

List of variables

ifo Personnel Manager Survey

Data: Q1/2008-Q4/2017

As of March 2018

Contents Page 1-5
Description of variables Page 6-138

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 ng	expected relevance of flexibilisation measures next quarter	Bedeutung von Flexibilisierungsmaßnahmen im nächsten Quartal

3. Special questions

No.	Name	Label	German description
	-f 2000-1 1		
3.1)	sf_2008q1_1 sf_2008q2_1	0 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
3.2)	sf_2008q2_1 sf_2008q2_2	financial crisis: impact on staff size (y/n)	Finanzkrise: Auswirkung auf Personalbestand (ja/nein)
3.3)	sf_2008q2_2 sf_2008q3_1	financial crisis: impact on staff size (direction)	Finanzkrise: Auswirkung auf Personalbestand in den nächsten 6 Monaten (Richtung)
3.4)	sf_2008q3_1 sf_2008q4_1	reduction in shortage of skilled labour expenditures on further education in 2009 compared to current state	Reduktion des Fachkräftemangels Ausgaben für Fort- und Weiterbildung in 2009
	sf_2009q1_1	reduction of operational dismissals	
3.6)	sf 2009q1_1 sf 2009q2 1	•	Vermeidung betriebsbedingter Kündigungen durch Verlängerung des Kurzarbeitergeldes
3.7)	sf_2009q2_1 sf_2009q3_1	assessment of measures for easing the burden of social security contributions	Bewertung der Maßnahmen zur Entlastung der Unternehmen
3.8)	sf_2009q3_1 sf_2009q3_2	development of staff size in 2nd half of 2009 compared to current state	Entwicklung der Beschäftigtenanzahl im 2. Halbjahr 2009
3.9)	sf_2009q3_3	development of staff size in 1st half of 2010 compared to current state development of staff size in 2nd half of 2010 compared to current state	Entwicklung der Beschäftigtenanzahl im 1. Halbjahr 2010 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
3.14)	sf_2010q1_1	plans w.r.t short-time work in 2010	Planungen hinsichtlich Kurzarbeit für 2010
3.16)	sf_2010q1_2	currently no short-time work:	Derzeit wird keine Kurzarbeit genutzt
3.17)	sf 2010q1 3	currently employing short-time work:	Derzeit wird Kurzarbeit genutzt
3.18)	sf_2010q2_1	handling of football world-cup	Umgang mit Spielen der Fußball-WM während der Arbeitszeit
3.19)	sf_2010q2_2	breaks are considered	Unterbrechung ist (Arbeitszeit/Freizeit)
3.20)	sf_2010q2_3	allowance to interrupt applies for	Die Unterbrechung gilt (für alle/für ausgewählte)
3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	Tendenz zu befristeten Verträgen bei Neueinstellungen in den nächsten 12 Monaten
3.22)	sf_2010q4_1	voluntary extrapayments have been made	Freiwillige Sonderzahlungen sind erfolgt
3.23)	sf_2010q4_2	voluntary extrapayments will be made	Freiwillige Sonderzahlungen sind für die kommenden Monate geplant
3.24)	sf_2010q4_3	next payround	Verhalten in der nächsten Tarif- bzw. Gehaltsrunde
3.24)	sf_2011q1_1	tendency towards longer employment of senior employees	Tendenz ältere Mitarbeiter länger an den Betrieb zu binden
3.26)	sf_2011q1_2	yes, via flexible working hours	Maßnahmen zur längeren Bindung an Betrieb: flexible Arbeitszeiten
3.26)	sf_2011q1_3	yes, via mexicie working nours yes, via monetary incentives	Maßnahmen zur längeren Bindung an Betrieb: nexible Arbeitszeiten Maßnahmen zur längeren Bindung an Betrieb: monetäre Anreize
3.27)	sf_2011q1_4	yes, via monetary incentives yes, via age-appropriate workstations	Maßnahmen zur längeren Bindung an Betrieb: monetare Anreize Maßnahmen zur längeren Bindung an Betrieb: altersgerechte Arbeitsplätze
3.29)	sf_2011q1_5	yes, via adjustment of assignments	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Aufgabengebiets
3.30)	sf_2011q1_6	yes, via other measures	Maßnahmen zur längeren Bindung an Betrieb: Anpassung des Adigabengebiets
3.31)	sf_2011q1_7	no measures	keine Maßnahmen zur längeren Bindung an den Betrieb
3.31)	sf_2011q1_7 sf_2011q2_1	recruitment via job advertisement in print media	Rekrutierung über Stellenanzeigen in Printmedien
3.33)	sf_2011q2_2	recruitment via job advertisement in jrint media recruitment via job advertisement online - own homepage	Rekrutierung über Stellenanzeigen in Frintmedien
3.34)	sf_2011q2_3	recruitment via job advertisement online - own nomepage recruitment via job advertisement online - job markets	Rekrutierung über Stellenanzeigen online - eigene Homepage Rekrutierung über Stellenanzeigen online - Jobbörsen
3.35)	sf_2011q2_4	recruitment via job advertisement online - job markets recruitment via social media/ social networks on the internet	Rekrutierung über Social Media/ Soziale Netzwerke im Internet
3.36)	sf_2011q2_5	recruitment via personal contacts	Rekrutierung über persönliche Kontakte
3.37)	sf_2011q2_6	recruitment via universities	Rekrutierung über Hochschulen
3.38)	sf_2011q2_7	recruitment via federal employment agency	Rekrutierung über die Bundesagentur für Arbeit
3.39)	sf_2011q2_8	recruitment via recruitment events/ fairs	Rekrutierung über Anwerbeveranstaltungen/Messen
3.40)	sf_2011q3_1	demand of applicants from Greece as compared to the past	Nachfrage von griechischen Bewerbern im Vergleich zu früher
3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	Nachfrage von irischen Bewerbern im Vergleich zu früher
3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	Nachfrage von italienischen Bewerbern im Vergleich zu früher
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared to the past	Nachfrage von portugiesischen Bewerbern im Vergleich zu früher
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	Nachfrage von spanischen Bewerbern im Vergleich zu früher
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	Relevanz der derzeitigen Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	Beeinträchtigung durch Regelung zur Anerkennung ausländischer Berufsqualifikationen
3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	Entwicklung der Beschäftigtenzahl 1. Halbjahr 2012 gegenüber Ende 2011
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	Entwicklung der Beschäftigtenzahl 2. Halbjahr 2012 gegenüber Ende 1. Halbjahr 2012
3.49)	sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	Entwicklung der Beschäftigtenzahl 2013 gegenüber Ende 2012
3.50)	sf_2012q2_1	flexible working hours via gliding time	Flexible Arbeitszeitgestaltung durch Gleitzeit
3.51)	sf_2012q2_2	flexible working hours via homeoffice	Flexible Arbeitszeitgestaltung durch Homeoffice
3.52)	sf_2012q2_3	flexible working hours via jobsharing	Flexible Arbeitszeitgestaltung durch Jobsharing
3.53)	sf_2012q2_4	flexible working hours via partial retirement	Flexible Arbeitszeitgestaltung durch Altersteilzeit
3.54)	sf 2012q2_5	flexible working hours via freelancing	Flexible Arbeitszeitgestaltung durch freie Mitarbeit
3.55)	sf_2012q2_6	flexible working hours via working-time accounts	Flexible Arbeitszeitgestaltung durch Arbeitszeitkonten
3.56)	sf_2012q2_7	flexible working hours via sabbatical	Flexible Arbeitszeitgestaltung durch Sabbaticals
3.57)	sf 2012g2 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_2	euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.60)	sf_2012q4_1	reaction to economic slowdown, w.r.t working-time accounts	Reaktion auf schwache Konjunktur bzgl. Arbeitszeitkonten
3.61)	sf_2012q4_1	reaction to economic slowdown, w.r.t temporary contracts	Reaktion auf schwache Konjunktur bzgl. Ar beitszeitkonten
3.62)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	Reaktion auf schwache Konjunktur bzgl. Zeitarbeit
3.63)	sf_2012q4_3 sf_2012q4_4	reaction to economic slowdown, w.r.t agency workers reaction to economic slowdown, w.r.t core workforce	Reaktion auf schwache Konjunktur bzgl. Zeitarbeit Reaktion auf schwache Konjunktur bzgl. Stammbelegschaft
3.64)	sf_2012q4_4 sf_2012q4_5	reaction to economic slowdown, w.r.t core workforce reaction to economic slowdown, w.r.t extra hours	Reaktion auf schwache Konjunktur bzgl. Stammbeiegschaft Reaktion auf schwache Konjunktur bzgl. Küberstunfen
3.65)	sf_2012q4_5 sf_2012q4_6	reaction to economic slowdown, w.r.t extra nours	Reaktion auf schwache Konjunktur bzgl. Kurzarbeit
3.66)	sf_2012q4_0 sf_2013q1_1	demand of applicants from Greece during last 12 months	Veränderung der Nachfrage von griechischen Bewerbern in den letzten 12 Monaten
3.67)	sf_2013q1_2	demand of applicants from Ireland during last 12 months	Veränderung der Nachfrage von irischen Bewerbern in den letzten 12 Monaten
3.68)	sf 2013q1_2	demand of applicants from Italy during last 12 months	Veränderung der Nachfrage von italienischen Bewerbern in den letzten 12 Monaten
3.69)	sf_2013q1_4	demand of applicants from Portugal during last 12 months	Veränderung der Nachfrage von portugiesischen Bewerbern in den letzten 12 Monaten
3.70)	sf_2013q1_4 sf_2013q1_5	demand of applicants from Spain during last 12 months	Veränderung der Nachfrage von spanischen Bewerbern in den letzten 12 Monaten
3.71)	sf_2013q1_5 sf_2013q1_6	actively searching for applicants form a.m. EU-states	Aktive Suche nach Bewerbern aus genannten EU-Staaten
3.71)	sf_2013q1_6 sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	Pläne bzgl. des Angebots an Teilzeitstellen im nächsten Jahr
3.72)	sf_2013q2_1 sf_2013q2_2	development of number of part-time jobs by the end of 2014 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_2 sf_2013q3_1	home-office employment is part of company organisation	Home-Office-Arbeitsplätze als Teil der Unternehmensorganisation
3.74)	sf_2013q3_1 sf_2013q3_2	development of number of home-office employments during last 4-5 years	Entwicklung des Home-Office-Angebots in den letzten 4-5 Jahren
3.76)	sf_2013q3_2 sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	Pläne bzgl. des Home-Office-Angebots bis Ende 2014
3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	Einführung von Home-Office geplant
3.77)	sf_2013q3_4 sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	Einfunrung von Home-Omice gepiant Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (ja/nein)
3.78)	sf_2013q4_1 sf_2013q4_2	euro crisis: impact on personnel planning next 6 months (y/n) euro crisis: impact on personnel planning next 6 months (direction)	Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Ja/nein) Eurokrise: Einfluss auf die Personalplanung in den nächsten 6 Monaten (Richtung)
3.80)	sf_2014q1_1	minimum wage: impact on personnel 2014	Mindestlohn: Einfluss auf Personalpianung in den nachsten 6 Monaten (Richtung)
3.81)	sf_2014q1_1 sf_2014q1_2	minimum wage: impact on personnel 2014 minimum wage: impact on personnel starting 2015	Mindestionn: Einfluss auf Personalbestand in 2014 Mindestlohn: Einfluss auf Personalbestand ab 2015
3.81)	sf_2014q1_2 sf_2014q2_1	early retirement: more early retirement expected	vorzeitiger Renteneintritt: häufigerer vorzeitiger Renteneintritt erwartet
3.82)	sf_2014q2_1 sf_2014q2_2	early retirement: more early retirement expected early retirement: expected shortage of personnel	vorzeitiger Renteneintritt: naufigerer vorzeitiger Renteneintritt erwartet vorzeitiger Renteneintritt: Personalengpässe erwartet
3.84)	sf_2014q2_2 sf_2014q3_1	obstacles to reach female quota in company	Hindernisse Frauenquote zu erreichen
3.84)	sf_2014q3_1 sf_2014q3_2	female quota obstacles: few women in sector	Hindernisse Frauenquote: wenige Frauen in Branche
3.86)	sf_2014q3_2 sf_2014q3_3	female quota obstacles: rew women in sector female quota obstacles: no qualified female applicants	Hindernisse Frauenquote: wenige Frauen in Branche Hindernisse Frauenquote: keine geeigneten Bewerberinnen
3.87)	sf_2014q3_4	female quota obstacles: no qualified remaie applicants female quota obstacles: decision based on qualification only	Hindernisse Frauenquote: Keine geeigneten Bewerderinnen Hindernisse Frauenquote: Entscheidung nur aufgrund von Qualifikation
3.88)	sf_2014q3_4 sf_2014q3_5		
		female quota obstacles: other reasons difficulties finding trainees	Hindernisse Frauenquote: andere Gründe
3.89)	sf_2014q4_1 sf_2014q4_2		Schwierigkeiten Auszubildende zu finden Maßnahmen zur Resetzung von Auszubildendenstellen: Übernahmegarantien
3.90)	sf_2014q4_2 sf_2014q4_3	measures to fill trainee positions: underwriting guarantee	Maßnahmen zur Besetzung von Auszubildendenstellen: Übernahmegarantien
3.91)	sf_2014q4_3	measures to fill trainee positions: mentoring programs	Maßnahmen zur Besetzung von Auszubildendenstellen: Mentorenprogramme
3.92)	sf_2014q4_4	measures to fill trainee positions: new recruitment channels	Maßnahmen zur Besetzung von Auszubildendenstellen: neue Rekrutierungskanäle
3.93)	sf_2014q4_5	measures to fill trainee positions: foreign search	Maßnahmen zur Besetzung von Auszubildendenstellen: Suche im Ausland
200	sf_2014q4_6	measures to fill trainee positions: others	Maßnahmen zur Besetzung von Auszubildendenstellen: andere
3.94)	of 2014-4-7		
3.95)	sf_2014q4_7	measures to fill trainee positions: no measures	Maßnahmen zur Besetzung von Auszubildendenstellen: keine Maßnahmen
	sf_2014q4_7 sf_2014q4_8 sf_2015q1_1	measures to till trainee positions: no measures recruitment scecifically in euro crisis countries offering contracts for work	Rekrutierung besonders in europäischen Krisenländern Vergabe von Werkverträgen

	f 2045 4 2		
	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss
	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	Letzte 5 Jahre Auszubildende mit: Mittlere Reife
	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Abitur
3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.104)	sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten
3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung
	sf_2015q2_3	importance for preselection of personnel: university grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule
	sf 2015q2 4	importance for preselection of personnel: internships	Bedeutung für die Vorauswahl von Personal: Praktika
	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung
	sf_2015q2_6		
		importance for preselection of personnel: foreign experience	Bedeutung für die Vorauswahl von Personal: Auslandserfahrung
	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Schprachkenntnisse
	sf_2015q2_8	importance for preselection of personnel: IT-skills	Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse
	sf_2015q2_9	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	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
	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslandserfahrung
	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
	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
	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
	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
	sf_2015q2_20	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
	sf_2015q3_1 sf_2015q3_2	challenges w.r.t. additional qualifications	Anderungen der Anforderungen im Berutsalitäg Anforderungen im Hinblick auf Zusatzqualifikationen
	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
	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
	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
	sf_2015q3_13	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
	sf_2015q3_15		
		measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
	sf_2015q3_16	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
	sf_2015q3_17	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
	sf_2015q3_18	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstiges
	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
	sf_2015q4_2	employment of asylum seekers currently	derzeitige Beschäftigung von Asylbewerbern
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	Hürden bei Anstellung von Asylbewerbern: Sprache
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	Hürden bei Anstellung von Asylbewerbern: Qualifikation
3.158)	sf_2015q4_8	obstacles to employing asylum seekers: minimum wage	Hürden bei Anstellung von Asylbewerbern: Mindestlohn
3.159)	sf_2015q4_9	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rectliche Rahmenbedingungen
3.160)	sf_2016q1_1	offering internships in general;	Bieten grundsätzlich Praktika an
	sf_2016q1_2	offering internships since 2015 for voluntary interns	hieten seit 2015 Praktika für freiwillige Praktikanten an
	sf_2016q1_3	offering internships since 2015 for obligated interns	bieten seit 2015 Praktika für Pflichtpraktinkanten an
	sf_2016q1_4	offering internships since 2015 for voluntary interns	boten vor 2015 Praktika für frewillige Praktikanten an
			•
	sf_2016q1_5	offering internships before 2015 for obligated interns	bothen vor 2015 Praktika für Pflichtpraktikanten an
	sf_2016q1_6	average internship duration for voluntary interns	Durchschnittliche Praktikumsdauer für freiwillige Praktikanten
	sf_2016q1_7	average internship duration for obligated interns	Durchschnittliche Praktikumsdauer für Pflichtpraktikanten
	sf_2016q1_8	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre
	sf_2016q1_9	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren
	sf_2016q1_10	importance of internships as recruiting tool	Wichtigkeit Praktika als Rekrutierungsinstrument
	sf_2016q1_11	influence of minimum wage on internships	Einfluss von Mindestlohn auf Praktikumsangebot
	sf_2016q2_1	home office part of company organization	Home-Office Teil der Unternehmensorganisation
	sf_2016q2_2	home office offerings: no company presence	Home-Office Angebote: ohne Präsenz
	sf_2016q2_3	home office offerings: no company presence: usage	Home-Office Angebote: ohne Präsenz: Nutzung
	sf_2016q2_4	home office offerings: occasional presence	Home-Office Angebote: vereinzelte Präsenz
	sf_2016q2_5	home office offerings: occasional presence: usage	Home-Office Angebote: vereinzelte Präsenz: Nutzung
3.176)	sf_2016q2_6	home office offerings: frequent presence	Home-Office Angebote: häufige Präsenz
3.177)	sf_2016q2_7	home office offerings: frequent presence: usage	Home-Office Angebote: häufige Präsenz: Nutzung
	sf_2016q2_8	home office offerings: variable presence frequencies	Home-Office Angebote: variable Präsenzphasen
	sf_2016q2_9	home office demographics: mothers	Home-Office Personengruppen: Mütter
	sf_2016q2_10	home office demographics: mothers: usage	Home-Office Personengruppen: Mütter: Nutzung
	sf_2016q2_11	home office demographics: fathers	Home-Office Personengruppen: Väter
	sf_2016q2_11	home office demographics: fathers: usage	Home-Office Personengruppen: Väter: Nutzung
	sf_2016q2_13	home office demographics: commuters	Home-Office Personengruppen: Pendler
	sf_2016q2_14	home office demographics: commuters: usage	Home-Office Personengruppen: Pendler: Nutzung
	sf_2016q2_15	home office demographics: part time employees	Home-Office Personengruppen: Teilzeitbeschäftigte
	sf_2016q2_16	home office demographics: part time employees: usage	Home-Office Personengruppen: Teilzeitbeschäftigte: Nutzung
	sf_2016q2_17	home office demographics: full time employees	Home-Office Personengruppen: Vollzeitbeschäftigte
	sf_2016q2_18	home office demographics: full time employees: usage	Home-Office Personengruppen: Vollzeitbeschäftigte: Nutzung
	sf_2016q2_19	home office demographics: younger employees (<40 years)	Home-Office Personengruppen: Jüngere Beschäftigte
	sf_2016q2_20	home office demographics: younger employees (<40 years): usage	Home-Office Personengruppen: Jüngere Beschäftigte: Nutzung
3.190)	sf_2016q2_21	home office demographics: older employees (40+ years)	Home-Office Personengruppen: ältere Beschäftigte
		home office demographics: older employees (40+ years): usage	Home-Office Personengruppen: ältere Beschäftigte Nutzung
3.191)	sf_2016q2_22	home office offerings last 5 years	Home-Office Angebote in den letzten 5 Jahren
3.191) ; 3.192) ;			
3.191) 3.192) 3.193)	sf_2016q2_23		Home-Office Plan Ende 2017 pegenüber heute
3.191) 3.192) 3.193) 3.194)	sf_2016q2_23 sf_2016q2_24	home office offerings plan end of 2017 versus today	Home-Office Plan Ende 2017 gegenüber heute
3.191) 3.192) 3.193) 3.194) 3.195)	sf_2016q2_23 sf_2016q2_24 sf_2016q2_25	home office offerings plan end of 2017 versus today reasons for no home office offering: presence required	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich
3.191) 3.192) 3.193) 3.194) 3.195) 3.196)	sf_2016q2_23 sf_2016q2_24 sf_2016q2_25 sf_2016q2_26	home office offerings plan end of 2017 versus today reasons for no home office offering: presence required reasons for no home office offering: hindered communication	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen
3.191) 3.192) 3.193) 3.194) 3.195) 3.196) 3.197)	sf_2016q2_23 sf_2016q2_24 sf_2016q2_25 sf_2016q2_26 sf_2016q2_27	home office offerings plan end of 2017 versus today reasons for no home office offering; presence required reasons for no home office offering; hindered communication reasons for no home office offering; unclear working time rules	Gründe für kein Home-Office Angebot: Anwesenhelt zwingend erforderlich Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung
3.191) 3.192) 3.193) 3.194) 3.195) 3.196) 3.197) 3.198)	sf_2016q2_23 sf_2016q2_24 sf_2016q2_25 sf_2016q2_25 sf_2016q2_26 sf_2016q2_27 sf_2016q2_28	home office offerings plan end of 2017 versus today reasons for no home office offering; presence required reasons for no home office offering; hindered communication reasons for no home office offering; undear working time rules reasons for no home office offering; lower productivity	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen Gründe für kein Home-Office Angebot: unklare Arbeitszehernegelung Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität
3.191) 3.192) 3.193) 3.194) 3.195) 3.196) 3.197) 3.198) 3.199)	sf_2016q2_23 sf_2016q2_24 sf_2016q2_25 sf_2016q2_26 sf_2016q2_27	home office offerings plan end of 2017 versus today reasons for no home office offering; presence required reasons for no home office offering; hindered communication reasons for no home office offering; unclear working time rules	Gründe für kein Home-Office Angebot: Anwesenhelt zwingend erforderlich Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung

	sf_2016q2_32	reasons for no home office offering others	Gründe für kein Home-Office Angehot: sonstiges
3.202) 3.203)	sf_2016q2_32 sf_2016q2_33	reasons for no home office offering: others reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: sonstiges
3.204)			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
	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
.212)	sf_2016q3_9	new eployment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
.213)	sf_2016q3_10	new eployment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst:Einstiegsprogramme
.214)	sf_2016q3_11	new eployment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
.215)	sf_2016q3_12	new eployment adjusted for bachelor/master: lend y wages new eployment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehalter Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
.216)			
.217)	sf_2016q3_13	satisfaction with education of graduates change in satisfaction with education of graduates last 10 years	Zufriedenheit mit Ausbildung von Hochschulabsolventen Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
	sf_2016q3_14		
.218)	sf_2016q4_1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
.219)	sf_2016q4_2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
.220)	sf_2016q4_3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeitwer
.221)	sf_2016q4_4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
.222)	sf_2016q4_5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
223)	sf_2016q4_6	55+ year olds employed	Mitarbeiter 55 oder älter
224)	sf_2016q4_7	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
.225)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
.227)	sf_2016q4_10	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
.228)	sf 2016q4_10	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
			-
229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: welche
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
232)	sf_2016q4_15	employment of people receiving pension	Beschäftigung von Rentenbeziehern
233)	sf_2016q4_16	employment of people receiving pension: mini job	Beschäftigung von Rentenbeziehern: Minijob
234)	sf_2016q4_17	employment of people receiving pension: part time employees	Beschäftigung von Rentenbeziehern: Teilzeitkraft
235)	sf_2016q4_18	employment of people receiving pension: freelancers	Beschäftigung von Rentenbeziehern: freie Mitarbeiter
.236)	sf_2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbeziehern: sonstiges
.237)	sf_2016q4_20	employment of people receiving pension: others description	Beschäftigung von Rentenbeziehern: Beschreibung sonstiges
.238)	sf_2016q4_21	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
.239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	Flexi-Rente: Erwartung, dass Angestellte länger arbeiten
.240)	sf_2016q4_23	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
.240)	31_201044_23	measures to keep older employees in company	Washammen um artere beschartigte im Onternenmen zu narten
.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
.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplätze
243)	sf_2016q4_26	measures to keep older employees in company: health promotion	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
.245)	sf_2016q4_28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
.246)	sf_2016q4_29	measures to keep older employees in company: others	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges
.247)	sf_2016q4_30	measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges
.248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	Anzahl Neueinstellungen (in letzten 24 Monaten)
.249)	sf_2017q1_2	employment of refugees (in the past 24 month)	Beschäftigung von Geflüchteten (in letzten 24 Monaten)
.250)	sf_2017q1_3	employment of refugees: if yes: How many?	Beschäftigung von Geflüchteten : ja: Anzahl
.251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	Beschäftigung von Geflüchteten: ja: Auszubildende
.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	
.253)		employment of refugees: if yes: refugees are employed as: assistants	Beschäftigung von Geflüchteten: ja: Praktikanten
	sf_2017q1_6	employment of refugees. If yes: refugees are employed as: assistants employment of refugees: if yes: refugees are employed as: seasonal workers	Beschäftigung von Geflüchteten: ja: Hilfskräfte
.254)	sf_2017q1_7		Beschäftigung von Geflüchteten: ja: Saisonarbeitskräfte
.255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	Beschäftigung von Geflüchteten: ja: Fachkräfte
.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	Beschäftigung von Geflüchteten: ja: sonstige
.257)	sf_2017q1_10	employment of refugees: if yes: refugees are employed as: others description	Beschäftigung von Geflüchteten: ja: sonstige Beschreibung
.258)	sf_2017q1_11	(planed) temporary employment of refugees	(geplante) Zeitarbeitbeschäftigung von Geflüchteten
.259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment	Inanspruchnahme von Fördermöglichkeiten
260)	sf_2017q1_13	use of governmental measures of encouragement by refugee employment: if yes: description	Inanspruchnahme von Fördermöglichkeiten: ja: Beschreibung
261)	sf_2017q1_14	current obstacles of refugee employment: priority check	Hindernisse Beschäftigung Geflüchteter: Vorrangprüfung
.262)	sf_2017q1_15	current obstacles of refugee employment: governmental approval	Hindernisse Beschäftigung Geflüchteter: Behördliche Zustimmung
.263)	sf_2017q1_16	current obstacles of refugee employment: employment ban (safe orin)	Hindernisse Beschäftigung Geflüchteter: Beschäftigungsverbot
.264)	sf_2017q1_17	current obstacles of refugee employment: resident status	Hindernisse Beschäftigung Geflüchteter: Aufenthaltsstatus
265)	sf_2017q1_17	current obstacles of refugee employment: recognition of professional qualifikations/degrees	
266)	sf_2017q1_18 sf_2017q1_19	current obstacles of refugee employment: recognition of the governmental procedure	Hindernisse Beschäftigung Geflüchteter: Anerkennung Abschlüsse
			Hindernisse Beschäftigung Geflüchteter: Verfahrensdauer
267)	sf_2017q1_20	current obstacles of refugee employment: internal management of screening processes current obstacles of refugee employment: internal support	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
268)	sf_2017q1_21	current obstacles of refugee employment: internal support current obstacles of refugee employment: others	Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung
269)	sf_2017q1_22		Hindernisse Beschäftigung Geflüchteter: sonstiges
270)	sf_2017q1_23	current obstacles of refugee employment: others description	Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung
	sf_2017q2_1	development of the staffing level - medium term	Entwicklung Personalbestand - mittelfristig
	sf_2017q2_2	impact of digitisation on staffing level	Einfluss Digitalisierung auf Personalbestand
272)		digitisation causes	Folgen von Digitalisierung
.272)	sf_2017q2_3		
.272) .273)	sf_2017q2_3 sf_2017q2_4	employee turnover in company	Mitarbeiterfluktuation
.272) .273) .274)		employee turnover in company importance of employee loyalty in company	Mitarbeiterfluktuation Mitarbeiterbindung
.271) .272) .273) .274) .275)	sf_2017q2_4		
272) 273) 274) 275) 276)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6	importance of employee loyalty in company impact of digitisation on industry	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung
272) 273) 274) 275) 276) 277)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet
272) 273) 274) 275) 276) 277) 278)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen
272) 273) 274) 275) 276) 277) 278) 279)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalistand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung
272) 273) 274) 275) 276) 277) 278) 279) 280)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9 sf_2017q2_10	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Weiterbildung
272) 273) 274) 275) 276) 277) 278) 279) 280)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Outsourcing
272) 273) 274) 275) 276) 277) 278) 279) 280) 281)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbeitand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neuerinstellungen Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; interseversetzung Reaktion auf Digitalisierung; interseversetzung Reaktion auf Digitalisierung; sonstige
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Outsourcing
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbeitand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neuerinstellungen Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; interseversetzung Reaktion auf Digitalisierung; interseversetzung Reaktion auf Digitalisierung; sonstige
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalistand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: interne Versetzung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: sonstige Reaktion auf Digitalisierung: sonstige Reaktion auf Digitalisierung: sonstige
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283) 284)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others discription and valuation to new requirements: others description gain of knowledge due to new hires	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: sonstige Reaktion auf Digitalisierung: sonstige Wissenszugewinn durch Neueinstellungen
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283) 284) 285)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_2	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others or reaction and valuation to new requirements: others or reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: sonstige Reaktion auf Digitalisierung: son
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283) 284) 285) 286)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_12 sf_2017q2_12 sf_2017q2_14 sf_2017q2_14 sf_2017q2_14 sf_2017q3_3	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Neiterbildung Reaktion auf Digitalisierung: Neiterbildung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige
2772) 2773) 2774) 2775) 2776) 2777) 2778) 2779) 2280) 2281) 2282) 2283) 2284) 2285) 2286)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_11 sf_2017q2_11 sf_2017q2_13 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_1 sf_2017q3_2 sf_2017q3_3 sf_2017q3_4	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new r	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige Reschriebung
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 283) 284) 285) 286) 287)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_8 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13 sf_2017q3_1 sf_2017q3_2 sf_2017q3_2 sf_2017q3_3 sf_2017q3_3 sf_2017q3_4 sf_2017q3_5	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: flexible full-time employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige
272) 273) 274) 275) 276) 277) 278) 279) 280) 281) 282) 282) 283) 284) 285) 286) 287) 288)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_10 sf_2017q2_12 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6 sf_2017q3_5 sf_2017q3_5	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to the mercuirements: others reaction and valuation to the mercuirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: fixable full-time employment impact on employment - medium term: fixable full-time employment impact on employment - medium term: claim for part-time employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Sonstige Reaktion auf Digitalisierung: sonsti
272) 273) 274) 275) 276) 277) 277) 277) 277) 280) 281) 282) 283) 284) 285) 286) 287) 288) 299)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_2 sf_2017q3_3 sf_2017q3_2 sf_2017q3_3 sf_2017q3_5 sf_2017q3_5 sf_2017q3_7	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: transparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: right of return to full-time employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Seweinstellungen Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige Restribung Wissenszugewinn durch Neueinstellungen 1 tägliche Arbeitseit bei Vollzeitbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen Entwicklung Personalbestand: Endgelttransparentgesetz Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Rückkehrrecht in Vollzeit
272) 273) 274) 2774) 2774) 2775) 276) 2777) 2777) 2780) 2881) 2882) 2883) 2884) 2885) 2886) 2888) 2899) 2990)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_11 sf_2017q2_11 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_8	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: new hires reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: gith of return to full-time employment impact on employment - medium term: elimination of 11 hours rest period	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Interne Versetzung Reaktion auf Digitalisierung: Sonstige Reaktion auf Digitalisierung: sonsti
272) 273) 274) 2774) 2774) 2775) 276) 2777) 2777) 2780) 2881) 2882) 2883) 2884) 2885) 2886) 2888) 2899) 2990)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_2 sf_2017q3_3 sf_2017q3_2 sf_2017q3_3 sf_2017q3_5 sf_2017q3_5 sf_2017q3_7	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: transparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: right of return to full-time employment	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Seweinstellungen Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige Restribung Wissenszugewinn durch Neueinstellungen 1 tägliche Arbeitseit bei Vollzeitbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen Entwicklung Personalbestand: Endgelttransparentgesetz Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Rückkehrrecht in Vollzeit
272) 273) 273) 2774) 2755 2776) 2777) 2779 2800 2811 2828 2829 283) 2840 2855 2860 2877 2888 2899 2990 2991	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_11 sf_2017q2_11 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_6 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_8	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: new hires reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: fixensparency law concerning remuneration impact on employment - medium term: claim for part-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: gith of return to full-time employment impact on employment - medium term: elimination of 11 hours rest period	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neuerinstellungen Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Outsourcing Reaktion auf Digitalisierung; Outsourcing Reaktion auf Digitalisierung; Sonstige Reschion auf Digitalisierung; Sons
272) 273) 274) 2774) 2775) 2776) 2777) 278) 2779) 2280) 2281) 2282) 2283) 2284) 2285) 2286) 2287) 2288) 2299) 2291) 2292) 2293)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_3 sf_2017q3_4 sf_2017q3_6 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_7 sf_2017q3_9 sf_2017q3_9 sf_2017q3_9	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: outcome reaction and valuation to new requirements: outcome reaction and valuation to new requirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: claim for part-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: right of sabbatical	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neueinstellungen Reaktion auf Digitalisierung; Neueinstellungen Reaktion auf Digitalisierung; Untsurerung Reaktion auf Digitalisierung; Untsurerung Reaktion auf Digitalisierung; Sonstige Resktion auf Digitalisierung; Sonstige Resktion auf Digitalisierung; Respectualisierung Wissenszugewinn durch Neueinstellungen tägliche Arbeitseit bei Vollzeitbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Abschaftung sachgrundloser Befristungen Entwicklung Personalbestand: Abschaftung auf Teilzeit Entwicklung Personalbestand: Streichung der Itstd. Ruhezeit Entwicklung Personalbestand: Streichung der Itstd. Ruhezeit Entwicklung Personalbestand: Recht auf Sabbatjahr
272) 273) 274) 2773) 2774) 2775) 2776) 2777) 2777) 2880) 2881) 2822) 2883) 2884) 2885) 2886) 2887) 2990) 2911) 2929 2931) 2994)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_14 sf_2017q2_14 sf_2017q3_1 sf_2017q3_2 sf_2017q3_3 sf_2017q3_6 sf_2017q3_5 sf_2017q3_6 sf_2017q3_7 sf_2017q3_7 sf_2017q3_8 sf_2017q3_9 sf_2017q3_10	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: advanced training reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: outsourcing reaction and valuation to new requirements: others daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: clam for part-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of sababatical impact on employment - medium term: right of sababatical impact on employment - medium term: right of sababatical impact on employment - medium term: right of sababatical impact on employment - medium term: right of sababatical impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: right of sababatical impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: right of sababatical	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung: Neueinstellungen Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Weiterbildung Reaktion auf Digitalisierung: Outsourcing Reaktion auf Digitalisierung: Sonstige Reaktion auf Digitalisierung: Sonstige Reaktion auf Digitalisierung: Sonstige Reaktion auf Digitalisierung: Sonstige Beschreibung Wissenszugewinn durch Neueinstellungen tägliche Arbeitseit bei Vollzeitbeschäftigung Auswirkung gelockerter gesetzlicher Rahmenbedingungen Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen Entwicklung Personalbestand: Endgelttransparentgesetz Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Anspruch auf Teilzeit Entwicklung Personalbestand: Rückkehrrecht in Vollzeit Entwicklung Personalbestand: Rückkehrung der 11std. Ruhzeit Entwicklung Personalbestand: Streichung der 11std. Ruhzeit Entwicklung Personalbestand: Streichung der 11std. Ruhzeit Entwicklung Personalbestand: Langzeitkonten
272) 273) 274) 2773) 2774) 2776) 2776) 2777) 2778) 2782 279) 2881) 2882) 2883) 2884) 2885) 2886) 2877) 2889) 2991) 2992) 2993) 2994)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_7 sf_2017q2_7 sf_2017q2_9 sf_2017q2_10 sf_2017q2_11 sf_2017q2_12 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_3 sf_2017q3_4 sf_2017q3_6 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_8 sf_2017q3_9 sf_2017q3_10 sf_2017q3_10 sf_2017q3_10 sf_2017q3_11 sf_2017q3_11	importance of employee loyalty in company impact of digitisation on industry preparation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: new hires reaction and valuation to new requirements: internal relocations reaction and valuation to new requirements: otsourcing reaction and valuation to new requirements: others reaction and valuation to new requirements: others reaction and valuation to new requirements: others description gain of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: flexible full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: elimination of 11 hours rest period impact on employment - medium term: long-term accounts	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neueinstellungen Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Detsourcing Reaktion auf Digitalisierung; Sonstige Reschion auf Digitalisierung; Sonstige Latwicklung Personalbestand; Absparlungsandigungen Entwicklung Personalbestand; Streichung der Listel, Ruhezeit Entwicklung Personalbestand; Streichung der Listel, Ruhezeit Entwicklung Personalbestand; Recht auf Sabbatjahn Entwicklung Personalbestand; Einwanderungspunktesystem Themen im Wahlkampf; wichtig
.272) .273) .274) .275)	sf_2017q2_4 sf_2017q2_5 sf_2017q2_6 sf_2017q2_6 sf_2017q2_7 sf_2017q2_9 sf_2017q2_11 sf_2017q2_11 sf_2017q2_13 sf_2017q2_13 sf_2017q2_14 sf_2017q3_1 sf_2017q3_2 sf_2017q3_3 sf_2017q3_6 sf_2017q3_6 sf_2017q3_6 sf_2017q3_7 sf_2017q3_8 sf_2017q3_9 sf_2017q3_9 sf_2017q3_10 sf_2017q3_11	importance of employee loyalty in company impact of digitisation on industry preperation of staffing level concerning changes due to digitisation reaction and valuation to new requirements: new hires reaction and valuation to new requirements: new hires reaction and valuation to new requirements: otherations reaction and valuation to new requirements: otherations reaction and valuation to new requirements: others display on the control of knowledge due to new hires daily working hours at full employment impact of relaxation of the legal framework on daily working hours impact on employment - medium term: elimination of unfounded fixed term employment impact on employment - medium term: fiexible full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of return to full-time employment impact on employment - medium term: right of sabbatical impact on employment - medium term: right of sabbatical impact on employment - medium term: long-term accounts impact on employment - medium term: mimigration point system other election campaign issue: important	Mitarbeiterbindung Betroffenheit der Branche durch Digitalisierung Personalbestand auf Digitalisierung vorbereitet Reaktion auf Digitalisierung; Neueinstellungen Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Weiterbildung Reaktion auf Digitalisierung; Outsourcing Reaktion auf Digitalisierung; Sonstige Resonalisierung; Sonstige Entwicklung Personalisierung; Abschaffung sachgrundloser Befristungen Entwicklung Personalisestand: Flexible Vollzeit Entwicklung Personalisestand: Rockhehrecht in Vollzeit Entwicklung Personalisestand: Streichung der 11std. Ruhezeit Entwicklung Personalisestand: Recht auf Sabbatjahr Entwicklung Personalisestand: Recht auf Sabbatjahr Entwicklung Personalisestand: Einwanderungspunktesystem

