	2017	2018	2019				2023	Survey frequency
	Name		2017	Label		2020		2022 Survey per	2023 iod	
3.133)	Name sf_2015q3_		2017		allenges in eve	2020		2022	2023 iod	Survey frequency once
3.133) Wording	Name sf_2015q3_ of question		2017	Label change of cha	allenges in eve	2020		2022 Survey per	2023 iod	once
3.133) Wording	Name sf_2015q3_ of question	1		Label change of che professional I	allenges in eve	2020		2022 Survey per	2023 iod	
Wording of the chal	Name sf_2015q3_ of question	1		Label change of che professional I	allenges in eve	2020		2022 Survey per	2023 iod	once
Wording of the chal	Name sf_2015q3_ of question 2015 lenges in everydats 5 years?	1		Label change of chaprofessional I	allenges in eve	2020		2022 Survey per	2023 iod	once
3.133) Wording 3rd quarter: Did the chal during the la	Name sf_2015q3_ of question 2015 lenges in everydiats 5 years?	1 ay professiona		Label change of chaprofessional I	allenges in eve ife	2020		2022 Survey per	2023 iod	once
Wording of quarter. Old the chalduring the later is the span	Name sf_2015q3_ of question 2015 lenges in everyda, ast 5 years?	1 ay professiona [1] yes	il life change	Label change of chaprofessional I	allenges in eve ife oyees	2020 ryday	2021	Survey per	2023 iod r 2015	once
3.133) Wording 3rd quarter: Did the chal during the la	Name sf_2015q3_ of question 2015 lenges in everydiats 5 years?	1 ay professiona		Label change of chaprofessional I	allenges in eve ife	2020		2022 Survey per	2023 iod	once
Wording of quarter. Old the chalduring the later is the span	Name sf_2015q3_ of question 2015 lenges in everyda, ast 5 years?	1 ay professiona [1] yes	il life change	Label change of chaprofessional I	allenges in eve ife oyees	2020 ryday	2021	Survey per	2023 iod r 2015	once
Wording 3rd quarter: Did the chal during the la	Name sf_2015q3_ of question 2015 lenges in everyda, ast 5 years?	1 ay professiona [1] yes	il life change	Label change of chaprofessional I	allenges in eve ife oyees	2020 ryday	2021	Survey per	2023 iod r 2015	once
3rd quarter: Did the chal during the la	Name sf_2015q3_ of question 2015 lenges in everydiats 5 years? the of variable and of variable and variab	1 ay professiona [1] yes 2006	al life change	Label change of chaprofessional I for your empl	ollenges in eve ife oyees [12] no 2009	2020 ryday	2021	Survey per 3rd quarte	2023 iod r 2015	once

No.	Name			Label						
3.134)	sf_2015q3_	_2		challenges w.	r.t. additional o	qualifications		3rd quarte	r 2015	once
	of question			*						
3rd quarter 2	2015									Further information
	lenges in everyd	lay profession	nal life change	for your empl	oyees					
during the la	est 5 years?	**								
the chaneng	es with respect				[2]	[3]	[4] not	1		
	additional qua	lifications		[1] increased	unchanged	decreased	relevant			
								_		
	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
3.135)	sf_2015q3_	_3		challenges w.	r.t. technical u	nderstanding		3rd quarte	er 2015	once
Wording	of question									
3rd quarter 2	2015									Further information
	2015 lenges in everyd	lay profession	nal life change	for your empl	oyees					Further information
	lenges in everyd	lay profession	nal life change	for your empl	oyees					Further information
Did the chall during the la	lenges in everyd ast 5 years?		nal life change	for your empl	oyees					Further information
Did the chall during the la	lenges in everyd		nal life change	for your empl				7		Further information
Did the chall during the la	lenges in everyd ast 5 years?		nal life change	for your empl	oyees [2] unchanged	[3] decreased	[4] not relevant			Further information
Did the chall during the la	lenges in everyd ast 5 years?	to	nal life change		[2]					Further information
Did the chall during the la the challeng	lenges in everyd ast 5 years? ges with respect technical unde	to	nal life change		[2]					Further information
Did the chall during the la the challeng	lenges in everyd ast 5 years? ses with respect technical unde	to erstanding		[1] increased	[2] unchanged	decreased	relevant	2012	2013	Further information
Did the chall during the la the challeng	lenges in everyd ast 5 years? ges with respect technical unde	to	anal life change		[2]			2012	2013	Further information
Did the chall during the la the challeng	lenges in everyd ast 5 years? ses with respect technical unde	to erstanding		[1] increased	[2] unchanged	decreased	relevant	2012	2013	Further information
Did the chall during the la the challeng	lenges in everyd ast 5 years? ses with respect technical unde	to erstanding		[1] increased	[2] unchanged	decreased	relevant	2012	2013	Further information
Did the chall during the la the challeng	lenges in everyd sast 5 years? tes with respect technical unde of variable 2005	to erstanding	2007	[1] increased	[2] unchanged	decreased 2010	relevant			Further information
Did the chall during the la the challeng	lenges in everyd sast 5 years? tes with respect technical unde of variable 2005	to erstanding	2007	[1] increased	[2] unchanged	decreased 2010	relevant			Further information
Did the chall during the la the challeng	lenges in everyd sast 5 years? tes with respect technical unde of variable 2005	to erstanding	2007	[1] increased	[2] unchanged	decreased 2010	relevant		2023	Further information Survey frequency
Did the chall during the la the challeng Time spar 2004	lenges in everyd sast 5 years? tes with respect technical unde 2005 2015 Name	erstanding 2006	2007	[1] increased 2008 2018	[2] unchanged 2009	2010 2020	relevant	2022 Survey per	2023 iod	Survey frequency
Did the chall during the la the challeng Time spar 2004 No. 3.136)	lenges in everyd sat 5 years? tes with respect technical unde 1 of variable 2005 Name 5f_2015q3	erstanding 2006	2007	[1] increased 2008 2018	[2] unchanged	2010 2020	relevant	2022	2023 iod	
Did the chall during the latter the challeng Time spar 2004 2014 No.	lenges in everyd sast 5 years? tes with respect technical unde a constant of variable 2005 2015 Name sf_2015q3_of question	erstanding 2006	2007	[1] increased 2008 2018	[2] unchanged 2009	2010 2020	relevant	2022 Survey per	2023 iod	Survey frequency once
Did the chall during the la the challeng Time spar 2004 No. 3.136)	lenges in everyd sast 5 years? tes with respect technical unde a constant of variable 2005 2015 Name sf_2015q3_of question	erstanding 2006	2007	[1] increased 2008 2018	[2] unchanged 2009	2010 2020	relevant 2011	2022 Survey per	2023 iod	Survey frequency
Did the chall during the la the challeng Time spar 2004 No. 3.136) Wording of 3rd quarter 2	lenges in everyd sast 5 years? Les with respect technical under technical under technical under 2005 2015 Name sf_2015q3_ of question 2015	2006 2016 4	2007	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	2010 2020	relevant 2011	2022 Survey per	2023 iod	Survey frequency once
Did the chall during the la the challeng Time spar 2004 2014 No. 3.136) Wording of a during the la during the la during the la	lenges in everyd ast 5 years? technical unde technical unde technical unde 2005 2015 Name sf_2015q3 of question 2015	2006 2016 4	2007	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	2010 2020	relevant 2011	2022 Survey per	2023 iod	Survey frequency once
Did the chall during the la the challeng Time spar 2004 2014 No. 3.136) Wording of a during the la during the la during the la	lenges in everyd sast 5 years? Les with respect technical under technical under technical under 2005 2015 Name sf_2015q3_ of question 2015	2006 2016 4	2007	2008 2018 Label challenges w.	[2] unchanged 2009 2019	2010 2020	relevant 2011	2022 Survey per	2023 iod	Survey frequency once
Did the chall during the la the challeng Time spar 2004 2014 No. 3.136) Wording of a during the la during the la during the la	lenges in everyd ast 5 years? technical unde technical unde technical unde 2005 2015 Name sf_2015q3 of question 2015	2006 2016 4	2007	[1] increased 2008 2018 Label challenges w.	[2] unchanged 2009 2019	2010 2020	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Did the chall during the la the challeng Time spar 2004 2014 No. 3.136) Wording of a during the la during the la during the la	lenges in everyd sat 5 years? es with respect technical unde 1 of variable 2005 2015 Name sf_2015q3_ of question 2015 lenges in everyd sat 5 years? tes with respect	2006 2016 4	2007	2008 2018 Label challenges w.	[2] unchanged 2009 2019 2019	2010 2020 2030 anding	2011 2021 2021	2022 Survey per	2023 iod	Survey frequency once
Did the challeng Time spar 2004 2014 No. 3.136) Wording (3rd quarter 2 Did the challeng	lenges in everyd sat 5 years? es with respect technical unde 1 of variable 2005 2015 Name sf_2015q3_ of question 2015 lenges in everyd sat 5 years? tes with respect	2006 2016 4	2007	2008 2018 Label challenges w.	[2] unchanged 2009 2019 2019	2010 2020 2030 anding	2011 2021 2021	2022 Survey per	2023 iod	Survey frequency once
Did the challeng Time spar 2004 2014 No. 3.136) Wording (3rd quarter 2 Did the challeng	lenges in everyd ast 5 years? technical unde technical unde 2005 2015 Name 5f_2015q3 of question 2015 It understandi	2006 2016 4	2007	2008 2018 Label challenges w.	[2] unchanged 2009 2019 2019	2010 2020 2030 anding	2011 2021 2021	2022 Survey per	2023 iod	Survey frequency once

2014 2015 2016 2017 2018 2019 2020 2021 2022 2023											
	2	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey per	riod		Survey frequency
3.137)	sf_2015q3	_5		challenges w.r	t. temporal fl	exibility		3rd quarte	er 2015		once
Wording	of question										
3rd quarter	2015									Further information	
	llenges in every	day profession	nal life change	for your emplo	oyees						
during the l	ast 5 years?										
the challen	ges with respect	t to									
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	temporal flex	ibility						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 per	iod		Survey frequency
3.138)	sf_2015q3	_6		challenges w.r	t. weekend w	ork		3rd quarte	r 2015		once
Wording	of question										
3rd quarter	2015									Further information	
	llenges in every	day profession	al life change	for your emplo	oyees						
	last 5 years?										
the challen	ges with respect	to						_			
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	weekend wor	k									
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 peri	iod		Survey frequency	
3.139)	sf_2015q3_7	challenges w.r	t. willingness to travel	3rd quarte	r 2015		once	

Wording of question

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
3.140)	sf_2015q3_	_8		challenges w.r	.t. language sk	ills		3rd quarte	er 2015		once
Wording	of question										
3rd quarter	2015									Further information	
Did the cha	allenges in everyo	day profession	nal life change	for your emplo	yees						
during the	last 5 years?										
the challen	nges with respect	to									
				[1] increased	[2]	[3]	[4] not	1			
	language skills				unchanged	decreased	relevant	-			
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		
										1	
No.	Name			Label				Survey per	riod		Survey frequency

3.141)	sf_2015q3	_9		challenges w.r	t. lifelong lear	ning		3rd quarte	r 2015	once
Wording	of question									
3rd quarter	2015									Further information
Did the chal	lenges in every	day profession	nal life change	for your emplo	oyees					
during the I	ast 5 years?									
the challeng	es with respect	: to								
					[2]	[3]	[4] not	1		
				[1] increased	[2] unchanged	[3] decreased	relevant			
	lifelong learni	ng]		
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	

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			
Wording 3rd quarte			Fr	Further information
3rd quarte		III.	Fi	Further information

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

	Name			Label				Survey per	riod		Survey frequency
3.143)	sf_2015q3_	_11		challenges w.r	.t. other challe	enges		3rd quarte	r 2015		once
Wording o	of question										
3rd quarter 2	2015									Further information	
Did the chall	lenges in everyd	lay profession	al life change	for your emplo	oyees						
	es with respect 1	**									
the challenge	es with respect	το			[2]	[3]	[4] not	1			
				[1] increased	unchanged	decreased	relevant				
	other challenge	es									
Time span	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2004		2006	2007	2008	2009	2010	2011	2012	2013		
	2005										
2004		2006	2007	2008	2009	2010	2011	2012	2013		
	2005										
	2005										

3.144)	sf_2015q3	_13		difficulties fin	ding trainees			3rd quarte	r 2015	once
Wording	of question									
3rd quarter	2015									Further information
In fall the n	ew apprenticesh	hin year hegin	e Did your con	nnany have di	fficulties					
finding train		iiip year begiii	s. Dia your con	iipaiiy iiave ui	incurres					
				[1] yes						
				1						
				[2] no						
				[3] no trainee	positions were	offered				
				[5] no tramec	positions were	onered				
			_							
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	