3.300)	sf_2017q4_3	reasons for different remunerations: work experience	Gründe für Entgeltunterschiede: Berfuserfahrung
3.301)	sf_2017q4_4	reasons for different remunerations: gender	Gründe für Entgeltunterschiede: Geschlecht
3.302)	sf_2017q4_5	reasons for different remunerations: family status	Gründe für Entgeltunterschiede: Familienstand
3.303)	sf_2017q4_6	reasons for different remunerations: migrant background	Gründe für Entgeltunterschiede: Migrationshintergrund
3.304)	sf_2017q4_7	reasons for different remunerations: number of kids	Gründe für Entgeltunterschiede: Anzahl der Kinder
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	Gründe für Entgeltunterschiede: Arbeitsleistung
3.306)	sf_2017q4_9	reasons for different remunerations: others	Gründe für Entgeltunterschiede: andere
3.307)	sf_2017q4_10	reasons for different remunerations: others description	Gründe für Entgeltunterschiede: andere Beschreibung
3.308)	sf_2017q4_11	labor law explanations of different renumerations: fixed term employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung
3.309)	sf_2017q4_12	labor law explanations of different renumerations: full/part-time employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit
3.310)	sf_2017q4_13	labor law explanations of different renumerations: temporary employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit
3.311)	sf_2017q4_14	labor law explanations of different renumerations: differences in tariff agreements	Entgeltunterschieden Arbeitsrechtliche Charakteristika:Tarifbindung
3.312)	sf_2017q4_15	labor law explanations of different renumerations: period of employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit
3.313)	sf_2017q4_16	labor law explanations of different renumerations: individual negotiating skills	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick
3.314)	sf_2017q4_17	labor law explanations of different renumerations: others	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere
3.315)	sf_2017q4_18	labor law explanations of different renumerations: others description	Entgeltunterschieden Arbeitsrechtliche Charakteristika:: andere Beschreibung
3.316)	sf_2017q4_19	measures for reduction of different renumerations: transparent renumeration system	Entgeltunterschiede Maßnahmen: transperentes Vergütungsystem
3.317)	sf_2017q4_20	measures for reduction of different renumerations: tariff agreement	Entgeltunterschiede Maßnahmen: Tarifbindung
3.318)	sf_2017q4_21	measures for reduction of different renumerations: ombudsperson	Entgeltunterschiede Maßnahmen: Ombudsperson
3.319)	sf_2017q4_22	measures for reduction of different renumerations: none	Entgeltunterschiede Maßnahmen: keine
3.320)	sf_2017q4_23	measures for reduction of different renumerations: others	Entgeltunterschiede Maßnahmen: andere
3.321)	sf_2017q4_24	measures for reduction of different renumerations: others description	Entgeltunterschiede Maßnahmen: andere Beschreibung
3.322)	sf_2017q4_25	affected by transparency law concerning remuneration	Entgelttransparenzgesetz Betroffenheit
3.323)	sf_2017q4_26	expected changes due to transparency law concerning remuneration	Entgelttransparenzgesetz Auswirkungen
3.324)	sf_2017q4_27	transparency law concerning remuneration reduces gender pay gap	Entgelttransparenzgesetz wirkungsvoll (Gender Pay Gap)
3.325)	sf_2017q4_28	faciliating strategies for a wage increase: further training	Strategien zur Lohnerhöhung: Weiterbildung
3.326)	sf_2017q4_29	faciliating strategies for a wage increase: willingness to work more	Strategien zur Lohnerhöhung: Mehrarbeit
3.327)	sf_2017q4_30	faciliating strategies for a wage increase: take voluntarily additional responsibility	Strategien zur Lohnerhöhung: Verantwortugn
3.328)	sf_2017q4_31	faciliating strategies for a wage increase: always do a good job	Strategien zur Lohnerhöhung: gute Arbeit leisten
3.329)	sf_2017q4_32	faciliating strategies for a wage increase: proactive wage negotiation	Strategien zur Lohnerhöhung: Lohnverhandlungen
3.330)	sf_2017q4_33	faciliating strategies for a wage increase: others	Strategien zur Lohnerhöhung: andere
3.331)	sf_2017q4_34	faciliating strategies for a wage increase: others description	Strategien zur Lohnerhöhung: andere Beschreibung
3.332)	sf_2017q4_35	additional to faciliating strategies for a wage increase: gender (employee)	zu Strategien zur Lohnerhöhung: Geschlecht Arbeitnehmer

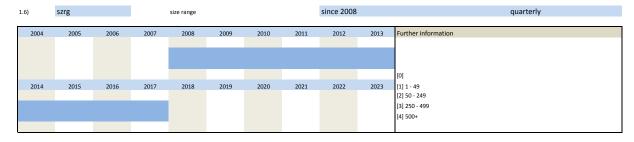
	1. Identifica	tion variabl	es								
No.	Name			Label				Survey per	iod		Survey frequency
1.1)	year		ı	year				since 2008		quarterly	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name			Label				Survey per	iod		Survey frequency

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

No		Name Label							Survey peri	iod	Survey freque	ncy
1.3)		wz			sector numbe	r (wz-classifica	tion)		since 2008		quarterly	
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

	No.	Name			Label				Survey peri	lou		Survey frequency
1	1.4)	wgroup			weightgroup				since 2008			quarterly
_												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
												_
											[15] food products, bev. and tobacco	[51] wholesale and retail trade
											[17] textiles and textile products	[55] hotels and restaurants
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	[20] wood and paper products	[60] transp., storage and communication
											[24] chemicals and chemical products	[64] real est. act. and renting
											[27] metal products etc.	Verm. bewegl. Sachen
											[29] machinery and equipment n.e.c.	[72] computer and related activities
											[30] electrical and optical equipment	[74] lawyers / market research
-											[34] transport equipment	/ business consulting
												[99] other service act.

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



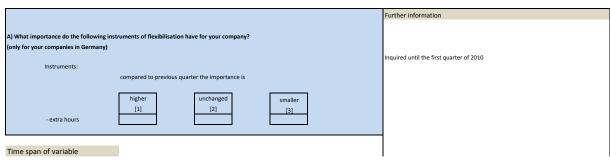
No.	Name			Label				Survey per	iod		Survey frequency
1.6)	weight			weight				2008-2012			quarterly
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Further information	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

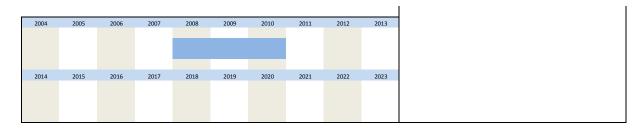
2. Standard questions

No.	Name			Label				Survey per	riod		Survey frequency
2.1)	extrah_tq			current relev	ance of extra ho			since 2008			quarterly
2.1)	extrail_tq			current relev	ance or extra no	uis		311100 2000			quarterry
Wording	of question										
since 01/200	08									Further information	
A) What imp	ortance do the fo	llowing instr	ruments of flex	ibilisation ha	ve for your com	pany?					
(only for you	ır companies in Ge	rmany)									
	Instruments:										
			The current im	portance in t	he company is						
			high		medium		minor				
			[1]		[2]		[3]				
	- extra hours										
								1			
Time cnar	n of variable										
rime spar	i di variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2004	2005	2000	2007	2008	2009	2010	2011	2012	2013		

No.	Name	Label	Survey period	Survey frequency
2.2)	extrah Ig	relevance of extra hours compared to last quarter	2008 to 01/2010	quarterly

Wording of question

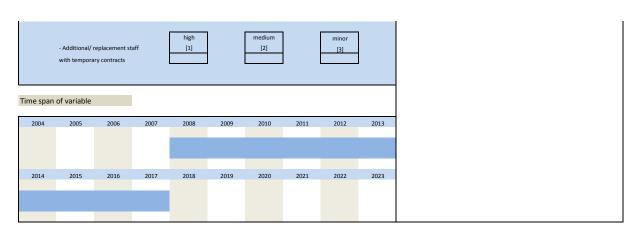


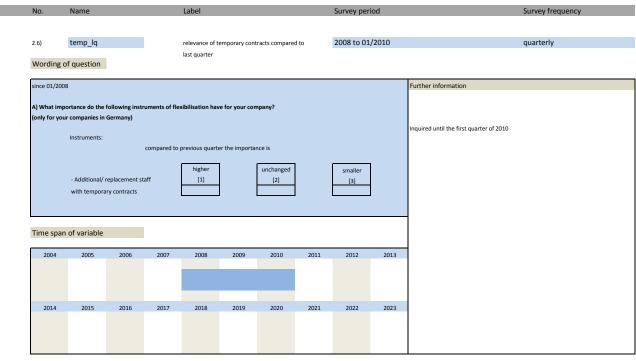


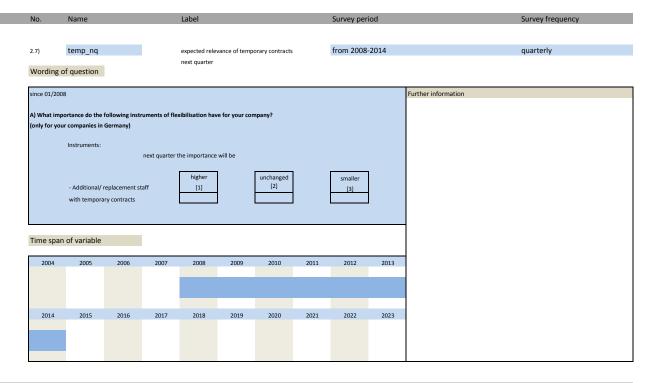
No.	Name			Label				Survey per	iod		Survey frequency
2.3)	extrah_nq			expected rele	vance of extra	hours next qua	arter	from 2008	-2014		quarterly
wording	of question									Further information	
		f. II								ruttier information	
	portance do the our companies in		uments of flex	ibilisation nav	re for your com	ipanyr					
	Instruments:										
		,	next quarter ti	ne importance				1			
			higher [1]		unchanged [2]		smaller [3]				
	- extra hours	ļ									
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		

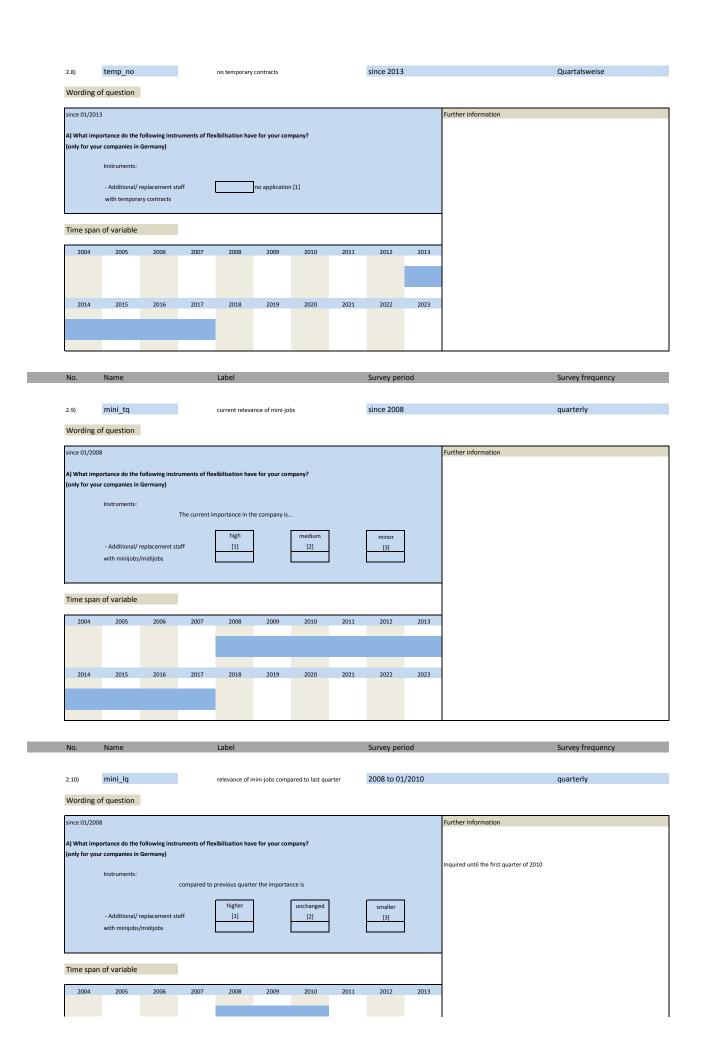
No.	Name			Label				Survey per	iod		Survey frequency
2.4) Wording	extrah_no of question		l	no extra hour	s			since 2013			Quartalsweise
since 01/201	13									Further information	
	oortance do the tur companies in		ruments of fle	xibilisation hav	re for your con	npany?					
	Instruments:			l	[4]						
				no application	1 [1]						
Time spar	n of variable	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

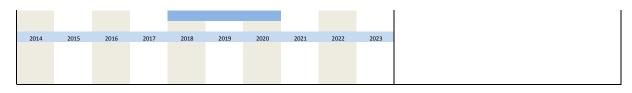
No.	Name	Label	Survey period	Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	since 2008	quarterly
Wording	g of question			
since 01/2	2008			Further information
		ents of flexibilisation have for your company?		Further information
A) What is		ents of flexibilisation have for your company?		Further information



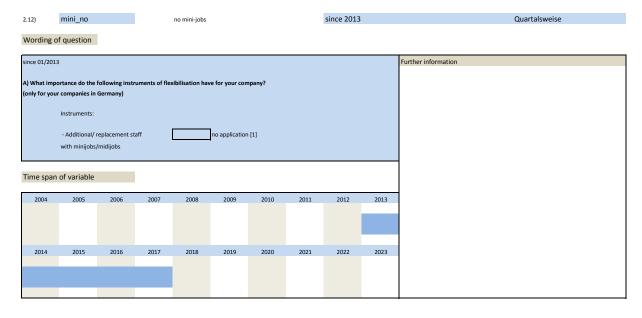




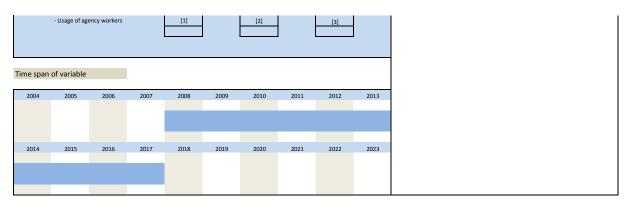




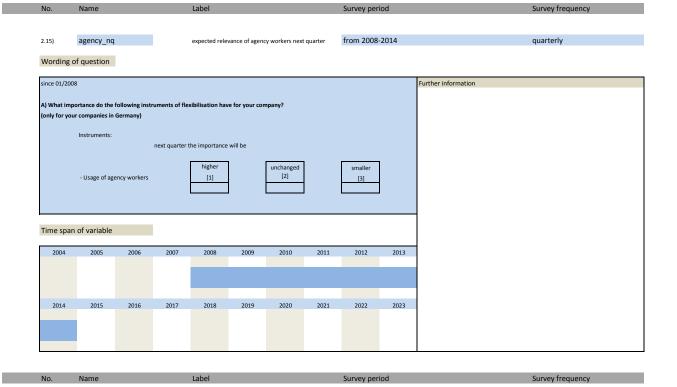
No.	Name			Label				Survey peri	od		Survey frequency
2.11)	mini_nq			expected relev	vance of mini-	jobs next quart	er	from 2008-	2014		quarterly
Wording	of question										
		·									
since 01/200	08									Further information	
A) What imp	oortance do the	following instr	uments of flex	ibilisation hav	e for your cor	npany?					
(only for you	ur companies in	Germany)									
	Instruments:										
			next quarter t	he importance	will be						
				higher		unchanged		smaller			
	- Additional/	replacement st	aff	[1]		[2]		[3]			
	with minijobs,	/midijobs									
Time snow	n of variable										
Time spai	i di 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		
										1	
No.	Name	-		Label		-		Survey peri	od		Survey frequency
								•			



No.		Name	Label		Survey period		Survey frequency
2.13]	3)	agency_tq	current relevar	nce of agency workers	since 2008		quarterly
		0 /= .		,			
Wo	ording of	question					
since	e 01/2008					Further information	
A) W	What impo	rtance do the following instru	ments of flexibilisation have	for your company?			
(only	ly for your	companies in Germany)					
		Instruments:					
			The current importance in the	e company is			
			high	medium	minor		



	Name			Label				Survey peri	iod		Survey frequency
2.14) Wording	agency_lq of question			relevance of a last quarter	gency worker	s compared to		2008 to 01,	/2010		quarterly
since 01/20										Further information	
	portance do the	following instr	umants of flow	ibilication base	a for your cou	mnam/2					
	ur companies in		uments of flex	ipilisation nav	e for your cor	прапуг					
	Instruments:									Inquired until the first quarter of 2010	
			compared to p	revious quarte	er the importa	nce is					
	- Usage of age	ency workers		higher [1]		unchanged [2]		smaller [3]			
Time spa	n of variable										
Time spa	n 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		
		2006	2007	2008	2009	2010	2011	2012	2013		
2004	2005										



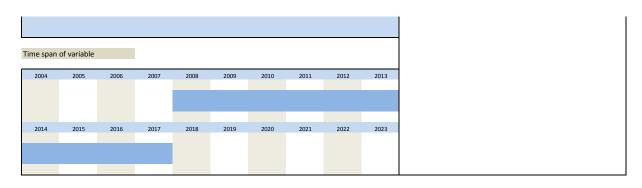
2.16)				no agency wor	rkers								
	of question												
since 01/201										Further information			_
										Further information			
	ortance do the i		ruments of fle	xibilisation hav	e for your cor	mpany?							
	Instruments:												
	instruments:												
	- Usage of age	ency workers			no application	n [1]							
Time span	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				
				1									
No.	Name			Label				Survey peri	iod			Survey frequency	
2.17)	free_tq			current releva	nce of freelan	ncers		since 2008				quarterly	
Wording o	of question												
since 01/200	8									Further information			
				9.90									
	ortance do the					mnany?							
(only for you	ir companies in		0		e for your cor	mpany?							
(only for you			0.16		e for your co	mpany?							
(only for you	Instruments:			mportance in th									
(only for you				mportance in th			l						
(only for you		Germany)						minor [3]					
(only for you	Instruments:	Germany)		mportance in th		 medium							
(only for you	Instruments:	Germany)		mportance in th		 medium							
	Instruments:	Germany)		mportance in th		 medium							
Time span	- Usage of free	Germany) elancers	The current in	mportance in th high [1]	ne company is.	 medium [2]	2011	[3]	2013				
	Instruments:	Germany)		mportance in th		 medium	2011		2013				
Time span	- Usage of free	Germany) elancers	The current in	mportance in th high [1]	ne company is.	 medium [2]	2011	[3]	2013				
Time span	- Usage of free of variable 2005	elancers 2006	The current in	mportance in the high [1]	ne company is.	medium [2]		2012					
Time span	- Usage of free	Germany) elancers	The current in	mportance in th high [1]	ne company is.	 medium [2]	2011	[3]	2013				
Time span	- Usage of free of variable 2005	elancers 2006	The current in	mportance in the high [1]	ne company is.	medium [2]		2012					
Time span	- Usage of free of variable 2005	elancers 2006	The current in	mportance in the high [1]	ne company is.	medium [2]		2012					
Time span	- Usage of free of variable 2005	elancers 2006	The current in	mportance in the high [1]	ne company is.	medium [2]		2012					
Time span	- Usage of free of variable 2005	elancers 2006	The current in	mportance in the high [1]	ne company is.	medium [2]		2012	2023			Survey frequency	
Time span 2004 2014	- Usage of free 2005 2015	elancers 2006	The current in	mportance in the high [1] 2008	ne company is.	medium [2]		2012	2023			Survey frequency	
Time span 2004 2014	Instruments: - Usage of free 2005 2015	elancers 2006	The current in	mportance in the high [1] 2008	2009 2019	medium [2]	2021	2012	2023			Survey frequency quarterly	
2004 2014 No.	- Usage of free 2005 2015	elancers 2006	The current in	mportance in the high [1] 2008	2009 2019	2010 2020	2021	2012 2022 Survey peri	2023				
2004 2014 No. 2.18) Wording c	Instruments: - Usage of free 2005 2015 Name free_lq of question	elancers 2006	The current in	mportance in the high [1] 2008	2009 2019	2010 2020	2021	2012 2022 Survey peri	2023	Further information			
2004 2014 No. 2.18) Wording c	Instruments: - Usage of free 2005 2015 Name free_lq of question 8	elancers 2006	2007	mportance in the high [1] 2008 2018 Label relevance of fr	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey peri	2023	Further information			
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free of variable 2005 2015 Name free_lq of question 8	elancers 2006 2016	2007	mportance in the high [1] 2008 2018 Label relevance of fr	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey peri	2023	Further information			
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free 2005 2015 Name free_lq of question 8	elancers 2006 2016	2007	mportance in the high [1] 2008 2018 Label relevance of fr	2009 2019	medium [2] 2010 2020	2021	2012 2022 Survey peri	2023	Further information	arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free of variable 2005 2015 Name free_lq of question 8	elancers 2006 2016	2007 2017	mportance in the high [1] 2008 2018 Label relevance of fr	2009 2019	medium [2] 2010 2020 mpared to last of	2021	2012 2022 Survey peri	2023		arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free 2005 2015 Name free_lq of question 8	elancers 2006 2016	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the state of th	2009 2019	medium [2] 2010 2020 mpared to last of the last of	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free 2005 2015 Name free_lq of question 8	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2018 Label relevance of fr	2009 2019	medium [2] 2010 2020 mpared to last of managed is unchanged	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		-
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 overtance do the irr companies in Instruments:	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the previous quartee higher	2009 2019	medium [2] 2010 2020 mpared to last of the last of	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 overtance do the irr companies in Instruments:	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the previous quartee higher	2009 2019	medium [2] 2010 2020 mpared to last of managed is unchanged	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		
No. 2.18) Wording c since 01/200 A) What imp (only for you	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 outlance do the lar companies in Instruments: - Usage of free	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the previous quartee higher	2009 2019	medium [2] 2010 2020 mpared to last of managed is unchanged	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		
No. 2.18) Wording c since 01/200 A) What imp (only for you	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 overtance do the irr companies in Instruments:	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the previous quartee higher	2009 2019	medium [2] 2010 2020 mpared to last of managed is unchanged	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		_
No. 2.18) Wording c since 01/200 A) What imp (only for you	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 outlance do the lar companies in Instruments: - Usage of free	elancers 2006 2016 following inst Germany)	2007 2017	mportance in the high [1] 2008 2008 2018 Label relevance of from the previous quartee higher	2009 2019	medium [2] 2010 2020 mpared to last of managed is unchanged	2021	2012 2022 2022 2008 to 01	2023		arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp (only for you	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 ortance do the ir companies in Instruments:	elancers 2006 2016 following inst Germany)	2007 2017 compared to	mportance in the high [1] 2008 2018 Label relevance of from the control of th	2009 2019 reelancers cor	medium [2] 2010 2020 mpared to last of managed [2]	2021	2012 2022 Survey peri 2008 to 01	2023 iod /2010		arter of 2010		
Time span 2004 2014 No. 2.18) Wording c since 01/200 A) What imp (only for you	Instruments: - Usage of free 2005 2015 Name free_lq of question 8 ortance do the ir companies in Instruments:	elancers 2006 2016 following inst Germany)	2007 2017 compared to	mportance in the high [1] 2008 2018 Label relevance of from the control of th	2009 2019 reelancers cor	medium [2] 2010 2020 mpared to last of managed [2]	2021	2012 2022 Survey peri 2008 to 01	2023 iod /2010		arter of 2010		

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey peri	od		Survey frequency
2.19)	free_nq		ı	expected rele	vance of freela	ancers next quar	ter	from 2008-	2014		quarterly
Wording	of question										
since 01/20	08									Further information	
7	portance do the		ruments of flex	kibilisation hav	e for your cor	mpany?					
	Instruments:		next quarter t	he importance	will be						
	- Usage of fre	eelancers		higher [1]		unchanged [2]		smaller [3]			
Time spa	n of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
204.4	2045	2045	2047	2040	2040	2020	2024	2022	2022		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

	Name			Label				Survey per	iod		Survey frequency
2.20)	free_no			no freelancers	;			since 2013	1		Quartalsweise
Wording o	of question										
since 01/201	.3									Further information	
A) What imp	ortance do the	following instr	ruments of flex	ibilisation hav	e for your con	npany?					
	ur companies in				•	• •					
	Instruments:										
				1	l						
	- Usage of fre	elancers			no application	า 1					
			l.			. [-]					
Time span	n of variable					. [-]					
			2007				2011	2012	2012		
Time span	of variable	2006	2007	2008	2009	2010	2011	2012	2013		
			2007				2011	2012	2013		
			2007				2011	2012	2013		
			2007				2011	2012	2013		
2004	2005	2006		2008	2009	2010					
2004	2005	2006		2008	2009	2010					

No.	Name	Label		Survey period		Survey frequency
2.21)	outsour_tq	current relevance of outsour	cing	since 2008		quarterly
Wording o	of question					
since 01/2008	8				Further information	
		and the state of t				
	ortance do the following instrumen ir companies in Germany)	nts of flexibilisation have for your com	panyr			
	Instruments:	current importance in the company is				
		li inte				
	- Outsourcing	high [1]	medium [2]	minor [3]		



No.	Name			Label				Survey peri	iod		Survey frequency
2.22)	outsour_lq		l	relevance of o	utsourcing co	impared to last o	quarter	2008 to 01	/2010		quarterly
	of question									1	
since 01/20	80									Further information	
	portance do the		ruments of flex	cibilisation hav	e for your co	mpany?					
(only for y	our companies in	Germany)								Inquired until the first quarter of 2010	
	Instruments:		compared to p	orevious guarte	er the importa	nce is					
	- Outsourcing	.		higher [1]		unchanged [2]		smaller [3]			
Time spa	n of variable										
2004	2005	2005	2007	2000	2000	2040	2044	2042	2042		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

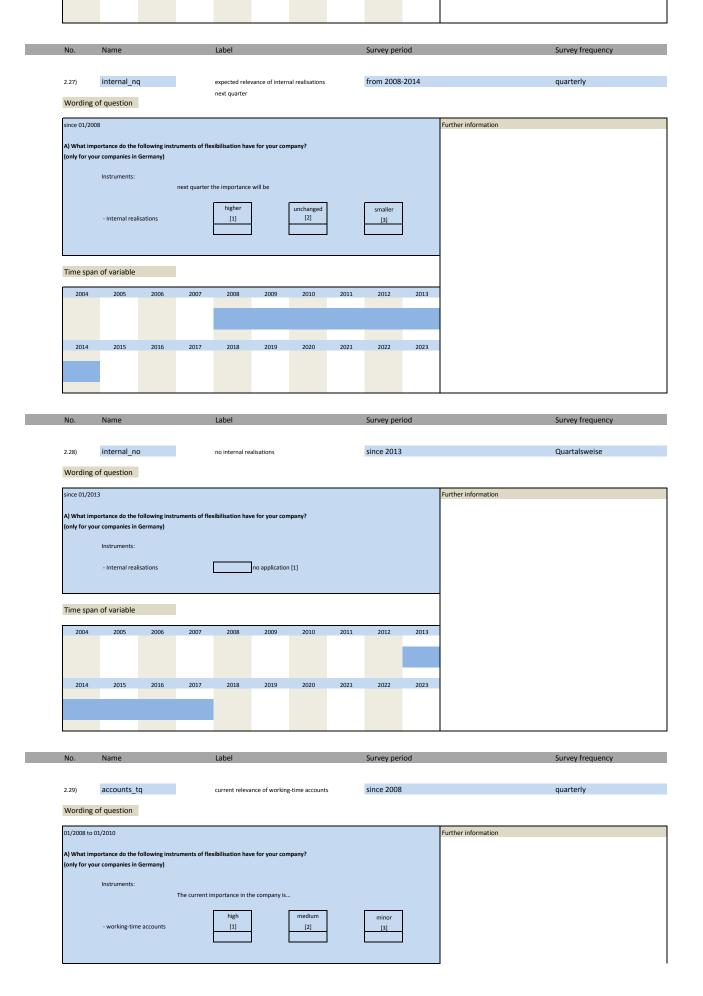
No.	Name			Label				Survey per	iod	Survey frequency
2.23) Wording	outsour_no		ı	expected relev	vance of outso	ourcing next quar	rter	from 2008	2014	quarterly
	008 nportance do the our companies in		ruments of flex	ibilisation hav	e for your co	mpany?				Further information
	Instruments:		next quarter th	ne importance	will be					
	- Outsourcing	ţ	{	higher [1]		unchanged [2]		smaller [3]		
Time spa	an of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2013	2010	2017	2010	2015	2020	2021	2022	2023	
2014										

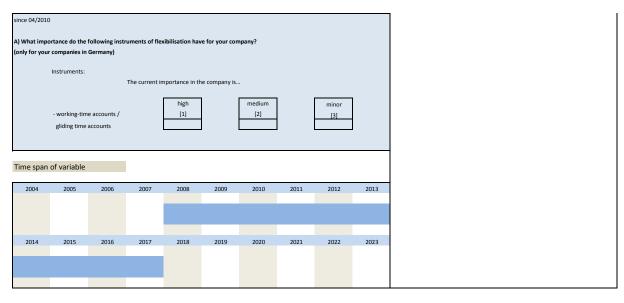
No.	Name	Label	Survey period	Survey frequency
2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise

Wording of question since 01/2013 Further information A) What importance do the following instruments of flexibilisation have for your company? only for your companies in Germany) Instruments: - Outsourcing no application [1] Time span of variable 2004 2008 2010 2011 2012 2013 2005 2006 2007 2009 2022 2014 2015 2016 2017 2018 2019 2020 2021 2023 No. Name Label Survey frequency Survey period internal_tq since 2008 quarterly 2.25) current relevance of internal realisations Wording of question since 01/2008 Further information 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... medium high - Internal realisations [1] [2] [3] Time span of variable 2006 2007 2008 2009 2010 2011 2012 2013 2004 2023 2015 2016 2017 2019 2021 2022 2014 2018 2020 No. Name Survey period Survey frequency internal_lq 2008 to 01/2010 quarterly 2.26) relevance of internal realisations compared to last guarter Wording of question since 01/2008 Further information A) What importance do the following instruments of flexibilisation have for your company? only for your companies in Germany) Inquired until the first quarter of 2010 Instruments: compared to previous quarter the importance is higher unchanged smaller - Internal realisations [2] [1] [3] Time span of variable 2004 2006 2007 2008 2009 2010 2011 2012 2013

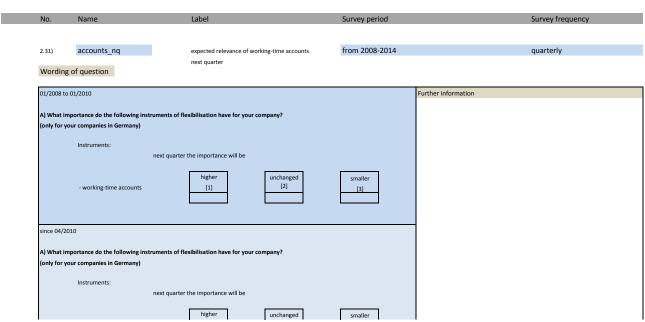
2022

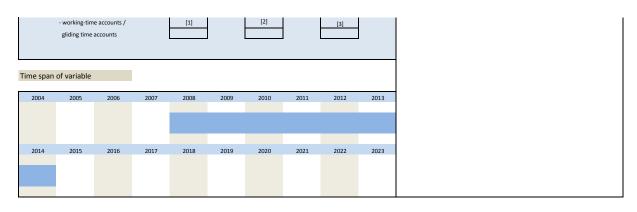
2014





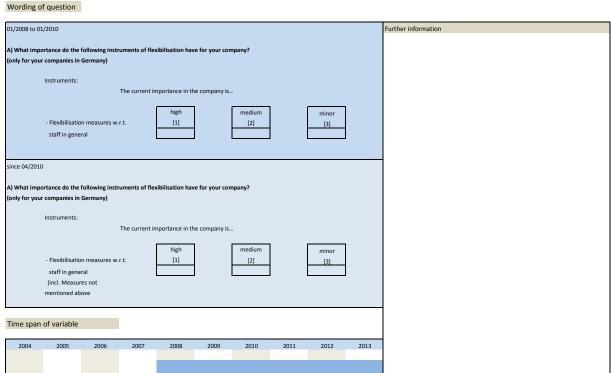
No.	Name			Label				Survey peri	od		Survey frequency
2.30) Wording	accounts_l	lq		relevance of v	vorking-time a	iccounts compa	red to	2008 to 01,	/2010		quarterly
since 01/20	008									Further information	
	portance do the		ruments of flex	tibilisation hav	e for your co	mpany?				Inquired until the first quarter of 2010	
	Instruments:									inquired until the first quarter or 2010	
	- working-tim		compared to p	higher [1]	er the importa	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		
										1	

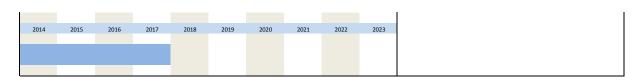


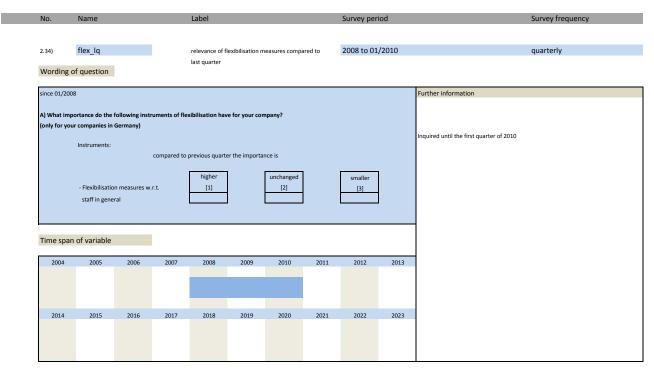


	Name			Label				Survey per	iod		Survey frequency
2.32)	accounts_r	no	l	no working-tir	ne accounts			since 2013	i		Quartalsweise
Wording o	of question										
since 01/201	13									Further information	
A) What imp	oortance do the	following inst	ruments of flex	ibilisation hav	e for your con	npany?					
(only for you	ur companies in	Germany)									
	Instruments:										
					1						
	working tim	o accounts /									
	- working-tim gliding time	e accounts / accounts	l		no application	n [1]					
					no application	n [1]					
Time spar					no application	1[1]					
Time spar	gliding time		2007	2008	no application	2010	2011	2012	2013		
	gliding time	accounts	2007				2011	2012	2013		
	gliding time	accounts	2007				2011	2012	2013		
2004	gliding time n of variable 2005	accounts 2006		2008	2009	2010					
	gliding time	accounts	2007				2011	2012	2013		
2004	gliding time n of variable 2005	accounts 2006		2008	2009	2010					

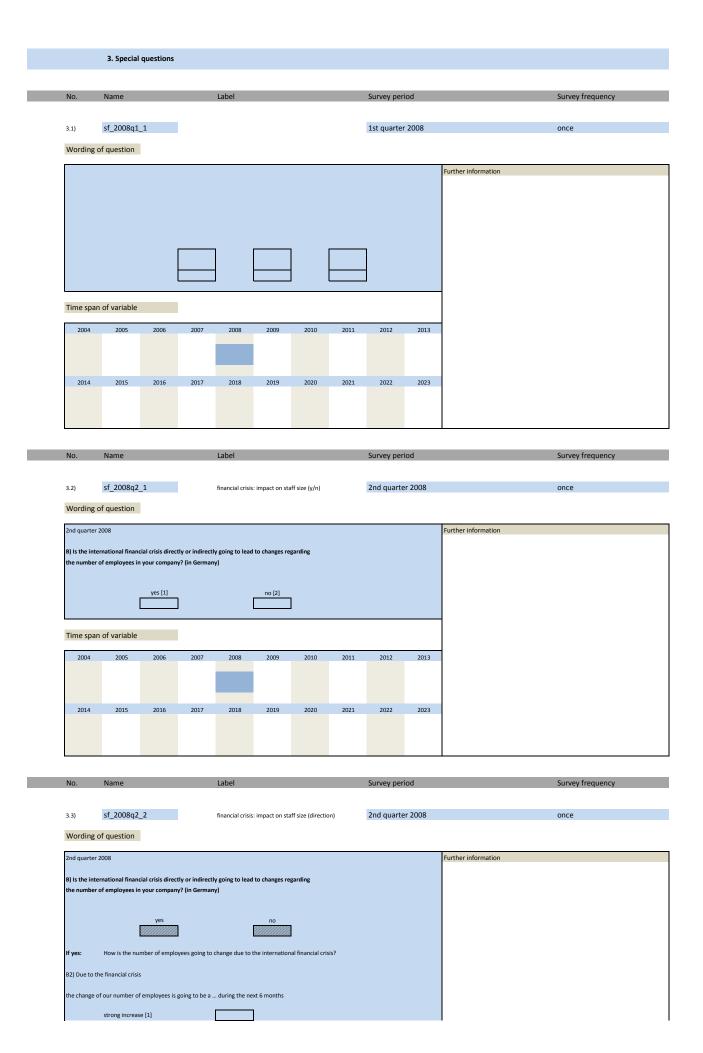
No.	Name	Label	Survey period	Survey frequency
2.33)	flex_tq	current relevance of flexibilisation measures	since 2008	quarterly
,				4,

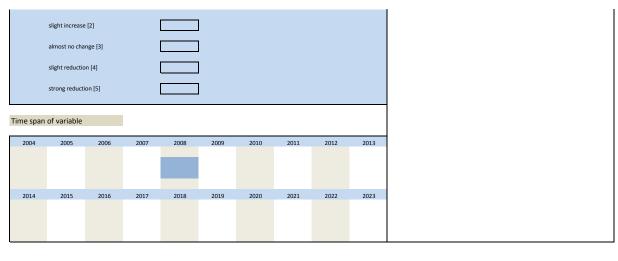






No.	Name			Label				Survey peri	od		Survey frequency
2.35)	flex_nq				vance of flexib	ilisation measur	es	from 2008-	2014		quarterly
Wording o	of question			next quarter							
01/2008 to 0	1/2010									Further information	
		following inst	ruments of fle	xibilisation hav	e for your con	npany?					
(only for you	ır companies in	Germany)									
	Instruments:										
			next quarter t	the importance	will be						
				higher		unchanged		smaller			
	- Flexibilisation	on measures w	.r.t.	[1]		[2]		[3]			
	Juli III geni										
since 04/2010	0										
SIIICE 04/2011	o .										
		following inst	ruments of fle	xibilisation hav	e for your con	npany?					
(only for you	ır companies in	Germany)									
	Instruments:										
			next quarter t	the importance	will be						
				higher		unchanged		smaller			
	staff in gene	on measures w. eral	.r.t.	[1]		[2]		[3]			
	(incl. Measu	res not									
	mentioned at	bove									
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	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										•	

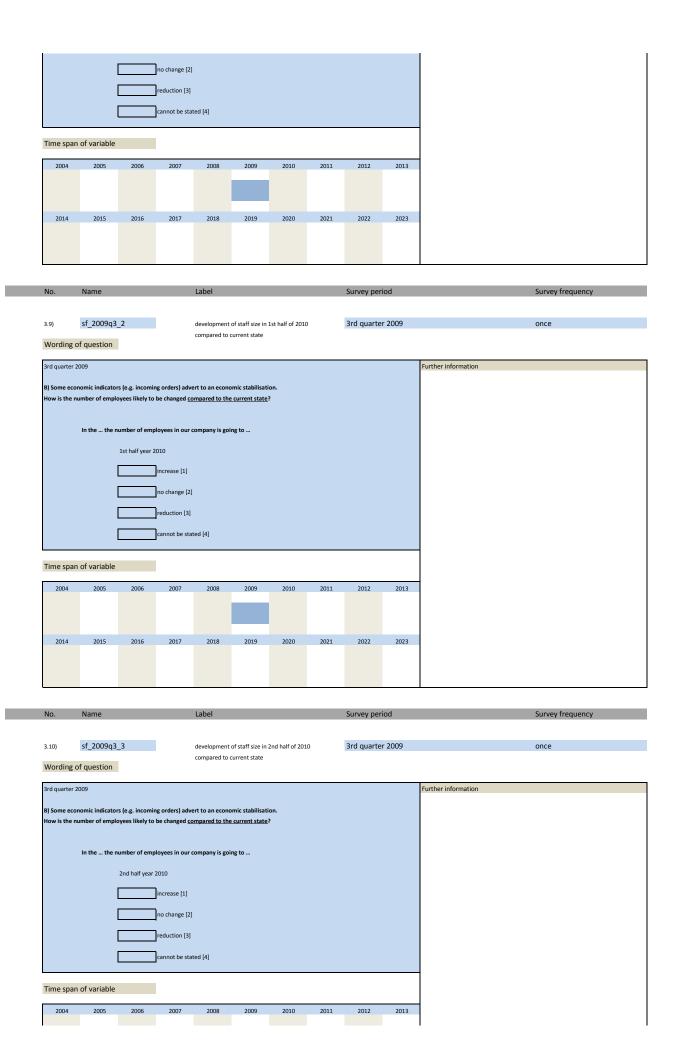


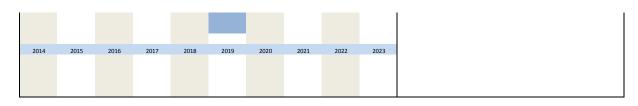


No.	Name			Label				Survey per	iod		Survey frequency
3.4) Wording	sf_2008q3 of question	_1		reduction in sl	nortage of skill	ed labour		3rd quarte	r 2008		once
market from	2008 es from ten new n 01/01/2009 on ace the shortage	(see supplement of skilled labo	entary sheet fo	or explanations						Further information	
Time spar	n of variable		no [2]	f skilled labour	[3]						
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
3.5) Wording	sf_2008q4_ of question	_1		expenditures of compared to o		cation in 2009		4th quarte	r 2008		once
100	2008 ural shortage of si upany going to	the expenditu		education in 2	009?					Further information	
Time spa	n 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		Survey frequency
3.6)	sf_2009q1	_1		reduction of c	operational disr	nissals		1st quarte	r 2009	once
Wording o	of question									
2nd quarter	2009									Further information
	ent period for s					ow.				
				,	,.					
			yes, significant							
			yes, slightly [2]						
			no [3]	emissals gapar	rally raro [4]					
			operational di	smissais gener	ally 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	Nama			Label				Current per	ind	Suprau fraguence
No.	Name			Labei				Survey per	iou	Survey frequency
								2nd augete	or 2000	once
3.7)	sf_2009q2	_1			f measures for		den	2nd quarte	2003	
	sf_2009q2 of question	_1			f measures for rity contributio		den	zna quarte	2003	
Wording o	of question	_1					den	Ziiu quarte	2009	Further information
Wording (2nd quarter B) The econo	of question 2009 omic-growth page and employees we see the control of the contr	ckage II of the vith the social	Federal Govern	of social secur nment also co tributions by a	rity contributio	ns es to relieve th	ne	Znu quarte	2003	
2nd quarter B) The econoc companies a insurance co	2009 pmic-growth parand employees wontributions are	ckage II of the vith the social reduced by 0,6	Federal Govern insurance cont 5 percentage po	of social secur nment also co tributions by a	rity contributio	ns es to relieve th	ne	ziiu quarte	2005	
Wording of 2nd quarter B) The econo companies a insurance co	of question 2009 omic-growth page and employees we see the control of the contr	ckage II of the vith the social reduced by 0,6 easures for you	Federal Governinsurance conti percentage pour company?	of social secur nment also co tributions by a	rity contributio	ns es to relieve th	ne	ziiu quarte	2009	
2nd quarter B) The econoc companies a insurance co	2009 pmic-growth parand employees wontributions are	ckage II of the with the social reduced by 0,6 easures for you	Federal Governinsurance cont 6 percentage pour company?	of social secur nment also co tributions by a pints).	rity contributio	ns es to relieve th	ne	ziiù quarte	. 2009	
Wording of 2nd quarter B) The econo companies a insurance co	2009 pmic-growth parand employees wontributions are	ckage II of the with the social reduced by 0,6 casures for you	Federal Govern insurance configuration of percentage programmer of percentage percentage percentage programmer of percentage	of social securion of securion of social securion of securion	rity contributio	ns es to relieve th	ne	Ziio quare	. 2009	
Wording of 2nd quarter B) The econo companies a insurance co	2009 pmic-growth parand employees wontributions are	ckage II of the with the social reduced by 0,6 casures for you	Federal Governinsurance cont 6 percentage pour company?	of social securion of securion of social securion of securion	rity contributio	ns es to relieve th	ne	Ziio quarte	. 2009	
Wording of 2nd quarter B) The econc companies a insurance co	2009 pmic-growth parand employees wontributions are	ckage II of the with the social reduced by 0,6 casures for you	Federal Govern insurance configuration of percentage programmer of percentage percentage percentage programmer of percentage	of social securion of securion of social securion of securion	rity contributio	ns es to relieve th	ne	Ziio quarte	. 2009	
Wording (2nd quarter B) The econcompanies a insurance co	of question 2009 pomic-growth pauling and employees wontributions are assess these me	ckage II of the with the social reduced by 0,6 casures for you	Federal Govern insurance configuration of percentage programmer of percentage percentage percentage programmer of percentage	of social securion of securion of social securion of securion	rity contributio	ns es to relieve th	ne	2012	2013	
Wording of 2nd quarter B) The econo companies a insurance co How do you	2009 Domic-growth parameter parameters assess these means as a second as a second assess the second assess the second as a second as	ckage II of the with the social reduced by 0,60 ceasures for you	Federal Governinsurance confinence confinence confinence confinence company? big relief [1] slight relief [2] almost no relief	of social securion of securion of social securion of	ntains measun	ns es to relieve th specially the h	ue ealth			
2nd quarter B) The econocompanies a insurance co How do you	2009 Domic-growth parameter parameters assess these means as a second as a second assess the second assess the second as a second as	ckage II of the with the social reduced by 0,60 ceasures for you	Federal Governinsurance confinence confinence confinence confinence company? big relief [1] slight relief [2] almost no relief	of social securion of securion of social securion of	ntains measun	ns es to relieve th specially the h	ue ealth			
Wording of 2nd quarter B) The econo companies a insurance co How do you Time spar	of question 2009 Demic-growth parameter parameter properties with parameter properties assess these metals as a second properties as a second parameter properties as a	ckage II of the with the social reduced by 0,6 casures for you	Federal Governinsurance confinsurance confinsurance confinsurance confinsurance company? big relief [1] slight relief [2] almost no relief 2007	of social securion ment also contributions by a points).	ntains measun ibout 12 bn. (e	es to relieve the specially the h	ee ealth	2012	2013	
Wording of 2nd quarter B) The econo companies a insurance co How do you Time spar	of question 2009 Demic-growth parameter parameter properties with parameter properties assess these metals as a second properties as a second parameter properties as a	ckage II of the with the social reduced by 0,6 casures for you	Federal Governinsurance confinsurance confinsurance confinsurance confinsurance company? big relief [1] slight relief [2] almost no relief 2007	of social securion ment also contributions by a points).	ntains measun ibout 12 bn. (e	es to relieve the specially the h	ee ealth	2012	2013	
Wording of 2nd quarter B) The econo companies a insurance co How do you Time spar	of question 2009 Domic-growth page and employees wontributions are assess these me assess these me 2005	ckage II of the with the social reduced by 0,6 casures for you	Federal Governinsurance continuous per company? big relief [1] slight relief [2] almost no relief 2007	of social securionment also contributions by a points).	ntains measun ibout 12 bn. (e	es to relieve the specially the h	ee ealth	2012	2013	Further information
2nd quarter B) The econo companies a insurance co How do you Time spar	of question 2009 Demic-growth parameter parameter properties with parameter properties assess these metals as a second properties as a second parameter properties as a	ckage II of the with the social reduced by 0,6 casures for you	Federal Governinsurance continuous per company? big relief [1] slight relief [2] almost no relief 2007	of social securion ment also contributions by a points).	ntains measun ibout 12 bn. (e	es to relieve the specially the h	ee ealth	2012	2013	
Wording of 2nd quarter B) The econoccompanies a insurance co How do you Time spar 2004	of question 2009 Domic-growth page and employees wontributions are assess these me assess these me 2005	ekkage II of the with the social reduced by 0,6 casures for you 2006	Federal Governinsurance continuous processing processin	of social securion of securion of social securion of securion	ntains measur ibout 12 bn. (e	es to relieve the specially the h	2011 2021	2012	2013 2023	Further information
Wording of 2nd quarter B) The econo companies a insurance co How do you Time spar 2004 2014 No.	of question 2009 Domic-growth particular properties of the prope	ekkage II of the with the social reduced by 0,6 casures for you 2006	Federal Governinsurance continuous processing processin	of social securion ment also contributions by a points).	ntains measur ibout 12 bn. (e	es to relieve the specially the h	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
Wording of 2nd quarter B) The econcompanies a insurance co How do you Time spar 2004 No. 3.8) Wording of	of question 2009 conic-growth panel employees we contributions are assess these me assess these me 2005 2015 Name sf_2009q3 of question	ekkage II of the with the social reduced by 0,6 casures for you 2006	Federal Governinsurance continuous processing processin	of social securion of securion of social securion of securion	ntains measur ibout 12 bn. (e	es to relieve the specially the h	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency
2nd quarter B) The econcompanies a insurance co How do you Time spar 2004 2014 No. 3.8) Wording 6 3rd quarter 2 B) Some eco	of question 2009 comic-growth parameters and employees we contributions are assess these me assess the	2006 2016	Federal Governinsurance continuation of percentage pur company? big relief [1] slight relief [2] almost no relief continuation of the continuatio	of social securion ment also contributions by a oints). 2008 2018 Label development compared to other compared to ot	antains measuru phout 12 bn. (e	es to relieve the specially the h	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording of 2nd quarter B) The econcompanies a insurance co How do you 2004 Time spare 2004 2014 No. 3.8) Wording of 3rd quarter 2 B) Some eco	of question 2009 Domic-growth page and employees wontributions are assess these me assess the assess th	2006 2016	Federal Governinsurance continuation of percentage pur company? big relief [1] slight relief [2] almost no relief continuation of the continuatio	of social securion ment also contributions by a oints). 2008 2018 Label development compared to other compared to ot	antains measuru phout 12 bn. (e	es to relieve the specially the h	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency once
Wording of 2nd quarter B) The econcompanies a insurance co How do you 2014 Time spar 2004 2014 No. 3.8) Wording of 3rd quarter 2 B) Some eco	of question 2009 Domic-growth pass and employees wontributions are assess these me 2005 2015 Name sf_2009q3 of question 2009 commic indicator number of employees	2006 2016 2016 2016	Federal Governinsurance continuation of percentage pur company? big relief [1] slight relief [2] almost no relief continuation of the continuatio	of social securions of social securions of social securions securions and social securions by a points). Ef [3] 2008 2018 Label development compared to the securion of securions are securions and securions are securiors.	ntains measur ibout 12 bn. (e	es to relieve the specially the h	2011 2021	2012 2022 Survey per	2013 2023	Further information Survey frequency once

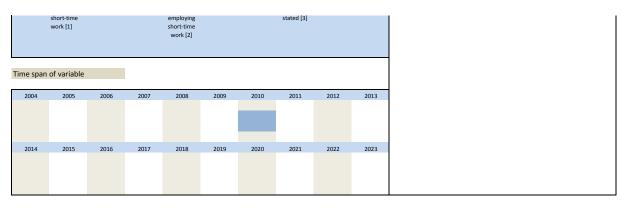




No.	Name			Label				Survey per	iod		Survey frequency
3.11)	sf_2009q3	_4		development	of staff size in 2	2011		3rd quarte	r 2009		once
Mordina	of question	l		compared to	current state						
wording	oi question										
3rd quarter	2009									Further information	
B) Some ec	onomic indicato	rs (e.g. incomin	ng orders) adve	ert to an econo	omic stabilisati	on.					
	number of empl										
	In the the r	umber of emp	loyees in our	company is goi	ng to						
		year 2011									
		year 2011									
			increase [1]								
			no change [2]								
			reduction [3]								
			reduction [3]								
			cannot be sta	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		

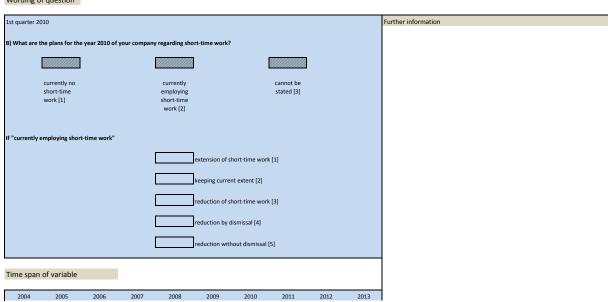
2)	sf_2009q3_	5		development	of staff size in 2	2012		3rd quarter	r 2009		once
				compared to	current state						
ording o	f question										
quarter 20	009									Further information	
ome econ	nomic indicators	(e.g. incomi	ng orders) adv	ert to an econo	omic stabilisati	on.					
	ımber of emplo										
	In the the nu	ımber of emp	oloyees in our	company is goi	ng to						
		year 2012									
			increase [1]								
	Г		no change [2]								
	L		no change [2]								
			reduction [3]								
	Г		cannot be sta	ted [4]							
	L										
	of variable										
ne span	OI Variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
		2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2010									
2014	2015	2010									

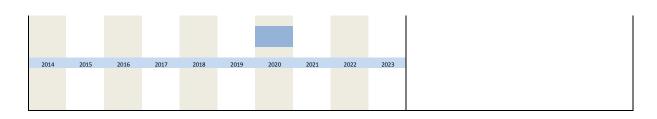
B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed compared to the current state? In the the number of employees in our company is going to year 2013 increase [1] no change [2] reduction [3] cannot be stated [4]	
B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u> ? In the the number of employees in our company is going to year 2013 increase [1] no change [2]	
year 2013 increase [1] no change [2] reduction [3]	
no change [2]	
Time span of variable	
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	
No. Name Label Survey period Survey freq	uency
3.14) sf_2009q4_1 impact of economic measures on economic Wording of question 4th quarter 2009 once	
4th quarter 2009 Further information	
B) The new Federal Government discusses future economic measures. How do you think are these measures going to impact the economic growth in the meduim run (next 3 to 4 years)? strongly positive [1]	
rlighth, parities [7]	
slightly positive [2] rather no impact [3]	
rather no impact [3] slightly negative [4] strongly negative [5]	
rather no impact [3] slightly negative [4]	
rather no impact [3] slightly negative [4] strongly negative [5] cannot be stated [6]	
rather no impact [3] slightly negative [4] strongly negative [5] cannot be stated [6] Time span of variable	
rather no impact [3]	uency
Time span of variable	uency
Tather no impact [3]	uency
Time span of variable	uency



	Name			Label				Survey per	riod		Survey frequency
3.16)	sf_2010q1			currently no si	nort-time wor	k:		1st quarte	r 2010		once
Wording	of question										
1st quarter	2010									Further information	
B) What are	the plans for th	e year 2010 of	your company	regarding sho	rt-time work	?					
		l						ı			
	currently no			currently			cannot be	4			
	short-time work [1]			employing short-time			stated [3]				
	MOLK [1]			work [2]							
If "currentl	y no short-time v	work"									
		no introductio									
Time spa		no introduction									
Time spa		no introduction		2008	2009	2010	2011	2012	2013		
	n of variable	no introductio	ntended [2]	2008	2009	2010	2011	2012	2013		
	n of variable	no introductio	ntended [2]	2008	2009	2010	2011	2012	2013		
	n of variable	no introductio	ntended [2]	2008	2009	2010	2011	2012	2013		
2004	n of variable	no introduction in	2007								

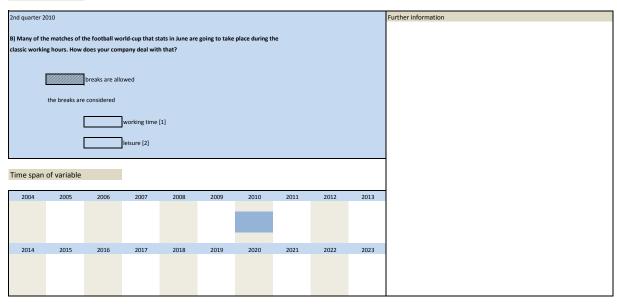
No.	Name	Label	Survey period	Survey frequency
3.17)	sf_2010q1_3	currently employing short-time work:	1st quarter 2010	once



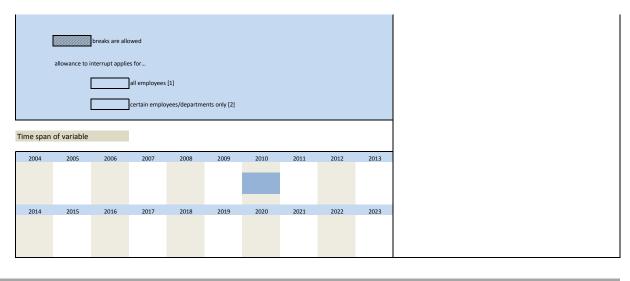


Wording of que 2nd quarter 2010 B) Many of the mate	2010q2_1 estion tches of the football we urs. How does your com	orld-cup that st			up		2nd quarte	er 2010		once
Wording of que 2nd quarter 2010 B) Many of the mate	estion tches of the football wo	orld-cup that st	ats in June are		ир		2nd quarte	er 2010		once
2nd quarter 2010 B) Many of the mate	tches of the football wo			going to take						
B) Many of the mate				going to take						
B) Many of the mate				going to take						
				going to take					Further information	
classic working nou	urs. How does your com	ipany dear witi	i tilat:	0. 0.10 10.10	place during t	he				
	breaks are allo	owed [1]								
	world-cup can	not be taken a	ccount of [2]							
	cannot be stat	ted [3]								
Time span of va	ariable									
2004 2	2005 2006	2007	2008	2009	2010	2011	2012	2013		
2014 2	2015 2016	2017	2018	2019	2020	2021	2022	2023		
									l	

IVO.	Name	Label	Survey period	Survey frequency
3.19)	st 2010a2 2	hreaks are considered	2nd guarter 2010	once



INO.	Name	Label	Survey period	Survey frequency
3.20)	sf_2010q2_3	allowance to interrupt applies for	2nd quarter 2010	once
Word	ding of question			
2nd qı	uarter 2010			Further information
	ny of the matches of the football wo	orld-cup that stats in June are going to take place during the spany deal with that?		



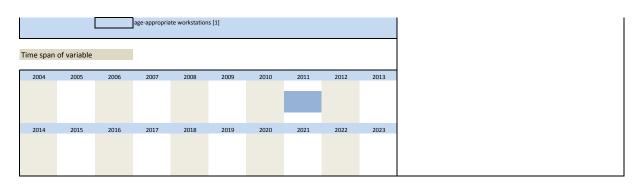
3.21) sf_2010q3_1 tendency towards short-term contracts among recruitments in the next 12 months 3rd quarter 2010 3rd quarter 2010 3rd quarter 2010 B) During the next 12 months is your company going to the tendency towards short-term contracts among recruitments?		Name			Label				Survey per	iod		Survey frequency
Wording of question 3rd quarter 2010 B) During the next 12 months is your company going to the tendency towards short-term contracts among recruitments? Increase [1]		-f 2010 2		ı					2-4	- 2010		
Wording of question 3rd quarter 2010 8) During the next 12 months is your company going to the tendency towards short-term contracts among recruitments? increase [1]	3.21)	st_2010q3_	_1					ong	ard quarte	r 2010		once
B) During the next 12 months is your company going to the tendency towards short-term contracts among recruitments? increase [1]	Wording	of question			recruitments i	n the next 12	months					
B) During the next 12 months is your company going to the tendency towards short-term contracts among recruitments? increase [1]	wording	or question										
among recruitments? increase [1] remain unchanged [2] decrease [3] not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	3rd quarter	2010									Further information	
among recruitments? increase [1] remain unchanged [2] decrease [3] not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
increase [1] remain unchanged [2] decrease [3] not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			s is your comp	pany going to	. the tendency	towards sho	t-term contrac	ts				
remain unchanged [2] decrease [3] not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	among recri	uitments?										
			increase [1]									
not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			remain uncha	nged [2]								
not decided on yet [4] no recruitments [5] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			decrease [2]									
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			ucciease [5]									
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			not decided o	n yet [4]								
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			no recruitmen	nts [5]								
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
	Time spar	n of variable										
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023												
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023				2007	2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023				2007	2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023				2007	2008	2009	2010	2011	2012	2013		
	2004	2005	2006									
	2004	2005	2006									
	2004	2005	2006									
	2004	2005	2006									

.22)		4						441	- 2010	
/	sf_2010q4	_1		voluntary extr	apayments ha	ve been made		4th quarte	r 2010	once
Vording of	f question									
th quarter 20	010									Further information
) During the	past months th	he German ecc	onomy recover	ed significantl	y from the fina	ancial crisis. Ho	w is your			
	be participate			•			•			
	1) voluntary o	xtrapayments I	havo alroady by	non mado						
	1) volulitary e.	xu apayments i	nave aneauy Di	een made						
		yes [1]			no[2]					
ime snan	of variable									
ime span	of variable									
ime span	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	
		2006	2007	2008	2009	2010	2011	2012	2013	
		2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005									
2004	2005									

No.	Name			Label				Survey per	iod	Survey frequency
3.23)	sf_2010q4_	_2		voluntary ext	rapayments w	ill be made		4th quarte	r 2010	once
Wording	of question									
4th quarter	2010									Further information
	e past months the		onomy recover	red significantl	ly from the fin	ancial crisis. Hov	w is your			
	1) voluntary ex	xtrapayments	will be made d	uring the next	months					
		yes [1]			no[2]					
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
1101	rume			Luber				ourrey per		Julie, Inspection
3.24)	sf_2010q4_	3		next payroun	d			4th quarte	r 2010	once
	of question									e u i é u
4th quarter B) During th	2010 ne past months th	ne German ec	onomy recover	red significantl	ly from the fin	ancial crisis. Hov	w is your			Further information
4th quarter B) During th	2010	ne German ec d?	onomy recovei	red significantl	ly from the fin	nancial crisis. Hov	w is your			Further information
4th quarter B) During th	2010 se past months the to be participated 1) next payrou	ne German ec d? ind significant wa	nge increase [1]	l	ly from the fin	aancial crisis. Hov	w is your			Further information
4th quarter B) During th	2010 se past months the to be participated 1) next payrou	ne German ec d? ind significant wa moderate wa	ge increase [1] ge increase [2]	l	ly from the fin	nancial crisis. Hov	w is your			Further information
4th quarter B) During th	2010 se past months the cobe participated 1) next payrou	ne German ec d? ind significant wa	nge increase [1] ge increase [2] ncrease [3]	l	ly from the fin	rancial crisis. Hov	w is your			Further information
4th quarter B) During th staff going t	pe past months the cobe participates 1) next payrou	ne German eco d? und significant wa moderate wa slight wage in	nge increase [1] ge increase [2] ncrease [3]	l	ly from the fin	ancial crisis. Hov	w is your			Further information
4th quarter B) During th staff going t	2010 se past months the to be participated 1) next payrou n of variable	ne German eo d? significant wa moderate wa slight wage in no wage incre	nge increase [1] ge increase [2] ncrease [3] ease [4]							Further information
4th quarter B) During th staff going t	pe past months the cobe participates 1) next payrou	ne German eco d? und significant wa moderate wa slight wage in	nge increase [1] ge increase [2] ncrease [3]	l	ly from the fin	ancial crisis. Hov	w is your	2012	2013	Further information
4th quarter B) During th staff going t	2010 se past months the to be participated 1) next payrou n of variable	ne German eo d? significant wa moderate wa slight wage in no wage incre	nge increase [1] ge increase [2] ncrease [3] ease [4]					2012	2013	Further information
4th quarter B) During th staff going t	2010 se past months the to be participated 1) next payrou n of variable	ne German eo d? significant wa moderate wa slight wage in no wage incre	nge increase [1] ge increase [2] ncrease [3] ease [4]					2012	2013	Further information
4th quarter B) During th staff going t	2010 see past months the to be participated. 1) next payrou n of variable.	ne German ec d? und significant wa moderate wa slight wage in no wage incre	age increase [1] ge increase [2] ncrease [3] ease [4]	2008	2009	2010	2011			Further information
4th quarter B) During th staff going t	2010 see past months the to be participated. 1) next payrou n of variable.	ne German ec d? und significant wa moderate wa slight wage in no wage incre	age increase [1] ge increase [2] ncrease [3] ease [4]	2008	2009	2010	2011			Further information
4th quarter B) During th staff going t	2010 see past months the to be participated. 1) next payrou n of variable.	ne German ec d? und significant wa moderate wa slight wage in no wage incre	age increase [1] ge increase [2] ncrease [3] ease [4]	2008	2009	2010	2011		2023	Further information Survey frequency
Ath quarter B) During th staff going t Time spa 2004	pe past months the to be participated 1) next payrou n of variable 2005	ne German ec d? significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] screase [3] ease [4] 2007	2008 2018	2009	2010	2011	2022	2023 iod	
Time spa 2004 No. 3.25)	pe past months the to be participated at 1) next payrou no of variable 2005	ne German ec d? significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] screase [3] ease [4] 2007	2008 2018	2009	2010	2011	2022 Survey per	2023 iod	Survey frequency
Time spa 2004 No. 3.25)	pe past months the top participates and of variable 2005 Name sf_2011q1_cof question	ne German ec d? significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] screase [3] ease [4] 2007	2008 2018 Label tendency tow	2009	2010	2011	2022 Survey per	2023 iod	Survey frequency
Time spa 2004 2014 No. 3.25) Wording 1st quarter: B) A prolong	past months the cobe participates 1) next payrou 1) next payrou 2005 2005 Name sf_2011q1 of question 2011 gation of the wor	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] ncrease [3] ease [4] 2007	2008 2018 Label tendency tow employees	2009 2019 vards longer er	2010	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Time spa 2004 2014 No. 3.25) Wording 1st quarter: B) A prolong	pe past months the to be participated at 1) next payrou and of variable 2005 Name sf_2011q1_ of question 2011	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] ncrease [3] ease [4] 2007	2008 2018 Label tendency tow employees	2009 2019 vards longer er	2010 2020 mployment of ser	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Time spa 2004 2014 No. 3.25) Wording 1st quarter: B) A prolong	pe past months the to be participated at 1) next payrou and of variable 2005 Name sf_2011q1_cof question at 2011 gation of the worly employees?	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] ncrease [3] ease [4] 2007	2008 2018 Label tendency tow employees	2009 2019 vards longer er	2010 2020 mployment of ser	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Time spa 2004 2014 No. 3.25) Wording 1st quarter B) A prolony retain elder	pe past months the to be participated at 1) next payrou and of variable 2005 Name sf_2011q1_cof question at 2011 gation of the worly employees?	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] ncrease [3] ease [4] 2007	2008 2018 Label tendency tow employees	2009 2019 a tendency in	2010 2020 mployment of ser	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Time spa 2004 2014 No. 3.25) Wording 1st quarter B) A prolony retain elder	pe past months the to be participated as the past months the to be participated as the participated as the participated as the participated as the past months are participated as the past months are past months as the past months are past months as the past months are p	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] ncrease [3] ease [4] 2007	2008 2018 Label tendency tow employees	2009 2019 a tendency in	2010 2020 mployment of ser	2011 2021	2022 Survey per	2023 iod	Survey frequency once
Time spa 2004 2014 No. 3.25) Wording 1st quarter B) A prolong retain elder	pe past months the tobe participated and of variable 2005 Name 2015 Name 2011q1 2011 2011 2011 2011 2011 2011 20	ne German eco d? und significant wa moderate wa slight wage in no wage incre 2006	ge increase [1] ge increase [2] crease [3] 2007 2017	2008 2018 Label tendency tow employees	2009 2019 vards longer er a tendency in	2010 2020 mployment of ser	2011 2021	Survey per 1st quarter	2023 dod	Survey frequency once