Wording o										
	of question			promotion at	schools					
3rd quarter 2	2015									Further information
Did you take	e special measu	res to fill oper	n trainee posit	ions?						
	promotion at	schools			[1] yes					
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
								,,		
3.146)	sf_2015q3	_15		measure fillin	g trainee posit	ions: 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 oper	n trainee posit	ions?	7					
	visiting fairs				[1] yes					
Time spar	n of variable									
	TOT VALIABLE									
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			Super framence
2014 No.	2015 Name	2016	2017	2018	2019	2020	2021	Survey per		Survey frequency
			2017	Label	2019		_		riod	Survey frequency once
No.	Name sf_2015q3	_16	2017	Label			_	Survey per	riod	
No. 3.147) Wording (Name sf_2015q3	_16	2017	Label			_	Survey per	riod	once
No.	Name sf_2015q3	_16	2017	Label			_	Survey per	riod	
No. 3.147) Wording of	Name sf_2015q3	_16		Label measure fillin			_	Survey per	riod	once
No. 3.147) Wording of	Name sf_2015q3 of question 2015 e special measu new recruitm	_16		Label measure fillin			_	Survey per	riod	once
No. 3.147) Wording of	Name sf_2015q3 of question 2015	_16		Label measure fillin	ig trainee posit		_	Survey per	riod	once
No. 3.147) Wording of 3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measu new recruitm (e.g. online)	_16 res to fill oper		Label measure fillin	ig trainee posit		_	Survey per	riod	once
No. 3.147) Wording (3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measure recruitm (e.g. online)	_16 res to fill oper ent channels	n trainee posit	Label measure fillin ions?	g trainee posit	ions: new char	nels	Survey per	riod er 2015	once
No. 3.147) Wording of 3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measu new recruitm (e.g. online)	_16 res to fill oper		Label measure fillin	ig trainee posit		_	Survey per	riod	once
No. 3.147) Wording (3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measure recruitm (e.g. online)	_16 res to fill oper ent channels	n trainee posit	Label measure fillin ions?	g trainee posit	ions: new char	nels	Survey per	riod er 2015	once
No. 3.147) Wording of 3rd quarter 2 Did you take	sf_2015q3 of question 2015 a special measu new recruitm (e.g. online) of variable	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions?	g trainee posit [1] yes 2009	ions: new char	nels	Survey per 3rd quarte	2013	once
No. 3.147) Wording (3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measure recruitm (e.g. online)	_16 res to fill oper ent channels	n trainee posit	Label measure fillin ions?	g trainee posit	ions: new char	nels	Survey per	riod er 2015	once
No. 3.147) Wording of 3rd quarter 2 Did you take	sf_2015q3 of question 2015 a special measu new recruitm (e.g. online) of variable	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions?	g trainee posit [1] yes 2009	ions: new char	nels	Survey per 3rd quarte	2013	once
No. 3.147) Wording of 3rd quarter 2 Did you take	sf_2015q3 of question 2015 a special measu new recruitm (e.g. online) of variable	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions?	g trainee posit [1] yes 2009	ions: new char	nels	Survey per 3rd quarte	2013	once
No. 3.147) Wording of 3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measu new recruitm (e.g. online) 1 of variable 2005	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions? 2008	g trainee posit [1] yes 2009	ions: new char	nels	Survey per 3rd quarte	2013 2023	Further information
No. 3.147) Wording of 3rd quarter 2 Did you take	sf_2015q3 of question 2015 a special measu new recruitm (e.g. online) of variable	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions?	g trainee posit [1] yes 2009	ions: new char	nels	Survey per 3rd quarte	2013 2023	once
No. 3.147) Wording of 3rd quarter 2 Did you take	Name sf_2015q3 of question 2015 e special measu new recruitm (e.g. online) 1 of variable 2005	_16 res to fill operent channels 2006	n trainee posit	Label measure fillin ions? 2008	g trainee posit [1] yes 2009	2010 2020	2011 2021	Survey per 3rd quarte	2013 2023	Further information
No. 3.147) Wording (3rd quarter 2 Did you take Time spar 2004 2014 No. 3.148)	Name sf_2015q3 of question 2015 e special measu new recruitm (e.g. online) 2005 2015	_16 res to fill oper ent channels 2006	n trainee posit	Label measure fillin ions? 2008	[1] yes	2010 2020	2011 2021	Survey per 3rd quarte 2012 2022	2013 2023	Further information Survey frequency

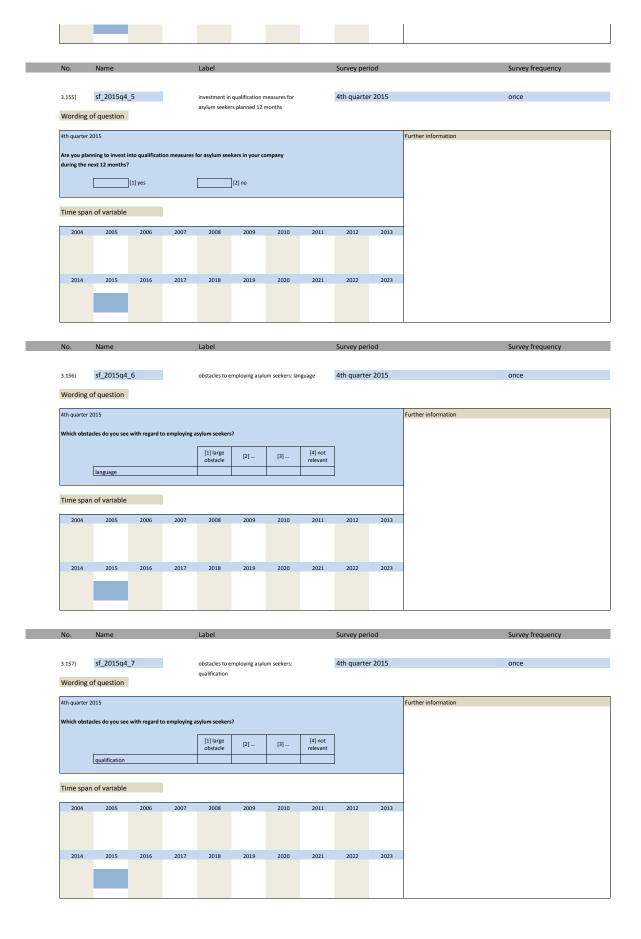
	foreign search	1			[1] yes				
Time spa	n of variable								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
No.	Name			Label				Survey per	iod
3.149)	sf_2015q3	18	l	measure filling	trainee positi	ons: other		3rd quarte	r 2015

No.	Name			Label				Survey per	iod		Survey frequency
3.149) Wording (sf_2015q3 of question	_18		measure fillin	g trainee posit	ions: other		3rd quarte	r 2015		once
3rd quarter 2	2015									Further information	
Did you take	special measu	res to fill open	trainee positi	ons?							
	other		1		[1] yes						
	oulei		l.		11-17						
Time spar	of variable										
	n of variable										
Time spar	of variable	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									

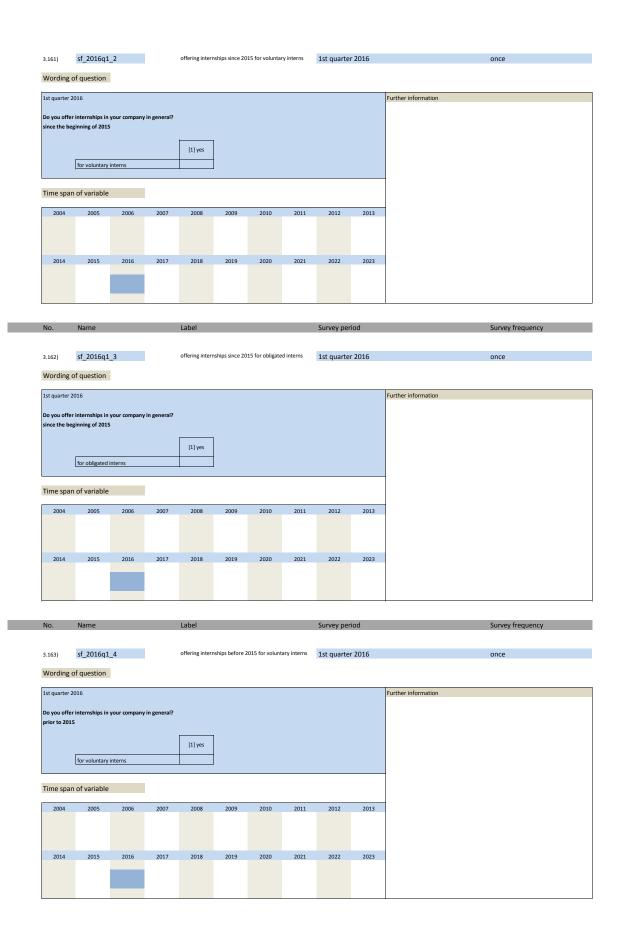
.150)	sf_2015q3	_20		measure fillin	g trainee posit	ions:		3rd quarte	r 2015	once
Vording of	f question			no special me	asure					
rd quarter 20	015									Further information
	no special me	asures	n trainee positi	ons?	[1] yes					
ime span 2004	of variable 2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2013	2310	2017	2018	2019	2320	2021	2022	2023	

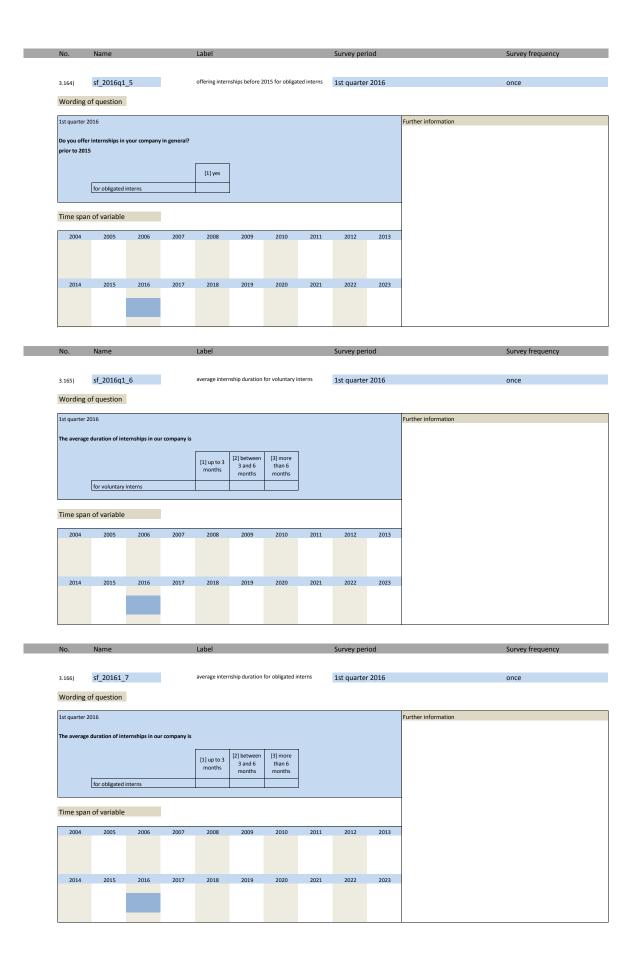
3.151)	sf_2015q4_1			employment	of asylum seel	kers last 24 mo	nth	4th quarte	r 2015	once
Wording	of question									
4th quarter	2015									Further information
Did you em	ploy asylum seeker	s during the	last 24 mon		[2] no					
Time spar	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	ind	Survey frequency
NO.	Name			Laber				Julvey per	100	Julvey frequency
3.152)	sf_2015q4	_2		employment	of asylum seek	ers currently		4th quarte	r 2015	once
Wording o	of question									
4th quarter 2	2015									Further information
Are vou curre	ently employin	ng asvlum seek	ers?							
·		[1] yes			[2] no					
		. , ,], , .					
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
3.153)	sf 2015a4	3	ı	employment	of asylum seek	kers planned		4th quarte	r 2015	once
	sf_2015q4			employment next 12 mont	of asylum seek	xers planned		4th quarte	r 2015	once
Wording o	of question		1			xers planned		4th quarte	r 2015	
Wording o	of question					xers planned		4th quarte	r 2015	once Further information
Wording o	of question		ers?			xers planned		4th quarte	r 2015	
Wording of 4th quarter 20	of question 2015 uning to employ 2 months		ers?			xers planned		4th quarte	r 2015	
Wording of 4th quarter 2d Are you plant In the next 12	of question 2015 uning to employ 2 months	y asylum seeko	ers?		ths	xers planned		4th quarte	r 2015	
Wording of 4th quarter 2d Are you plant In the next 12	of question 2015 uning to employ 2 months	y asylum seeko	ers?		ths	xers planned		4th quarte	r 2015	
Wording of 4th quarter 2d Are you plant In the next 12	of question 2015 uning to employ 2 months	y asylum seeko	2007		ths	exers planned	2011	4th quarte	r 2015	
Wording o 4th quarter 2i Are you plant In the next 12	of question 2015 2016 2017 2018 2018 2018 2018 2018 2018 2018 2018	y asylum seeke		next 12 mont	[2] no		2011			
Wording o 4th quarter 2th quar	of question 2015 2015 2016 uning to employ 22 months 2005	y asylum seeke	2007	2008	[2] no	2010		2012	2013	
Wording o 4th quarter 2i Are you plant In the next 12	of question 2015 2016 2017 2018 2018 2018 2018 2018 2018 2018 2018	y asylum seeke		next 12 mont	[2] no		2011			
Wording o 4th quarter 2th quar	of question 2015 2015 2016 uning to employ 22 months 2005	y asylum seeke	2007	2008	[2] no	2010		2012	2013	
Wording o 4th quarter 2th quar	of question 2015 2015 2016 uning to employ 22 months 2005	y asylum seeke	2007	2008	[2] no 2009	2010		2012	2013	
Wording o 4th quarter 2i Are you plant In the next 1: Time span 2004	of question 2015 2015 2016 uning to employ 22 months 2005	y asylum seeke	2007	2008	[2] no 2009	2010		2012	2013	
Wording o 4th quarter 2i Are you plant In the next 1: Time span 2004	of question 2015 2015 2016 2017 2017 2017 2017 2017	y asylum seeke	2007	2008	[2] no 2009	2010		2012	2013	Further information
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014	of question 2015 2015 2016 2017 2017 2017 2017 2017	y asylum seeke [1] yes 2006	2007	2008 2018 Label employment	[2] no 2009 2019	2010		2012	2013 2023	Further information
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014 No.	of question 2015 2015 2016 2005 2015 Name	y asylum seeke [1] yes 2006	2007	2008 2018	[2] no 2009 2019	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014 No.	of question 2015 2015 2016 2005 2015 Name sf_2015q4 of question	y asylum seeke [1] yes 2006	2007	2008 2018 Label employment	[2] no 2009 2019	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency
Wording o 4th quarter 2t Are you plant in the next 12 Time span 2004 2014 No. 3.154) Wording o 4th quarter 2t Are you plant	of question 2015 2016 2017 2017 2017 2017 2017 2017 2017 2017	y asylum seeke [1] yes 2006 2016	2007	2008 2018 Label employment	[2] no 2009 2019	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014 No. 3.154) Wording o	of question 2015 2016 2017 2017 2017 2017 2017 2017 2017 2017	y asylum seeke [1] yes 2006 2016	2007	2008 2018 Label employment	[2] no 2009 2019	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording o 4th quarter 2t Are you plant in the next 12 Time span 2004 2014 No. 3.154) Wording o 4th quarter 2t Are you plant	of question 2015 Inning to employ 2 months 2005 2015 Name sf_2015q4 of question 2015	y asylum seeke [1] yes 2006 2016	2007	2008 2018 Label employment	[2] no 2009 2019	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014 No. 3.154) Wording o 4th quarter 2: Are you plant from 2017 on	Name sf_2015q4 of question of variable 2005	y asylum seeke 2006 2016 4 4 y asylum seeke	2007	2008 2018 Label employment	[2] no 2009 2019 of asylum seek	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording o 4th quarter 2t Are you plant in the next 12 Time span 2004 2014 No. 3.154) Wording o 4th quarter 2t Are you plant from 2017 on	Name sf_2015question Name sf_2015question of variable and of variable and of variable sf_2015question of variable of variable of variable of variable	2006 2016 2016 _4 _4 _1 [1] yes	2007 2017 2017	2008 2018 Label employment from 2017 or	2009 2019 of asylum seek	2010 2020 xers planned	2021	2012 2022 Survey per 4th quarte	2013 2023 iod r 2015	Further information Survey frequency once
Wording o 4th quarter 2: Are you plant in the next 1: Time span 2004 2014 No. 3.154) Wording o 4th quarter 2: Are you plant from 2017 on	Name sf_2015q4 of question of variable 2005	y asylum seeke 2006 2016 4 4 y asylum seeke	2007	2008 2018 Label employment	[2] no 2009 2019 of asylum seek	2010		2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording o 4th quarter 2t Are you plant in the next 12 Time span 2004 2014 No. 3.154) Wording o 4th quarter 2t Are you plant from 2017 on	Name sf_2015question Name sf_2015question of variable and of variable and of variable sf_2015question of variable of variable of variable of variable	2006 2016 2016 _4 _4 _1 [1] yes	2007 2017 2017	2008 2018 Label employment from 2017 or	2009 2019 of asylum seek	2010 2020 xers planned	2021	2012 2022 Survey per 4th quarte	2013 2023 iod r 2015	Further information Survey frequency once