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name			Label				Survey per			Survey frequency
3.26)	sf_2011q1_	_2		yes, via flexible	e working hou	ırs		1st quarter	2011		once
Wording	of question										
1st quarter 2	2011									Further information	
	gation of the wor	king lifetime i	is dicussed pub	licly. Is there a	tendency in	your company	r to				
retain elderl	ly employees?										
		yes	I		no						
	If yes, which n	neasures are i	mplemented?								
	[flexible workin	ng hours [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 per	iod	_	Survey frequency
											once
3.27)	sf_2011q1_	_3		yes, via monet	tary incentives	s		1st quarter	2011		Office
	of question	_3		yes, via monet	tary incentives	s		1st quarter	2011		Unice
Wording (of question	_3		yes, via monet	tary incentives	s		1st quarter	2011	Further information	Unite
Wording of 1st quarter 2	of question 2011 gation of the wor							1st quarter	· 2011	Further information	once
Wording of 1st quarter 2	of question							1st quarter	2011	Further information	once
Wording of 1st quarter 2	of question 2011 gation of the worly employees?			licly. Is there a				1st quarter	- 2011	Further information	once
Wording of 1st quarter 2	of question 2011 gation of the worly employees?	king lifetime i	is dicussed pub	licly. Is there a	a tendency in y			1st quarter	- 2011	Further information	once
Wording of 1st quarter 2	of question 2011 gation of the wor ly employees?	king lifetime i	is dicussed pub	licly. Is there a	a tendency in y			1st quarter	2011	Further information	once .
1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the wor ly employees? If yes, which n	king lifetime i	is dicussed pub	licly. Is there a	a tendency in y			1st quarter	2011	Further information	once .
1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the wor ly employees?	king lifetime i	is dicussed pub	licly. Is there a	a tendency in y			1st quarter	2011	Further information	once .
1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the wor ly employees? If yes, which n	king lifetime i	is dicussed pub	licly. Is there a	a tendency in y			1st quarter	2011	Further information	once .
Wording of 1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the work by employees? If yes, which n	yes neasures are in	is dicussed pub mplemented? monetary ince	ntives [1]	o tendency in y	your company	rto			Further information	once -
Standard Sta	of question 2011 gation of the work ly employees? If yes, which n of variable 2005	yes neasures are in 2006	mplemented?	entives [1]	no 2009	your company	2011	2012	2013	Further information	OIICE .
Ust quarter 2 B) A prolong retain elderly Time spar	of question 2011 gation of the work by employees? If yes, which n	yes neasures are in	is dicussed pub mplemented? monetary ince	ntives [1]	o tendency in y	your company	rto			Further information	OIICE .
1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the work ly employees? If yes, which n of variable 2005	yes neasures are in 2006	mplemented?	entives [1]	no 2009	your company	2011	2012	2013	Further information	OIICE .
Wording of 1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the work ly employees? If yes, which n of variable 2005	yes neasures are in 2006	mplemented?	entives [1]	no 2009	your company	2011	2012	2013	Further information	OIICE .
Wording of 1st quarter 2 B) A prolong retain elderl	of question 2011 gation of the work ly employees? If yes, which n of variable 2005	yes neasures are in 2006	mplemented? monetary ince	entives [1]	no 2009	your company	2011	2012	2013	Further information	Survey frequency
Use quarter 2 B) A prolong retain elderly Time spar 2004	of question 2011 gation of the work ly employees? If yes, which in of variable 2005 2015	yes 2006	mplemented? monetary ince	2008	no 2009	your company	2011 2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Use quarter 2 B) A prolong retain elderly Time spar 2004	of question 2011 gation of the work ty employees? If yes, which in of variable 2005	yes 2006	mplemented? monetary ince	2008	2009	your company 2010 2020	2011 2021	2012	2013 2023	Further information	
Time spar 2004 2014 No.	of question 2011 gation of the work ly employees? If yes, which in of variable 2005 2015	yes 2006	mplemented? monetary ince	entives [1] 2008 2018	2009	your company 2010 2020	2011 2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording of 1st quarter 2 B) A prolong retain elder! Time spar 2004 2014 No. 3.28)	of question 2011 gation of the work by employees? If yes, which in 0 of variable 2005 2015 Name sf_2011q1_ of question	yes 2006	mplemented? monetary ince	entives [1] 2008 2018	2009	your company 2010 2020	2011 2021	2012 2022 Survey per	2013 2023	Further information Further information	Survey frequency
Time spar 2004 No. 3.28) Wording of 1st quarter 2	of question 2011 gation of the work ly employees? If yes, which in 2005 2015 Name sf_2011q1 of question 2011 gation of the work 2011	yes easures are in 2006 2016	mplemented? monetary ince	2008 2018 Label yes, via age-ap	no 2009 2019	2010 2020 zozo	2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Time spar 2004 2014 No. 3.28) Wording of the duarter 2	of question 2011 2011 2011 2011 2011 2015 2015 Name 2015 St. 2011q1 2011	yes easures are in 2006 2016	mplemented? monetary ince	2008 2018 Label yes, via age-ap	no 2009 2019	2010 2020 zozo	2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Time spar 2004 2014 No. 3.28) Wording of the sparse s	of question 2011 gation of the work by employees? If yes, which in a of variable 2005 2015 Name sf_2011q1 of question 2011 gation of the work by employees?	yes easures are in 2006 2016	mplemented? monetary ince	centives [1] 2008 2018 Label yes, via age-ap	no 2009 2019	your company 2010 2020	2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Time spar 2004 2014 No. 3.28) Wording of the sparse s	of question 2011 gation of the work by employees? If yes, which in a of variable 2005 2015 Name sf_2011q1 of question 2011 gation of the work by employees?	yes 2006 2016 4	mplemented? 2007 2017	centives [1] 2008 2018 Label yes, via age-ap	2009 2019	your company 2010 2020	2011 2021	2012 2022 Survey per	2013 2023		Survey frequency



No.	Name			Label				Survey per	riod		Survey frequency
3.29)	s.29) sf_2011q1_5 yes, via adjustment of assignments							1st quarte	r 2011	once	
											3
Wording	of question										
1st quarter 2	2011									Further information	
D) 4				.P. L. D. M							
	ation of the wor y employees?	rking lifetime	is dicussed pub	olicly. Is there a	a tendency in y	your company	to				
		yes			no						
		,			110						
	If yes, which m	neasures are i	mplemented?								
	If yes, which m				11						
	If yes, which n		mplemented?		[1]						
Time span	[[1]						
Time spar	If yes, which m				[1]						
Time spar	[2009	2010	2011	2012	2013		
	n of variable		adjustment of	assignments [2010	2011	2012	2013		
	n of variable		adjustment of	assignments [2010	2011	2012	2013		
2004	n of variable	2006	adjustment of	assignments [2009						
	n of variable		adjustment of	assignments [2010	2011	2012	2013		
2004	n of variable	2006	adjustment of	assignments [2009						

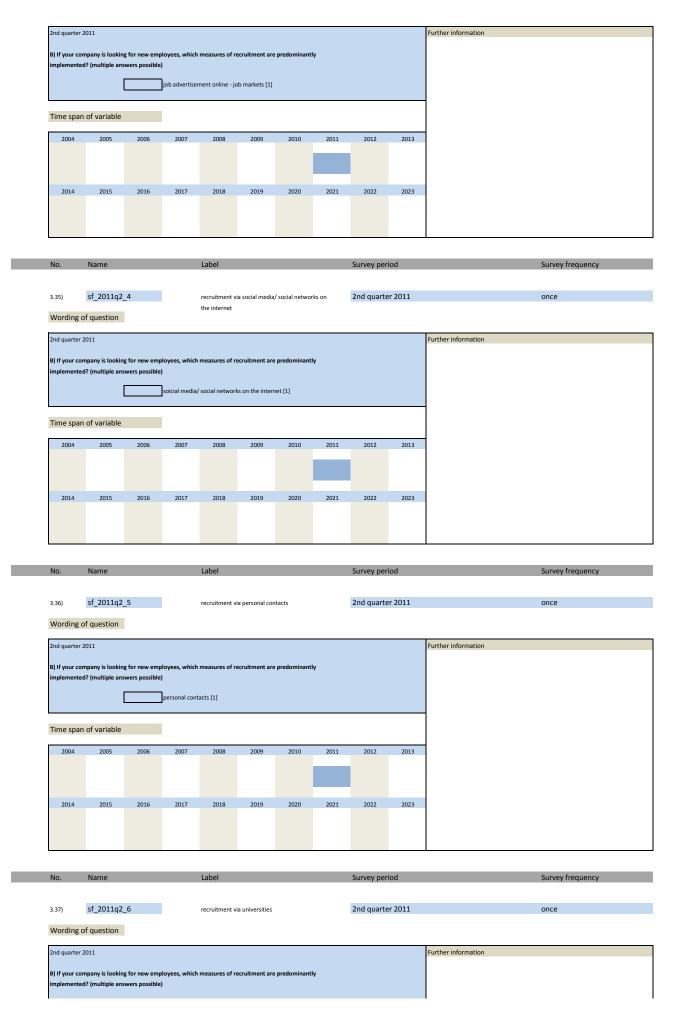
3.30)	sf_2011q1_	_6		yes, via other	measures			1st quarter	r 2011	once
Wording o	f question									
1st quarter 20										Further information
B) A prolonga retain elderly	tion of the wor employees?	rking lifetime i	s dicussed pub	olicly. Is there a	tendency in y	our company	to			
		yes			no					
	If yes, which n									
			other measur	es [1]						
	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

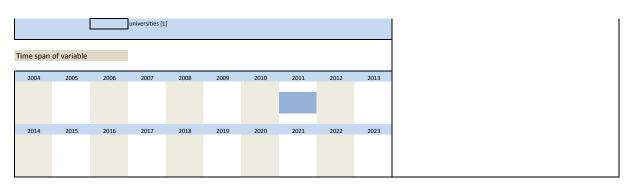
No.	Name	Label	Survey period	Survey frequency
3.31)	sf_2011q1_7	no measures	1st quarter 2011	once

1st quarter 2	011									Further information
	ation of the wo y employees?	rking lifetime	is dicussed pul	olicly. Is there a	tendency in	your company	/ to			
		yes			no					
	If yes, which i	neasures are i	mplemented?							
			no measure [11						
			no measure (.,						
Time span	of variable									
2004	2005	2005	2007	2000	2009	2010	2011	2042	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
3.32)	sf_2011q2	_1		recruitment vi	ia job advertis	ement in print	media	2nd quarte	er 2011	once
Wording o	of question									
2nd quarter 2	2011									Further information
B) If your cor	npany is lookin	g for new emp	lovees, which	measures of re	ecruitment ar	e predominan	tlv			
	d? (multiple an						•			
			job advertisei	ment in print m	edia [1]					
										-
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
-02.										
N-	Name			I ala al				C	:l	Common for more
No.	Name			Label				Survey per	100	Survey frequency
3.33)	sf_2011q2	2		recruitment vi	ia iob advertis	ement online -		2nd quarte	er 2011	once
		_		own homepag						
Wording o	of question									
2nd quarter 2	2011									Further information
B) If your cor	npany is lookin	g for new emp	loyees, which	measures of re	ecruitment ar	e predominan	tly			
implemented	d? (multiple an:	wers possible)							
			job advertisei	ment online - o	wn homepage	[1]				
										1
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	1
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
										l
Na	N			1-6-1				C····	:I	
No.	Name			Label				Survey per	IOO	Survey frequency
224	sf_2011q2	2						2nd =	2011	
3.34)	st 2011a2	3		recruitment vi	a job advertis	ement online -	-	2nd quarte	r 2011	once

Page 33

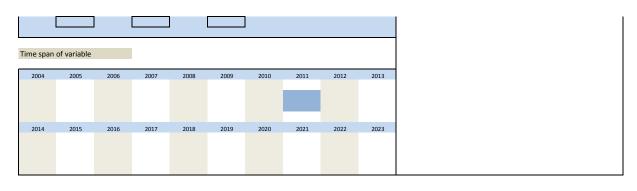
job markets





No.	Name	Name Label						Survey period			Survey frequency	
3.38)	sf_2011q2	7	recruitment via federal employment agency 2nd quarter 2011						er 2011		once	
	ing of question											
2nd quarter	2011									Further information		
	mpany is lookin			measures of r	ecruitment are	predominant	ly					
picc.itc	a. (marapic and	, meis possible	federal emplo	ument agency	[1]							
			rederar emplo	yment agency	[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			
Nο	Name	_		Lahel	_	_	_	Survey ner	ind		Survey frequency	
No.	Name			Label	-	-	-	Survey per	iod		Survey frequency	
	Name sf_2011q2	_8		Label recruitment v	ia recruitment	events/ fairs	_	Survey per 2nd quarte			Survey frequency	
3.39)		_8			ia recruitment	events/ fairs	_					
3.39) Wording (sf_2011q2 of question	_8			ia recruitment	events/ fairs				Further information		
3.39) Wording (2nd quarter	sf_2011q2 of question			recruitment v			ły			Further information		
3.39) Wording (2nd quarter B) If your co	sf_2011q2 of question	g for new emp	oloyees, which	recruitment v			ly			Further information		
3.39) Wording (2nd quarter B) If your co	sf_2011q2 of question 2011 mpany is lookin	g for new emp	oloyees, which	recruitment v			ty			Eurther information		
2nd quarter B) If your co implemente	sf_2011q2 of question 2011 mpany is lookin d? (multiple ans	g for new emp	oloyees, which	recruitment v			ly			Further information		
Wording (2nd quarter 3) If your complemente	sf_2011q2, of question 2011 umpany is lookin ad? (multiple ans	g for new emp swers possible	oloyees, which) recruitment e	recruitment v measures of n vents/fairs [1]	ecruitment are	e predominant		2nd quarte	er 2011	Eurther information		
3.39) Wording (2nd quarter B) If your co implemente	sf_2011q2 of question 2011 mpany is lookin d? (multiple ans	g for new emp	oloyees, which	recruitment v			2011			Further information		
3.39) Wording (2nd quarter B) If your co implemente	sf_2011q2, of question 2011 umpany is lookin ad? (multiple ans	g for new emp swers possible	oloyees, which) recruitment e	recruitment v measures of n vents/fairs [1]	ecruitment are	e predominant		2nd quarte	er 2011	Further information		
3.39) Wording (2nd quarter B) If your co implemente	sf_2011q2, of question 2011 umpany is lookin ad? (multiple ans	g for new emp swers possible	oloyees, which) recruitment e	recruitment v measures of n vents/fairs [1]	ecruitment are	e predominant		2nd quarte	er 2011	Further information		
3.39) Wording (2nd quarter B) If your co implemente Time spar	sf_2011q2, of question 2011 umpany is lookin d? (multiple ans	g for new empressible	ployees, which) recruitment e	measures of n vents/fairs [1]	ecruitment are	e predominant	2011	2nd quarte	2011 2013	Further information		

No.	Name	Label	Survey period	Survey frequency
3.40)	sf_2011q3_1	demand of applicants from Greece as compared	3rd quarter 2011	once
Mordina	g of question	to the past		
Wording	g of question			
3rd quarte	er 2011		Further info	rmation
B) Do you	sense a changed demand of app	licants from the following EU countries - in the light of		
	mic problems in some EU countr			
	the demand of applicants fro	om Greece as compared to the past		
	increased	unchanged decreased		
	[1]	[2] [3]		



No.	Name			Label				Survey per	iod		Survey frequency
3.41) Wording	sf_2011q3_ of question	_2		demand of ap to the past	plicants from I	reland as comp	pared	3rd quarte	r 2011		once
3rd quarter	2011									Further information	
	ense a <u>changed</u> d				J countries - in	the light of					
the econor	nic problems in so	ome EU countr	ries - as of late	•							
	the demand o	f applicants fro	om Ireland as	compared to	the past						
	increased [1]		unchanged [2]		decreased						
	[1]		[2-]		[5]						
Time spa	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 period Survey frequency

	sf_2011q3_	3		demand of ap	plicants from I	taly as compare	ed	3rd quarte	r 2011	once
Vording o	f question			to the past						
rd quarter 20	011									Further information
	se a <u>changed</u> d				J countries - in	the light of				
he economic	problems in so	me EU count	ries - as of late	?						
	the demand of	applicants fro	om Italy as co	ompared to the	e past					
ĺ	increased		unchanged		decreased					
	[1]		[2]		[3]					
ime span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	-
2004	2003	2000	2007	2000	2003	2010	2011	2012	2013	
					2019	2020	2021	2022	2023	
2014	2015	2016	2017	2018						
2014	2015	2016	2017	2018	2019	2020				

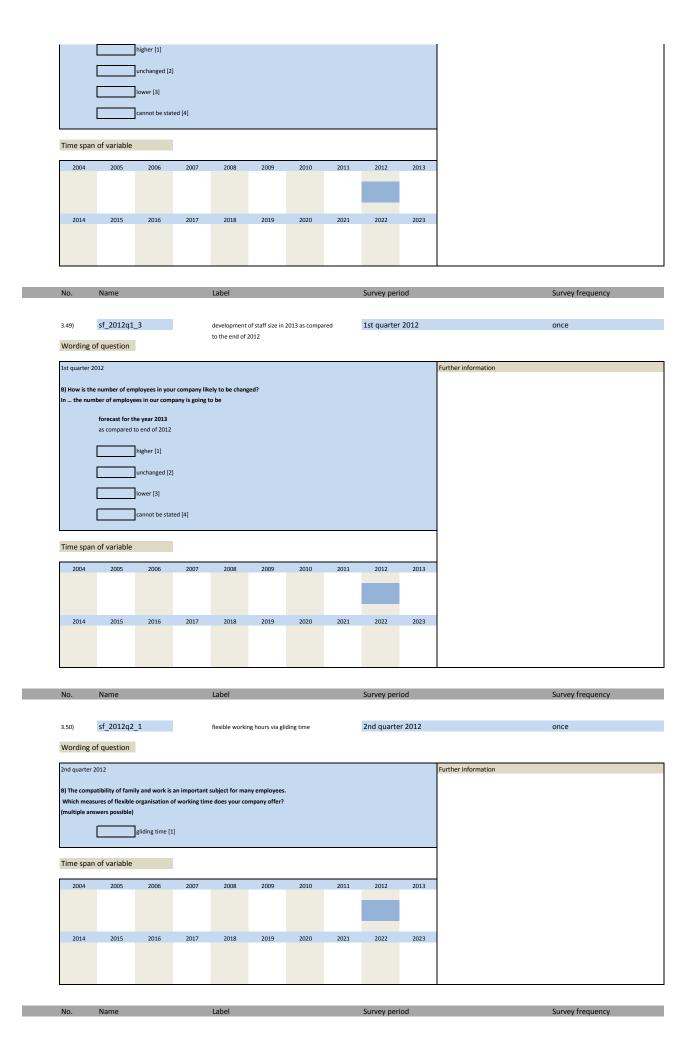
No.	Name	Label	Survey period	Survey frequency
3.43)	sf_2011q3_4	demand of applicants from Portugal as compared	3rd quarter 2011	once
Wording	g of question	to the past		

the economic problems in some EU countries - as of late? the demand of applicants from Portugal as compared to the past increased [1] unchanged [2] [3] Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	quarter 2011	hanged demand	of applicants from t	he following EL	J countries - in	the light of				Further information
increased unchanged (2) (3) Time span of variable										
[1] [2] [3] [3] [7] [7] [7] [7] [7] [7] [7] [7] [7] [7	the de	demand of applica	nts from Portugal	as compared to	the past					
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	ne span of va	ariable								
	2004 2	2005 200	6 2007	2008	2009	2010	2011	2012	2013	
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	2014 2	2015 201	6 2017	2018	2019	2020	2021	2022	2023	

No.	Name			Label				Survey per	iod		Survey frequency
3.44) Wording o	sf_2011q3_ of question	_5		demand of ap to the past	plicants from S	ipain as compa	red	3rd quarte	r 2011		once
the economic	nse a changed dic problems in so the demand of increased [1]	ome EU counti	ries - as of late	? as compared to		the light of				Further information	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

				Lube.				ou. ve, pe.		burvey requeries
3.45)	sf_2011q4_	_1		relevance of r	egulations on a	approval of for	eign	4th quarte	r 2011	once
				vocational edu	ucation (y/n)					
Wording of	f question									
4th quarter 20	011									Further information
B) Does your o				*						
b) Does your c	company reer a	irrected by the	current regula	ations on app	roval or foreig	n vocational e	ducations			*Regulations as of mid October 2011
ĺ		regulations ar	e relevant [1]							
		1								
		regulations ar	e not relevant	[2]						
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

	Name		Label				Survey per	iod		Survey frequency
3.46)	sf_2011q4_2 of question			regulations on lucation (direct	approval of fore	eign	4th quarte	r 2011		once
4th quarter B) Does you	2011 r company feel affect	ed by the current re	gulations* on ap	proval of forei	gn vocational e	ducation?			Further information *Regulations as of mid October 2011	
	regu	lations are relevant								
		sorely affl								
		slightly af								
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
3.47)	sf_2012q1_1		development	of staff size in	1st half of 2012	! as	1st quarte			once
	of question		compared to							
1st quarter 2	2012								Further information	
	e number of employe nber of employees in			ged?						
	1st half year 2012 as compared to end	i of 2011								
	high	er [1]								
	unch	anged [2]								
	lowe	r [3]								
	cann	ot be stated [4]								
Time sna										
rine spai	n of variable									
2004		2006 2007	2008	2009	2010	2011	2012	2013		
-	2005	2006 2007	2008	2009	2010	2011	2012	2013		
2004	2005									
2004	2005							2023		Survey frequency
2004	2005		2018 Label development	2019		2021	2022	2023 iod		Survey frequency once
2004 2014 No.	2005 2015 Name		2018 Label	2019	2020	2021	2022 Survey per	2023 iod		
2004 2014 No. 3.48) Wording 1st quarter:	2005 2015 Name sf_2012q1_2 of question	2016 2017	Label development compared to	2019 of staff size in 1st half	2020	2021	2022 Survey per	2023 iod	Further information	
2004 2014 No. 3.48) Wording 1st quarter:	2005 2015 Name sf_2012q1_2 of question	2016 2017 2016 2017 2016 2017 2017 2017 2017 2017 2017 2017 2017 2017	Label development compared to	2019 of staff size in 1st half	2020	2021	2022 Survey per	2023 iod	Further information	



3.51)	sf 2012q2	2		flexible workir	ng hours via he	maaffica		2nd quarte	or 2012	once
Wording o				nexible worki	ig nours via no	omeonice		Ziiu quai te	1 2012	Once.
2nd quarter 2										Further information
		ly and work is	an important	subject for ma	ny employees					
Which measu				e does your co						
		homeoffice [1]							
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.52)	sf_2012q2	_3		flexible working	ng hours via jo	bsharing		2nd quarte	er 2012	once
	f question									
2nd quarter 2										Further information
		ly and work is	an important	subject for ma	ny employees					
	ures of flexible wers possible)	organisation o	of working tim	e does your co	mpany offer?					
		jobsharing [1]								
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.53)	sf_2012q2	_4		flexible workir	ng hours via pa	artial retiremen	t	2nd quarte	er 2012	once
Wording o	f question									
2nd quarter 2	012									Further information
B) The compa	ntibility of fami	ly and work is	an important	subject for ma	ny employees					
Which measu				e does your co						
		partial retirem	nent [1]							
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2010	2017	2010	2010	2020	2021	2022	2022	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

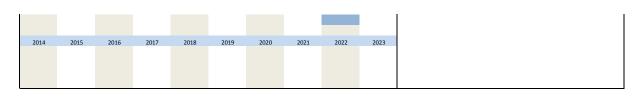
No. Name Label Survey period Survey frequency

3.54)	sf_2012q2	5		flexible worki	ng hours via fre	eelancing		2nd quarte	er 2012	once
				nexible worki	ing riours via ire	celaneing		Ziia quarte	.i ZUIZ	Office
Wording o	of question									
2nd quarter	2012									Further information
	atibility of fami									
	sures of flexible swers possible)	organisation o	of working time	e does your co	mpany offer?					
		freelancing [1]							
		,								
Time span	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2013	2010	2017	2010	2015	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.55)	sf 2012q2	c	ı	0. %1 1.				2nd quarte	2012	once
3.55)	SI_201242	_0	l	TIEXIDIE WORKI	ng nours via w	orking-time ac	counts	Ziiu quarte	1 2012	once
Wording o	of question									
2nd quarter	2012									Further information
B) The comp	atibility of fami	ly and work is	an important	subject for ma	ny employees					
	sures of flexible swers possible)	organisation o	of working time	e does your co	mpany offer?					
(multiple ans		•								
		working-time	accounts [1]							
										1
Time span	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.56)	sf_2012q2	_7		flexible worki	ng hours via sa	bbatical		2nd quarte	er 2012	once
Wording o	of question									
2nd quarter	2012									Further information
	patibility of fami sures of flexible					•				
(multiple ans	swers possible)									
		sabbatical [1]								
										1
Time span	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	1
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
										1
N	N-			1-6-1				C	:- J	
No.	Name	_		Label				Survey per	iod	Survey frequency
No.	Name sf_2012q2	0		Label flexible working			_	Survey per		Survey frequency once

Wording of question 2nd quarter 2012 Further information B) The compatibility of family and work is an important subject for many employees.
Which measures of flexible organisation of working time does your company offer? (multiple answers possible) other measures [1] Time span of variable 2006 2007 2011 2012

lo.	Name			Label				Survey peri	oa		Survey frequency	
.58)	sf_2012q3_1	1		euro crisis: imp	act on person	nel planning ne	ext	3rd quarter	2012		once	
	f question			6 months (y/n)				1				
rd quarter 20	uro-crisis affect t		planning of yo			t 6 months?				Further information		
ime span		res [1]	Ĺ		no[2]							
ime span	of variable	2006	2007	2008	2009	2010	2011	2012	2013			

No.	Name	Label	Survey period	Survey frequency
3.59)	sf_2012q3_2	euro crisis: impact on personnel planning next 6	3rd quarter 2012	once
Wording o	of question	months (direction)		
3rd quarter 2	2012		Furthe	r information
B) Does the I	Euro-crisis affect the personnel planning	of your company during the next 6 months?		
	yes	no		
	If yes:			
	because of the Euro-crisis the number of	of employees in our company is likely to undergo a		
	strong reduction [1]			
	slight reduction [2]			
	almost no change [3]			
	slight increase [4]			
	strong increase [5]			
	cannot be stated [6]			
Time span	n of variable			
Time span	1 of variable			
2004	2005 2006 2007	2008 2009 2010 2011	2012 2013	



No.	Name			Label				Survey peri	iod	Surve	ey frequency
	f 2012 1							411	2012		
3.60)	sf_2012q4	_1		reaction to eco		own, w.r.t		4th quarter	r 2012	once	
Wording o	f question			working-time	accounts						
th quarter 20	012									Further information	
	ur company goi wers possible)		ase the econon	ny is (further) v	weakening in t	the next half ye	ar				
	working-time	accounts									
		reduction [1]									
		no change [2]									
		increase [3]									
		not applicable	. [A]								
		пос аррисавіс	. [17]								
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No.	Name			Label				Survey peri	iod		Survey frequency	
3.61)	sf_2012q4_	_2		reaction to eco		wn, w.r.t		4th quarter	r 2012		once	
Wording o	of question			temporary cor	ntracts							
wording o	n question											
4th quarter 2	012									Further information		
B) How is vou	ur company goi	ng to ract in ca	ase the econor	nv is (further) v	veakening in t	he next half ve	ar					
	wers possible)			., (,		,						
	temporary cor	ntracts										
		reduction [1]										
		no change [2]										
		increase [3]										
		mereuse [5]										
		not applicable	[4]									
Time span	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			

Wording of question

sf_2012q4_3

No. Name

3.62)

reaction to economic slowdown, w.r.t

agency workers

Survey period

4th quarter 2012

Survey frequency

once

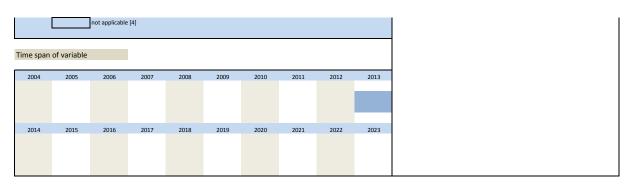
4th quarter 2	2012									Further information
B) How is yo	our company goi	ing to ract in c	ase the econor	my is (further)	weakening in	the next half y	ear			
(multiple ans	swers possible)									
	agency worke	rs								
		reduction [1]								
		no change [2]								
		increase [3]								
		not applicable	e [4]							
Time span	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2013	2010	2017	2010	2013	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
3.63)	sf_2012q4	_4		reaction to ed core workfor	conomic slowd	own, w.r.t		4th quarte	r 2012	once
Wording (of question			COLE WOLKION	ce					
4th quarter 2	2012									Further information
Time span	n of variable	increase [3] not applicable	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
				Label				Survey per	iod	Survey frequency
No.	Name									
No. 3.64)	Name sf_2012q4	_5			conomic slowd	own, w.r.t		4th quarte	r 2012	once
3.64)				reaction to ed	conomic slowd	own, w.r.t		4th quarte	r 2012	once
3.64) Wording o	sf_2012q4 of question				conomic slowd	own, w.r.t		4th quarte	r 2012	
3.64)	sf_2012q4 of question				conomic slowd	own, w.r.t		4th quarte	r 2012	once Further information
3.64) Wording (4th quarter 2	sf_2012q4 of question	ing to ract in c	ase the econor	extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4 of question 2012 our company goi	ing to ract in c	ase the econoi	extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4	ing to ract in c		extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4 of question 2012 our company goi	ing to ract in c		extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4 of question 2012 our company goi	ing to ract in c		extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4 of question 2012 our company goi	reduction [1]		extra hours			ear	4th quarte	r 2012	
3.64) Wording (4th quarter 2	sf_2012q4 of question 2012 our company goi	reduction [1]	ı	extra hours			ear	4th quarte	r 2012	

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
3.65)	sf_2012q4	_6		reaction to ec	onomic slowdo	own, w.r.t		4th quarte	r 2012	once
Wording	of question			short-time wo	rk					
4th quarter	2012									Further information
P) How is w	our company goi	na to ract in ca	oca tha acanan	mu ic (furthar)	waskaning in t	ho novt half w				
	our company goi nswers possible)	ng to ract in ca	ise the econor	ny is (rurther) i	weakening in i	ne next nam yo	ear			
	short-time wo	rk								
		reduction [1]								
		no change [2]								
		increase [3]								
		increase [5]								
		not applicable	[4]							
										4
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	1
	2015	2016	2017	2018	2019	2020	2021	2022	2023	1
2014	2013									
2014	2013									
2014	2013									

3.66)	sf_2013q1	_1		demand of ap	plicants from 0	Greece during I	ast	1st quarter	2013	once
Wording	of question			12 months						
1st quarter	2013									Further information
	the demand of a		the following	EU countries -	in the light of	the economic	problems -			
	demand of ap	plicants from 0	Greece							
		reduction [1]								
		no change [2]								
		increase [3]								
		not applicable	: [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	

3.67) sf_2	2013q1_2			plicants from I	Ireland during las	st	1st qualter	r 2013		once
Wording of que	estion		12 months							
1st quarter 2013									Further information	
B) How did the dem	nand of applicants	rom the followir	g EU countries	- in the light of	f the economic p	problems -				
change during the la										
dema	and of applicants fro	m Ireland								
	reduction	[1]								
	no change	[2]								
	increase [
	not applic	ıble [4]								
Time span of va	ariable									
2004 2	2005 2006	2007	2008	2009	2010	2011	2012	2013		
2014 2	2015 2016	2017	2018	2019	2020	2021	2022	2023		
							6			
No. Nam	ne		Label				Survey per	iod		Survey frequency
3.68) sf_2	2013q1_3		demand of ap	plicants from I	Italy during last		1st quarter	r 2013		once
Wording of que	estion		12 months							
1st quarter 2013 B) How did the dem change during the ladema	and of applicants fro	m Italy	g EU countries -	- in the light of	f the economic p	problems -			Further information	
B) How did the dem change during the la	last 12 months?	m Italy [1] [2]	g EU countries -	- in the light of	f the economic p	problems -			Eurther information	
B) How did the dem	and of applicants from the production of applicants from the production of the produ	m Italy [1] [2]	g EU countries -	- in the light of	f the economic ç	problems -			Further information	
B) How did the dem change during the la dema	and of applicants from the production of the pro	m Italy [1] [2] [3]					2012	2013	Further information	
B) How did the dem change during the la dema	and of applicants from the production of applicants from the production of the produ	m Italy [1] [2]	g EU countries -	- in the light of	f the economic p	problems -	2012	2013	Further information	
B) How did the dem change during the la dema	and of applicants from the production of the pro	m Italy [1] [2] [3]					2012	2013	Further information	
B) How did the dema dema dema	and of applicants from the production of the pro	m Italy [1] [2] [3]					2012	2013	Further information	
B) How did the dema dema dema	and of applicants from the production of the pro	m Italy [1] [2] [3] able [4]	2008	2009	2010	2011			Further information	
B) How did the dema dema dema	and of applicants from the production of the pro	m Italy [1] [2] [3] able [4]	2008	2009	2010	2011			Further information	
B) How did the dema dema dema dema dema dema dema dem	and of applicants from the production of applicants from the production of the produ	m Italy [1] [2] [3] able [4]	2008	2009	2010	2011	2022	2023	Further information	Survey frequency
B) How did the dema dema dema	and of applicants from the production of applicants from the production of the produ	m Italy [1] [2] [3] able [4]	2008	2009	2010	2011		2023	Further information	Survey frequency
B) How did the dema dema dema dema dema 2004 2	and of applicants from the production of applicants from the production of the produ	m Italy [1] [2] [3] able [4]	2008 2018 Label demand of ap	2009	2010	2011	2022	2023 iod	Further information	Survey frequency Once
B) How did the dema dema dema dema dema 2004 2	and of applicants from the property of the pro	m Italy [1] [2] [3] able [4]	2008 2018 Label	2009	2010	2011	2022 Survey per	2023 iod	Further information	
B) How did the dema dema dema dema dema dema dema dem	and of applicants from the property of the pro	m Italy [1] [2] [3] able [4]	2008 2018 Label demand of ap	2009	2010	2011	2022 Survey per	2023 iod	Further information Further information	
B) How did the dema dema dema dema dema dema dema dem	and of applicants from the production of applicants from the production of the produ	2007	2008 2018 Label demand of ap 12 months	2009 2019	2010 2020 Portugal during I	2011 2021	2022 Survey per	2023 iod		
B) How did the dema dema dema dema dema dema dema dem	and of applicants from the property of the pro	2007	2008 2018 Label demand of ap 12 months	2009 2019	2010 2020 Portugal during I	2011 2021	2022 Survey per	2023 iod		
B) How did the dem change during the la dema dema dema dema dema dema dema dem	and of applicants from the property of the pro	2007 2017	2008 2018 Label demand of ap 12 months	2009 2019	2010 2020 Portugal during I	2011 2021	2022 Survey per	2023 iod		
B) How did the dem change during the la dema dema dema dema dema dema dema dem	and of applicants from the property of the pro	rom the followin	2008 2018 Label demand of ap 12 months	2009 2019	2010 2020 Portugal during I	2011 2021	2022 Survey per	2023 iod		
B) How did the dem change during the la dema dema dema dema dema dema dema dem	and of applicants from the property of the pro	rom the followin	2008 2018 Label demand of ap 12 months	2009 2019	2010 2020 Portugal during I	2011 2021	2022 Survey per	2023 iod		



No	0.	Name			Label				Survey per	iod		Survey frequency
3.7 W		sf_2013q1_ f question	_5		demand of ap 12 months	plicants from S	Spain during las	t	1st quarter	2013		once
1st	t quarter 20	013									Further information	
cha	ange durinę		onths?	pain	EU countries -	in the light of	the economic	problems -				
			2005	2007	3000	2000	2010	2014	2042	2042		
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		

No.	Name			Label				Survey per	iod		Survey frequency
3.71) Wording	sf_2013q1_ of question	_6		actively search a.m. EU-states		ants form		1st quarter	r 2013		once
1st quarter	2013									Further information	
change dur	the demand of all ing the last 12 mo	onths?		m the above m			problems -			*Greece, Ireland, Italy, Portugal, Spain	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