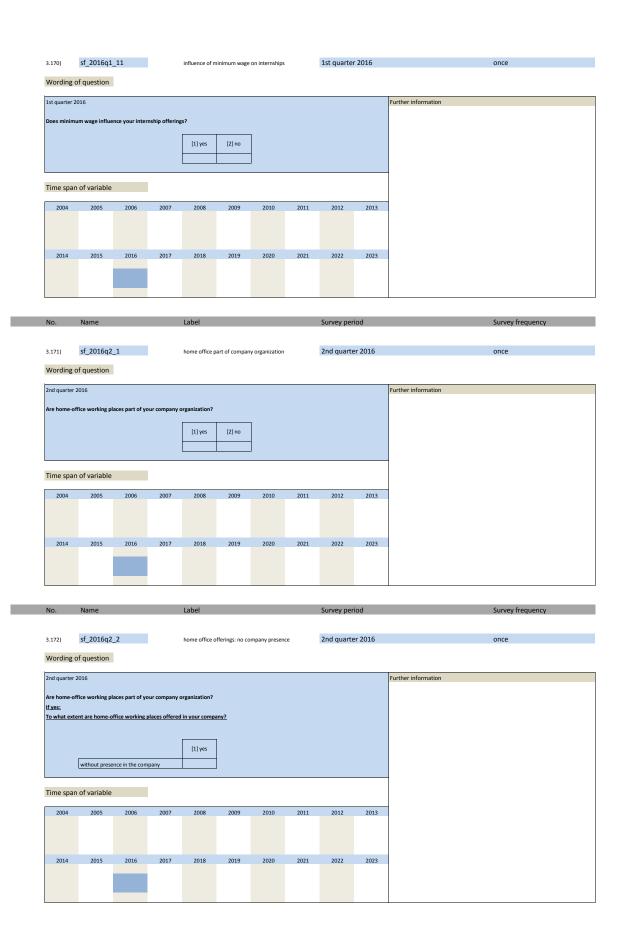


3.158)				Label				Survey per	iod	Survey frequency
3.1301	sf_2015q4_	_8		obstacles to e	mploying asyl	um seekers:		4th quarte	r 2015	once
Wording o	of question			minimum wa	ge					
4th quarter 20										Further information
										ruttiei ilitorination
Which obstac	cles do you see	with regard t	o employing a		i? T			7		
				[1] large obstacle	[2]	[3]	[4] not relevant			
	minimum wag	<u>şe</u>]		
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2003	2000	2007	2000	2003	2010	2011	LOIL	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
2.450	of 2015	0		-1-4				4+h	- 2015	
	sf_2015q4_	_9		obstacles to e legal framewo	mploying asylorks	um seekers:		4th quarte	r 2015	once
Wording o	of question	1								
4th quarter 20	015									Further information
Which obstac	cles do you see	with regard t	to employing a	asylum seekers	i?					
				[1] large	[2]	[3]	[4] not]		
	legal framewo	orks		obstacle			relevant	_		
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2011	2015	2015								
2014	2015	2016			0040		2024	2000	2020	
			2017	2018	2019	2020	2021	2022	2023	
			2017	2018	2019	2020	2021	2022	2023	
			2017	2018	2019	2020	2021	2022	2023	
No.	Name		2017	2018 Label	2019	2020	2021	2022 Survey per		Survey frequency
No.	Name		2017		2019	2020	2021			Survey frequency
	Name sf_2016q1_	1	2017	Label	2019		2021		iod	Survey frequency once
3.160)		_1	2017	Label	_		2021	Survey per	iod	
3.160)	sf_2016q1_ of question	1	2017	Label	_		2021	Survey per	iod	
3.160) Wording o	sf_2016q1_ of question			Label	_		2021	Survey per	iod	once
3.160) Wording o	sf_2016q1_ of question			Label offering interior	nships in gener		2021	Survey per	iod	once
3.160) Wording o	sf_2016q1_ of question			Label	_		2021	Survey per	iod	once
3.160) Wording o	sf_2016q1_ of question			Label offering interior	nships in gener		2021	Survey per	iod	once
3.160) Wording o 1st quarter 20 Do you offer	sf_2016q1_ of question	your company		Label offering interior	nships in gener		2021	Survey per	iod	once
3.160) Wording o 1st quarter 20 Do you offer	sf_2016q1_ of question 016 internships in y	your company		Label offering interior	nships in gener		2021	Survey per	iod	once
3.160) Wording o 1st quarter 20 Do you offer!	sf_2016q1_ of question one of variable	your company	y in general?	Label offering interior	nships in gener	al		Survey per 1st quarte	iod r 2016	once
3.160) Wording o 1st quarter 20 Do you offer!	sf_2016q1_ of question one of variable	your company	y in general?	Label offering interior	nships in gener	al		Survey per 1st quarte	iod r 2016	once
3.160) Wording o 1st quarter 20 Do you offer!	sf_2016q1_ of question one of variable	your company	y in general?	Label offering interior	nships in gener	al		Survey per 1st quarte	iod r 2016	once
3.160) Wording o 1st quarter 20 Do you offer! Time span	sf_2016q1_ of question one internships in y of variable 2005	your company	y in general?	Label offering interes	[2] no	2010	2011	Survey per 1st quarte	2016 2013	once
3.160) Wording o 1st quarter 20 Do you offer! Time span	sf_2016q1_ of question one internships in y of variable 2005	your company	y in general?	Label offering interes	[2] no	2010	2011	Survey per 1st quarte	2016 2013	once

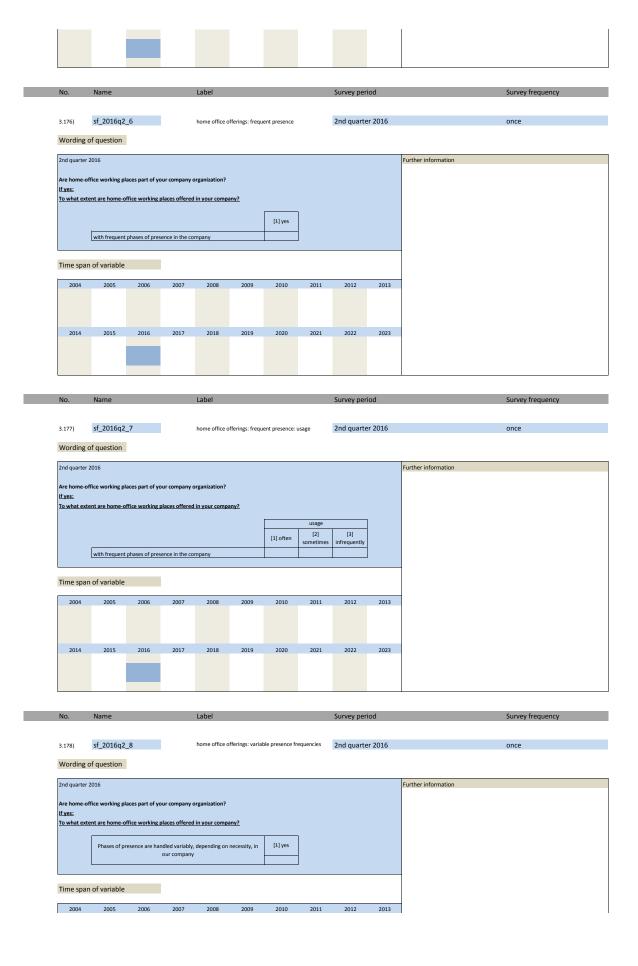


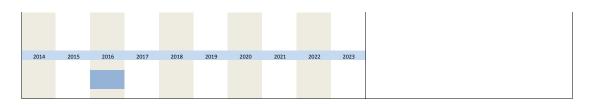


	Name			Label				Survey per	iod	Survey frequency	
3.167)	sf_2016q1	_8	l	internship dur previous years	ation for volu	ntary interns in	2015 versus	1st quarter	2016	once	
Wording	of question			previous years							
1st quarter 2	2016									Further information	
The duration	n of internships	in 2015 con	npared to prev	rious years							
				[1] increased	[2] no change	[3] decreased					
	for voluntary	interns									
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	
								vey per		- Survey nequency	
3.168)	sf_2016q1	_9		internship dur previous years	ation for volu	ntary interns in	2015 versus	1st quarter	2016	once	
Wording o	of question										
1st quarter 2	2016									Further information	
The duration	n of internships	s in 2015 con	npared to prev	vious years			ī				
				[1] increased	[2] no change	[3] decreased					
	for obligated	interns									
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	Namo			Label				Supress	iod	Company forgotter	
No.	Name			Label		_		Survey per	iod	Survey frequency	
No. 3.169)	Name sf_2016q1	_10		Label importance of	internships as	s recruitment t	ool	Survey per		Survey frequency once	
3.169)					internships as	s recruitment t	ool				
3.169)	sf_2016q1 of question				internships as	s recruitment t	ool				
3.169) Wording (sf_2016q1 of question		itment tool fo	importance of	y?					once	
3.169) Wording (sf_2016q1 of question ²⁰¹⁶		itment tool fo	importance of		[3] rather unimportant	[4] completely unimoortant			once	
3.169) Wording (sf_2016q1 of question ²⁰¹⁶		itment tool fo	importance of r your compan [1] very	y? [2] rather	[3] rather	[4] completely			once	
3.169) Wording of the state of	sf_2016q1 of question ²⁰¹⁶	iship as a recru	itment tool fo	importance of r your compan [1] very	y? [2] rather	[3] rather	[4] completely			once	
3.169) Wording of the state of	sf_2016q1 of question 2016 tant is an intern	iship as a recru	itment tool fo	importance of r your compan [1] very	y? [2] rather	[3] rather	[4] completely			once	
3.169) Wording of 1st quarter 2 How imports	sf_2016q1 of question 2016 tant is an intern	sship as a recru		r your compan [1] very important	y? [2] rather important	[3] rather unimportant	[4] completely unimportant	1st quarter	2016	once	
3.169) Wording of 1st quarter 2 How imports	sf_2016q1 of question 2016 tant is an intern	sship as a recru		r your compan [1] very important	y? [2] rather important	[3] rather unimportant	[4] completely unimportant	1st quarter	2016	once	
3.169) Wording of 1st quarter 2 How imports Time spar	sf_2016q1 of question 2016 tant is an intern n of variable 2005	ship as a recru	2007	r your compan [1] very important	y? [2] rather important 2009	[3] rather unimportant	[4] completely unimportant	1st quarter	2016	once	
3.169) Wording of 1st quarter 2 How imports Time spar	sf_2016q1 of question 2016 tant is an intern n of variable 2005	ship as a recru	2007	r your compan [1] very important	y? [2] rather important 2009	[3] rather unimportant	[4] completely unimportant	1st quarter	2016	once	