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

2nd quarter	2013									Further information
B) Are you p	planning to chang	ge the number	r of part-time	jobs until the e	nd of 2014?					
	We are planni	the su	all of partition	- i-br payt ve						
			pply of part-u	me jobs next ye	ar					
		increase [1]								
		no change [2]								
		reduction[3]								
		no part-time j	obs [4]							
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	iod	Survey frequency
- ==1	-f 2012~2	2						2 - d augusta	2012	2000
3.73)	sf_2013q2_	_2	l	development last 2-3 years		part-time jobs o	during	2nd quarte	er 2013	once
	of question								_	
2nd quarter	2013									Further information
B) Are you p	planning to chang	ge the number	of part-time j	jobs until the e	nd of 2014?					
	During the las	t 2 to 3 years v	we have the	number of part	t-time jobs					
		increase [1]	VE 110. 2	110	-time jan					
		.!								
		no change [2]								
		reduction[3]								
		no part-time j	obs [4]							
Time spar	n of variable									
2004			 							
	2005	2006	2007	2008	2009	2010	2011	2012	2013	
	2005	2006	2007	2008	2009	2010	2011	2012	2013	
	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014										
2014										
	2015			2018				2022	2023	
2014 No.									2023	Survey frequency
	2015	2016		2018 Label home-office e	2019		2021	2022	2023 iod	Survey frequency once
No.	2015 Name	2016		2018	2019	2020	2021	2022 Survey per	2023 iod	
No. 3.74) Wording of	Name sf_2013q3_ of question	2016		2018 Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording of 3rd quarter 2	2015 Name sf_2013q3_ of question 2013	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	
No. 3.74) Wording of 3rd quarter 2	Name sf_2013q3_ of question	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording of 3rd quarter 2	Name sf_2013q3_ of question 2013	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording (3rd quarter 2 B) Are home	Name sf_2013q3_ of question 2013	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording (3rd quarter 2 B) Are home	Name sf_2013q3_ of question 2013	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording (3rd quarter 2 B) Are home	Name sf_2013q3_ of question 2013	2016	2017	Label home-office e	2019	2020	2021	2022 Survey per	2023 iod	once
No. 3.74) Wording (3rd quarter 2 B) Are home	Name sf_2013q3_ of question 2013 eoffice workstati	2016 1 ions part of yo yes [1]	2017 our company o	Label home-office e organisation?	2019 employment is	2020 part of compar	2021	Survey per	2023 iod r 2013	once
No. 3.74) Wording (3rd quarter 2 B) Are home	Name sf_2013q3_ of question 2013 eoffice workstati	2016 1 ions part of yo yes [1]	2017 our company o	Label home-office e organisation?	2019 employment is	2020 part of compar	2021	Survey per	2023 iod r 2013	once

	Name		Label				Survey per	riod		Survey frequency
3.75)	sf_2013q3_2			of number of I			3rd quarte	er 2013		once
Wording	of question		employments	during last 4-5	5 years					
3rd quarter	r 2013								Further information	
B) Are hom	neoffice workstations part of \	our company	organisation?							
	yes			no						
	If yes:									
	During the last 4 to 5 years	we have the	supply of home	eoffice						
	increased [1]								
	unchanged	[2]								
	reduced [3]									
Time spa	an of variable									
2004	2005 2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015 2016	2017	2018	2019	2020	2021	2022	2023		
No.	Name		Label				Cumiou no	rio d		Survey frequency
			Label				Survey per	riou		Survey frequency
3.76)	sf_2013q3_3		plans w.r.t. nu		e-office emplo	yments	3rd quarte			once
	sf_2013q3_3 of question				e-office emplo	<i>y</i> ments				
	of question		plans w.r.t. nu		e-office emplo	/ments			Further information	
Wording 3rd quarter	of question	your company (plans w.r.t. nu by the end of		e-office emplo	yments			Further information	
Wording 3rd quarter	of question	our company (plans w.r.t. nu by the end of organisation?		e-office emplor	yments			Further information	
Wording 3rd quarter	of question r 2013 neoffice workstations part of y	your company o	plans w.r.t. nu by the end of organisation?	2014	e-office emplo	yments			Further information	
Wording 3rd quarter	r 2013 seoffice workstations part of y		plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Further information	
Wording 3rd quarter	r 2013 reoffice workstations part of y yes If yes:	it state we are p	plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Further information	
Wording 3rd quarter	r 2013 reoffice workstations part of y yes If yes: As compared to the curren	t state we are p	plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Eurther information	
Wording 3rd quarter	yes If yes: As compared to the curren	t state we are p	plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Further information	
Wording 3rd quarter B) Are hom	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1]	t state we are p	plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Further information	
Wording 3rd quarter B) Are hom	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged	t state we are p	plans w.r.t. nu by the end of prganisation?	2014 Ino			3rd quarte		Further information	
Wording 3rd quarter B) Are hom Time spa	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3]	t state we are] [2]	plans w.r.t. nu by the end of organisation?	no e supply of ho	meoffice until	the end of 201	3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3]	t state we are ₁] [2] 2007	plans w.r.t. nu by the end of organisation?	no e supply of hor	meoffice until	the end of 201	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3]	t state we are] [2]	plans w.r.t. nu by the end of organisation?	no e supply of ho	meoffice until	the end of 201	3rd quarte	er 2013	Further information	
Wording 3rd quarter B) Are hom Time spa	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3]	t state we are ₁] [2] 2007	plans w.r.t. nu by the end of organisation?	no e supply of hor	meoffice until	the end of 201	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa 2004	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3] an of variable 2005 2006	t state we are ₁] [2] 2007	plans w.r.t. nu by the end of organisation?	no e supply of hor	meoffice until	the end of 201	3rd quarte	2013 2013	Further information	once
Wording 3rd quarter B) Are hom Time spa	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3]	t state we are ₁] [2] 2007	plans w.r.t. nu by the end of organisation?	no e supply of hor	meoffice until	the end of 201	3rd quarte	2013 2013	Further information	
Wording 3rd quarter B) Are hom Time spa 2004	r 2013 reoffice workstations part of y yes If yes: As compared to the curren increased [1 unchanged] reduced [3] an of variable 2005 2006	t state we are ₁] [2] 2007	plans w.r.t. nu by the end of organisation? 2008 2008	2014 no e supply of hor 2009 2019	meoffice until	2011 2021	3rd quarte	2013 2013 2023	Further information	once

	If no:	yes		rganisation?	no				
Time span	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		Survey frequency
3.78)	sf_2013q4	_1		euro crisis: im	pact on persor	nnel planning		4th quarte	r 2013		once
Wording	of question			next 6 months	s (y/n)						
wording	or question										
4th quarter 2	2013									Further information	
_, _											
B) Does the I	Euro-crisis affec	t the personne	el planning of y	our company o	during the nex	ct 6 months?					
		yes [1]			no [2]						
		yes [1]	ĺ		no [2]						
		yes [1]	ļ		no [2]					-	
Time span	of variable	yes [1]	l		no [2]						
Time span		yes [1]	2007	2008	no [2]	2010	2011	2012	2013		
	ı of variable		2007			2010	2011	2012	2013		
	ı of variable		2007			2010	2011	2012	2013		
	ı of variable		2007			2010	2011	2012	2013		
	ı of variable		2007	2008		2010	2011	2012	2013		
2004	o of variable	2006			2009						
2004	o of variable	2006		2008	2009						

No.	Name			Label				Survey per	riod		Survey frequency	
3.79)	sf_2013q4	_2		euro crisis: ir	npact on perso	nnel planning		4th quarte	er 2013		once	
Wording	of question			next 6 month	ns (direction)							
4th quarter 2	2013									Further information		
B) Does the	Euro-crisis affec	t the personne	el planning of y	our company	during the ne	ct 6 months?						
		Ja			no							
	If yes:	•		•	_							
	Because of th	e Euro-crisis th	ne number of e	mployees in o	ur company is I	ikely to underg	o a					
			strong reduct	ion [1]								
			slight reduction	on [2]								
			no change [3]									
			slight increase	e [4]								
			strong increas	se [5]								
			cannot be sta	ted [6]								
Timo spar	of variable											
2004	of variable	2006	2007	2008	2009	2010	2011	2012	2013			
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
No.	Name			Label				Survey per	riod		Survey frequency	
		1			age: impact on	nersonnel 2014						
i.80)	sf_2014q1	_1			ge: impact on p	personnel 2014		Survey per 1. quarter			Survey frequency once	
.80) Vording (sf_2014q1	_1			ige: impact on	personnel 2014				Further Information		
8.80) Wording (sf_2014q1		ementation of	minimum wa			g from 1/1/20	1. quarter		Further Information		
3.80) Wording of the coalition of the coalition which way	sf_2014q1 of question	clares the imple the head count	t of your comp	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (L. quarter 20 The coalition In which way disregarding	sf_2014q1, of question 014 agreement dec	clares the imple the head count e development	t of your comp t)	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (1. quarter 20 The coalition n which way disregarding	sf_2014q1 of question one one one one one one one one one o	clares the imple the head count e development	t of your comp t)	minimum wa			g from 1/1/20	1. quarter		Further Information		
Nording (quarter 20 The coalition In which way disregarding	sf_2014q1 of question of question of question of question of question of question of question of question of question	clares the imple the head count e development	t of your comp t)	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (L. quarter 20 The coalition In which way disregarding	sf_2014q1 of question of question of question of question of question of question of question of question of question	clares the imple the head count e development personnel will	t of your comp t) presumably	minimum wa			g from 1/1/20	1. quarter		Further Information		
Nording (quarter 20 The coalition In which way disregarding	sf_2014q1 of question of question of question of question of question of question of question of question of question	clares the imple the head count e development personnel will [1] increase	t of your comp t) presumably	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (L. quarter 20 The coalition In which way disregarding	sf_2014q1 of question of question of question of question of question of question of question of question of question	clares the imple the head count e development personnel will [1] increase [2] no change	t of your comp	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (quarter 20 the coalition n which way disregarding	sf_2014q1 of question 014 a agreement dec will this affect g economic cycle 2014	clares the imple the head count e development personnel will [12] increase [2] no change	t of your comp	minimum wa			g from 1/1/20	1. quarter		Further Information		
Wording (quarter 20 The coalition In which way disregarding	sf_2014q1 of question of question of question of question of question of question of question of question of question	clares the imple the head count e development personnel will [12] increase [2] no change	t of your comp	minimum wa			g from 1/1/20	1. quarter		Further Information		
Nording (quarter 20 quarter 20 the coalition In which way disregarding Due to minin	sf_2014q1 of question of the state of the st	clares the imple the head count e development personnel will [1] increase [2] no change [3] decrease [4] no statement	t of your comp) presumably	minimum wa	passing minimu	m wage startin		1. quarter	2014	Further Information		
Nording (quarter 20 quarter 20 the coalition In which way disregarding Due to minin	sf_2014q1 of question of the state of the st	clares the imple the head count e development personnel will [1] increase [2] no change [3] decrease [4] no statement	t of your comp) presumably	minimum wa	passing minimu	m wage startin		1. quarter	2014	Further Information		
Wording (1. quarter 20 The coalition In which way disregarding Due to minin	sf_2014q1 of question of the state of the st	clares the imple the head count e development personnel will [1] increase [2] no change [3] decrease [4] no statement	t of your comp) presumably	minimum wa	passing minimu	m wage startin		1. quarter	2014	Further Information		
Wording (1. quarter 20 The coalitior n which way disregarding Due to minit	sf_2014q1 of question 014 a agreement dec viill this affect g economic cycle mum wage our 2014 and of variable 2005	clares the imple the head count e development personnel will [12] increase [2] no change [3] decrease [4] no statement	t of your compt) presumably ent	minimum wa the all-encom	passing minimu	m wage startin	2011	1. quarter	2014	Further Information		
Wording (1. quarter 20 The coalition In which way (disregarding) Due to minin	sf_2014q1 of question 014 a agreement dec viill this affect g economic cycle mum wage our 2014 and of variable 2005	clares the imple the head count e development personnel will [12] increase [2] no change [3] decrease [4] no statement	t of your compt) presumably ent	minimum wa the all-encom	passing minimu	m wage startin	2011	1. quarter	2014	Further Information		
Wording (L. quarter 2C The coalition In which way disregarding Due to minin Fime spar 2004	sf_2014q1 of question 014 a agreement dec viill this affect g economic cycle mum wage our 2014 and of variable 2005	clares the imple the head count e development personnel will [12] increase [2] no change [3] decrease [4] no statement	t of your compt) presumably ent	minimum wa the all-encom	passing minimu	m wage startin	2011	1. quarter	2014	Further Information		
1. quarter 20 The coalition In which way (disregarding) Due to minin	sf_2014q1 of question 014 a agreement dec viiil this affect g economic cycle mum wage our 2014 1 of variable 2005	clares the imple the head count the head count e development personnel will [1] increase [2] no change [3] decrease [4] no stateme 2006	t of your compt) presumably ent	the all-encompany?	passing minimu	zolo	2011	1. quarter	2014 2013 2023	Further Information	once	

1. quarter 20	014						g from 1/1/20			Further Information
							g from 1/1/20			
	n agreement dec y will this affect				assing minimu	m wage startin		15.		
	g economic cycle									
Due to minir	mum wage our ¡	personnel will	presumably							
			,							
	ab 2015									
		[1] increase								
		[2] no change								
		[3] decrease								
		[4] no stateme	nt							
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
NO.	ivanic			Lauci				Survey per	100	- Survey mequency
3.82)	sf_2014q2	1		early retireme	nt: more early	retirement exp	pected	2. quarter	2014	once
Wording o	of question									
0										
	014									Further Information
2. quarter 20 The federal g	government curi				ment with 63 t	o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g					ment with 63 t	o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu	government curi	oly already from	n summer 2014	l on.		o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe	government curruction presumat	oly already from	ed more freque	l on.		o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe	government curri uction presumat ect early retirem lext two years co	oly already from	ed more freque	l on.		o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe	government curri uction presumat ect early retirem lext two years co	ent to be utilise	ed more freque	l on.		o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe	government curri uction presumat ect early retirem lext two years co	ent to be utilisompared to bef [1] yes	n summer 2014 ed more freque fore?	l on.		o allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe	government curri uction presumat ect early retirem lext two years co	ent to be utilise compared to bef [1] yes	n summer 2014 ed more freque fore?	l on.		to allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe during the n	government curr uction presumat ect early retirem ext two years co	ent to be utilisompared to bef [1] yes	n summer 2014 ed more freque fore?	l on.		to allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe during the n	government curri uction presumat ect early retirem lext two years co	ent to be utilisompared to bef [1] yes	n summer 2014 ed more freque fore?	l on.		to allow for earl	ly entering ret	irement		Further Information
2. quarter 20 The federal g with no dedu Do you expe during the n	government curr uction presumat ect early retirem ext two years co	ent to be utilisompared to bef [1] yes	n summer 2014 ed more freque fore?	l on.		co allow for earl	ty entering ret	2012	2013	Further Information
2. quarter 20 The federal g with no dedu Do you expeduring the no	government curruction presumate et early retirem eext two years co	ent to be utilise empared to bef [1] yes [2] no [3] no stateme	ed more frequi fore?	i on.	company				2013	Further Information
2. quarter 20 The federal g with no dedu Do you expeduring the no	government curruction presumate et early retirem eext two years co	ent to be utilise empared to bef [1] yes [2] no [3] no stateme	ed more frequi fore?	i on.	company				2013	Further Information
2. quarter 20 The federal g with no dedu Do you expeduring the no	government curruction presumate et early retirem eext two years co	ent to be utilise empared to bef [1] yes [2] no [3] no stateme	ed more frequi fore?	i on.	company				2013	Further Information
2. quarter 20 The federal g with no dedu Do you expe during the no	government curricular curricular presumate cet early retirem sext two years comments to the comment of variable 2005	oly already from ent to be utilis mpared to bef [1] yes [2] no [3] no stateme	a summer 2014 ed more frequi fore?	I on.	2009	2010	2011	2012		Further Information
2. quarter 20 The federal g with no dedu Do you expe during the no	government curricular curricular presumate cet early retirem sext two years comments to the comment of variable 2005	oly already from ent to be utilis mpared to bef [1] yes [2] no [3] no stateme	a summer 2014 ed more frequi fore?	I on.	2009	2010	2011	2012		Further Information
2. quarter 20 The federal g with no dedu Do you expe during the no	government curricular curricular presumate cet early retirem sext two years comments to the comment of variable 2005	oly already from ent to be utilis mpared to bef [1] yes [2] no [3] no stateme	a summer 2014 ed more frequi fore?	I on.	2009	2010	2011	2012		Further Information
2. quarter 20 The federal g with no ded: Do you expeduring the no Time spar	government curricular curricular presumate cet early retirem exect two years common of variable 2005	oly already from ent to be utilis mpared to bef [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	2008	2009	2010	2011	2012	2023	
2. quarter 20 The federal g with no dedu Do you expe during the no	government curricular curricular presumate cet early retirem sext two years comments to the comment of variable 2005	oly already from ent to be utilis mpared to bef [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	I on.	2009	2010	2011	2012	2023	Further Information Survey frequency
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014	government curruction presumate cet early retirem exet two years common of variable 2005	ent to be utilismpared to beful [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	2008	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	Survey frequency
2. quarter 20 The federal gwith no dedu Do you expe during the no Time spar 2004 2014 No.	povernment curricular presumate cet early retirem ext two years comments to the cet of t	ent to be utilismpared to beful [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	2008	2009 2019	2010	2011	2012	2023 iod	
2. quarter 20 The federal gwith no dedu Do you expe during the no Time spar 2004 2014 No.	government curruction presumate cet early retirem exet two years common of variable 2005	ent to be utilismpared to beful [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	2008	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	Survey frequency
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 No. 3.83) Wording 6	povernment curricular presumate cet early retirem exet two years compared to the cet of	ent to be utilismpared to beful [1] yes [2] no [3] no stateme	a summer 2014 ed more freque fore? 2007	2008	2009 2019	2010	2011	2012 2022 Survey per	2023 iod	Survey frequency
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20)	government curricular presumate cet early retirem exect two years compared to the compared to the compared two years compared to the compared to the compared to the compared two years compared to the comp	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016	a summer 2014 ed more freque fore? 2007 2017	2008 2018 Label early retiremes	2009 2019	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal g with no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording 6	povernment curricular presumate cet early retirem exet two years compared to the cet of	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016	a summer 2014 ed more freque fore? 2007 2017	2008 2018 Label early retirements	2009 2019	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal g with no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal g with no dedu	povernment curruction presumate cet early retirem exect two years compared to the cet of	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016	ed more frequence of the control of	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curricular presumate cet early retirem exet two years compared to the cet of	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016	a summer 2014 ed more freque fore? 2007 2017 2017 as regulations re; a summer 2014 ed more freque ed more freque	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curricular presumate curricular presumat	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016 2 enertly discusses bly already from ent to be utilis impared to bef	a summer 2014 ed more freque fore? 2007 2017 2017 2017 ded more freque fore?	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curruction presumate cet early retirem next two years continued to the cet and	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016 2 entity discusses impared to bef ent to be utilis impared to bef ge of personne	a summer 2014 ed more freque fore? 2007 2017 2017 2017 ded more freque fore?	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curricular presumate curricular presumat	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016 2 enertly discusses bly already from ent to be utilis impared to bef	a summer 2014 ed more freque fore? 2007 2017 2017 2017 ded more freque fore?	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curricular presumate curricular presumat	ly already from ent to be utilis impared to bef [1] yes [2] no [3] no stateme 2006 2016 2016 2 entity discusses impared to bef ent to be utilis impared to bef ge of personne	a summer 2014 ed more freque fore? 2007 2017 2017 2017 ded more freque fore?	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once
2. quarter 20 The federal gwith no dedu Do you expeduring the no Time spar 2004 2014 No. 3.83) Wording (2. quarter 20 The federal gwith no dedu Do you expeduring the no	povernment curricular presumate curricular presumat	ent to be utilismpared to bef [1] yes [2] no [3] no stateme 2006 2016 2016 2 entity discusses by already from ent to be utilismpared to bef ge of personnei [1] yes	a summer 2014 ed more freque tore? 2007 2017 2017 as regulations re; a summer 2014 ed more freque fore?	2008 2018 Label early retirements on the control of	2009 2019 ant: expected s	2010 2020 chortage of pers	2011 2021 sonnel	2012 2022 Survey per 2. quarter	2023 iod	Survey frequency once

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

								C	iod		Survey frequency
lo.	Nama										
No.	Name			Label				Survey per	iou		Survey frequency
.84)	sf_2014q3	_1		obstacles to	reach female q	uota in compan	y	3. quarter	2014		once
Wording o	of question										
. quarter 20	14									Further Information	
			-ala aveta of 30	00/ := Ab =			i f 2	016			
current bill	provides for a i	mandatory ten	naie quota of 30	u% in the supe	ervisory boards	of several com	panies from 2	019 OU			
o you see o	bstacles to rea	ch a quota in t	he higher man	agement of y	our company?						
		[1] yes			[2] no						
]1-3,7],-,						
			1								
ime span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
10.	Name			Label				Survey per	iod		Survey frequency
.85)	sf_2014q3	_2		female quota	obstacles: few	v women in sect	tor	3. quarter	2014		once
		_2		female quota	obstacles: few	v women in sect	tor	3. quarter	2014		once
	sf_2014q3	_2		female quota	a obstacles: few	v women in sect	tor	3. quarter	2014		once
Vording o	of question	_2		female quota	a obstacles: few	v women in sect	tor	3. quarter	2014	Further Information	once
Nording o	of question		nale quota of 3						2014	Further Information	once
Nording of the control of the contro	of question 14 provides for a	mandatory fen		0% in the supe	ervisory boards	of several com			2014	Further Information	once
Nording of the control of the contro	of question	mandatory fen		0% in the supe	ervisory boards	of several com			2014	Further Information	once
Nording of the control of the contro	of question 14 provides for a	mandatory fem		0% in the supe	ervisory boards	of several com			2014	Further Information	once
Vording of a contract of the c	of question 14 provides for a	mandatory fem	he higher man	0% in the supe	ervisory boards our company?	of several com			2014	Further Information	once
Vording c . quarter 20 . current bill	of question 14 provides for a	mandatory fem	he higher man	0% in the supe	ervisory boards our company?	of several com			2014	Further Information	once
Vording c quarter 20 current bill yo you see o	provides for a lobstacles to rea	mandatory fen ch a quota in t few wo	he higher man	0% in the supe	ervisory boards our company?	of several com	panies from 2	016 on		Further Information	once
Vording c . quarter 20 . current bill	of question 14 provides for a i	mandatory fem	he higher man	0% in the supe	ervisory boards our company?	of several com			2014	Further Information	once
Vording c quarter 20 current bill yo you see o	provides for a lobstacles to rea	mandatory fen ch a quota in t few wo	he higher man	0% in the supe	ervisory boards our company?	of several com	panies from 2	016 on		Further Information	once
Vording c quarter 20 current bill yo you see o	provides for a lobstacles to rea	mandatory fen ch a quota in t few wo	he higher man	0% in the supe	ervisory boards our company?	of several com	panies from 2	016 on		Further Information	once
Vording c quarter 20 current bill yo you see o	provides for a lobstacles to rea	mandatory fen ch a quota in t few wo	he higher man	0% in the supe	ervisory boards our company?	of several com	panies from 2	016 on		Further Information	once
. quarter 20 . current bill to you see o	of question 14 provides for a limit of variable 2005	mandatory fen ch a quota in t few wo	he higher man	0% in the super agement of your specific specifi	our company? [1] yes 2009	of several com	panies from 2	016 on	2013	Further Information	once
current bill o you see o	of question 14 provides for a limit of variable 2005	mandatory fen ch a quota in t few wo	he higher man	0% in the super agement of your specific specifi	our company? [1] yes 2009	of several com	panies from 2	016 on	2013	Further Information	once
current bill o you see o	of question 14 provides for a limit of variable 2005	mandatory fen ch a quota in t few wo	he higher man	0% in the super agement of your specific specifi	our company? [1] yes 2009	of several com	panies from 2	016 on	2013	Further Information	once
. quarter 20 . current bill to you see o	of question 14 provides for a limit of variable 2005	mandatory fen ch a quota in t few wo	he higher man	0% in the super agement of your specific specifi	our company? [1] yes 2009	of several com	panies from 2	016 on	2013	Further Information	once
vording c quarter 20 quarter 20 current bill to you see o	of question 14 provides for a limit of variable 2005	mandatory fen ch a quota in t few wo	he higher man	0% in the super agement of your specific specifi	our company? [1] yes 2009	of several com	panies from 2	016 on	2013	Further Information	once Survey frequency
vording c quarter 20 quarter 20 current bill to you see o	of question 14 provides for a 1 of variable 2005	mandatory fen ch a quota in t few wo	he higher man	2008	our company? [1] yes 2009	of several com	panies from 2	2012 2022	2013	Further Information	
Nording C . quarter 20 . current bill Do you see of	of question 14 provides for a 1 of variable 2005	mandatory fem ch a quota in t few wo 2006	he higher man	2008 2018	our company? [1] yes 2009	2010	panies from 2	2012 2022 Survey per	2013 2023	Further Information	
c. quarter 20 c. current bill loo you see of the span 2004 2014	of question 14 provides for a 1 of variable 2005 2015 Name sf_2014q3	mandatory fem ch a quota in t few wo 2006	he higher man	2008 2018	our company? [1] yes 2009 2019	2010	panies from 2	2012 2022	2013 2023	Further Information	Survey frequency
Vording c . quarter 20 . current bill bo you see o Time span 2004 2014	of question 14 provides for a 1 obstacles to rea of variable 2005 Name	mandatory fem ch a quota in t few wo 2006	he higher man	2008 2018 Label female quota	our company? [1] yes 2009 2019	2010	panies from 2	2012 2022 Survey per	2013 2023	Further Information	Survey frequency
Vording C . quarter 20 . current bill Do you see of Time span 2004 2014 No.	of question 114 provides for a 1 of variable 2005 2015 Name sf_2014q3, of question	mandatory fem ch a quota in t few wo 2006	he higher man	2008 2018 Label female quota	our company? [1] yes 2009 2019	2010	panies from 2	2012 2022 Survey per	2013 2023	Further Information	Survey frequency
Nording c . quarter 20 . current bill bo you see o Time span 2004 2014 No86) Wording c	of question 14 provides for a 1 of variable 2005 Name sf_2014q3 of question 14	amandatory fen few wo 2006	be higher man	2008 2018 Label female quota female applic	cervisory boards our company? [1] yes 2009 2019	2010 2020 qualified	2011 2021	2012 2022 Survey per 3. quarter	2013 2023		Survey frequency
Nording c . quarter 20 . current bill bo you see o Time span 2004 2014 No86) Wording c	of question 14 provides for a 1 of variable 2005 Name sf_2014q3 of question 14	amandatory fen few wo 2006	be higher man	2008 2018 Label female quota female applic	cervisory boards our company? [1] yes 2009 2019	2010	2011 2021	2012 2022 Survey per 3. quarter	2013 2023		Survey frequency
Vording c quarter 20 quarter 20 current bill vo you see o 2004 2014 Vording c quarter 20 current bill	of question 14 provides for a line of variable 2005 2015 Name sf_2014q3 of question 144 provides for a line of question 144	mandatory fem few wo 2006 2016	2007 2017	2008 2008 Label female quota female applio	ervisory boards our company? [1] yes 2009 2019 o obstacles: no ants	2010 2020 qualified	2011 2021	2012 2022 Survey per 3. quarter	2013 2023		Survey frequency
Vording c quarter 20 quarter 20 current bill vo you see o 2004 2014 Vording c quarter 20 current bill	of question 14 provides for a 1 of variable 2005 2015 Name sf_2014q3 of question 14 provides for a 1 abstacles to rea	amandatory fen few wo 2006 2016	2007 2017	2008 2018 Label female quota female applic	ervisory boards our company? [1] yes 2009 2019 o obstacles: no ants	2010 2020 qualified	2011 2021	2012 2022 Survey per 3. quarter	2013 2023		Survey frequency

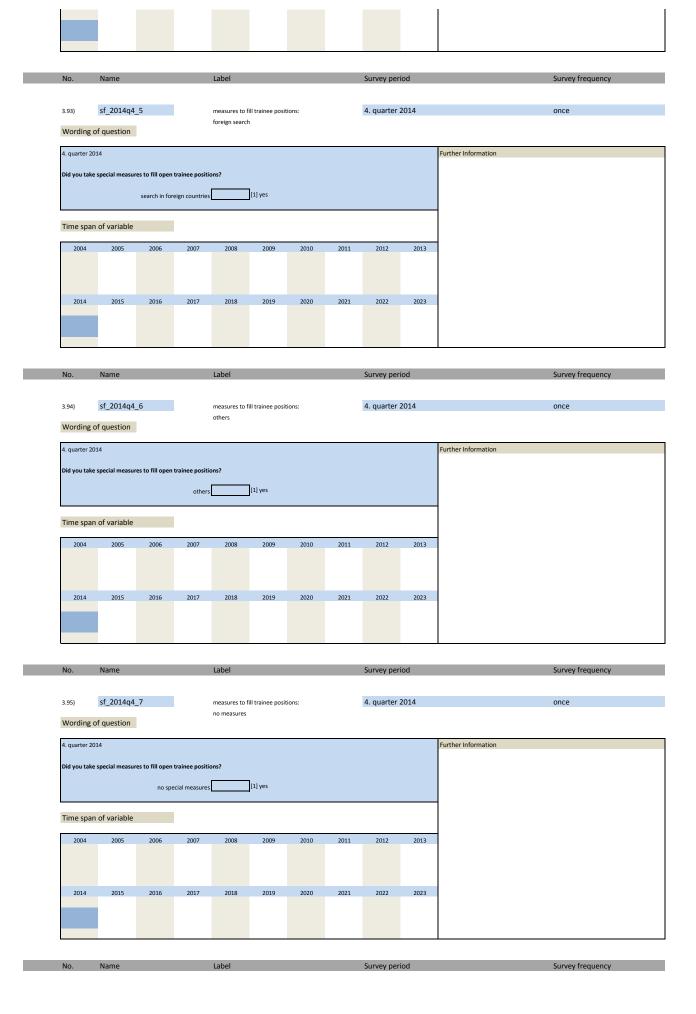
A current bill provides for a mandatury female quota of 32% in the supervisory boards of sveral companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? discision based on quastication only	Time span	of variable										
1.57 \$1,201483	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
Solution												
Solution												
Survey St. 2014(q) 4	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
AND INC. Name Label Survey period Survey period Survey period Survey period Survey frequency (Color Inspection) (Color Inspecti												
AND INC. Name Label Survey period Survey period Survey period Survey period Survey frequency (Color Inspection) (Color Inspecti												
Martine place Martine	No	Name			Lahel				Survey ner	iod		Survey frequency
1.	No.	Ivaline			Laber				Survey pc.	100		Survey mequency
According for guestion	3.87)	sf_2014q3	_4				ision based		3. quarter	2014		once
Accorate fail grounder for a mendatory familiar quals of PCFs in the supervisory funds of a record companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? Times span of variable 2004 2005 2006 2007 2008 2007 2008 2009 2008 2009 2011 2012 2013 2014 2015 2016 2017 2018 2019 2019 2019 2019 2019 2019 2019 2019	Wording o	f question			on qualification	on only						
Accorate bill groundes for a mendionery formular quate of BZS in the supervisory bursts of several companies from 2015 on Do you see obstitutes to reach a quota in the higher management of your company? Times span of variable 2004 2005 2006 2007 2008 2007 2008 2009 2010 2011 2012 2011 2014 2015 2016 2017 2018 2019 2018 2019 2010 2011 2012 2011 2014 2015 2016 2017 2018 2019 2019 2019 2010 2011 2012 2011 2014 2015 2016 2016 2017 2018 2019 2019 2019 2010 2011 2012 2011 2014 2015 2016 2016 2017 2018 2019 2019 2019 2010 2011 2012 2011 2014 2015 2016 2016 2017 2018 2019 2019 2019 2010 2011 2012 2011 2014 2015 2016 2016 2016 2017 2018 2019 2019 2019 2019 2019 2019 2019 2019	3. quarter 201	14									Further Information	
Time span of variable No. Name Label Survey period Survey period Survey frequency			mandatory fem	nale guota of 3	0% in the supe	ervisory boards	of several com	nanies from 2	016 on			
Companies Comp							0, 22.2	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
Time span of variable 2004 2005 2006 2007 2018 2009 2010 2011 2011 2011 2014 2015 2016 2017 2018 2019 2010 2021 2022 2023 No. Name Label Survey period Survey frequency 1.80) sf_2014g3_5 termine quate of 2014 in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? of their reacons of variable 2004 2015 2016 2017 2018 2019 2019 2010 2021 2012 2022 No. Name Label Survey period Survey frequency Time span of variable 2004 2015 2016 2017 2018 2019 2010 2021 2012 2012 No. Name Label Survey genod Survey frequency A quarter 2014 onice Voording of question A quarter 2014 onice Survey period Survey frequency A quarter 2014 onice Voording of question A quarter 2014 onice Voording of question A quarter 2014 onice Voording of question A quarter 2014 onice	Do you see o					_						
2014 2005 2016 2017 2018 2019 2019 2010 2011 2012 2013 No. Name Label Survey period Survey frequency No. Name Label Survey period Once Wording of question 3. quarter 2014 Once Time span of variable 2004 2005 2016 2017 2018 2019 2019 2010 2011 2012 2013 No. Name Label Survey frequency baseds of several conganics from 2015 on the supervisory baseds of several conganics from 2015 on the resonance of variable Survey frequency Survey frequency Survey		uecisio	n baseu on qu	alification only		[1] yes						
No. Name	Time span	of variable										
No. Name	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
No. Name Label Survey period Survey frequency 1.89												
No. Name Label Survey period Survey frequency 1.80												
3.88) 5 f 2014q3 5 female quota obstacles: other reasons 3. quarter 2014 A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons 11 yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 No. Name Label Survey period Survey frequency No. Name Label Survey period once Wording of question 4. quarter 2014 once Wording of question 4. quarter 2014 once	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
3.88) 5 f 2014q3 5 female quota obstacles: other reasons 3. quarter 2014 A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons 11 yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 No. Name Label Survey period Survey frequency No. Name Label Survey period once Wording of question 4. quarter 2014 once Wording of question 4. quarter 2014 once												
3. 88) 5												
3. 88) 5												
Wording of question 3. quarter 2014 A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons												
Wording of question 3. quarter 2014 A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons	No.	Name			Label				Survey per	riod		Survey frequency
A quarter 2014 A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons 111 yes Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 3.89) sf_2014q4_1 difficulties finding trainces 4. quarter 2014 once Wording of question 4. quarter 2014 Further Information			5			obstacles; oth	er reasons	_				
A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on Do you see obstacles to reach a quota in the higher management of your company? other reasons	3.88)	sf_2014q3	_5			obstacles: oth	er reasons					
Do you see obstacles to reach a quota in the higher management of your company? other reasons [1] yes Time span of variable 2004	3.88) Wording o	sf_2014q3 f question	_5			obstacles: oth	er reasons				a short aformation	
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 3.89) 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	3.88) Wording o 3. quarter 201	sf_2014q3 f question			female quota				3. quarter		Further Information	
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 3.89) sf_2014q4_1 difficulties finding trainees 4. quarter 2014 once Wording of question 4. quarter 2014 Further Information bid your comapany have difficulties finding trainees? [1] yes [2] no	3.88) Wording o 3. quarter 201 A current bill	sf_2014q3 f question 14 provides for a r	mandatory fem		female quota	ervisory boards		panies from 2	3. quarter		Further Information	
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 3.89) 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 [1] yes	3.88) Wording o 3. quarter 201 A current bill	sf_2014q3 f question 14 provides for a r	mandatory fem	he higher man	female quota 0% in the supe	ervisory boards		panies from 2	3. quarter		Further Information	
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 3.89) 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	3.88) Wording o 3. quarter 201 A current bill	sf_2014q3 f question 14 provides for a r	mandatory fem	he higher man	female quota 0% in the supe	ervisory boards		spanies from 2	3. quarter		Further Information	
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name	3.88) Wording o 3. quarter 201 A current bill Do you see of	sf_2014q3 f question 14 provides for a r	mandatory fem	he higher man	female quota 0% in the supe	ervisory boards		panies from 2	3. quarter		Further Information	
No. Name Label Survey period 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	Wording o 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 provides for a r bstacles to read	mandatory fen	other reasons	female quota	ervisory boards our company?	of several com		3. quarter	2014	Further Information	
No. Name Label Survey period 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	Wording o 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 provides for a r bstacles to read	mandatory fen	other reasons	female quota	ervisory boards our company?	of several com		3. quarter	2014	Further Information	
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	Wording o 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 provides for a r bstacles to read	mandatory fen	other reasons	female quota	ervisory boards our company?	of several com		3. quarter	2014	Further Information	
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	3.88) Wording 0 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 of variable 2005	mandatory fen ch a quota in t 2006	other reasons	female quota 0% in the supe	our company? [1] yes 2009	of several com	2011	3. quarter	2014	Further Information	
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	3.88) Wording 0 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 of variable 2005	mandatory fen ch a quota in t 2006	other reasons	female quota 0% in the supe	our company? [1] yes 2009	of several com	2011	3. quarter	2014	Further Information	
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	3.88) Wording 0 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 of variable 2005	mandatory fen ch a quota in t 2006	other reasons	female quota 0% in the supe	our company? [1] yes 2009	of several com	2011	3. quarter	2014	Further Information	
Wording of question 4. quarter 2014 Did your comapany have difficulties finding trainees? [1] yes [2] no	3.88) Wording 0 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 of variable 2005	mandatory fen ch a quota in t 2006	other reasons	female quota 0% in the supe	our company? [1] yes 2009	of several com	2011	3. quarter	2014	Further Information	
Wording of question 4. quarter 2014 Did your comapany have difficulties finding trainees? [1] yes [2] no	3.88) Wording 0 3. quarter 201 A current bill Do you see of	sf_2014q3, f question 14 provides for a r of variable 2005	mandatory fen ch a quota in t 2006	other reasons	0% in the supe	our company? [1] yes 2009	of several com	2011	3. quarter	2013	Further Information	once
4. quarter 2014 Did your comapany have difficulties finding trainees? [1] yes [2] no	3.88) Wording o 3. quarter 201 A current bill Do you see ol Time span 2004 2014	sf_2014q3, f question 14 of variable 2005 Name	mandatory fem ch a quota in t 2006	other reasons	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023	Further Information	once Survey frequency
Did your comapany have difficulties finding trainees? [1] yes [2] no	3.88) Wording o 3. quarter 201 A current bill Do you see ol Time span 2004 2014	sf_2014q3, f question 14 of variable 2005 Name	mandatory fem ch a quota in t 2006	other reasons	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023	Further Information	once Survey frequency
[1] yes [2] no	3.88) Wording O 3. quarter 201 A current bill Do you see of Time span 2004 2014 No.	sf_2014q3, f question 14 of variable 2005 2015 Name sf_2014q4,	mandatory fem ch a quota in t 2006	other reasons	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023	Further Information	once Survey frequency
[2] no	3.88) Wording o 3. quarter 201 A current bill Do you see ol Time span 2004 2014 No. 3.89) Wording o	sf_2014q3, f question 14 of variable 2005 2015 Name sf_2014q4, f question	mandatory fem ch a quota in t 2006	other reasons	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023		once Survey frequency
	3.88) Wording O 3. quarter 201 A current bill Do you see of Time span 2004 2014 No. 3.89) Wording O 4. quarter 201	sf_2014q3, f question 14 of variable 2005 2015 Name sf_2014q4, f question	mandatory fem ch a quota in t 2006 2016	2007	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023		once Survey frequency
[3] no trainea positions offered	3.88) Wording O 3. quarter 201 A current bill Do you see of Time span 2004 2014 No. 3.89) Wording O 4. quarter 201	sf_2014q3, f question 14 of variable 2005 2015 Name sf_2014q4, f question 14 apany have dif	amandatory fem ch a quota in t 2006 2016	2007	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023		once Survey frequency
	3.88) Wording O 3. quarter 201 A current bill Do you see of Time span 2004 2014 No. 3.89) Wording O 4. quarter 201	sf_2014q3, f question 14 of variable 2005 2015 Name sf_2014q4, f question 14 apany have dif	mandatory fem ch a quota in t 2006 2016	2007	2008 2018	cervisory boards pour company? [1] yes 2009	of several com	2011	3. quarter 016 on 2012 2022	2014 2013 2023		once Survey frequency