No.	Name			Label				Survey per	iod	Survey frequency
3.173)	sf_2016q2_	_3		home office o	offerings: no co	ompany presend	ce: usage	2nd quarte	er 2016	once
	of question									
2nd quarter	2016									Further information
	office working pla	aces part of yo	ur company o	organization?						
If yes: To what ext	tent are home-of	ffice working p	laces offered	l in your comp	any?					
				[1] often	usage [2]	[3]				
	without prese	nce in the com	pany	[1] Oiteil	sometimes	infrequently				
-										
2004	n of variable	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2003	2000	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
										1
No.	Name			Label				Survey per	iod	Survey frequency
3.174)	sf_2016q2_	_4		home office of	offerings: occas	sional presence		2nd quarte	er 2016	once
Wording	of question									
	•									
2nd quarter										Further information
Are home-o		aces part of yo	ur company c	organization?						Further information
Are home-o	2016				any?					Further information
Are home-o	2016 office working pla				any?	[1] yes				Further information
Are home-o	2016 office working pla	ffice working p	laces offered		any?	[1] yes				Further information
Are home-o I <u>f yes:</u> To what ext	2016 office working platent are home-of	ffice working p	laces offered		any?	[1] yes				Further information
Are home-o I <u>f yes:</u> To what ext	2016 office working platent are home-of	ffice working p	laces offered		any? 2009	[1] yes	2011	2012	2013	Further information
Are home-o If yes: To what ext	r 2016 office working platent are home-of with occasions	ffice working p	he company	l in your comp			2011	2012	2013	Further information
Are home-o If yes: To what ext	r 2016 office working platent are home-of with occasions	ffice working p	he company	l in your comp			2011	2012	2013	Further information
Are home-o If yes: To what ext	r 2016 office working pli tent are home-of with occasions n of variable	ffice working p al presence in t	he company 2007	l in your comp.	2009	2010				Further information
Are home-o If yes: To what ext	r 2016 office working pli tent are home-of with occasions n of variable	ffice working p al presence in t	he company 2007	l in your comp.	2009	2010				Further information
Are home-o If yes: To what ext	with occasion: n of variable 2005	ffice working p al presence in t	he company 2007	2008 2018	2009	2010		2022	2023	
Are home-o If yes: To what ext	r 2016 office working pli tent are home-of with occasions n of variable	ffice working p al presence in t	he company 2007	l in your comp.	2009	2010			2023	Further information Survey frequency
Are home-o- of fyes: To what ext Time spail 2004 2014 No. 3.175)	with occasions n of variable 2005 Name	ffice working p al presence in t	he company 2007	2008 2018	2009	2010	2021	2022	2023 iod	
Are home-out fyes: To what ext Time spai 2004 2014 No. 3.175) Wording	with occasion: n of variable 2005 Name sf_2016q2 of question	ffice working p al presence in t	he company 2007	2008 2018	2009	2010	2021	2022 Survey per	2023 iod	Survey frequency once
Are home-off yes: To what ext Time spail 2004 2014 No. 3.175) Wording 2nd quarter	with occasions n of variable 2005 Name sf_2016q2 of question	al presence in t	he company 2007	2008 2018 Label home office c	2009	2010	2021	2022 Survey per	2023 iod	Survey frequency
Are home-out yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-out yes:	with occasion: n of variable 2005 2015 Name sf_2016q2 of question 2016	al presence in t 2006 2016	2007 2017	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010	2021	2022 Survey per	2023 iod	Survey frequency once
Are home-out yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-out yes:	with occasions n of variable 2005 Name sf_2016q2 of question	al presence in t 2006 2016	2007 2017	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010	2021	2022 Survey per	2023 iod	Survey frequency once
Are home-out yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-out yes:	with occasion: n of variable 2005 2015 Name sf_2016q2 of question 2016	al presence in t 2006 2016	2007 2017	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010	2021	2022 Survey per	2023 iod	Survey frequency once
Are home-out yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-out yes:	with occasion: n of variable 2005 2015 Name sf_2016q2 of question 2016	al presence in t	2007 2017 ur company of laces offered	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010 2020 sional presence	2021 : usage usage [2]	Survey per 2nd quarte	2023 iod	Survey frequency once
Are home-off yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-off yes; To what ext	with occasion: n of variable 2005 2015 Name sf_2016q2 of question 2016 ffice working pla	al presence in t	2007 2017 ur company of laces offered	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010 2020 sional presence	2021 : usage usage [2]	Survey per 2nd quarte	2023 iod	Survey frequency once
Are home-off yes: To what ext Time spai 2004 2014 No. 3.175) Wording 2nd quarter Are home-off yes; To what ext	with occasion: Name sf_2016q2 of question 2016 with occasion:	al presence in t	2007 2017 ur company of laces offered	2008 2018 Label home office corganization?	2009 2019 fferings: occas	2010 2020 sional presence	2021 : usage usage [2]	Survey per 2nd quarte	2023 iod	Survey frequency once
Are home-off yes: To what ext Time spail 2004 2014 No. 3.175) Wording 2nd quarter Are home-off yes: To what ext	with occasion: Name sf_2016q2 of question 2016 with occasion: with occasion: n of variable	2006 2016 2016 aces part of yo	2007 2017 ur company o	2008 2018 Label home office corganization?	2009 2019 any2	2010 2020 sional presence	usage [2] sometimes	2022 Survey per 2nd quarte	2023 iod er 2016	Survey frequency once
Are home-off yes: To what ext Time spail 2004 2014 No. 3.175) Wording 2nd quarter Are home-off yes: To what ext	with occasion: Name sf_2016q2 of question 2016 with occasion: with occasion: n of variable	2006 2016 2016 aces part of yo	2007 2017 ur company o	2008 2018 Label home office corganization?	2009 2019 any2	2010 2020 sional presence	usage [2] sometimes	2022 Survey per 2nd quarte	2023 iod er 2016	Survey frequency once





No.	Name			Label				Survey per	iod		Survey frequency
3.179)	sf_2016q2			home office d	emographics:	mothers		2nd quarte	er 2016		once
2nd quarte										Further information	
If yes: which den	nographics use he mothers	ome-office	our company c	[1] yes							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

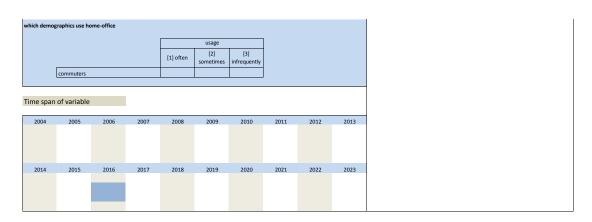
3.180)	sf_2016q2	10		home office o	lemographics:	mothers: usage	,	2nd quarte	er 2016	once
	51_2010q2	_10		nome omee e	icinograpines.	mouncis: asage	•	Ziia quarti	C. 2010	onec .
Wording o	of question									
nd quarter 2	2016									Further information
	fice working p	laces part of yo	our company	organization?						
<u>f yes:</u> which demos	graphics use he	ome-office								
	,									
					usage					
				[1] often	[2] sometimes	[3] infrequently				
	mothers									
Fime snan	of variable									
mic span	o. 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
3.181)	sf_2016q2_11	home office demographics: fathers	2nd quarter 2016	once
2nd quarte	g of question er 2016		Further information	1
	er 2016 e-office working places part of your	company organization?	Further information	1
If yes:				
which der	mographics use home-office			
		[1] yes		
	fathers			

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
110.	Name			Lubei				Survey per	iod		Jurvey frequency
3.182)	sf_2016q2_	12		home office of	lemographics:	fathers: usage		2nd quarte	er 2016		once
					B. = F						
Wording	of question										
2nd quarter	2016									Further information	
Are home-o	ffice working pla	ices part of yo	ur company o	rganization?							
If yes:	ographics use ho	me-office									
	-0F				usage	1					
				[1] often	[2]	[3]					
	fathers			[2] Oiten	sometimes	infrequently					
	iduleis									-	
Time spar	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	-	
2004	2003	2000	2007	2006	2005	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	iod		Survey frequency
3.183)											
	sf 2016a2	13		home office o	lemographics:	commuters		2nd quarte	or 2016		once
	sf_2016q2_	_13		home office of	lemographics:	commuters		2nd quarte	er 2016		once
	sf_2016q2_ of question	_13		home office o	lemographics:	commuters		2nd quarte	er 2016		once
	of question	13		home office o	lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o	of question				lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes:	of question	aces part of yo			lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes:	of question 2016 ffice working pla	aces part of yo		rganization?	lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes:	2016 ffice working play	aces part of yo			lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes:	of question 2016 ffice working pla	aces part of yo		rganization?	lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	2016 2016 ffice working plate or graphics use how	aces part of yo		rganization?	lemographics:	commuters		2nd quarte	er 2016	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	2016 ffice working play ographics use ho commuters	nces part of yo	rur company c	rganization?						Further information	once
Wording 2nd quarter Are home-o If yes: which demo	2016 2016 ffice working plate or graphics use how	aces part of yo		rganization?	2009	2010	2011	2nd quarte	2013	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	2016 ffice working play ographics use ho commuters	nces part of yo	rur company c	rganization?			2011			Further information	once
Wording 2nd quarter Are home-o If yes: which demo	of question 2016 ffice working pla ographics use ho commuters n of variable 2005	aces part of your me-office	our company c	[1] yes	2009	2010		2012	2013	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	2016 ffice working play ographics use ho commuters	nces part of yo	rur company c	rganization?			2011			Further information	once
Wording 2nd quarter Are home-o If yes: which demo	of question 2016 ffice working pla ographics use ho commuters n of variable 2005	aces part of your me-office	our company c	[1] yes	2009	2010		2012	2013	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	of question 2016 ffice working pla ographics use ho commuters n of variable 2005	aces part of your me-office	our company c	[1] yes	2009	2010		2012	2013	Further information	once
Wording 2nd quarter Are home-o If yes: which demo	of question 2016 ffice working pla ographics use ho commuters n of variable 2005	aces part of your me-office	our company c	[1] yes	2009	2010		2012	2013	Further information	once

No.	Name	Label	Survey period		Survey frequency
3.184)	sf_2016q2_14	home office demographics: commuters: usage	2nd quarter 2016		once
	of question			T	
2nd quarter	2016			Further information	
Are home-o	office working places part of your	company organization?			

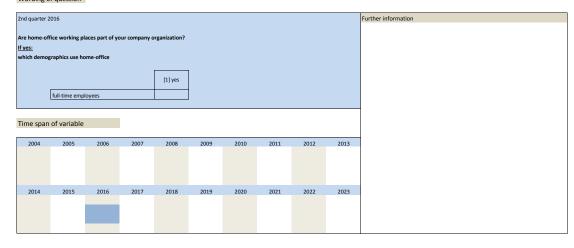


No.	Name			Label				Survey per	iod		Survey frequency
3.185)	sf_2016q2_	_15		home office d	emographics:	part time emp	loyees	2nd quarte	er 2016		once
Wording	of question										
2nd quarter	2016									Further information	
Are home-o	office working pla	aces part of yo	our company o	organization?							
If yes:											
which demo	ographics use ho	me-office									
				[1] yes							
				[1] yes							
	part-time emp	loyees									
Time spa	n 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		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		

No.	Name			Label				Survey per	iod		Survey frequency
3.186)	sf_2016q2	_16		home office of	emographics:	part time empl	oyees: usage	2nd quarte	r 2016		once
Wording o	of question										
2nd quarter 2	2016									Further information	
Are home-of	fice working p	laces part of yo	our company o	organization?							
If yes:	graphics use h	ama affica									
winer demog	Brapines use in	ome-onice		_							
					usage	[3]					
				[1] often	[2] sometimes	infrequently					
	part-time em	ployees									
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
3.187)	sf_2016q2_17	home office demographics: full time employees	2nd quarter 2016	once

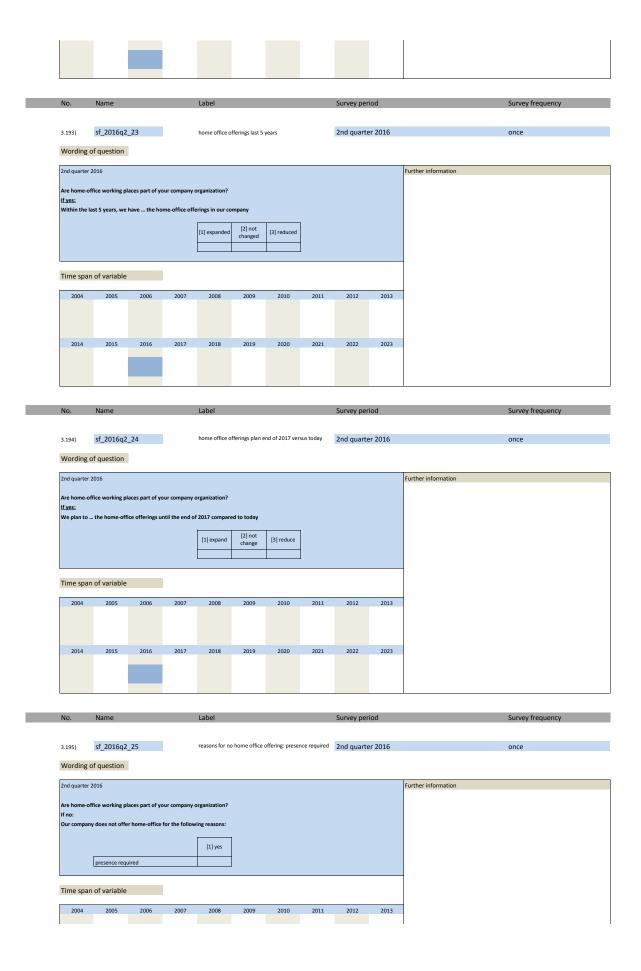
Wording of question

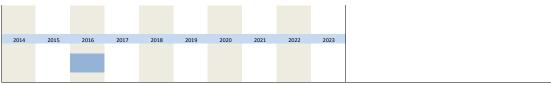


No.	Name			Label				Survey per	iod		Survey frequency
3.188)	sf_2016q2	18		home office d	emographics:	full time emplo	yees: usage	2nd quarte	er 2016		once
Mandina	of question										
wording	or question										
2nd quarter	2016									Further information	
Are home-o	ffice working p	laces part of v	our company	organization?							
If yes:	cc working p	acco part or y	ou. company								
which demo	ographics use h	ome-office									
					usage						
				[1] often	[2]	[3]					
	full-time emp	lovees			sometimes	infrequently					
	run-time emp	noyees					l				
T	6										
rime spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

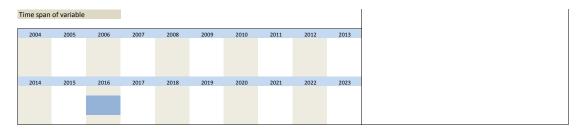
No.	Name			Label				Survey per	iod		Survey frequency
3.189)	sf_2016q2	_19	ı	home office d	emographics:	younger emplo	oyees (<40	2nd quart	er 2016		once
Wording	of question										
2nd quarter	2016									Further information	
Are home-o	office working pl	aces part of yo	our company	organization?							
If yes:	ographics use ho	nme-office									
willcir dellik	ograpines use ne	me-onice									
				[1] yes							
	younger emp	loyees (<40 yea	ars)								
T	6										
	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
3.190)	sf_2016q	2_20		home office o		younger emplo	yees (<40	2nd quarte	er 2016	once
Word	ling of question									
2nd qua	arter 2016									Further information
	me-office working	places part of y	our company	organization?						
If yes: which d	demographics use h	nome-office								
					usage					
				[1] often	[2] sometimes	[3] infrequently				
	younger em	ployees (<40 ye	ars)							
Time	span of variable	e								
200	04 2005	2006	2007	2008	2009	2010	2011	2012	2013	
201	14 2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	riod	Survey frequency
140.	Name			Lubei				Survey per	iou	Survey nequency
3.191)	sf_2016q2	2_21		home office of	demographics:	older employe	es (40+ years)	2nd quarte	er 2016	once
Word	ling of question									
2nd qua	arter 2016									Further information
Are hor	me-office working	places part of y	our company	organization?						
If yes: which d										
	demographics use h	nome-office								
	demographics use h	nome-office		[6]]					
			rs)	[1] yes						
		nome-office yees (ab 40 yea	rs)	[1] yes						
Time :		yees (ab 40 yea	rs)	[1] yes						
Time :	older emplo	yees (ab 40 yea	2007	[1] yes	2009	2010	2011	2012	2013	
	older emplo	yees (ab 40 yea			2009	2010	2011	2012	2013	
200	older emplo span of variable 04 2005	e 2006	2007	2008						
	older emplo span of variable 04 2005	yees (ab 40 yea			2009	2010	2011	2012	2013	
200	older emplo span of variable 04 2005	e 2006	2007	2008						
200	older emplo span of variable 04 2005	e 2006	2007	2008						
200	older emplo span of variable 04 2005	e 2006	2007	2008					2023	Survey frequency
200 201 No.	older emplo span of variable 04 2005 14 2015	yees (ab 40 yea 2006	2007	2008 2018	2019	2020	2021	2022 Survey per	2023 iod	
200	older emplo span of variable 04 2005 14 2015	yees (ab 40 yea 2006	2007	2008 2018	2019		2021	2022	2023 iod	Survey frequency
200 201 No.	older emplo span of variable 04 2005 14 2015	yees (ab 40 yea	2007	2008 2018 Label	2019	2020	2021	2022 Survey per	2023 iod	
200 201 No. 3.192) Wordi	older emplo span of variable 04 2005 14 2015 Name sf_2016q:	yees (ab 40 yea	2007	2008 2018 Label	2019	2020	2021	2022 Survey per	2023 iod	
2001 2011 No. 3.192) Word 2nd quada	older emplo span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working i	yees (ab 40 yea	2007	2008 2018 Label home office of years): usage	2019	2020	2021	2022 Survey per	2023 iod	once
2000 2001 No. 3.192) Word 2nd quas	older emplo span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working i	yees (ab 40 year 2006 2016 202 2 2 2	2007	2008 2018 Label home office of years): usage	2019	2020	2021	2022 Survey per	2023 iod	once
2000 2001 No. 3.192) Word 2nd quas	span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working particular sections and sections are sections and sections are sections and sections are sections and sections are sections are sections and sections are sections as a section are sections are sections as a section are sections are sections as a section are section as a sec	yees (ab 40 year 2006 2016 202 2 2 2	2007	2008 2018 Label home office of years): usage	2019 Jemographics: usage	2020 older employed	2021	2022 Survey per	2023 iod	once
2000 2011 No. 3.192) Word 2nd qua	older emplo span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working i	yees (ab 40 year 2006 2016 2016 22_22	2007 2017	2008 2018 Label home office of years): usage	2019	2020	2021	2022 Survey per	2023 iod	once
2002 2011 No. 3.192) Word 2nd quad quad quad quad quad quad quad qua	older emplo span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working i	yees (ab 40 year 2006 2016 202 2 2 2	2007 2017	2008 2018 Label home office of years): usage organization?	2019 demographics:	2020 older employed	2021	2022 Survey per	2023 iod	once
201 No. 3.192) Word 2nd quage Are hore tif yes: which c	older emplo span of variable 04 2005 14 2015 Name sf_2016q: ling of question arter 2016 me-office working i	yees (ab 40 yea 2006 2016 2016 22_22 places part of yea	2007 2017	2008 2018 Label home office of years): usage organization?	2019 demographics:	2020 older employed	2021	2022 Survey per	2023 iod	once
201 No. 3.192) Word 2nd quage Are hor if yes: which o	span of variable Name sf_2016q: ling of question arter 2016 me-office working I demographics use f	yees (ab 40 yea 2006 2016 2016 22_22 places part of yea	2007 2017	2008 2018 Label home office of years): usage organization?	2019 demographics:	2020 older employed	2021	2022 Survey per	2023 iod	once
2001 No. 3.192) Word: 2nd que Are horn which a	span of variable Name sf_2016q: ling of question arter 2016 me-office working I demographics use f	yees (ab 40 year 2006 2016 2016 202 2 22 places part of year nome-office	2007 2017 our company (2008 2018 Label home office of years): usage organization?	usage [2] sometimes	2020 colder employee	2021	Survey per 2nd quarte	2023 riod er 2016	once
200 No. 3.192) Word 2nd qua Are hors which a	span of variable Name sf_2016q: ling of question arter 2016 me-office working I demographics use f	yees (ab 40 year 2006 2016 2016 202 2 22 places part of year nome-office	2007 2017 our company (2008 2018 Label home office of years): usage organization?	usage [2] sometimes	2020 colder employee	2021	Survey per 2nd quarte	2023 riod er 2016	once





No.	Name			Label				Survey per	iod		Survey frequency
	·f 2046 · 2	26		roscone for n	a home office	offering: hinde	rad	2 - 1 1 -	2016		
3.196)	sf_2016q2	_26		communicati	on on	onering. minue	reu	2nd quarte	er 2016		once
Wording	g of question										
2nd quarte	er 2016									Further information	
Are home-	office working pl	aces part of yo	our company	organization?							
If no: Our compa	any does not offe	r home-office	for the follow	wing reasons:							
				-		1					
					[1] yes						
	hindered com	munication wi	ith coworkers								
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		
t										+	
No.	Name			Label				Survey per	iod		Survey frequency
	of 2016a2	27		reasons for n	o home office	offering: uncle	ar working	and quarte	or 2016		onco
3.197)	sf_2016q2	_27		reasons for n time rules	o home office	offering: uncle	ar working	2nd quarte	er 2016		once
3.197)	sf_2016q2 g of question	_27			o home office	offering: uncle	ar working	2nd quarte	er 2016		once
3.197)	g of question	_27			o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home-	g of question		our company	time rules	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no:	g of question er 2016	aces part of yo		time rules organization?	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no:	g of question er 2016 -office working pl	aces part of yo		time rules organization?	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no:	g of question er 2016 -office working pl	aces part of yo		organization?	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no:	g of question er 2016 -office working pl. any does not offe	aces part of yo		organization?	o home office	offering; uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no: Our compa	g of question er 2016 -office working pl. any does not offe	aces part of yo		organization?	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarte Are home- If no: Our compa	g of question er 2016 -office working pl any does not offe	aces part of yo		organization?	o home office	offering: uncle	ar working	2nd quarte		Further information	once
3.197) Wording 2nd quarter Are home- If no: Our compa	er 2016	aces part of your home-office	for the follow	organization? wing reasons: [1] yes						Further information	once
3.197) Wording 2nd quarter Are home- If no: Our compa	er 2016	aces part of your home-office	for the follow	organization? wing reasons: [1] yes						Further information	once
3.197) Wording 2nd quarter Are home- If no: Our compa	er 2016	aces part of your home-office	for the follow	organization? wing reasons: [1] yes						Further information	once
3.197) Wording 2nd quarte Are home- If no: Our compa	g of question er 2016 -office working pl any does not offe unclear working an of variable	aces part of your home-office and time rules	for the follow	organization? wing reasons: [1] yes	2009	2010	2011	2012	2013	Further information	once
3.197) Wording 2nd quarte Are home- If no: Our compa	g of question er 2016 -office working pl any does not offe unclear working an of variable	aces part of your home-office and time rules	for the follow	organization? wing reasons: [1] yes	2009	2010	2011	2012	2013	Further information	once
3.197) Wording 2nd quarte Are home- if no: Our compa Time spa 2004	g of question er 2016 -office working pl. any does not offe unclear workin an of variable 2005	aces part of your home-office and time rules	for the follow	organization? wing reasons: [1] yes 2008	2009	2010	2011	2012	2013	Further information	
3.197) Wording 2nd quarte Are home- If no: Our compa	g of question er 2016 -office working pl any does not offe unclear working an of variable	aces part of your home-office and time rules	for the follow	organization? wing reasons: [1] yes	2009	2010	2011	2012	2013	Further information	once Survey frequency
3.197) Wording 2nd quarte Are home- if no: Our compa Time spa 2004	g of question er 2016 -office working pl. any does not offe unclear workin an of variable 2005	aces part of your home-office and time rules 2006	for the follow	organization? wing reasons: [1] yes 2008	2009	2010	2011	2012	2013 2023	Further information	
3.197) Wording 2nd quarte Are home- If no: Our compa 2004 No. 3.198)	g of question er 2016 -office working pl. any does not offe unclear workin 2005 2015	aces part of your home-office and time rules 2006	for the follow	organization? wing reasons: [1] yes 2008	2009	2010	2011	2012 2022 Survey per	2013 2023	Further information	Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our compa 2004 No. 3.198)	g of question er 2016 -office working pl. any does not offe unclear workin an of variable 2005 2015 Name sf_2016q2 g of question	aces part of your home-office and time rules 2006	for the follow	organization? wing reasons: [1] yes 2008	2009	2010	2011	2012 2022 Survey per	2013 2023	Further information	Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our compa 2004 2014 No. 3.198) Wording 2nd quarte	g of question er 2016 -office working pl any does not offe unclear workin an of variable 2005 2015 Name sf_2016q2 g of question er 2016	accs part of yer nome-office and time rules	2007 2017	organization? wing reasons: [1] yes 2008 Label reasons for n	2009	2010	2011	2012 2022 Survey per	2013 2023		Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our comps 2004 No. 3.198) Wording 2nd quarte Are home- If no:	er 2016 office working pl any does not offe unclear working an of variable 2005 2015 Name sf_2016q2 g of question er 2016	aces part of your home-office on gitime rules 2006 2016	2007 2017	organization? wing reasons: [1] yes 2008 2018 Label reasons for n	2009	2010	2011	2012 2022 Survey per	2013 2023		Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our comps 2004 No. 3.198) Wording 2nd quarte Are home- If no:	g of question er 2016 -office working pl any does not offe unclear workin an of variable 2005 2015 Name sf_2016q2 g of question er 2016	aces part of your home-office on gitime rules 2006 2016	2007 2017	organization? wing reasons: [1] yes 2008 2018 Label reasons for n	2009	2010	2011	2012 2022 Survey per	2013 2023		Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our comps 2004 No. 3.198) Wording 2nd quarte Are home- If no:	er 2016 office working pl any does not offe unclear working an of variable 2005 2015 Name sf_2016q2 g of question er 2016	aces part of your home-office on gitime rules 2006 2016	2007 2017	organization? wing reasons: [1] yes 2008 2018 Label reasons for n	2009	2010	2011	2012 2022 Survey per	2013 2023		Survey frequency
3.197) Wording 2nd quarte Are home- If no: Our comps 2004 No. 3.198) Wording 2nd quarte Are home- If no:	er 2016 office working pl any does not offe unclear working an of variable 2005 2015 Name sf_2016q2 g of question er 2016	aces part of yer nome-office 2006 2016 28 28 28 28 28	2007 2017	organization? wing reasons: [1] yes 2008 2018 Label reasons for n	2009	2010	2011	2012 2022 Survey per	2013 2023		Survey frequency