Time s	span o	f variable								
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 S				Survey period			Survey frequency	
3.90)	sf_2014q4	_2		measures to f	ill trainee posit	tions:		4. quarter	2014		once	
\A/=li	-f+:			underwriting	guarantee							
wording	of question											
4. quarter 2	014									Further Information		
Did you tak	e special measur	es to fill open	trainee positio	ns?								
,,			ı		1							
		underwrit	ting guarantee		[1] yes							
Time spa	n of variable											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
										l		

No.	Name			Label				Survey per	IOa		Survey frequency	
3.91)	sf_2014q4_	3		measures to fi	II trainee posit	ions:		4. quarter	2014		once	
				mentoring pro	grams							
Wording o	of question											
l. quarter 20:	14									Further Information		
Oid you take	special measure	es to fill open	trainee positio	ins?								
		mento	ring programs		[1] yes							
			'.									
Time snan	of variable											
illie span	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	iod		Survey frequency
3.92)	sf_2014q4	_4		measures to f	ill trainee posit	ions:		4. quarter	2014		once
Wording	of question			new recruitme	ent channels						
Wording	or question									_	
4. quarter 20:	14									Further Information	
Did you take	special measur	es to fill open	trainee positio	ns?							
,											
	new recru	itment channe	els (eg. Online)		[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		



3.96)	sf_2014q4_	_8		recruitment s	pecifically in e	uro crisis count	ries	4. quarter	2014	once
Wording o	of question									
4. quarter 20	014									Further Information
	ifically recruit in	auro crisis co	untries? (Dort	ugal Italy Gra	aca Snain)					
Do you speci			untries: (r ort							
		[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	100	Survey frequency
3.97)	sf_2015q1_	_1		offering contr	acts for work			1st quarter	r 2015	once
Wording o	of question									
1st quarter 2										Further information
										y article miorination
Is your comp	oany offering co		rk?							
		[1] yes			[2] no					
Timo snan	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
3.98)	sf_2015q1_	_2		number of co	ntracts for wo	rk last 3 years		1st quarter	r 2015	once
Wording o	of question									
1st quarter 2	2015									Further information
	ist 3 years the nu	b.aef aa.ata								
During the ia	ist 3 years the ni	imber of contr	acts for work	1	′					
				[1] increased						
				[2] did not ch	ange					
				[3] decreased						
Time span	n of variable									
	. J. variable	2022	2022	25	2000	2011	2611	2010	25.5	
2004		2006	2007	2008	2009	2010	2011	2012	2013	
	2005									
	2005									
2011		2016	2017	2010	3010	2020	2024	2022	2022	
2014	2005	2016	2017	2018	2019	2020	2021	2022	2023	
2014		2016	2017	2018	2019	2020	2021	2022	2023	
2014		2016	2017	2018	2019	2020	2021	2022	2023	
	2015	2016	2017		2019	2020	2021			
2014 No.		2016	2017	2018	2019	2020	2021	2022 Survey per		Survey frequency
	2015	_	2017	Label	_	2020	2021		iod	Survey frequency once

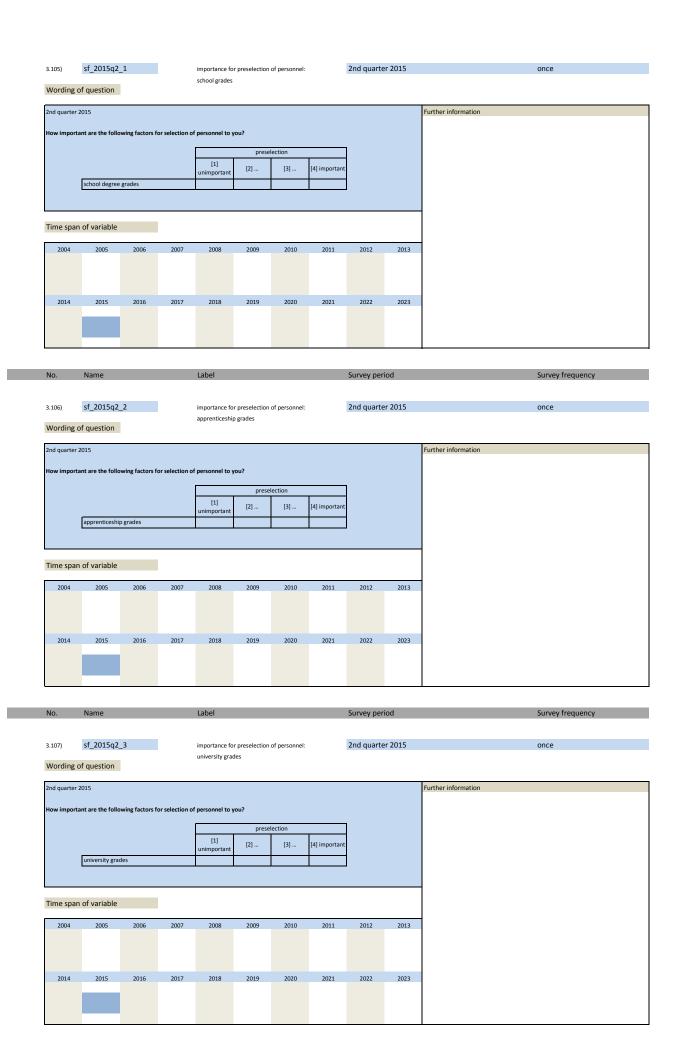
Page 57

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Time span	of variable									
		secondary sch leaving certific			[1] yes					
during the la	st 5 years?				•					
	s with the follow	wing school de	egree been en	nployed in your	company					
Wording o	of question									Further information
3.101)	sf_2015q1_	_5			employed trai			1st quarter	r 2015	once
No.	Name			Label				Survey per	iod	Survey frequence
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Fime span	of variable									
		education								
luring the la		lower seconda	nry		[1] yes					
lave trainee	s with the follow	wing school de	egree been en	nployed in you	company					
st quarter 2										Further information
	sf_2015q1_ of question	_4		in last 5 years lower second	employed trai ary education	nees with:		1st quarter	r 2015	once
No.	Name			Label				Survey per	iod	Survey frequence
	110				,			522		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Time snan	of variable									
				[4] more than						
				[2] 5% - 25% [3] 25% - 50%						
				1						
				[1] less than 5	%					

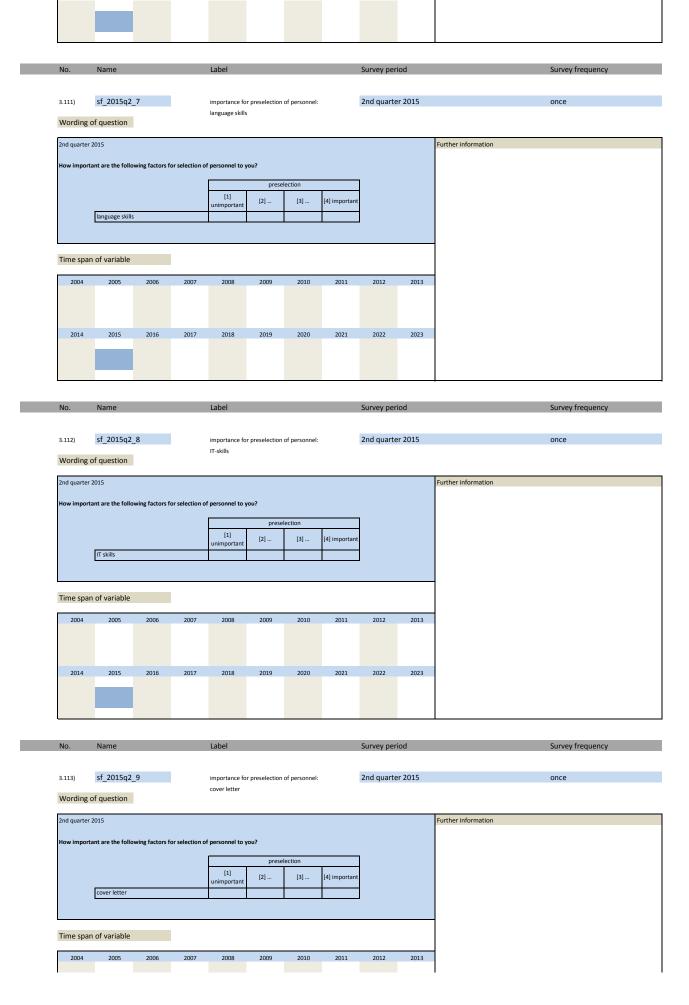
Wording o					employed tra	inees with:		1st quarter	r 2015		once
	of question			high-school di	iploma						
1st quarter 2	2015									Further information	
during the la	es with the follo est 5 years?	wing school d	egree been em	ployed in your	r company						
		high school d	iploma		[1] yes						
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
2014	2015	2010	2017	2010	2013	2020	2021	2022	2023		
No	Namo	_	_	Label	_	_	_	Survey per	iod		Survey frequency
No.	Name			Laber				Julvey per	iou		Survey frequency
3.103)	sf_2015q1	_7		in last 5 years	employed tra	inees with:		1st quarter	r 2015		once
	of question			no trainees							
1st quarter 2	1015									Further information	
Have trainee during the la	es with the follo	wing school d	egree been em	ployed in you	r company						
during the la					1						
	no trainees en	nployed			[1] yes						
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020			2023		
							2021	2022			
							2021	2022			
							2021	2022			
							2021				
No.	Name			Label			2021	Survey per			Survey frequency
No.	Name sf_2015q1	8			ainees	_	2021		iod		Survey frequency once
3.104)	sf_2015q1	_8		Label	ainees		2021	Survey per	iod		
3.104) Wording o	sf_2015q1 of question	_8		Label	ainees		20/21	Survey per	iod		
3.104)	sf_2015q1 of question	_8		Label	sinees		2021	Survey per	iod	<u>Further information</u>	
3.104) Wording of	sf_2015q1 of question			Label	ainees		2021	Survey per	iod	Further information	
3.104) Wording of	sf_2015q1 of question			Label majority of tra	ainees		2021	Survey per	iod	Further information	
3.104) Wording of	sf_2015q1 of question			Label majority of tra		on	2021	Survey per	iod	Further information	
3.104) Wording of	sf_2015q1 of question			Label majority of tra	ondary educati school leaving	on	2021	Survey per	iod	Further information	
3.104) Wording of	sf_2015q1 of question			Label majority of tra [1] lower secc [2] secondary [3] high school	ondary educati school leaving ol diploma	on	2021	Survey per	iod	Further information	
3.104) Wording of	sf_2015q1 of question			Label majority of tra [1] lower secce [2] secondary	ondary educati school leaving ol diploma	on	2021	Survey per	iod	Further information	
3.104) Wording of 1st quarter 2 Which group	sf_2015q1, of question to15			Label majority of tra [1] lower secc [2] secondary [3] high school	ondary educati school leaving ol diploma	on	2021	Survey per	iod	Further information	
3.104) Wording of 1st quarter 2 Which group	sf_2015q1 of question			Label majority of tra [1] lower secc [2] secondary [3] high school	ondary educati school leaving ol diploma	on	2021	Survey per	iod	Further information	
3.104) Wording of 1st quarter 2 Which group	sf_2015q1, of question to15			Label majority of tra [1] lower secc [2] secondary [3] high school	ondary educati school leaving ol diploma	on	2011	Survey per	iod	Further information	
3.104) Wording (1st quarter 2 Which group	sf_2015q1, of question tots of forms the major	ority of your t	rainees?	Label majority of tra [1] lower secc [2] secondary [3] high school [4] no trainee	ondary educati school leaving Il diploma company	on g certificate		Survey per 1st quarter	iod r 2015	Further information	
3.104) Wording (1st quarter 2 Which group	sf_2015q1, of question tots of forms the major	ority of your t	rainees?	Label majority of tra [1] lower secc [2] secondary [3] high school [4] no trainee	ondary educati school leaving Il diploma company	on g certificate		Survey per 1st quarter	iod r 2015	Further information	
3.104) Wording (1st quarter 2 Which group	sf_2015q1, of question tots of forms the major	ority of your t	rainees?	Label majority of tra [1] lower secc [2] secondary [3] high school [4] no trainee	ondary educati school leaving Il diploma company	on g certificate		Survey per 1st quarter	iod r 2015	Further information	
3.104) Wording (1st quarter 2 Which group	sf_2015q1, of question tots of forms the major of variable 2005	prity of your t	rainees?	Label majority of tra [1] lower secc [2] secondary [3] high school [4] no trainee	ondary educati school leaving ol diploma company 2009	on g certificate	2011	Survey per 1st quarter	od r 2015	Further information	

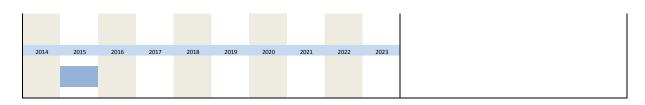
Survey period

Survey frequency

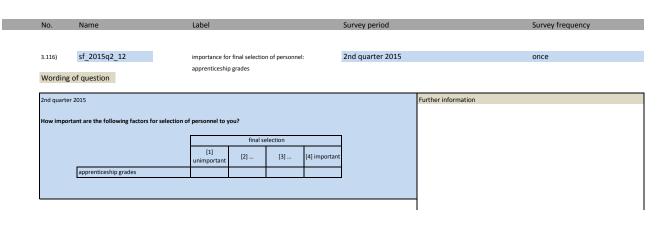


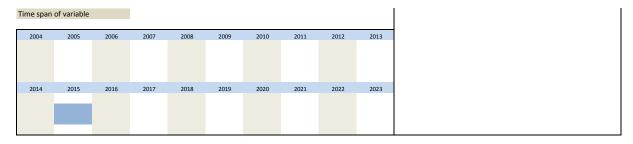
No.	Name			Label				Survey per	iou	
3.108)	sf_2015q2_	4		importance for internships	or preselection	of personnel:		2nd quarte	er 2015	once
Wording	of question	<u></u>								
2nd quarter	2015									Further information
How import	tant are the follow	wing factors f	or selection o	f personnel to	you?					
				[1]		lection				
	completed inte	-nchine		[1] unimportant	[2]	[3]	[4] important			
	completed inco	Pristips								
	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
3.109)	sf_2015q2_	5		importance fo	or preselection	of personnel		2nd quarte	or 2015	once
3.103)	31_2013q2_				n presenection	or personner.			.1 2013	Gilee
Wording	of question				essional experie	ence				
	of question	-			essional experie	ence				
2nd quarter	2015			relevant profe		ence				Further information
2nd quarter			for selection o	relevant profe	you?			1		Further information
2nd quarter	2015		ior selection o	relevant profe	you? prese	lection	[4] important			Further information
2nd quarter	2015	wing factors f		relevant profe	you?		[4] important			Further information
2nd quarter	tant are the follow	wing factors f		relevant profe	you? prese	lection	[4] important			Further information
2nd quarter	tant are the follow	wing factors f		relevant profe	you? prese	lection	[4] important			Further information
2nd quarter	r 2015 tant are the follow	wing factors f		relevant profe	you? prese	lection	[4] important	2012	2013	Further information
2nd quarter How import	r 2015 tant are the follow relevant profes n of variable	wing factors f	ence	f personnel to	you? prese [2]	[3]			2013	Further information
2nd quarter How import	r 2015 tant are the follow relevant profes n of variable	wing factors f	ence	f personnel to	you? prese [2]	[3]			2013	Further information
2nd quarter How import	r 2015 tant are the follow relevant profes n of variable	wing factors f	ence	f personnel to	you? prese [2]	[3]			2013	Further information
2nd quarter How import	relevant profes n of variable	wing factors f	2007	f personnel to	prese [2]	[3] 2010	2011	2012		Further information
2nd quarter How import	relevant profes n of variable	wing factors f	2007	f personnel to	prese [2]	[3] 2010	2011	2012		Further information
Time spai	relevant profes n of variable 2005	wing factors f	2007	f personnel to	prese [2]	[3] 2010	2011	2012	2023	
2nd quarter How import	relevant profes n of variable	wing factors f	2007	f personnel to	prese [2]	[3] 2010	2011	2012	2023	Further information Survey frequency
Time spai	relevant profes n of variable 2005	wing factors f	2007	relevant profes f personnel to [1] unimportant 2008 Label	prese [2]	2010 2020	2011	2012	2023 iod	
Time spail 2004 2014 No. 3.110)	relevant profes n of variable 2005 Name	wing factors f	2007	relevant profes f personnel to [1] unimportant 2008 Label	you? prese [2] 2009 2019	2010 2020	2011	2012 2022 Survey per	2023 iod	Survey frequency
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question	wing factors f	2007	f personnel to	you? prese [2] 2009 2019	2010 2020	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question	wing factors f	2007 2017	f personnel to	you? prese [2] 2009 2019 preselection ience	2010 2020	2011	2012 2022 Survey per	2023 iod	Survey frequency
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question	wing factors f	2007 2017	f personnel to	you? prese [2] 2009 2019 or preselection ience	2010 2020 20personnel:	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question	wing factors f	2007 2017	relevant profes f personnel to [1] unimportant 2008 2018 Label importance for foreign experi	you? prese [2] 2009 2019 or preselection ience	2010 2020	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question	wing factors f	2007 2017	relevant profes f personnel to [1] unimportant 2008 2018 Label importance for foreign experi	you? prese [2] 2009 2019 preselection lence prese	2010 2020 of personnel:	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording	relevant profes n of variable 2005 Name sf_2015q2_ of question 2015 tant are the follow	wing factors f	2007 2017	relevant profes f personnel to [1] unimportant 2008 2018 Label importance for foreign experi	you? prese [2] 2009 2019 preselection lence prese	2010 2020 of personnel:	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording 2nd quarter How import	relevant profes n of variable 2005 Name sf_2015q2_ of question 2015 tant are the follow	wing factors f	2007 2017	relevant profes f personnel to [1] unimportant 2008 2018 Label importance for foreign experi	you? prese [2] 2009 2019 preselection lence prese	2010 2020 of personnel:	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording 2nd quarter How import	relevant profes n of variable 2005 Name sf_2015q2_ of question r 2015 tant are the follow	wing factors f	2007 2017	relevant profes f personnel to [1] unimportant 2008 2018 Label importance for foreign experi	you? prese [2] 2009 2019 preselection lence prese	2010 2020 of personnel:	2011	2012 2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording 2nd quarter How import	relevant profes n of variable 2005 Name sf_2015q2 of question relevant profes in of variable	wing factors f	2007 2017 for selection o	relevant profes [1] unimportant 2008 2018 Label importance fc foreign experi	you? prese [2] 2009 2019 or preselection ience [2]	2010 2020 2020 of personnel:	2011 2021	2012 2022 Survey per 2nd quarte	2023 iod er 2015	Survey frequency once
Time spail 2004 2014 No. 3.110) Wording 2nd quarter How import	relevant profes n of variable 2005 Name sf_2015q2 of question relevant profes in of variable	wing factors f	2007 2017 for selection o	relevant profes [1] unimportant 2008 2018 Label importance fc foreign experi	you? prese [2] 2009 2019 or preselection ience [2]	2010 2020 2020 of personnel:	2011 2021	2012 2022 Survey per 2nd quarte	2023 iod er 2015	Survey frequency once





No.	Name			Label				Survey per	riod		Survey frequency
3.114)	sf_2015q2	10		importance fo	or preselection	of personnel:	photo	2nd quarte	er 2015		once
		-		,							
Wording	of question										
2nd quarter	2015									Further information	
How import	tant are the follo	owing factors f	for selection o	f personnel to	you?						
					prese	lection]			
				[1] unimportant	[2]	[3]	[4] important				
	photo			unimportant							
	<u> </u>							•			
Time cnar	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			Lahel				Survey ner	iod		Survey frequency
No.	Name			Label		_		Survey per	iod		Survey frequency
		11	_		or final selectio	n of personne					Survey frequency
3.115)	sf_2015q2	_11		Label importance fo school grades		n of personne		Survey per			
3.115)		_11		importance fo		n of personne					
3.115)	sf_2015q2 of question	_11		importance fo		n of personne				Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question		for selection o	importance fo school grades		n of personne				Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question		for selection o	importance fo school grades	you?					Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question		for selection o	importance fo school grades	you? final so	election	:	2nd quarto		Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question 2015 tant are the follo	owing factors f	for selection o	importance fo school grades	you?			2nd quarto		Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question	owing factors f	or selection o	importance fo school grades	you? final so	election	:	2nd quarto		Further information	
3.115) Wording 2nd quarter	sf_2015q2 of question 2015 tant are the follo	owing factors f	for selection o	importance fo school grades	you? final so	election	:	2nd quarto		Further information	
3.115) Wording (2nd quarter	sf_2015q2 of question 2015 tant are the follo	owing factors f	for selection o	importance fo school grades	you? final so	election	:	2nd quarto		Further information	
3.115) Wording (2nd quarter	of question 2015 tant are the follo	owing factors f	for selection o	importance fo school grades	you? final so	election	:	2nd quarto		Further information	
3.115) Wording 2nd quarter How import	of question 2015 tant are the follo	owing factors f		importance for school grades f personnel to y [1] unimportant	you? final st [2]	election [3]	[4] important	2nd quarte	er 2015	Further information	
3.115) Wording 2nd quarter How import	of question 2015 tant are the follo	owing factors f		importance for school grades f personnel to y [1] unimportant	you? final st [2]	election [3]	[4] important	2nd quarte	er 2015	Further information	
3.115) Wording 2nd quarter How import	of question 2015 tant are the follo	owing factors f		importance for school grades f personnel to y [1] unimportant	you? final st [2]	election [3]	[4] important	2nd quarte	er 2015	Further information	





No.	Name			Label				Survey peri	iod		Survey frequency	
3.117) Wording	sf_2015q2 of question	_13		importance fo university grad		n of personne	Ŀ	2nd quarte	r 2015		once	
2nd quarter										Further information		
How impor	tant are the follo	wing factors f	or selection of	personnel to y	you?							
					final s	election						
				[1] unimportant	[2]	[3]	[4] important					
	university gra	doc										
	university grad	ues										
	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			
2004	n of variable	2006										
2004	n of variable	2006					2021		2023		Survey frequency	

18)	sf_2015q2	_14		importance fo	r final selectio	n of personnel	:	2nd quarte	r 2015	once
ording o	of question			internships						
d quarter 2	2015									Further information
w importa	ant are the follo	wing factors f	or selection of	f personnel to y	rou?					
					final se	election]		
				[1] unimportant	[2]	[3]	[4] important			
				unimportant						
	completed int	ernships		unimportant						
	completed int	ernships		uninportant						
		ernships 2006	2007	2008	2009	2010	2011	2012	2013	
ne span	of variable		2007		2009	2010	2011	2012	2013	
ne span	of variable		2007		2009	2010	2011	2012	2013	
me span 2004	of variable	2006		2008						

No.	Name	Label	Survey period	Survey frequency
3.119)	sf_2015q2_15	importance for final selection of personnel:	2nd quarter 2015	once
Wordi	ng of question	relevant professional experience		
2nd quai			Further info	rmation
		selection of personnel to you?	Further info	rmation
	rter 2015	selection of personnel to you?	Further info	rmation

	relevant profes	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

	Name			Label				Survey per	iod		Survey frequency
3.120) Wordin	sf_2015q2 g of question	_16		importance for		n of personnel	l:	2nd quarte	er 2015		once
2nd quart	er 2015									Further information	
How impo	ortant are the follo	owing factors f	or selection of	personnel to y	ou?						
					final se	election		1			
				[1] unimportant	[2]	[3]	[4] important				
	foreign experi	ience									
	an of variable										
Time sp		2006	2007	2008	2009	2010	2011	2012	2013		
		2006	2007	2008	2009	2010	2011	2012	2013		
	2005	2006	2007	2008	2009	2010	2011	2012	2013		

	Name			Label				Survey per	iod		Sı	urvey frequency
3.121) Wording	sf_2015q2_ of question	_17		importance fo language skills		n of personnel	:	2nd quarte	er 2015		or	nce
2nd quarter	2015									Further information		
How impor	tant are the follo	wing factors f	or selection of	personnel to y	rou?							
					final se	election						
				[1] unimportant	[2]	[3]	[4] important					
	language skills											
Time spa	n of variable											
Time spa	n 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			

No.		Name	Label	Survey period	Survey frequency
3.12	22)	sf_2015q2_18	importance for final selection of personnel:	2nd quarter 2015	once
Mo	ording o	f question	IT-skills		
•	Juling 0	question			
2nd	quarter 2	015		Fur	rther information
How	v importa	nt are the following factors for select	ion of personnel to you?		

					final se	election			
				[1] unimportant	[2]	[3]	[4] important		
	IT skills								
Time span	of variable								
Time span	OI VAIIADIE								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

	Name			Label				Survey peri	iod		Survey frequency
3.123)	sf_2015q2	_19		importance fo	r final selectio	n of personnel	:	2nd quarte	r 2015		once
Wording	of question			cover letter							
2nd quarter	2015									Further information	
How import	ant are the follo	wing factors f	or selection of	personnel to v	ou?						
mpon				, , , , , , , , , , , , , , , , , , , ,							
				[1]		election					
				unimportant	[2]	[3]	[4] important				
	cover letter										
	cover letter										
Time spa											
Time spa	cover letter										
Time spa		2006	2007	2008	2009	2010	2011	2012	2013		
	n of variable	2006	2007	2008	2009	2010	2011	2012	2013		
	n of variable	2006	2007	2008	2009	2010	2011	2012	2013		
	n of variable	2006	2007		2009	2010	2011	2012	2013		
2004	n of variable			2008							
2004	n of variable										

	sf_2015q2_ of question	_20		importance fo	r final selectio	n of personnel	:	2nd quarte	r 2015	once
nd quarter 2	2015 ant are the follo	wing factors fo	or selection o	f personnel to y	ou?					Further information
					final se	election				
				[1] unimportant	[2]	[3]	[4] important			
	photo									
ime span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	

Survey period

Survey frequency

No. Name	Label	Survey period	Survey frequency
3.125) sf_2015q2_	importance for final selection of personnel:	2nd quarter 2015	once

										Further information
How impor	tant are the follo	wing factors t	for selection o	f personnel to y	ou?					
					final s	selection				
				[1]	[2]	[2]	[4] important			
				unimportant	[2]	[3]	[4] important			
	personal conv	ersation								
										1
Time spa	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No	Nama			Label				Curren	ind	
No.	Name			Label				Survey per	iou	Survey frequer
3.126)	sf_2015q2	_22		importance for	r final selection	on of personne	l:	2nd quarte	er 2015	once
Morelin	of aug-ti-			assessment ce	nter					
wording	of question									
2nd quarter	2015									Further information
·										
How impor	tant are the follo	wing factors t	for selection o	f personnel to y	ou?					
					finals	selection				
				[1]						
				unimportant	[2]	[3]				
				unimportant			[4] important			
	Assessment C	enter		unimportant			[4] Important			
	Assessment C	enter		dilliportant			[4] Important			
	Assessment Co	enter		unimportant			[4] Important			
Time spa	Assessment Co	enter		diminportant			[4] Important			
	n of variable									
Time spa		2006	2007	2008	2009	2010	2011	2012	2013	
	n of variable		2007		2009			2012	2013	
	n of variable		2007		2009			2012	2013	
	n of variable		2007		2009			2012	2013	
	n of variable		2007		2009			2012	2013	
2004	n of variable	2006		2008		2010	2011			
2004	n of variable	2006		2008		2010	2011			
2004	n of variable	2006		2008		2010	2011			
2004	n of variable	2006		2008		2010	2011			
2004	2005 2005 2015	2006		2008		2010	2011	2022	2023	
2004	n of variable	2006		2008		2010	2011		2023	Survey frequer
2004	2005 2005 2015	2006		2008		2010	2011	2022	2023	Survey frequer
2004	2005 2005 2015	2006		2008	2019	2010	2011	2022	2023 iod	Survey frequer
2004 2014 No.	2005 2005 2015 Name	2006		2008 2018	2019	2010	2011	2022 Survey per	2023 iod	
2004 2014 No.	n of variable 2005 2015 Name	2006		2008 2018 Label	2019	2010	2011	2022 Survey per	2023 iod	
2004 2014 No.	n of variable 2005 2015 Name sf_2015q2 of question	2006		2008 2018 Label	2019	2010	2011	2022 Survey per	2023 iod	once
2004 2014 No.	n of variable 2005 2015 Name sf_2015q2 of question	2006		2008 2018 Label	2019	2010	2011	2022 Survey per	2023 iod	
2004 2014 No. 3.127) Wording	n of variable 2005 2015 Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019	2010	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	n of variable 2005 2015 Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	n of variable 2005 2015 Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection	2010	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	n of variable 2005 2015 Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	n of variable 2005 2015 Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording	Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording 2nd quarter	Name sf_2015q2 of question 2015 tant are the follo	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording 2nd quarter	Name sf_2015q2 of question	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once
2004 2014 No. 3.127) Wording 2nd quarter	Name sf_2015q2 of question 2015 tant are the follo	2006	2017	2008 2018 Label importance for personality	2019 r final selection ou?	2010 2020 2020	2011	2022 Survey per	2023 iod	once

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

\A/o		_24			or final selection	on of personne	l:	2nd quarte	er 2015	once
vvoraing o	of question			sympathy						
2nd quarter 2	2015									Further information
	ant are the follo	uing factors f	or coloction o	f norconnol to v	3					
now importa	ant are the folio	wing factors in	or selection o	r personner to y				1		
				[1]		election [3]	[4] important			
	sympathy			unimportant	[2]	[5]	[4] IIIIportant			
	зутрасту				<u> </u>			l		
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
										52.10, 11042.110,
3.129)	sf_2015q2_	_25		searching info	online			2nd quarte	er 2015	once
Wording o	of question									
2nd quarter 2	2015									Further information
Are you sear	ching online for	information a	about your ap	plicants?						
		[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	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
		2016	2017		2019	2020	2021			
2014 No.	2015 Name	2016	2017	2018 Label	2019	2020	2021	2022 Survey per		Survey frequency
No.	Name		2017	Label	_	_	_	Survey per	iod	
No.	Name sf_2015q2_		2017	Label	_	2020	_		iod	Survey frequency once
No.	Name		2017	Label	_	_	_	Survey per	iod	
No.	Name sf_2015q2_of question		2017	Label	_	_	_	Survey per	iod	
No. 3.130) Wording o 2nd quarter 2	Name sf_2015q2_of question	_26		Label searching info	_	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2 Are you search	Name sf_2015q2_ of question	_26		Label searching info	_	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2	Name sf_2015q2_ of question 2015 ching online for	_26		Label searching info	_	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2 Are you searc	Name sf_2015q2_ of question 2015 ching online for	.26 information a		Label searching info	o online: profe	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2 Are you searc	Name sf_2015q2_ of question 2015 ching online for	_26 information a		Label searching info	_	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2 Are you searc	Name sf_2015q2_ of question 2015 ching online for ching In professional	_26 information a		Label searching info	o online: profe	_	_	Survey per	iod	once
No. 3.130) Wording of 2nd quarter 2 Are you search If yes: Are you search	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn	_26 information a		Label searching info	o online: profe	_	_	Survey per	iod	once
No. 3.130) Wording of 2nd quarter 2 Are you search If yes: Are you search	Name sf_2015q2_ of question 2015 ching online for ching In professional	_26 information a		Label searching info	o online: profe	_	_	Survey per	iod	once
No. 3.130) Wording of 2nd quarter 2 Are you search If yes: Are you search	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn	_26 information a		Label searching info	o online: profe	_	_	Survey per	iod	once
No. 3.130) Wording o 2nd quarter 2 Are you search If yes: Are you search Time span	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn	.26 information a networks .etc.)	about your ap	Label searching info	o online: profe	ssional networ	ks	Survey per 2nd quarte	iod er 2015	once
No. 3.130) Wording o 2nd quarter 2 Are you search If yes: Are you search Time span	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn	.26 information a networks .etc.)	about your ap	Label searching info	o online: profe	ssional networ	ks	Survey per 2nd quarte	iod er 2015	once
No. 3.130) Wording o 2nd quarter 2 Are you search If yes: Are you search Time span	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn	.26 information a networks .etc.)	about your ap	Label searching info	o online: profe	ssional networ	ks	Survey per 2nd quarte	iod er 2015	once
No. 3.130) Wording o 2nd quarter 2 Are you seared If yes: Are you seared Time span	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn of variable 2005	.26 information a	about your app	Label searching info	o online: profe	ssional networ	2011	Survey per 2nd quarte	oiod er 2015	once
No. 3.130) Wording o 2nd quarter 2 Are you seared If yes: Are you seared Time span	Name sf_2015q2_ of question 2015 ching online for ching In professional (Xing, LinkedIn of variable 2005	.26 information a	about your app	Label searching info	o online: profe	ssional networ	2011	Survey per 2nd quarte	oiod er 2015	once