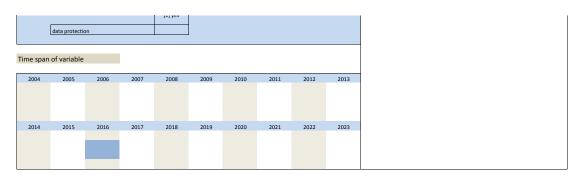
No.											
3.199)	sf_2016q2_	_29		reasons for no	o home office	offering: insuff	icient IT	2nd quart	er 2016		once
Wording	of question										
2nd quarter	2016									Further information	
If no:	ffice working pla										
Our compai	ny does not offer	r home-office	for the follow	ring reasons:							
				[1] yes							
	insufficient IT										
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
No.											
No. 3.200)	Name sf_2016q2_	_30		Label reasons for no	o home office	offering: IT sec	urity	Survey per 2nd quart			Survey frequency once
3.200)		_30			o home office	offering: IT sec	urity				
3.200)	sf_2016q2_ of question	_30			o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o	sf_2016q2_ of question		our company	reasons for no	o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o	sf_2016q2_ of question 2016	aces part of yo		reasons for no	o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o	sf_2016q2 of question	aces part of yo		reasons for no organization? ving reasons:	o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o	sf_2016q2_ of question 2016 fffice working planty does not offer	aces part of yo		reasons for no	o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o	sf_2016q2_ of question 2016	aces part of yo		reasons for no organization? ving reasons:	o home office	offering: Π sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_ of question 2016 fffice working planty does not offer	aces part of yo		reasons for no organization? ving reasons:	o home office	offering: IT sec	urity			Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_of question 2016 2016 IT-security n of variable	aces part of yo	for the follow	reasons for no organization? ving reasons:				2nd quart	er 2016	Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2 of question 2016 fffice working pli- ny does not offer	aces part of yo		reasons for no organization? ving reasons:	o home office	offering: IT sec	urity 2011			Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_of question 2016 2016 IT-security n of variable	aces part of yo	for the follow	reasons for no organization? ving reasons:				2nd quart	er 2016	Further information	
3.200) Wording 2nd quarter Are home-off no: Our compani	sf_2016q2_of question 2016 iffice working plany does not offer iT-security n of variable 2005	aces part of your home-office	for the follow	organization? ing reasons: [1] yes	2009	2010	2011	2nd quart	2013	Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_of question 2016 2016 IT-security n of variable	aces part of yo	for the follow	reasons for no organization? ving reasons:				2nd quart	er 2016	Further information	
3.200) Wording 2nd quarter Are home-off no: Our compani	sf_2016q2_of question 2016 iffice working plany does not offer iT-security n of variable 2005	aces part of your home-office	for the follow	organization? ing reasons: [1] yes	2009	2010	2011	2nd quart	2013	Further information	
3.200) Wording 2nd quarter Are home-off no: Our compani	sf_2016q2_of question 2016 iffice working plany does not offer iT-security n of variable 2005	aces part of your home-office	for the follow	organization? ing reasons: [1] yes	2009	2010	2011	2nd quart	2013	Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_ of question 2016 iffice working pl. ny does not offer iT-security 10 of variable 2005	aces part of your home-office	for the follow	organization? ing reasons: [1] yes 2008	2009	2010	2011	2012 2022	2013 2023	Further information	once
3.200) Wording 2nd quarter Are home-off no: Our compani	sf_2016q2_of question 2016 iffice working plany does not offer iT-security n of variable 2005	aces part of your home-office	for the follow	organization? ing reasons: [1] yes	2009	2010	2011	2nd quart	2013 2023	Further information	
3.200) Wording 2nd quarter Are home-o If no: Our compan	sf_2016q2_ of question 2016 iffice working pl. ny does not offer iT-security 10 of variable 2005	aces part of yo	for the follow	organization? ing reasons: [1] yes 2008	2009	2010	2011	2012 2022	2013 2023	Further information	once

2nd quarter 2016

Are home-office working places part of your company organization?

If no:

Our company does not offer home-office for the following reasons:



No.	Name			Label				Survey per	iod		Survey frequency
3.202)	sf_2016q2	_32		reasons for no	home office of	offering: other	5	2nd quarte	er 2016		once
Wording o	of question										
2nd quarter 2	2016									Further information	
Are home-of	ffice working pl	aces part of you	ur company o	rganization?							
If no:	-										
Our compan	y does not offe	r home-office f	or the follow	ing reasons:							
				[1] yes							
	other										
											
rime span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

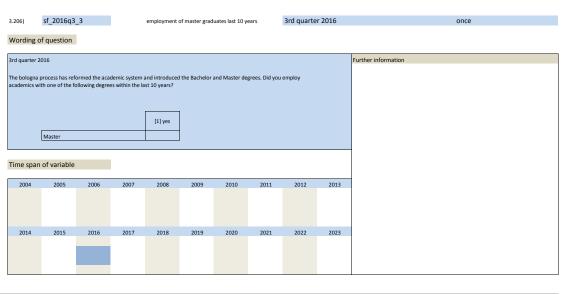
3.203)	sf_2016q2	_33		reasons for no	home office of	offering: others	description	2nd quarte	er 2016	once
Wording of	question									
2nd quarter 20	016									Further information
Are home-off	ice working pl	aces part of vo	our company o	rganization?						
If no:		,	,							
Our company	does not offe	r home-office	for the follow	ing reasons:						
		other								
										1
Time span	of variable									
Tillie spair	oi variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	1
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	4

N	No.	Name	Label	Survey period		Survey frequency
3.	3.204)	sf_2016q3_1	employment of bachelor/master graduates within last	3rd quarter 2016		once
٧	Nording o	f question	10 years			
2) - d				Further information	
31	3rd quarter 20	J16			Furtner information	
TI	'he bologna p	process has reformed the academic sys	stem and introduced the Bachelor and Master degrees. Did yo	u employ		

	ith one of the fo aster, diploma,		es within the la	st 10 years?					
			[1] yes						
			[2] no						
			[3] we do not	employ acade	mics in genera	1			
Time span	of variable								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
					2010	2020	2021	2022	2023
2014	2015	2016							
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey per	iod		Survey frequency
3.205)	sf_2016q3	_2		employment o	of bachelor gra	aduates last 10	years	3rd quarte	r 2016		once
Wording	of question										
3rd quarte	r 2016									Further information	
Time spa	Bachelor an of variable	ollowing degree	es within the la	[1] yes							
2624	2625	2626	2627	2628	2629	2630	2631	2632	2633		
2634	2635	2636	2637	2638	2639	2640	2641	2642	2643		