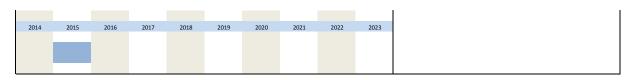
Survey period

Survey frequency

Label

Wording		_27		searching info					er 2015	once	
wording (of question										
2nd quarter	2015									Further information	
Are you sear	rching online for	information a	about your app	plicants?							
If yes:											
Are you sear	rching				_						
	In social netwo				[1] yes						
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	iod	Survey freque	ency
3.132)	sf_2015q2_	28		searching info	online: other	info		2nd quarte	er 2015	once	
	of question										
										Providence in formation	
2nd quarter										Further information	
Are you sear	rching online for	information a	about your app	plicants?							
If yes: Are you sear											
	rcning										
rac you sea.		tion			[1] ves						
, , , , , , , , , , , , , , , , , , , ,	other informa	tion			[1] yes						
	other informa	tion			[1] yes						
Time span	other information										
	other informa	2006	2007	2008	[1] yes	2010	2011	2012	2013		
Time span	other information		2007			2010	2011	2012	2013		
Time span	other information		2007			2010	2011	2012	2013		
Time span	other information of variable	2006		2008	2009						
Time span	other information of variable	2006		2008	2009						
Time span	other information of variable	2006		2008	2009						
Time span	other information of variable	2006		2008	2009				2023	Survey freque	ency
Time spar 2004 2014	other information of variable 2005 2015 Name	2006		2008 2018	2009	2020		2022 Survey per	2023 iod		ency
Time spar 2004 2014 No.	other information of variable 2005 2015 Name sf_2015q3_	2006		2008	2009 2019	2020		2022	2023 iod	Survey freque once	ency
2004 2014 2014 No. 3.133) Wording of	other information of variable 2005 2015 Name sf_2015q3_ of question	2006		2008 2018 Label change of cha	2009 2019	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No.	other information of variable 2005 2015 Name sf_2015q3_ of question	2006		2008 2018 Label change of cha	2009 2019	2020		2022 Survey per	2023 iod		ency
Time spar 2004 2014 No. 3.133) Wording (other information of variable 2005 2015 Name sf_2015q3 of question 2015	2006	2017	2008 2018 Label change of chaprofessional li	2009 2019 sillenges in everife	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No. 3.133) Wording 6 3rd quarter 2 Did the chall	other information of variable 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd ast 5 years?	2006 2016 2016	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sillenges in everife	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No. 3.133) Wording 6 3rd quarter 2 Did the chall	other information of variable 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd ast 5 years?	2006	2017	2008 2018 Label change of chaprofessional li	2009 2019 sillenges in everife	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No. 3.133) Wording of a during the ladding the laddin	other information of variable 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd ast 5 years?	2006 2016 2016	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sllenges in everife	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No. 3.133) Wording of a during the ladding the laddin	other information of variable 2005 2015 Name sf_2015q3 of question 2015 lenges in everydeast 5 years?	2006 2016 2016	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sllenges in everife	2020		2022 Survey per	2023 iod	once	ency
Time spar 2004 2014 No. 3.133) Wording (3rd quarter 2 Did the chall during the la	other information of variable 2005 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd asst 5 years?	2006 2016 2016 1 1 1 1 1 1 1 1 1 1 1 1	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sillenges in everife	2020 ryday	2021	Survey per	2023 iod r 2015	once	ency
Time spar 2004 2014 No. 3.133) Wording (3rd quarter 2 Did the chall during the la	other information of variable 2005 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd asst 5 years?	2006 2016 2016 1 1 1 1 1 1 1 1 1 1 1 1	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sillenges in everife	2020 ryday	2021	Survey per	2023 iod r 2015	once	ency
Time spar 2004 2014 No. 3.133) Wording (3rd quarter 2 Did the chall during the la	other information of variable 2005 2005 2015 Name sf_2015q3 of question 2015 lenges in everyd asst 5 years?	2006 2016 2016 1 1 1 1 1 1 1 1 1 1 1 1	2017	2008 2018 Label change of chaprofessional li	2009 2019 2019 sillenges in everife	2020 ryday	2021	Survey per	2023 iod r 2015	once	ency

Note the production of production of the product		Name		Label				Survey peri	iod	Survey frequency
Wording of querities Figure 2015 See the defining a receive professional fit charge for your employees the property of the 1st years of control of the stage for your employees and defining a receive professional fit charge for your employees the property of virtials Filter spoon of virtials Filte	3.134)									
Some state of the control of the con		sf_2015q3_2		challenges w.	r.t. additional q	ualifications		3rd quarte	r 2015	once
Time span of variable 2004 2000 2000 2000 2000 2000 2000 200	Wording o	of question								
the techniques in energing professional file change for your employees integrated to professional substitutions and substitutions with regard to the change for your employees and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and professional substitutions are professional substitutions and the change for your employees are professional substitutions and the change for your employees are professional substitutions and professional substitutions are pr	rd quarter 2	015								Further information
Time span of variable			:! lifb	f						
Discrete Part Par			ional life change	for your employ	yees					
Time span of variable Survey period Survey period Survey period Survey period Survey period	the challenge	es with respect to								
Time span of variable Survey period Survey period Survey period Survey period Survey period					[2]	[3]	[4] not			
Time span of variable 2001 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2019 2010 2011 2012 2013 No. Name Label Survey period Wording of question Further information Further		additional qualifications		[1] increased						
2004										
No. Name Label Survey period Survey frequency	Time span	of variable								
No. Name Label Survey period Survey frequency 3rd quarter 2015 Once Wording of question 1rd quarter 2015 Once 1rd quarter 2015 1rd qu	2004	2005 2006	2007	2008	2009	2010	2011	2012	2013	
No. Name Label Survey period Survey frequency 3rd quarter 2015 Once Wording of question 3rd quarter 2015 Once Wording of a uses year polessional file change for your employees decreased of control of the challenges in everytary professional file change for your employees decreased of control of the challenges of the challenges of variable. 2004 2005 2006 2007 2008 2009 2019 2019 2019 2011 2012 2013 Time span of variable 2014 2015 2016 2017 2018 2019 2020 2011 2012 2013 No. Name Label Survey period Survey period Survey frequency Time span of variable. Survey period Survey period Survey period Survey p										
No. Name Label Survey period Survey frequency 3rd quarter 2015 Once Wording of question 1rd quarter 2015 Once 1rd quarter 2015 1rd qu										
Set 2015Q2_3 challenges w.r.t. technical understanding and quarter 2015 once Wording of question Indiquarter 2015 Did the challenges in everyday professional file change for your employees during the last 5 years? Time span of variable 201 S3 (40 not necessary) 101 increased understanding in the last 5 years? 102 S3 (40 not necessary) 103 S2 S3 (40 not necessary) 104 Professional understanding in the last 5 years? 105 S4 2015 2016 2007 2008 2009 2010 2011 2012 2013 No. Name Label Survey period Survey period Survey frequency 116 S4 2015Q2_4 challenges w.r.t. ir understanding 3rd quarter 2015 once Wording of question 107 quarter 2015 108 the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to	2014	2015 2016	2017	2018	2019	2020	2021	2022	2023	
Authorized of question 3rd quarter 2015 Set qu										
Set 2015Q2_3 challenges w.r.t. technical understanding and quarter 2015 once Wording of question Indiquarter 2015 Did the challenges in everyday professional file change for your employees during the last 5 years? Time span of variable 201 S3 (40 not necessary) 101 increased understanding in the last 5 years? 102 S3 (40 not necessary) 103 S2 S3 (40 not necessary) 104 Professional understanding in the last 5 years? 105 S4 2015 2016 2007 2008 2009 2010 2011 2012 2013 No. Name Label Survey period Survey period Survey frequency 116 S4 2015Q2_4 challenges w.r.t. ir understanding 3rd quarter 2015 once Wording of question 107 quarter 2015 108 the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to [1] increased [2] [3] [4] not necessary years? The challenges with respect to										
Authorized of question 3rd quarter 2015 Set qu										
Wording of question 3-d quarter 2015 Did where challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to 1	No.	Name		Label				Survey peri	iod	Survey frequency
Wording of question 3-d quarter 2015 Did where challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to 1	2 125)	of 2015c2 2		challo	rt tochainal	udoretar di		3rd quarta	r 2015	2002
Dot the challenges in everysky professional life change for your employees during the last 5 years? the challenges with respect to 1 Increased 12 13 16 16 16 16 16 16 16				criallenges w.i	tecnnical un	iuerstanding		or quarte	2013	once
Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to 11 Increased 12 13 14 not relevant.	Wording o	r question								
the challenges with respect to	3rd quarter 2	.015								Further information
the challenges with respect to 13 Increased 12 33 44 not decreased relevant 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	Did the challe	enges in everyday profess	ional life change	for your employ	yees					
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 1.3136) sf_2015q3_4 challenges w.r.t. Iff-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 2rd quarter 2015 2rd quarter 2015 2rd quarter 2015 2rd quarter 2015 4rd quarter 2015 5rd quarter 2015 4rd quarte	during the las	st 5 years?								
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 No. Name Label Survey period Survey frequency 3.136) sf_2015q3_4 challenges w.r.t. IP-understanding 3rd quarter 2015 once Wording of question 2cd quarter 2015 2dd quarter 2015 2dd quarter 2015 1l] increased during the last 5 years? the challenges with respect to [12] [3] [4] not relevant	the challenge	es with respect to								
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 3.136) sf_2015q_3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] Increased 12				[1] increased						
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 No. Name Label Survey period Survey frequency 1.3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant re		technical understanding			unchangea	decreased	reievane			
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 3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not resevent to the challenges with respect to										
No. Name Label Survey period Survey frequency 3.136) sf_2015q3_4 challenges w.r.t. iT-understanding 3rd quarter 2015 Once Wording of question Further information Further information Further information	Time span	of variable								
No. Name Label Survey period Survey frequency 3.136) Sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant [IT understanding III understanding	2004	2005 2006	2007	2008	2009	2010	2011	2012	2013	
No. Name Label Survey period Survey frequency 3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant [1] understanding [1] increased [2] [3] [4] not relevant										
No. Name Label Survey period Survey frequency 3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant [4] not r										
3.136) Sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased	2014	2015 2016	2017	2018	2019	2020	2021	2022	2023	
3.136) Sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased										
3.136) Sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased										
3.136) sf_2015q3_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant T understanding T unde										
Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant T understanding T understan										
Wording of question 3rd quarter 2015 Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant T understanding T understan	No.	Name		Label				Survey peri	iod	Survey frequency
Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant π understanding π understandi			_		r.t. IT-understa	nding				
Did the challenges in everyday professional life change for your employees during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant relevant relevant	3.136)	sf_2015q3_4	_		r.t. IT-understa	nding				
during the last 5 years? the challenges with respect to [1] increased [2] [3] [4] not relevant [IT understanding IT und	3.136) Wording o	sf_2015q3_4 of question			r.t. IT-understa	nding				once
the challenges with respect to [1] increased	3.136) Wording o	sf_2015q3_4 of question			r.t. IT-understa	nding				once
[1] increased [2] [3] [4] not unchanged decreased relevant	3.136) Wording o 3rd quarter 2	sf_2015q3_4 of question	ional life change	challenges w.i		nding				once
IT understanding unchanged decreased relevant	3.136) Wording o 3rd quarter 20 Did the challeduring the lass	sf_2015q3_4 of question to15 enges in everyday profess st 5 years?	ional life change	challenges w.i		nding				once
IT understanding	3.136) Wording o 3rd quarter 20 Did the challeduring the lass	sf_2015q3_4 of question to15 enges in everyday profess st 5 years?	ional life change	challenges w.i		nding				once
Time span of variable	3.136) Wording o 3rd quarter 20 Did the challeduring the lass	sf_2015q3_4 of question to15 enges in everyday profess st 5 years?	ional life change	challenges w.	yees	[3]	[4] not			once
Time span of variable	3.136) Wording o 3rd quarter 2i Did the challe during the las the challenge	sf_2015q3_4 of question 1015 enges in everyday profess st 5 years? es with respect to	ional life change	challenges w.	yees	[3]	[4] not			once
	3.136) Wording o 3rd quarter 2i Did the challed during the last the challenge	sf_2015q3_4 of question to15 enges in everyday profess st 5 years? es with respect to	ional life change	challenges w.	yees	[3]	[4] not			once
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	3.136) Wording o 3rd quarter 2i Did the challed during the last the challenge	sf_2015q3_4 of question to15 enges in everyday profess st 5 years? es with respect to	ional life change	challenges w.	yees	[3]	[4] not			once
	3.136) Wording o 3rd quarter 2i Did the challed during the lass the challenge	sf_2015q3_4 of question 2015 enges in everyday profess st 5 years? es with respect to IT understanding		challenges w.i	yees [2] unchanged	[3] decreased	[4] not relevant	3rd quarter	r 2015	once



No.	Name			Label				Survey peri	od		Survey frequency
3.137)	sf_2015q3_	_5		challenges w.r	t. temporal fl	exibility		3rd quarte	2015		once
Wording	of question										
3rd quarter	2015									Further information	
	llenges in everyd	ay profession	al life change t	or your employ	ees						
during the l											
the challeng	ges with respect	to									
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	temporal flexi	bility]			
-	6										
	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		

3.138)	sf_2015q3	_6		challenges w.r	r.t. weekend w	ork		3rd quarte	r 2015	once
Wording o	of question									
3rd quarter 2	2015									Further information
Did the chall	lenges in everyo	day profession	al life change t	for your employ	yees					
during the la	ast 5 years?									
the challeng	es with respect	to								
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant			
	weekend wor	·k								
Time snan	n of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2314	2015	2310	2317	2310	2313	2320	2321	LJEZ	2323	

No.	Name	Label			Survey period		Survey frequency
3.139)	sf_2015q3_7	challenges w.r.	t. willingness to tra	avel	3rd quarter 2015		once
Wording	of question						
3rd quarter	2015					Further information	
Did the cha	ullangas in avaruday professional life s	hange for your employe					
	illenges in everyday professional life c last 5 years?	hange for your employe	ees				
during the I		thange for your employe	ees				
during the I	last 5 years?	[1] increased	[2]	[3] [4] not ecreased relevant]		

Tim	ie 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	
3.140)	sf_2015q3	_8		challenges w.r	t. language sk	tills		3rd quarte	r 2015	once	
Wording o	of question										
wording c	or question										
3rd quarter 2	1015									Further information	
Did the challe	enges in everyd	ay professiona	al life change f	for your employ	/ees						
during the la	st 5 years?										
the challenge	es with respect	to									
	respect										
				[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	language skills	5									
										_	
Time span	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		

3.141) Wording c	sf_2015q3_ of question	_9		challenges w.r	.t. lifelong lear	ning		3rd quarter	2015		once
during the la	enges in everyd		al life change f	or your employ	yees					Further information	
	lifelong learnin	ng		[1] increased	[2] unchanged	[3] decreased	[4] not relevant				
	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
3.142)	sf 2015q3 10	challenges w.r.t. teamwork abilities	3rd quarter 2015		once
3.142)	52015q5_10	chancinges with teamwork abilities	ora quarter 2025		onec
Wording	of question				
	4				
3rd quarter 2	2015			Further information	
Did the chall	lenges in everyday professional life cl	hange for your employees			
during the la	ist 5 years?				1

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

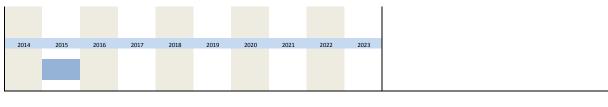
	No.	Name			Label				Survey peri	od		Survey frequency
3	3.143)	sf_2015q3_	11		challenges w.r	.t. other challe	nges		3rd quarte	2015		once
	Wording o	f question										
3	3rd quarter 2	015									Further information	
	Did the challe during the las	enges in everyda	ay professiona	Il life change f	or your employ	rees						
ľ	auring the las	ot 3 years?										
1	the challenge	s with respect t	0									
						[2]	[3]	[4] not	1			
					[1] increased	unchanged	decreased	relevant				
		other challenge	es									
L												
	Time span	of variable										
ı	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
١												
ı												
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
L												

.144)	sf_2015q3_	_13		difficulties find	ding trainees			3rd quarte	r 2015	once
Wording of	f question									
rd quarter 20)15									Further information
n fall the new	apprenticeshi	ip year begins.	Did your com	pany have diff	iculties					
inding traine	esr			[1] yes						
				[2] no						
				[3] no trainee	positions were	offered				
ime span	of variable									
ime span	of variable	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	

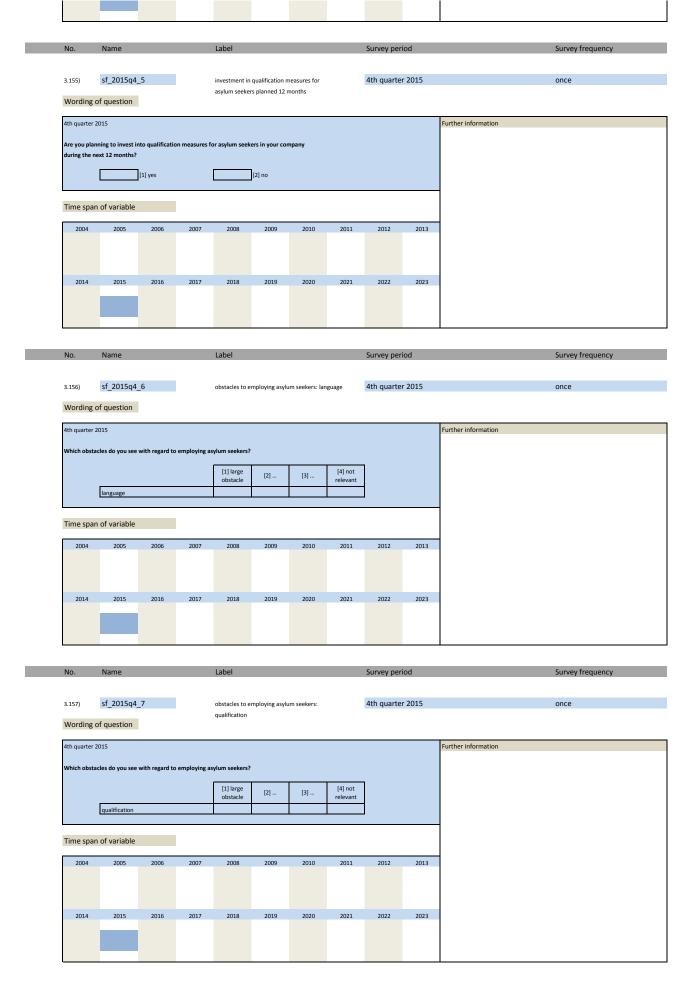
Wording o		14		measure filling promotion at s		ions:		3rd quarte	r 2015	once
3rd guarter 2	of question			promotion at s	scrioois					
3rd quarter 2	2015									Further information
Did you take	special measure	s to fill open t	rainee positio	ns?						
	promotion at so	chools			[1] yes					
_										
	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
3.146)	sf_2015q3_	15		measure filling	g trainee positi	ions: fairs		3rd quarte	r 2015	once
Wording o	of question									
3rd quarter 2										Further information
Did you take	special measure	s to fill open t	rainee positio	ns?						
	visiting fairs				[1] yes					
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
No.	Name			Label				Survey per	iod	Survey frequency
		16			g trainee nositi	ions: new chan	nels			
3.147)	sf_2015q3_	16			g trainee positi	ions: new chan	nels	Survey per 3rd quarte		Survey frequency once
3.147) Wording o	sf_2015q3_ of question	16			g trainee positi	ions: new chan	nels			once
3.147) Wording of the state of	sf_2015q3_ of question			measure filling	g trainee positi	ions: new chan	nels			
3.147) Wording of the state of	sf_2015q3_ of question 2015 e special measure	s to fill open t		measure filling		ions: new chan	nels			once
3.147) Wording of the state of	sf_2015q3_ of question	s to fill open t		measure filling	g trainee positi	ions: new chan	nels			once
Wording c 3rd quarter 2 Did you take	of question 2015 e special measure new recruitmes (e.g. online)	s to fill open t		measure filling		ions: new chan	nels			once
3.147) Wording c 3rd quarter 2 Did you take	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online)	s to fill open t	rainee positic	measure filling	[1] yes			3rd quarte	r 2015	once
Wording c 3rd quarter 2 Did you take	of question 2015 e special measure new recruitmes (e.g. online)	s to fill open t		measure filling		ions: new chan	zo11			once
3.147) Wording c 3rd quarter 2 Did you take	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online)	s to fill open t	rainee positic	measure filling	[1] yes			3rd quarte	r 2015	once
3.147) Wording c 3rd quarter 2 Did you take	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online)	s to fill open t	rainee positic	measure filling	[1] yes			3rd quarte	r 2015	once
3.147) Wording C 3rd quarter 2 Did you take Time span	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online) of variable 2005	s to fill open to the channels	rainee positic	measure filling	[1] yes	2010	2011	3rd quarte	r 2015	once
3.147) Wording C 3rd quarter 2 Did you take Time span	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online) of variable 2005	s to fill open to the channels	rainee positic	measure filling	[1] yes	2010	2011	3rd quarte	r 2015	once
3.147) Wording C 3rd quarter 2 Did you take Time span 2004	of question 2015 special measure new recruitmer (e.g. online) 1 of variable 2005	s to fill open to the channels	2007 2017	measure filling	[1] yes	2010	2011	2012 2022	2013 2013	Further information
3.147) Wording C 3rd quarter 2 Did you take Time span	sf_2015q3_ of question 2015 e special measure new recruitmer (e.g. online) of variable 2005	s to fill open to the channels	2007 2017	measure filling	[1] yes	2010	2011	3rd quarte	2013 2013	once
3.147) Wording C 3rd quarter 2 Did you take Time span 2004	of question 2015 special measure new recruitmer (e.g. online) 1 of variable 2005	s to fill open to the channels	2007 2017	measure filling ms? 2008 2018	[1] yes 2009	2010	2011	2012 2022	2013 2023	Further information
3.147) Wording c 3rd quarter 2 Did you take Time span 2004 2014 No. 3.148)	sf_2015q3_ of question 2015 e special measure (e.g. online) 1 of variable 2005 Name	s to fill open to the channels	2007 2017	measure filling ms? 2008 2018	[1] yes 2009	2010	2011	2012 2022 Survey per	2013 2023	Eurther information Survey frequency
3.147) Wording c 3rd quarter 2 Did you take Time span 2004 2014 No. 3.148)	sf_2015q3_ of question 2015 e special measure (e.g. online) 1 of variable 2005 2015 Name sf_2015q3_ of question	s to fill open to the channels	2007 2017	measure filling ms? 2008 2018	[1] yes 2009	2010	2011	2012 2022 Survey per	2013 2023	Eurther information Survey frequency

	foreign search	ı			[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	Nama			Label				Cumuou nori	

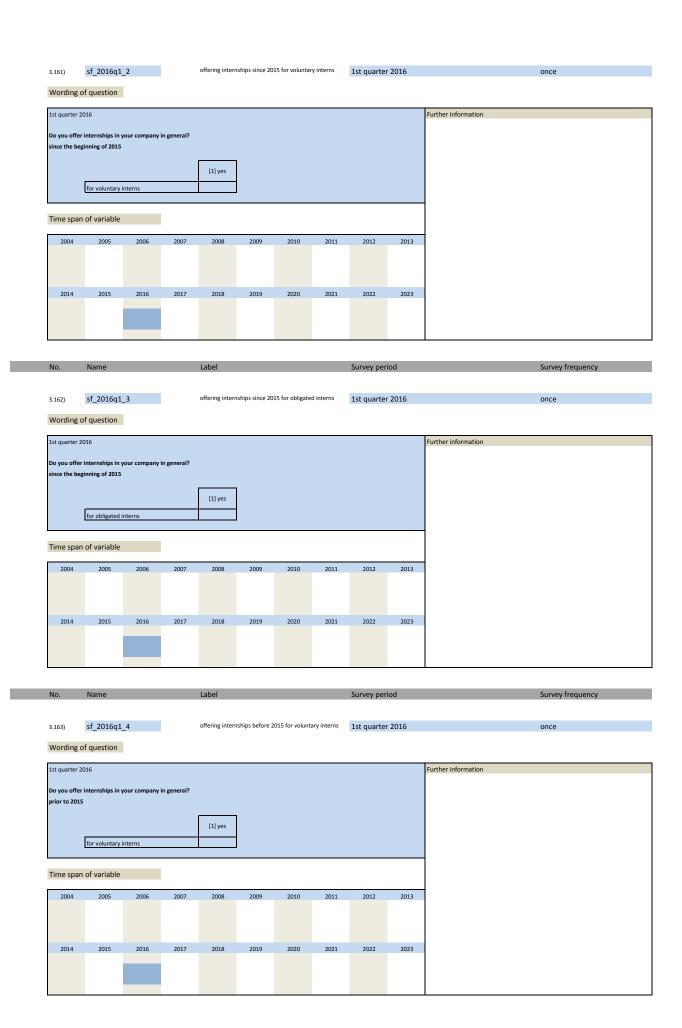
No.	Name			Label				Survey per	iod		Survey frequency
3.149)	sf_2015q3_	_18		measure fillin	ng trainee positi	ions: other		3rd quarte	r 2015		once
Wording (of question										
3rd quarter :	2015									Further information	
Did you take	e special measure	es to fill open	trainee positio	ons?							
,	other		·		[1] yes						
	otilei				1.7,744						
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		
										l .	
No.	Name			Label				Survey per	riod		Survey frequency
3.150)	sf_2015q3_	_20			ng trainee positi	ions:		3rd quarte	r 2015		once
	sf_2015q3_ of question	_20		measure fillin		ions:		3rd quarte	r 2015		once
	of question	_20				ions:		3rd quarte	r 2015	Further information	once
Wording of	of question		trainee positio	no special me		ions:		3rd quarte	r 2015	Further information	once
Wording of	of question 2015 e special measure	es to fill open	trainee positio	no special me		ions:		3rd quarte	r 2015	Further information	once
Wording of	of question	es to fill open	trainee positio	no special me	easure	ions:		3rd quarte	r 2015	Further information	once
Wording of the state of the sta	of question 2015 e special measure	es to fill open	trainee positio	no special me	easure	ions:		3rd quarte	r 2015	Further information	once
Wording of the state of the sta	of question 2015 e special measure no special mea	es to fill open	trainee position	no special me	easure	2010	2011	3rd quarte	r 2015 2013	Further information	once
Wording of the state of the sta	of question 2015 e special measure no special mea	es to fill open		no special me	[1] yes		2011			Further information	once
Wording of the state of the sta	of question 2015 e special measure no special mea	es to fill open		no special me	[1] yes		2011			Further information	once
Wording of the state of the sta	of question 2015 e special measure no special mea	es to fill open		no special me	[1] yes		2011			Further information	once
Wording of a series of the ser	of question 2015 e special measure no special mea n of variable 2005	es to fill open	2007	no special me	[1] yes	2010		2012	2013	Further information	once
Wording of a series of the ser	of question 2015 e special measure no special mea n of variable 2005	es to fill open	2007	no special me	[1] yes	2010		2012	2013	Further information	once
Wording of a series of the ser	of question 2015 e special measure no special mea n of variable 2005	es to fill open	2007	no special me	[1] yes	2010		2012	2013	Further information	once
Wording of a series of the ser	of question 2015 e special measure no special mea n of variable 2005	es to fill open	2007	no special me	[1] yes	2010		2012	2013	Further information	once Survey frequency
Wording of 3rd quarter 2 Did you take 2004 2014	of question 2015 e special measure no special measure 2005 2015 Name	es to fill open	2007	2008 2018	2009 2019	2010	2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording of 3rd quarter: Did you take Time spar 2004 2014 No.	of question 2015 e special measure no special mea 2005 2015 Name sf_2015q4_	es to fill open	2007	2008 2018	[1] yes	2010	2021	2012	2013 2023	Further information	
Wording of 3rd quarter 2 2014 2014 2014 2014 2014 2014 2014 20	of question 2015 e special measure no special mea 2005 2005 Name sf_2015q4_ of question	es to fill open	2007	2008 2018	2009 2019	2010	2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency
Wording of 3rd quarter: Did you take Time spar 2004 2014 No.	of question 2015 e special measure no special mea 2005 2005 Name sf_2015q4_ of question	es to fill open	2007	2008 2018	2009 2019	2010	2021	2012 2022 Survey per	2013 2023	Further information Further information	Survey frequency
Wording of 3rd quarter 3 2014 2014 2014 2014 2014 2014 2014 2014	of question 2015 e special measure no special mea 2005 2005 Name sf_2015q4_ of question	es to fill open	2007	2008 2018 Label employment	2009 2019	2010	2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording of 3rd quarter 3 2014 2014 2014 2014 2014 2014 2014 2014	of question 2015 e special measure no special measure 2005 2015 Name sf_2015q4 of question 2015 ploy asylum seek	es to fill open	2007	2008 2018 Label employment	2009 2019	2010	2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording of 3rd quarter: Did you take Did you take 2004 2014 2014 2014 2014 2014 2014 2014	of question 2015 e special measure no special measure 2005 2015 Name sf_2015q4 of question 2015 ploy asylum seek	2006 2016	2007	2008 2018 Label employment	2009 2019 of asylum seek	2010	2021	2012 2022 Survey per	2013 2023		Survey frequency

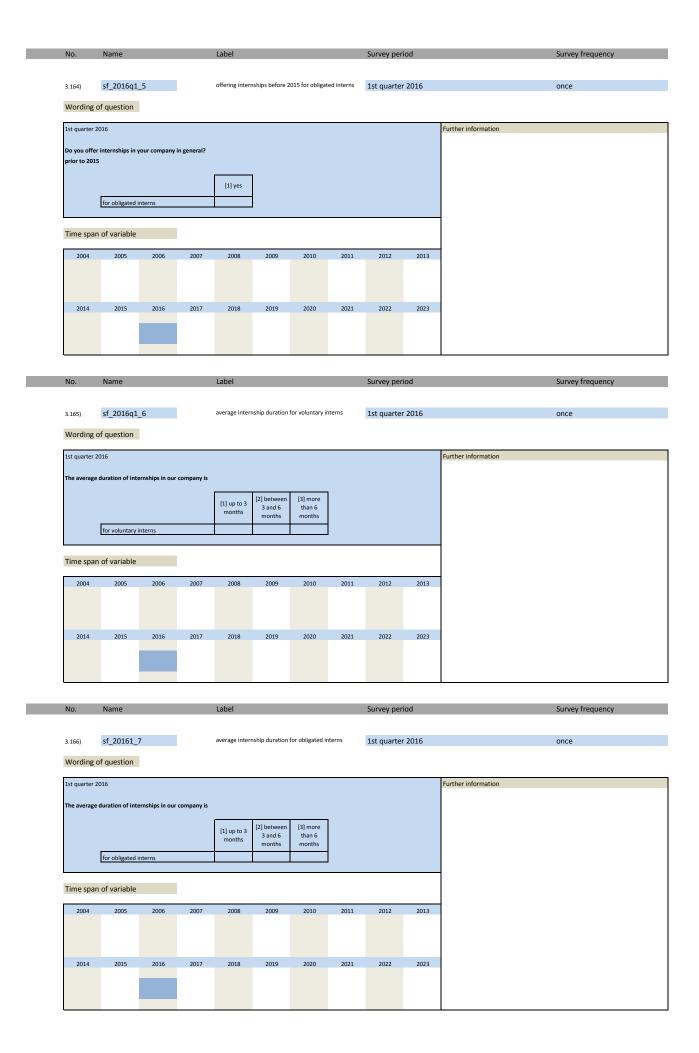


No.	Name			Label				Survey per	iod		Survey frequency	
3.152)	sf_2015q4_	2		employment of	of asylum seeke	ers currently		4th quarte	r 2015		once	
		-			,	,						
/ording	of question											
h quarter	2015									Further information		
	rently employing	r aculum cook	~~~									
are you cui	Tentry employing	asylulli seeki	e151		-							
		[1] yes			[2] no							
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	
								.,,,,			,,	
3.153)	sf_2015q4_	3		employment (of asylum seeke	ers nlanned		4th quarte	r 2015		once	
	31_201344_	_5		next 12 month		ers planned		4th quarte	1 2013		once	
Nording	of question											
										Further information		
th quarter	2015		2							Further information		
th quarter	2015	asylum seeke	rs?							Further information		
th quarter	2015 nning to employ a 12 months		rs?							Further information		
ith quarter	2015 nning to employ a 12 months	asylum seeke [1] yes	rs?		[2] no					Further information		
4th quarter Are you pla in the next	2015 nning to employ a 12 months		rs?							Further information		
th quarter are you pla n the next	2015 nning to employ a 12 months		rs?							Further information		
th quarter are you pla	2015 nning to employ a 12 months		2007	2008		2010	2011	2012	2013	Further information		
ith quarter Are you pla In the next	2015 nning to employ at 12 months n of variable	[1] yes			[2] no	2010	2011	2012	2013	Further information		
ith quarter Are you pla In the next	2015 nning to employ at 12 months n of variable	[1] yes			[2] no	2010	2011	2012	2013	Further information		
Are you plant n the next:	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009					Further information		
Ith quarter Are you pla In the next	2015 nning to employ at 12 months n of variable	[1] yes			[2] no	2010	2011	2012	2013	Further information		
Are you plant n the next:	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009					Further information		
Are you pla n the next:	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009					Further information		
4th quarter Are you pla In the next: Time spa 2004	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009					Further information		
ith quarter are you pla in the next: Time spa 2004	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009				2023	Further information	Survey frequency	_
Are you plan in the next: Time spa 2004	2015 nning to employ a 12 months n of variable 2005	[1] yes	2007	2008	[2] no 2009			2022	2023	Further information	Survey frequency	_
Are you pla In the next: Time spa 2004 2014	nning to employ a 12 months n of variable 2005 Name	2006 2016	2007	2008 2018	[2] no 2009 2019	2020		2022 Survey per	2023 iod	Further information		_
4th quarter Are you pla In the next: Time spa 2004 2014 No.	nning to employ a 12 months n of variable 2005 2015 Name sf_2015q4_	[1] yes 2006	2007	2008 2018	[2] no 2009 2019	2020		2022	2023 iod	Further information	Survey frequency once	_
Ath quarter Are you pla In the next: Time spa 2004 2014 No.	nning to employ a 12 months n of variable 2005 Name	[1] yes 2006	2007	2008 2018 Label employment of	[2] no 2009 2019	2020		2022 Survey per	2023 iod	Further information		_
Ath quarter Are you pla In the next: Time spa 2004 2014 No. 3.154) Wording	nning to employ a normal to empl	[1] yes 2006	2007	2008 2018 Label employment of	[2] no 2009 2019	2020		2022 Survey per	2023 iod	Further information		_
Ath quarter Are you plain the next: Time spa 2004 2014 No. 3.154) Wording	nning to employ a normalized months n of variable 2005 Name sf_2015q4 of question	2006 2016	2007	2008 2018 Label employment of	[2] no 2009 2019	2020		2022 Survey per	2023 iod			
Are you plain the next: Time spai 2004 2014 No. 3.154) Wording 4th quarter	nning to employ a nof variable 2005 2015 Name sf_2015q4_ of question 2015 nning to employ a	2006 2016	2007	2008 2018 Label employment of	[2] no 2009 2019	2020		2022 Survey per	2023 iod			
Are you plain the next: Time spai 2004 2014 No. 3.154) Wording 4th quarter	nning to employ a nof variable 2005 2015 Name sf_2015q4_ of question 2015	2006 2016 4	2007	2008 2018 Label employment of from 2017 on	2009 2019 of asylum seeke	2020		2022 Survey per	2023 iod			_
Time spa 2004 2014 No. 3.154) Wording 4th quarter	nning to employ a nof variable 2005 2015 Name sf_2015q4_ of question 2015	2006 2016	2007	2008 2018 Label employment of from 2017 on	[2] no 2009 2019	2020		2022 Survey per	2023 iod			
Time spa 2004 2014 No. 3.154) Wording 4th quarter Are you pla from 2017 of	nning to employ a nof variable 2005 2015 Name sf_2015q4 of question 2015 nning to employ a	2006 2016 4	2007	2008 2018 Label employment of from 2017 on	2009 2019 of asylum seeke	2020		2022 Survey per	2023 iod			
Time spa 2004 2014 No. 3.154) Wording 4th quarter	nning to employ a nof variable 2005 2015 Name sf_2015q4_ of question 2015	2006 2016 4	2007	2008 2018 Label employment of from 2017 on	2009 2019 of asylum seeke	2020		2022 Survey per	2023 iod			
Time spa 2004 2014 No. 3.154) Wording Wording Ath quarter Are you pla	nning to employ a nof variable 2005 2015 Name sf_2015q4 of question 2015 nning to employ a	2006 2016 4	2007	2008 2018 Label employment of from 2017 on	2009 2019 of asylum seeke	2020		2022 Survey per	2023 iod			
Time spa 2004 2014 No. 3.154) Wording Wording Are you pla from 2017 of	nning to employ at 12 months n of variable 2005 2015 Name sf_2015q4_ of question 2015 nning to employ at 12 months	2006 2016 4 asylum seeke	2007 2017	2008 2018 Label employment of from 2017 on	[2] no 2009 2019 of asylum seeke	2020 ers planned	2021	Survey per 4th quarte	2023 iod r 2015			
Time spa 2004 2014 No. 3.154) Wording Wording Are you pla from 2017 of	nning to employ at 12 months n of variable 2005 2015 Name sf_2015q4_ of question 2015 nning to employ at 12 months	2006 2016 4 asylum seeke	2007 2017	2008 2018 Label employment of from 2017 on	[2] no 2009 2019 of asylum seeke	2020 ers planned	2021	Survey per 4th quarte	2023 iod r 2015			
Time spa 2004 2014 No. 3.154) Wording 4th quarter Are you pla from 2017 of	nning to employ at 12 months n of variable 2005 2015 Name sf_2015q4_ of question 2015 nning to employ at 12 months	2006 2016 4 asylum seeke	2007 2017	2008 2018 Label employment of from 2017 on	[2] no 2009 2019 of asylum seeke	2020 ers planned	2021	Survey per 4th quarte	2023 iod r 2015			