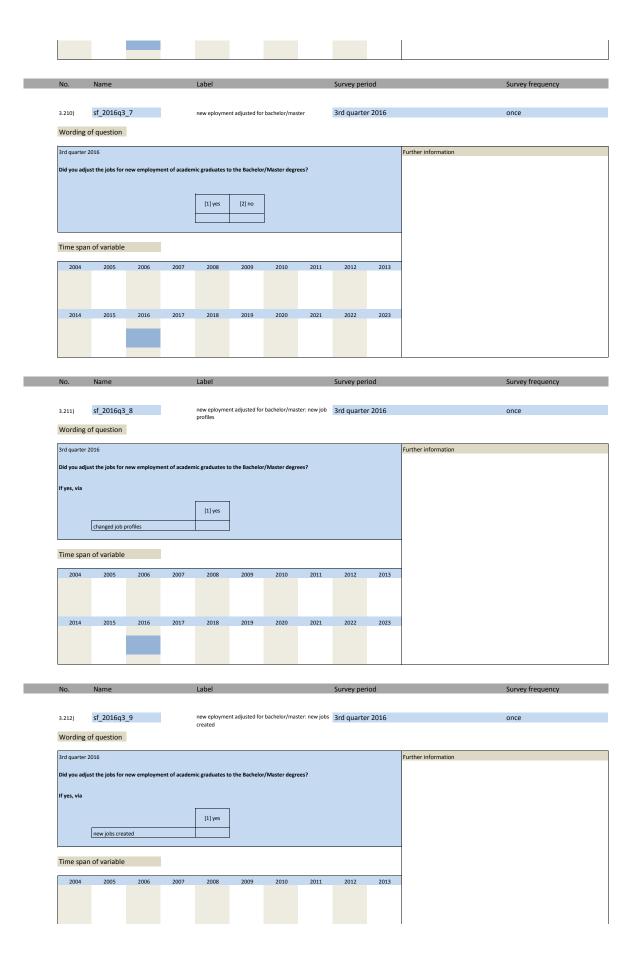
No. Name Label



Survey period

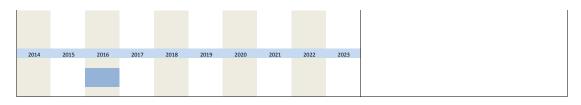
Survey frequency

3.207)	sf_2016q3										
Wording	of question										
3rd quarter										Further information	
										Tuttlet illiotiliation	
	process has refe with one of the fo				d the Bachelor	and Master de	grees. Did you	employ			
				[1] yes]						
				[1] yes							
	diploma										
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	iod	Survey frequency	
	of 2000	-						2-4	- 2010		
3.208)	sf_2016q3	_5		employment	of others last 1	LO years		3rd quarte	r 2016	once	
Wording	of question										
3rd quarter	2016									Further information	
The hologoa	nrocess has ref										
			demic system	and introduce	d the Rachelor	and Master de	grees Did you	employ			
academics w	vith one of the ic		demic system es within the la		d the Bachelor	and Master de	grees. Did you	employ			
academics w	vith one of the ic				d the Bachelor	and Master de	egrees. Did you	employ			
academics w	vitn one of the ic			ast 10 years?	d the Bachelor	and Master de	grees. Did you	employ			
academics w					d the Bachelor	and Master de	grees. Did you	employ			
academics w	other			ast 10 years?	d the Bachelor	and Master de	grees. Did you	employ			
	other			ast 10 years?	d the Bachelor	and Master de	grees. Did you	employ			
Time spar	other n of variable	ollowing degre	es within the la	[1] yes					2012		
	other			ast 10 years?	d the Bachelor	and Master de	egrees. Did you	employ 2012	2013		
Time spar	other n of variable	ollowing degre	es within the la	[1] yes					2013		
Time spar	other n of variable 2005	2006	es within the la	[1] yes	2009	2010	2011	2012			
Time spar	other n of variable	ollowing degre	es within the la	[1] yes					2013		
Time spar	other n of variable 2005	2006	es within the la	[1] yes	2009	2010	2011	2012			
Time spar	other n of variable 2005	2006	es within the la	[1] yes	2009	2010	2011	2012			
Time spar	other n of variable 2005	2006	es within the la	[1] yes	2009	2010	2011	2012			
Time spar	other n of variable 2005	2006	es within the la	[1] yes	2009	2010	2011	2012	2023	Survey frequency	
2004 2014 No.	other n of variable 2005 2015	2006	es within the la	[1] yes 2008 2018	2009	2010	2011	2012 2022 Survey per	2023 iod		
2004 2014 No.	other ot	2006	es within the la	[1] yes 2008 2018	2009	2010	2011	2012	2023 iod	Survey frequency once	
2004 2014 No.	other n of variable 2005 2015	2006	es within the la	[1] yes 2008 Label most common	2009	2010	2011	2012 2022 Survey per	2023 iod		
2004 2014 No.	other n of variable 2005 2015 Name sf_2016q3, of question	2006	es within the la	[1] yes 2008 Label most common	2009	2010	2011	2012 2022 Survey per	2023 iod		
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	[1] yes 2008 2018 Label most commo employees	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	[1] yes 2008 2018 Label most commo employees	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	[1] yes 2008 2018 Label most commo employees	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	[1] yes 2008 2018 Label most commo employees	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	[1] yes 2008 2018 Label most commo employees	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others	2009 2019 an graduation to	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording (3rd quarter: Which is the	other n of variable 2005 2015 Name sf_2016q3, of question	2006 2016	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others	2009 2019 an graduation to	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording (3rd quarter: Which is the	other n of variable 2005 2015 Name sf_2016q3, of question 2016 e most common	2006 2016	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others	2009 2019 an graduation to	2010	2011	2012 2022 Survey per	2023 iod	once	
Time spar 2004 2014 No. 3.209) Wording of Working to the Work	other n of variable 2005 2015 Name sf_2016q3, of question 2016 e most common	2006 2016 degree of firs	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others [4] no compa	2009 2019 2019 in graduation to	2010 2020 ype among firs	2011 2021 tt-time	2012 2022 Survey per 3rd quarte	2023 iod r 2016	once	
Time spar 2004 2014 No. 3.209) Wording of Working to the Work	other n of variable 2005 2015 Name sf_2016q3, of question 2016 e most common	2006 2016 degree of firs	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others [4] no compa	2009 2019 2019 in graduation to	2010 2020 ype among firs	2011 2021 tt-time	2012 2022 Survey per 3rd quarte	2023 iod r 2016	once	
Time spar 2004 2014 No. 3.209) Wording of the spar spar spar spar spar spar spar spar	other n of variable 2005 Name sf_2016q3, of question 2016 e most common	2006 2016 degree of firs	2007	[1] yes 2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others [4] no compa	2009 2019 2019 an graduation to proper the property of the pro	2010 2020 2020 2010	2011 2021 at-time	2012 2022 Survey per 3rd quarte	2023 iod r 2016	once	
Time spar 2004 2014 No. 3.209) Wording of Working to the Work	other n of variable 2005 2015 Name sf_2016q3, of question 2016 e most common	2006 2016 degree of firs	2007 2017	2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others [4] no compa	2009 2019 2019 in graduation to	2010 2020 ype among firs	2011 2021 tt-time	2012 2022 Survey per 3rd quarte	2023 iod r 2016	once	
2004 2014 No. 3.209) Wording (3rd quarter: Which is the	other n of variable 2005 Name sf_2016q3, of question 2016 e most common	2006 2016 degree of firs	2007	[1] yes 2008 2018 Label most commo employees [1] Bachelor [2] Master [3] others [4] no compa	2009 2019 2019 an graduation to proper the property of the pro	2010 2020 2020 2010	2011 2021 at-time	2012 2022 Survey per 3rd quarte	2023 iod r 2016	once	



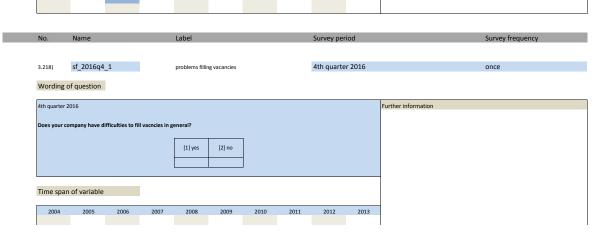
										-1
No.	Name	_		Label			-	Survey per	iod	Survey frequency
								,,		
3.213)	sf_2016q3_	_10		new eployme entry progran	nt adjusted fo	r bachelor/ma	ster: specific	3rd quarte	r 2016	once
Wording	of question									
3rd quarter	2016									Further information
Did you adj	ust the jobs for r	new employm	ent of academ	ic graduates t	o the Bachelo	r/Master degr	ees?			
If yes, via										
				[1] yes	1					
	specific entry	programs			_					
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			Label				Survey per	iod	Survey frequency
3.214)	· 5 204.5 · 2									
	ST_2016q3	11		new eployme	nt adjusted fo	r bachelor/ma:	ster: entry	3rd quarte	r 2016	once
Wording	sf_2016q3_ of question	_11		new eployme wages	nt adjusted fo	r bachelor/ma:	ster: entry	3rd quarte	r 2016	once
	of question	_11			nt adjusted fo	r bachelor/ma	ster: entry	3rd quarte	r 2016	
3rd quarter	of question			wages				3rd quarte	r 2016	once Further information
3rd quarter	of question			wages				3rd quarte	r 2016	
3rd quarter	of question			wages				3rd quarte	r 2016	
3rd quarter	of question 2016 ust the jobs for r			wages				3rd quarte	r 2016	
3rd quarter	of question			wages				3rd quarte	r 2016	
3rd quarter Did you adj If yes, via	of question 2016 ust the jobs for r			wages				3rd quarte	r 2016	
3rd quarter Did you adj If yes, via	of question 2016 ust the jobs for r			wages				3rd quarte	2013	
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable	new employm	ent of academ	wages ic graduates t [1] yes	o the Bachelo	r/Master degr	ees?			
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable 2005	2006	2007	ic graduates t [1] yes	o the Bachelo	r/Master degr	ees? 2011	2012	2013	
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable	new employm	ent of academ	wages ic graduates t [1] yes	o the Bachelo	r/Master degr	ees?			
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable 2005	2006	2007	ic graduates t [1] yes	o the Bachelo	r/Master degr	ees? 2011	2012	2013	
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable 2005	2006	2007	ic graduates t [1] yes	o the Bachelo	r/Master degr	ees? 2011	2012	2013	
3rd quarter Did you adj If yes, via Time spa	of question 2016 ust the jobs for r entry wages n of variable 2005	2006	2007	ic graduates t [1] yes	o the Bachelo	r/Master degr	ees? 2011	2012	2013	
3rd quarter Did you adj If yes, via Time spa 2004	of question 2016 ust the jobs for r entry wages n of variable 2005	2006 2016	2007	ic graduates t [1] yes 2008 2018 Label	2009	r/Master degr	2011 2021	2012	2013 2023	Further information
3rd quarter Did you adj If yes, via Time spa 2004 2014 No.	entry wages n of variable 2005 Name sf_2016q3	2006 2016	2007	ic graduates t [1] yes 2008 2018	2009	2010 2020	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
3rd quarter Did you adj If yes, via Time spa 2004 2014 No. 3.215)	of question 2016 entry wages n of variable 2005 Name sf_2016q3 of question	2006 2016	2007	ic graduates t [1] yes 2008 2018 Label new eploymen	2009	2010 2020	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 No. 3.215) Wording	of question 2016 entry wages n of variable 2005 Name sf_2016q3 of question	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 2014 No. 3.215) Wording 3rd quarter	entry wages n of variable 2005 Name sf_2016q3 of question	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 No. 3.215) Wording	entry wages n of variable 2005 Name sf_2016q3 of question	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 2014 No. 3.215) Wording 3rd quarter	entry wages n of variable 2005 Name sf_2016q3 of question 2016 ust the jobs for r	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 2014 No. 3.215) Wording 3rd quarter	entry wages n of variable 2005 Name sf_2016q3 of question	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Time spa 2004 2014 No. 3.215) Wording 3rd quarter Did you adj	entry wages n of variable 2005 Name sf_2016q3 of question 2016 ust the jobs for r	2006 2016	2007 2017	ic graduates t [1] yes 2008 2018 Label new eployme less/more res	2009 2019 ant adjusted for poposibility	2010 2020 r bachelor/ma:	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency

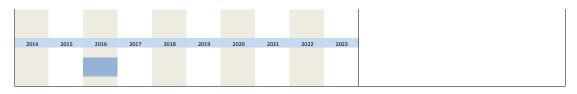
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023



	Name			Label				Survey per	riod		Survey frequency
3.216)	sf_2016q3	_13		satisfaction w	ith education	of graduates		3rd quarte	r 2016		once
Wording	of question										
										Further information	
3rd quarter	2016									Further information	
How satisfic	ed are you with	the education	of graduates i	n general?							
		[1] very		[3]	[4] very	[5] no					
		satisfied	[2] satisfied	unsatisfied	unsatisfied	statement					
Time spa	n of variable										
			2007	2000	2000	2010	2014	2012	2012	-	
Time spa	n of variable	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									

3.217)	sf_2016q	3_14		change in satis	sfaction with ed	ducation of graduates	st 3rd quart	er 2016	once
Wording	of question								
3rd quarter	r 2016								Further information
Did your st	aisfaction with	the education o	of graduates cl	hange over the	last 10 years?				
		[1] increased	[2] no change	[3] decreased	[4] no statement				
Time spa	n of variable								
Time spa	an of variable	2006	2007	2008	2009	2010 20	2012	2013	
			2007	2008	2009	2010 20	2012	2013	
			2007	2008	2009	2010 20	2012	2013	
2004	2005	2006							
			2007	2008	2009	2010 20		2013	





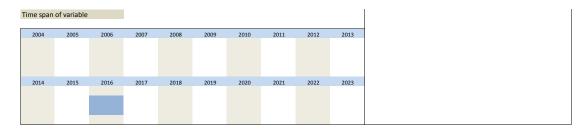
No.	Name			Label				Survey per	riod		Survey frequency
3.219)	sf_2016q4	_2		problems fillir	g vacancies: n	nanagers		4th quarte	er 2016		once
Wording	of question										
4th quarter	2016									Further information	
	company have d	ifficulties to fi	II vacncies in g	eneral?							
If yes, for:											
				f43							
				[1] yes							
	managers										
Time spa	,										
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		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
	n of variable		2007	2008	2009	2010	2011	2012	2013		
2004	on of variable	2006									
2004	on of variable	2006									

3.220)	sf_2016q4	_3		problems fillin	g vacancies: sl	killed workers		4th quarte	r 2016	once
Wording o	of question									
th quarter 2	016									Further information
Does your co	mpany have di	ifficulties to fil	I vacncies in g	eneral?						
f yes, for:										
				[1] yes						
				[1] 703						
	skilled worker	'S								
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
	2015	2015	2017	2010			2024	2000	2022	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

20:	014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey per	iod	Survey frequency
3.222)	sf_2016q4_			problems filling vacancies: temporary workers					r 2016	once
Wording	of question									
4th quarter	2016									Further information
Does your o	company have di	ifficulties to fil	II vacncies in go	eneral?						
, , ,					1					
	temporary wo	orkers		[1] yes						
	temporary wo	TREE S			1					
Time spar	n of variable		1							
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
3.223)	sf_2016q4_	_6		55+ year olds	employed			4th quarte	r 2016	once
Wording	of question									
4th quarter	2016									Further information
Do you curr	rently employ co	workers that a	are more than	55 years or o	lder?					
				[1] yes	[2] no					
						-				
T	n of variable				1					
					1					
						J				
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	
	2005	2006								
	2005	2006								
	2005	2006								
	2005	2006	2017						2023	Survey frequency
2014 No.	2005 2015 Name	2006	2017	2018	2019	2020		2022 Survey per	2023 iod	
2014 No.	2005 2015 Name	2006	2017	2018		2020		2022	2023 iod	Survey frequency once
2014 No. 3.224) Wording (2005 2015 Name sf_2016q4 of question	2006	2017	2018	2019	2020		2022 Survey per	2023 iod	once
No. 3.224) Wording 4th quarter:	2005 2015 Name sf_2016q4 of question	2006	2017	2018 Label employees us	2019	2020		2022 Survey per	2023 iod	
No. 3.224) Wording 4th quarter:	2005 2015 Name sf_2016q4 of question	2006 2016	2017	2018 Label employees us	2019	2020		2022 Survey per	2023 iod	once
No. 3.224) Wording 4th quarter:	2005 2015 Name sf_2016q4 of question	2006 2016	2017 e of the "retire [1] yes	2018 Label employees us	2019	2020		2022 Survey per	2023 iod	once
No. 3.224) Wording (2005 2015 Name sf_2016q4 of question	2006 2016	2017	2018 Label employees us	2019	2020		2022 Survey per	2023 iod	once

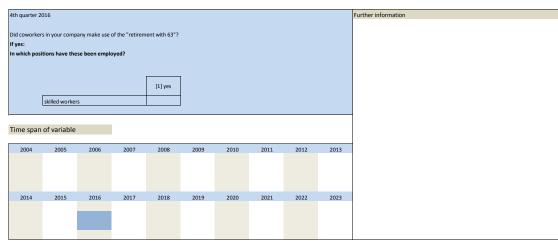
[4] unknown



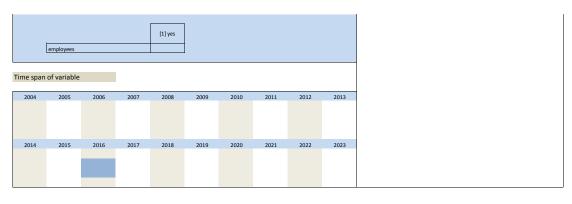
No.	Name			Label				Survey per	iod		Survey frequency
3.225)	sf_2016q4	_8		employees us	ed 'retiremen	t with 63': man	agers	4th quarte	r 2016		once
Wording	of question										
4th quarter	2016									Further information	
Did cowork	ers in your comp	oanv make use	of the "retiren	nent with 63"?							
If yes:	,	,ake use									
In which po	sitions have the	ese been empl	oyed?								
				[1] yes							
	managers										
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
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	4th quarter 2016	once

Wording of question



No.	Name	Label	Survey period		Survey frequency
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	4th quarter 2016		once
Wording of	of question			Further information	
	rs in your company make use of th	ne "retirement with 63"?			
If yes:					
In which pos	itions have these been employed	d?			

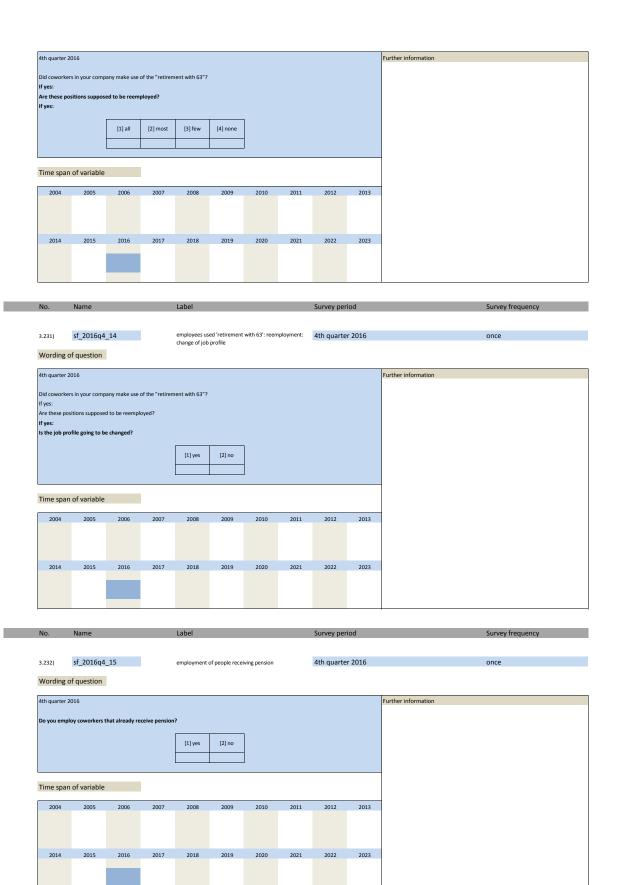


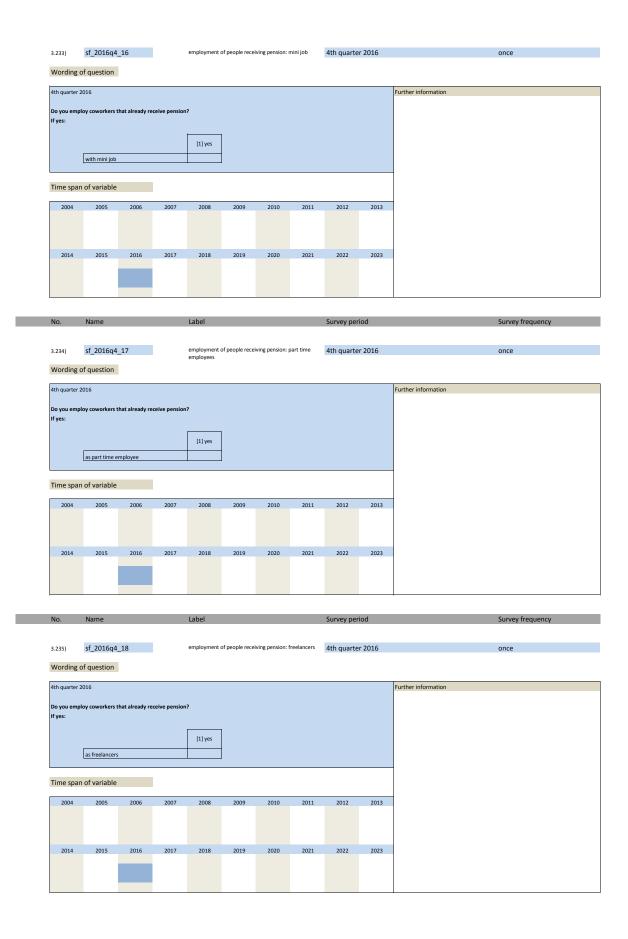
No.	Name			Label				Survey per	iod		Survey frequency
3.228)	sf_2016q4			employees us workers	ed 'retirement	with 63': temp	oorary	4th quarte	r 2016		once
Wording	of question										
4th quarter	2016									Further information	
Did cowork	ers in your comp	any make use	of the "retirem	ent with 63"?							
	ositions have the	se been empl	oyed?								
				[1] yes							
	temporary we	orkers									
Time spa	n of variable										
				****	****	2010	2011	2012	2010		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

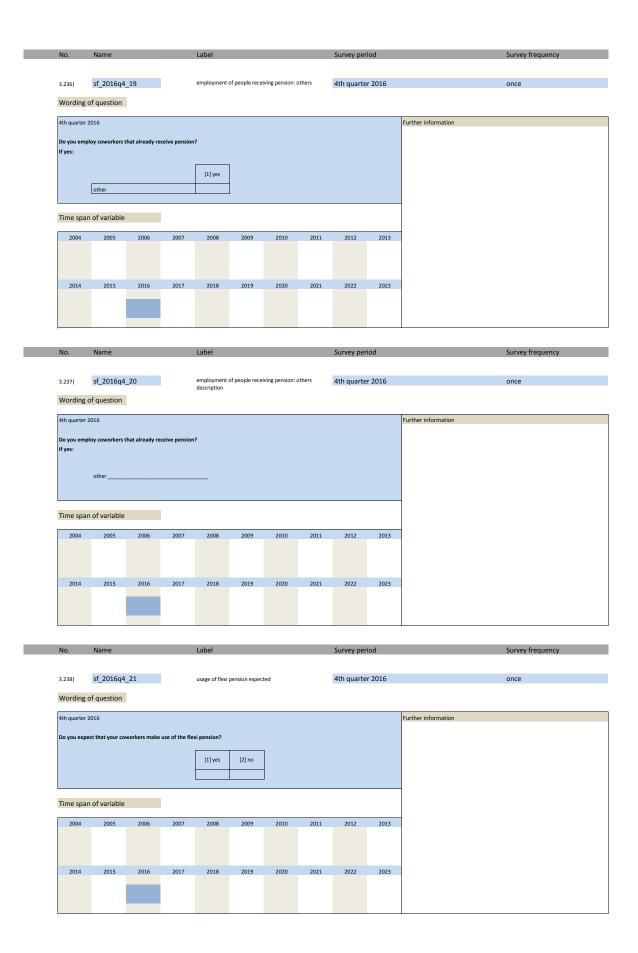
No.	Name			Label				Survey per	iod		Survey frequency
3.229)	sf_2016q4			employees use	ed 'retirement	with 63': reem	ployment	4th quarte	r 2016		once
Wording	of question										
4th quarter	2016									Further information	
If yes:	ers in your comp			ent with 63"?							
Are these p	ositions suppos	ed to be reem	ployed?								
				[1] yes							
Time spa	n of variable			[1] yes							
Time spa	n of variable	2006	2007	[1] yes	2009	2010	2011	2012	2013		
			2007		2009	2010	2011	2012	2013		
			2007		2009	2010	2011	2012	2013		

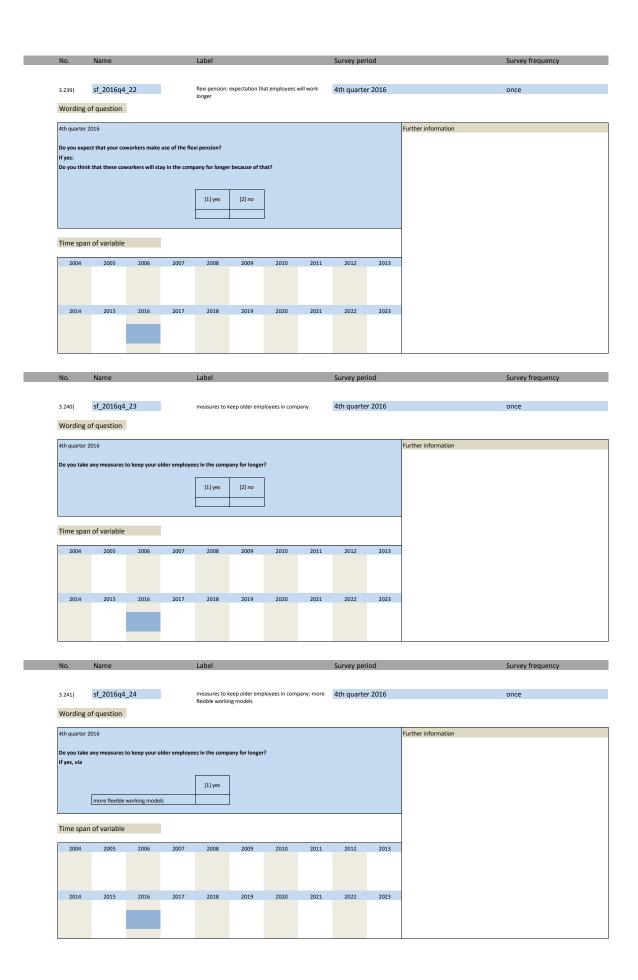
No.	Name	Label	Survey period	Survey frequency
				., ., .,
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment:	4th quarter 2016	once

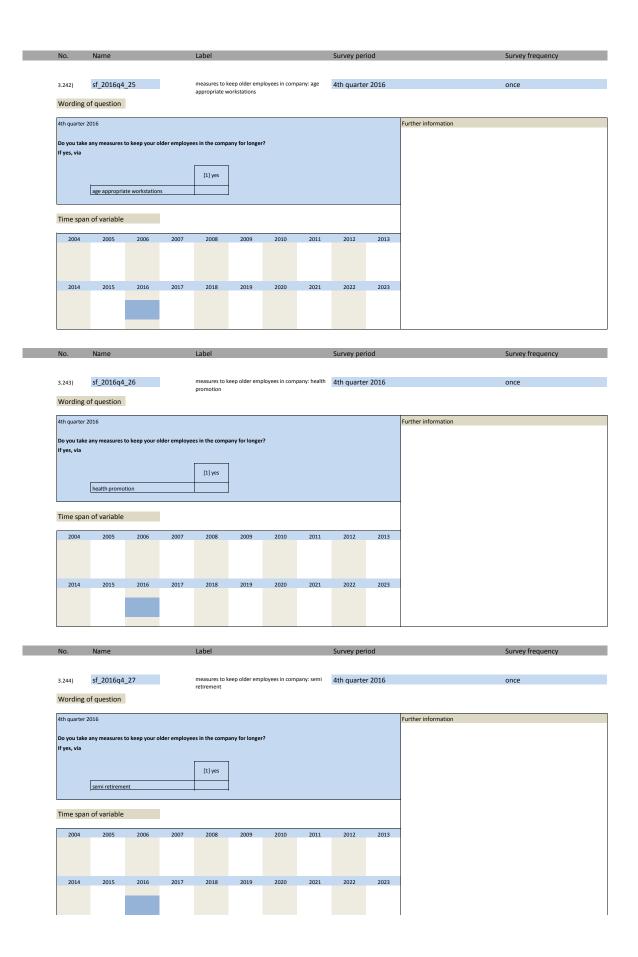
Wording of question











No.	Name			Label				Survey per	riod	Survey frequency
	· 6 2016 · 1	20		managuras ta I	roon older em	nlavoos in sam	namu specifis	Ath	2016	
3.245)	sf_2016q ²			further trainin	reep older em	ployees in com	pany: specinc	4th quarte	r 2016	once
	of question									
th quarter										Further information
o you take yes, via	any measures	to keep your o	lder employe	as in the comp	any for longe	1?				
				[1] yes						
	specific furth	er training								
	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
	o sf_2016q4	1_29		measures to k	keep older em	ployees in com	pany: others	4th quarte	r 2016	once
Vording	of question									
th quarter	2016									Further information
	any measures	to keep your o	lder employe	es in the comp	any for longe	r?				
f yes, via					1					
				[1] yes						
	others									
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	
No.	Name			Label				Survey per	iod	Survey frequency
	of 2010	. 20		measures to l	reen older em	nlovees in com	nany others	Abb accorde	- 201 <i>C</i>	
3.247)	sf_2016q ² of question			description	teep older ein	ployees in com	parry, others	4th quarte	er 2016	once
4th quarter										le de la company
										Further information
Do you take If yes, via	e any measures	to keep your o	lder employe	es in the comp	any for longe	12				
	-45									
	others									
_										
	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	