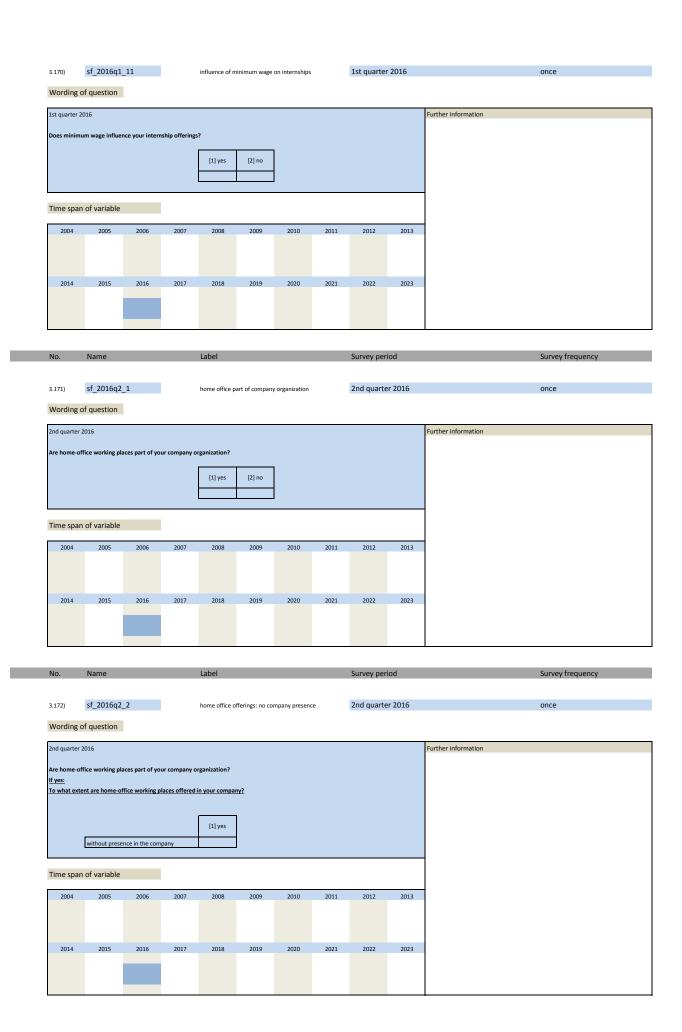
No.	Name			Label				Survey per	iou	
3.158)	sf_2015q4_	_8		obstacles to e	mploying asylu	ım seekers:		4th quarte	r 2015	once
Wording o	of question			minimum wag	ge .					
4th quarter 2	2015									Further information
Which obsta	cles do you see	with regard to	employing a	sylum seekers?						
				[1] large obstacle	[2]	[3]	[4] not relevant			
	minimum wag	ge								
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
3.159)	sf_2015q4_	_9		obstacles to e	mploying asylu	ım seekers:		4th quarte	r 2015	once
Wording o	of question			legal framewo	orks					
4th quarter 2	2015									Further information
Which obsta	cles do you see	with regard to	employing a	sylum seekers?						
Which obsta	cles do you see	with regard to	employing a	[1] large		[3]	[4] not			
Which obsta	icles do you see		employing a		[2]	[3]	[4] not relevant			
	legal framewo		employing a	[1] large		[3]				
Time span	legal framewo	orks		[1] large obstacle	[2]		relevant	2012	2012	
	legal framewo		employing a	[1] large		[3]		2012	2013	
Time span	legal framewo	orks		[1] large obstacle	[2]		relevant	2012	2013	
Time span	legal framewo	orks		[1] large obstacle	[2]		relevant	2012	2013	
Time span	legal framewo	2006	2007	[1] large obstacle	2009	2010	relevant			
Time span	legal framewo	2006	2007	[1] large obstacle	2009	2010	relevant			
Time span	legal framewo	2006	2007	[1] large obstacle	2009	2010	relevant		2023	Survey frequency
2004 2014 No.	legal framewo n of variable 2005 2015	2006 2016	2007	[1] large obstacle 2008	2009	2010	2011 2021	2022 Survey per	2023 iod	
2004 2014 No. 3.160)	legal framewood of variable 2005 2015 Name sf_2016q1_	2006 2016	2007	[1] large obstacle 2008	2009	2010	2011 2021	2022	2023 iod	Survey frequency once
2004 2014 2014 No. 3.160) Wording 6	legal framewoo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016	2007	[1] large obstacle 2008	2009	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording G 1st quarter 2	legal framewo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016 1	2007	[1] large obstacle 2008	2009	2010	2011 2021	2022 Survey per	2023 iod	
Time span 2004 2014 No. 3.160) Wording G 1st quarter 2	legal framewoo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016 1	2007	[1] large obstacle 2008 2018 Label offering intern	2009 2019	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording G 1st quarter 2	legal framewo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016 1	2007	[1] large obstacle 2008	2009	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording G 1st quarter 2	legal framewo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016 1	2007	[1] large obstacle 2008 2018 Label offering intern	2009 2019	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording of 1st quarter 2 Do you offer	legal framewo n of variable 2005 2015 Name sf_2016q1_ of question	2006 2016 1	2007	[1] large obstacle 2008 2018 Label offering intern	2009 2019	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording of 1st quarter 2 Do you offer	legal framewo n of variable 2005 2015 Name sf_2016q1 of question 2016 r internships in y	2006 2016 1	2007	[1] large obstacle 2008 2018 Label offering intern	2009 2019	2010	2011 2021	2022 Survey per	2023 iod	once
Time span 2004 2014 No. 3.160) Wording of 1st quarter 2 Do you offer Time span	legal framewood of variable 2005 2015 Name sf_2016q1_ of question 2016 r internships in y	2006 2016	2007 2017	[1] large obstacle 2008 2018 Label offering inters	2009 2019 2019	2010 2020	2011 2021	Survey per 1st quarter	2023 iod	once
Time span 2004 2014 No. 3.160) Wording (1st quarter 2 Do you offer Time span 2004	Name sf_2016q1 of question r internships in y of variable 2005	2006 2016 1 2006	2007 2017 in general?	[1] large obstacle 2008 2018 Label offering intern	[2] 2009 2019 [2] no	2010 2020 al	2011 2011 2011	2022 Survey per 1st quarter	2023 iod r 2016	once
Time span 2004 2014 No. 3.160) Wording of 1st quarter 2 Do you offer Time span	legal framewood of variable 2005 2015 Name sf_2016q1_ of question 2016 r internships in y	2006 2016	2007 2017	[1] large obstacle 2008 2018 Label offering inters	2009 2019 2019	2010 2020	2011 2021	Survey per 1st quarter	2023 iod	once

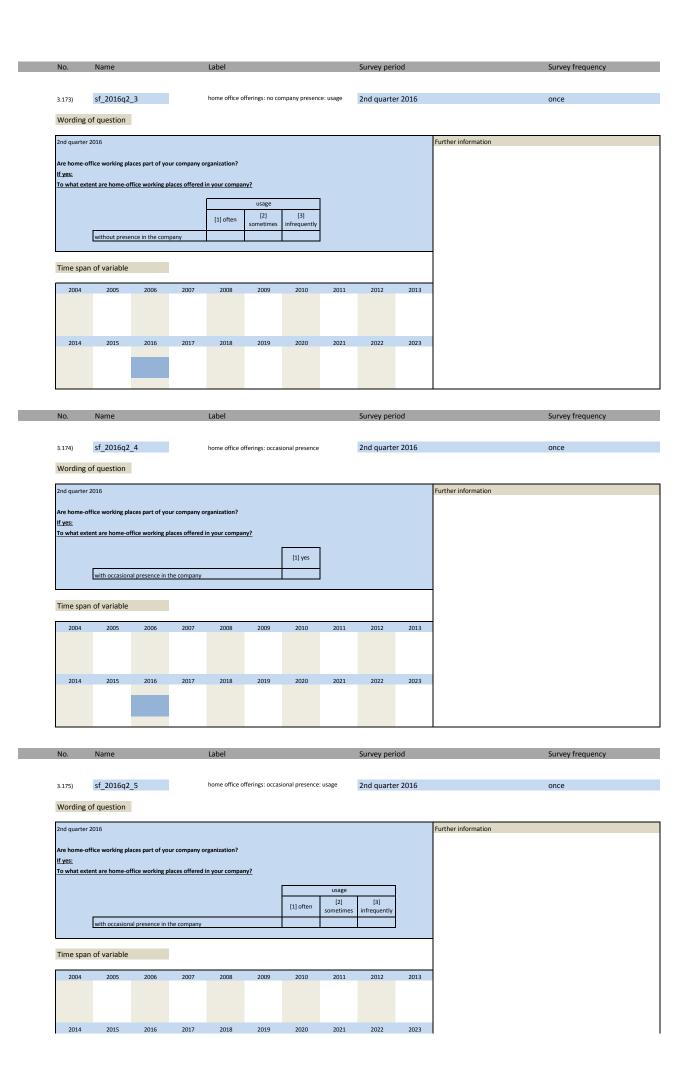


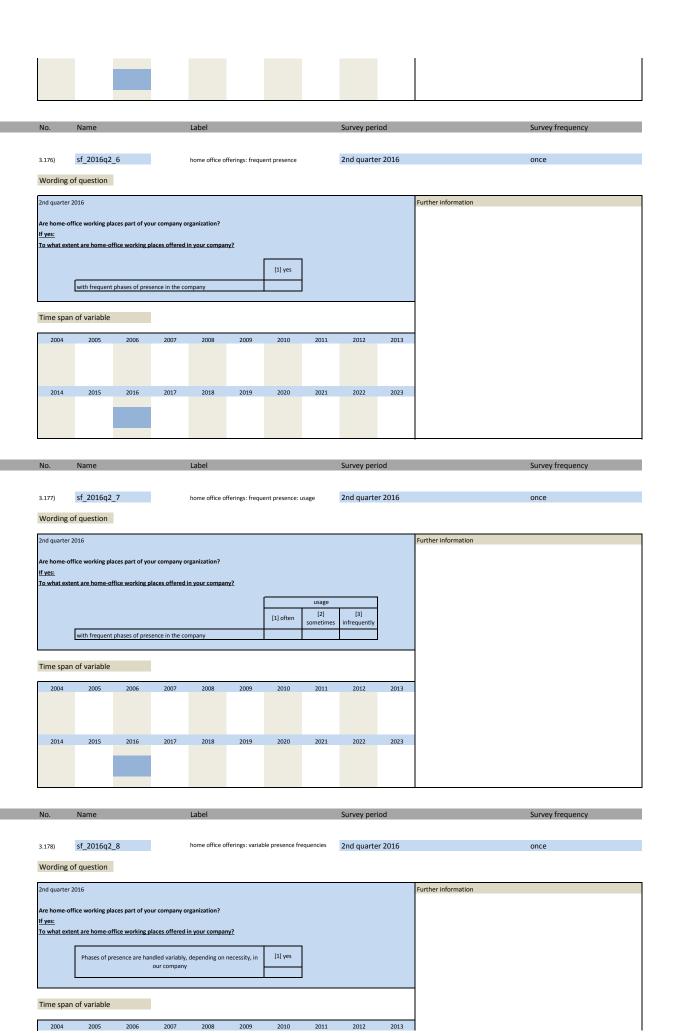


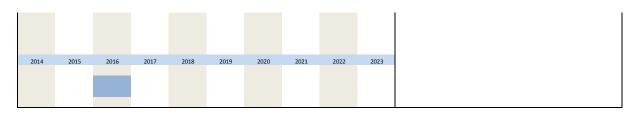
No.	Name			Label					riod	
3.167)	sf_2016q1	_8				ntary interns in	2015 versus	1st quarte	r 2016	once
Wording	of question			previous years	5					
1st quarter										Further information
	n of internships	in 2015 com	nared to prov	ilous voors						
The duration	ii oi iiiteriisiiips	111 2013 COIII	pareu to prev	nous years	(2)	[2]	l			
				[1] increased	[2] no change	[3] decreased				
	for voluntary i	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
3.168)	sf_2016q1	_9		internship dur	ation for volu	ntary interns in	2015 versus	1st quarte	r 2016	once
	of question			previous years	5			420.00		0.00
wording	or question									I
										Further information
1st quarter	2016									, ditter mornation
	2016 n of internships	in 2015 com	pared to prev	rious years						
		in 2015 com	pared to prev	ious years [1] increased	[2] no change	[3] decreased				
			pared to prev							
The duratio	n of internships for obligated i		pared to prev							
The duratio	n of internships for obligated i	nterns		[1] increased	change	decreased				
The duratio	n of internships for obligated i		pared to prev				2011	2012	2013	
The duratio	n of internships for obligated i	nterns		[1] increased	change	decreased	2011	2012	2013	
The duratio	n of internships for obligated i	nterns		[1] increased	change	decreased	2011	2012	2013	
Time spai	for obligated in of variable	nterns 2006	2007	[1] increased	change	decreased 2010				
Time spai	for obligated in of variable	nterns 2006	2007	[1] increased	change	decreased 2010				
Time spai	for obligated in of variable	nterns 2006	2007	[1] increased	change	decreased 2010				
Time spai	for obligated in of variable	nterns 2006	2007	[1] increased	change	decreased 2010			2023	Survey frequency
Time spail	for obligated in of variable 2005	2006 2016	2007	[1] increased 2008 2018	2009 2019	2010 2020	2021	2022 Survey per	2023 iod	Survey frequency
Time spail 2004 2014 No.	for obligated in of variable 2005 2015 Name sf_2016q1	2006 2016	2007	[1] increased 2008 2018	2009 2019	decreased 2010	2021	2022	2023 iod	
Time spail 2004 2014 No.	for obligated in of variable 2005	2006 2016	2007	[1] increased 2008 2018	2009 2019	2010 2020	2021	2022 Survey per	2023 iod	Survey frequency
Time spail 2004 2014 No.	for obligated in of variable 2005 2015 Name sf_2016q1, of question	2006 2016	2007	[1] increased 2008 2018	2009 2019	2010 2020	2021	2022 Survey per	2023 iod	Survey frequency
Time span 2004 2014 No. 3.169) Wording	for obligated in of variable 2005 2015 Name sf_2016q1, of question	2006 2016	2007	[1] increased 2008 2018 Label importance of	2009 2019	2010 2020	2021	2022 Survey per	2023 iod	Survey frequency once
Time span 2004 2014 No. 3.169) Wording	for obligated in of variable 2005 Name sf_2016q1, of question 2016	2006 2016	2007	[1] increased 2008 2018 Label importance of	2009 2019 2019	2010 2020 3 recruitment to	2021	2022 Survey per	2023 iod	Survey frequency once
Time span 2004 2014 No. 3.169) Wording	for obligated in of variable 2005 Name sf_2016q1, of question 2016	2006 2016	2007	2008 2018 Label importance of	2009 2019	2010 2020	2021 pol	2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording Ist quarter:	for obligated in of variable 2005 Name sf_2016q1 of question 2016	2006 2016	2007	[1] increased 2008 2018 Label importance of	2009 2019 2019	2010 2020 3 recruitment to	2021 completely	2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording Ist quarter:	for obligated in of variable 2005 Name sf_2016q1, of question 2016	2006 2016	2007	[1] increased 2008 2018 Label importance of	2009 2019 2019	2010 2020 3 recruitment to	2021 completely	2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording Ist quarter:	for obligated in of variable 2005 Name sf_2016q1 of question 2016	2006 2016	2007	[1] increased 2008 2018 Label importance of	2009 2019 2019	2010 2020 3 recruitment to	2021 completely	2022 Survey per	2023 iod	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording 1st quarter: How import	for obligated in of variable 2005 2015 Name sf_2016q1, of question 2016 tant is an interns	2006 2016 10	2007 2017	[1] increased 2008 2018 Label importance of r your company [1] very important	2009 2019 2019 2019	2010 2020 s recruitment to	2021 conpletely unimonstant	Survey per 1st quarte	2023 iod r 2016	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording 1st quarter: How import	for obligated in of variable 2005 2015 Name sf_2016q1 of question 2016 tant is an interns n of variable 2005	2006 2016 10 hip as a recrui	2007 2017	[1] increased 2008 2018 Label importance of [1] very important 2008	change 2009 2019 2019 [2] rather important	2010 2020 2020 2020 2020 2010	2021 [4] completely unimnortant	2022 Survey per 1st quarte	2023 riod r 2016	Survey frequency once
Time spail 2004 2014 No. 3.169) Wording 1st quarter: How import	for obligated in of variable 2005 2015 Name sf_2016q1, of question 2016 tant is an interns	2006 2016 10	2007 2017	[1] increased 2008 2018 Label importance of r your company [1] very important	2009 2019 2019 2019	2010 2020 s recruitment to	2021 conpletely unimonstant	Survey per 1st quarte	2023 iod r 2016	Survey frequency once

Survey frequency







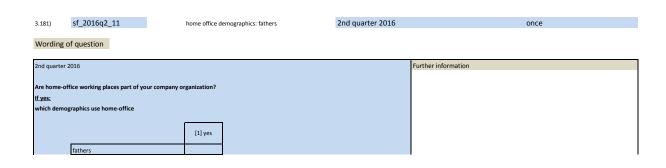


Name			Label				Survey per	iod		Survey frequency
		I	home office d	emographics:	mothers		2nd quarte	er 2016		once
	laces part of yo	our company o	rganization?						Further information	
mographics use h	ome-office		[1] yes							
mothers										
	2006	2007	2008	2009	2010	2011	2012	2013		
2015	2016	2017	2018	2019	2020	2021	2022	2023		
	g of question eer 2016 e-office working p mographics use he mothers an of variable 2005	mographics use home-office mothers an of variable 2005 2006	g of question eer 2016 e-office working places part of your company of more places use home-office mothers 2005 2006 2007	g of question ver 2016 e-office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008	g of question ver 2016 e-office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008 2009	g of question ver 2016 e-office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008 2009 2010	g of question ver 2016 office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008 2009 2010 2011	g of question ver 2016 office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008 2009 2010 2011 2012	g of question ver 2016 office working places part of your company organization? mographics use home-office [1] yes mothers 2005 2006 2007 2008 2009 2010 2011 2012 2013	g of question Further information Further information Further information Further information Further information

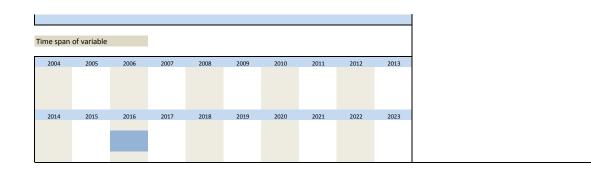
	£ 2046 =	10						2.1	2016	
3.180)	sf_2016q2	_10		home office d	emographics:	mothers: usage		2nd quarte	r 2016	once
Wording o	of question									
2nd quarter 2	2016									Further information
If yes:	fice working pla		ur company o	rganization?						
					usage					
				[1] often	[2] sometimes	[3] infrequently				
	mothers									
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Survey frequency

Survey period Survey frequency



No. Name Label



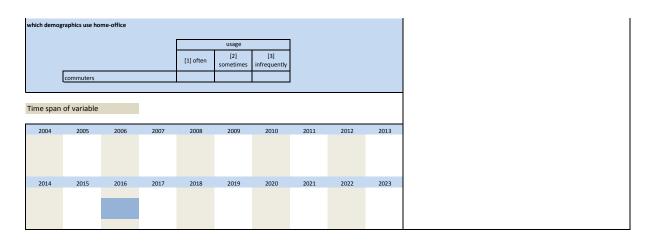
rding o	f question										
quarter 2	016									Further information	
home-off	ice working pla	aces part of yo	ur company o	rganization?							
<u>es:</u> ch demog	raphics use ho	me-office									
					usage						
				[1] often	[2]	[3] infrequently					
	fathers					,					
me span	of variable										
me span 2004	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										

3.183)	sf_2016q2	13		home office d	emographics:	commuters		2nd quarte	r 2016	once
Wording o	of question									
2nd quarter	2016									Further information
Are home-of	ffice working pl	laces part of yo	ur company o	rganization?						
If yes:	•			•						
	graphics use ho	ome-office								
					1					
				[1] yes						
	commuters									
Time span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	1
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Survey frequency

No. Name Label

No.	Name	Label	Survey period	Survey frequency
3.184)	sf_2016q2_14	home office demographics: commuters: usage	2nd quarter 2016	once
Wording 2nd quarte	g of question er 2016			Further information



No.	Name			Label				Survey per	iod		Survey frequency
3.185)	sf_2016q2	_15		home office d	emographics:	part time emplo	oyees	2nd quarte	er 2016		once
Wording	of question										
2nd quarte	r 2016									Further information	
Are home-	office working pla	aces part of yo	ur company o	ganization?							
If yes: which dem	ographics use ho	me-office									
Willeli delli	ograpines use no	c occ									
				[1] yes							
	part-time emp	oloyees									
T:											
Time spa	n of variable										
Time spa	on 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		
		2006	2007	2008	2009	2010	2011	2012	2013		
2004	2005										

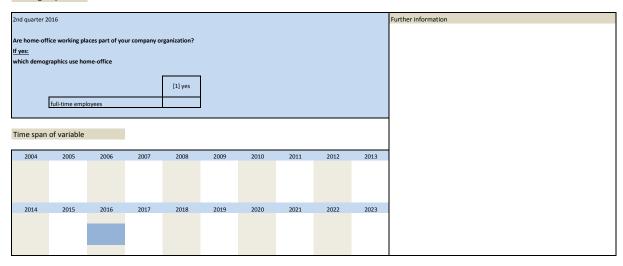
No. Name Label Survey period

3.186)	sf_2016q2	_16		home office d	emographics: ¡	part time emplo	oyees: usage	2nd quarte	er 2016	once
Wording of	f question									
2nd quarter 20	016									Further information
	ice working pl	aces part of yo	ur company o	rganization?						
<u>f yes:</u> which demogr	raphics use ho	me-office								
					usage					
				[1] often	[2] sometimes	[3] infrequently				
	part-time emp	oloyees								
Timo snan	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2024	2313	2310	2327	2310	_515	2320		_322		

Survey frequency

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

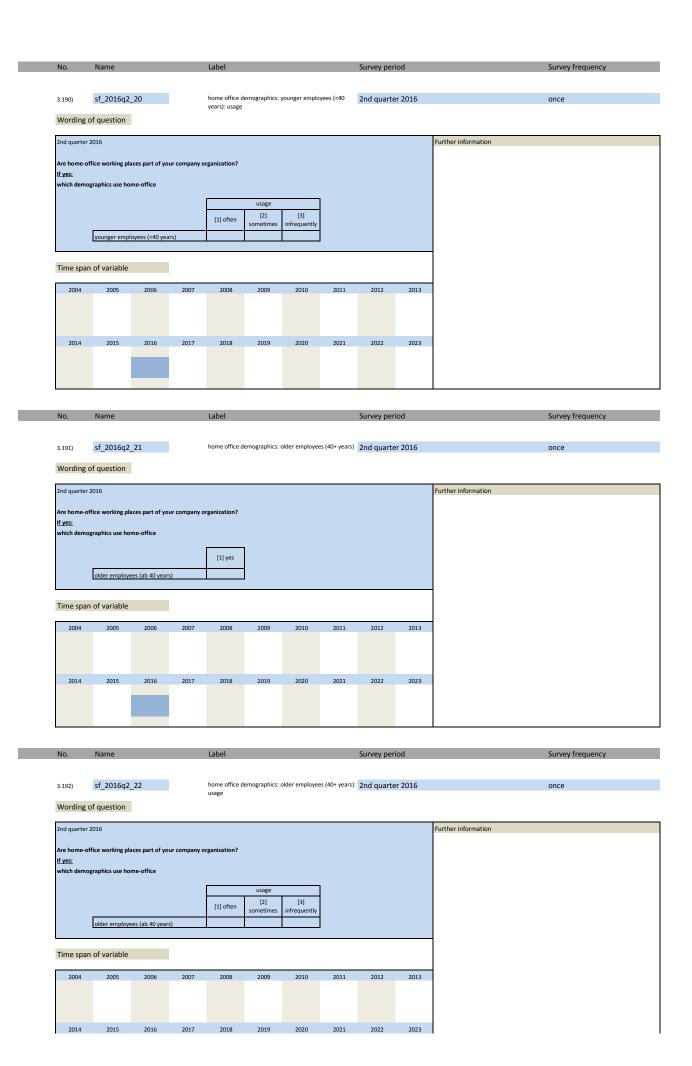


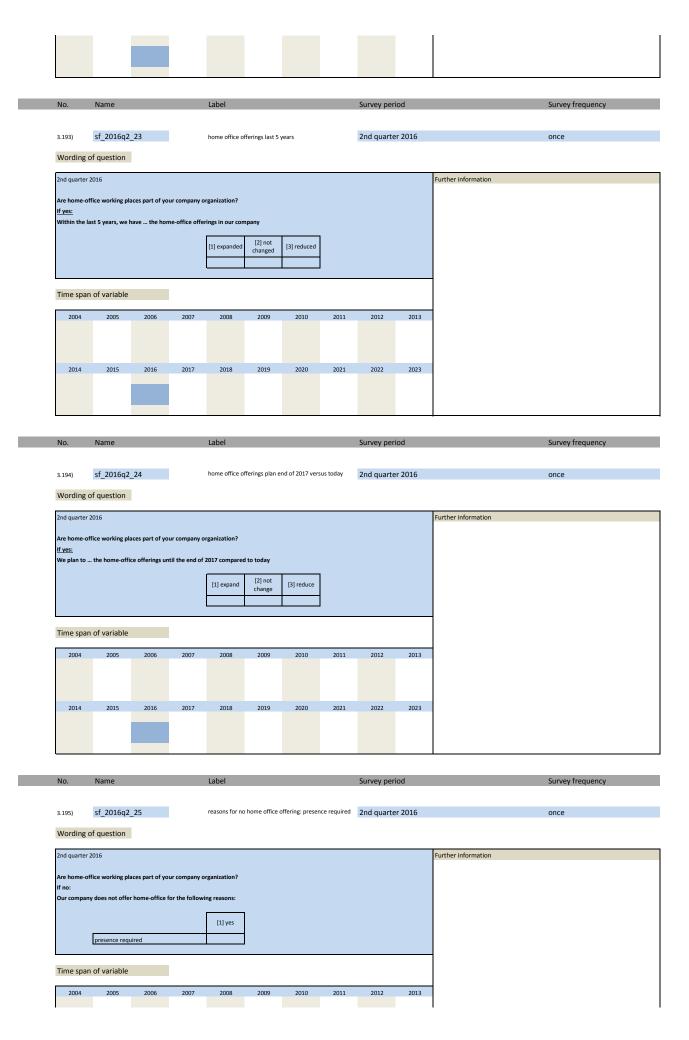
No. Name Label Survey period Survey frequency

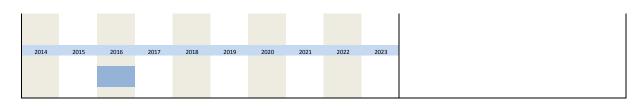
3.188)	sf_2016q2	_18		home office d	emographics: 1	full time emplo	yees: usage	2nd quarte	er 2016	once
Nording o	of question									
nd quarter 2	2016									Further information
f yes:	fice working pla		ur company o	rganization?						
				[1] often	usage [2] sometimes	[3] infrequently				
	full-time empl	oyees								
Fime span	of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

•0.	INGITIC			LUDCI				Jui vey per	.00	Survey rrequeries	
3.189)	sf_2016q2	19		home office d	emographics:	younger emplo	yees (<40	2nd quarte	er 2016	once	
,	0			years)							
Nording of	f question										
	4										
2nd quarter 2	016									Further information	
Are home-off	ice working pla	ices part of yo	ur company o	rganization?							
f yes:											
which demog	raphics use ho	me-office									
					l						
				[1] yes							
	younger empl	ovoor /<40 voz	urc)								
ļ	younger empi	oyees (<40 yea	115)								
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										1	

No. Name Label Survey period Survey frequency



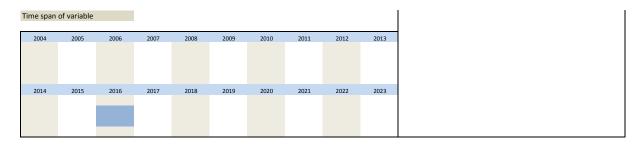




No.	Name			Label				Survey per	iod		Survey frequency
3.196)	sf_2016q2	_26		reasons for no	o home office o	offering: hinder	red	2nd quarte	er 2016		once
2nd quarter										Further information	
										Tartier mornation	
Are home-o	office working pl	aces part of yo	our company or	rganization?							
	ny does not offe	r home-office f	for the followi	ng reasons:							
						1					
					[1] yes						
	hindered com	munication wit	th coworkers								
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
3.197) Wording	sf_2016q2_27		reasons for no time rules	home office o	offering: unclea	r working	2nd quarte	r 2016		once
If no: Our compa	office working places pa	e-office for the follow							Further information	
2004	an of variable	006 2007	2008	2009	2010	2011	2012	2013		
2014	2015 20	016 2017	2018	2019	2020	2021	2022	2023		

No.	Name	Label	Survey period	Survey frequency
3.198)	sf_2016q2_28	reasons for no home office offering: lower productivity	2nd quarter 2016	once
Wording	of question			
2nd quarter	r 2016		Furth	uer information
Are home-o	office working places part of your co	ompany organization?		
If no:	ny does not offer home-office for th	ne following reasons:		
If no:	ny does not offer home-office for th			
If no:	ny does not offer home-office for th	ne following reasons:		
If no:	ny does not offer home-office for th			



	Name			Label				Survey peri	iod		Survey frequency
3.199)	sf_2016q2_	29		reasons for no	home office of	ffering: insufficient	IT	2nd quarte	r 2016		once
		-						•			
Wording	of question										
2nd quarter	2016									Further information	
Are home-o	ffice working pla	ces part of yo	ur company o	ganization?							
If no:											
Our compa	ny does not offer	home-office f	or the followi	ng reasons:							
				[1] yes							
	insufficient IT										
	insumciencii										
Time see	n of variable										
Time spa	n of variable										
		2006	2007	2008	2009	2010	2011	2012	2013		
Time spa	n 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		
		2006	2007	2008	2009	2010	2011	2012	2013		
2004	2005										
		2006	2007	2008	2009		2011	2012	2013		
2004	2005										
2004	2005										

No. Name Label Survey period

3.200)	sf_2016q2	_30		reasons for no	home office	offering: IT secu	ırity	2nd quarte	r 2016	once
Wording o	of question									
										Further information
2nd quarter 2	2016									Further information
Are home-of	fice working pl	aces part of yo	ur company o	rganization?						
If no:		- h <i>ett</i> i	fa., kh., falla:							
Our company	y does not offe	r nome-office	for the followi	ng reasons:						
				[1] yes						
	IT-security									
	ii security									
Time snon	of variable		ı							
rime span	i di variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

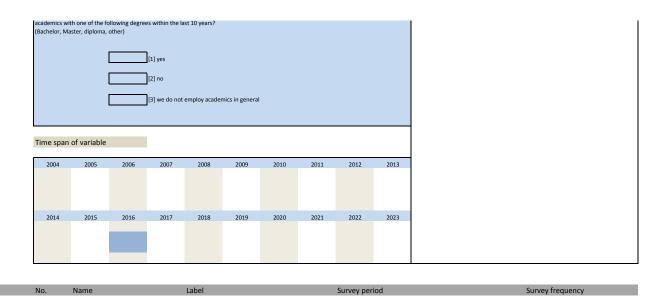
No.	Name	Label	Survey period	Survey frequency
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	2nd quarter 2016	once
Mordin	ng of question			
worun	ng or question			
2nd quar	rter 2016			Further information
·				Further information
·	rter 2016 ne-office working places part of your	r company organization?		Eurther information
Are home				Further information

	data protectio	n		frl Aes					
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
3.202)	sf_2016q2	_32		reasons for no	home office o	ffering: others		2nd quarte	er 2016		once
Wording	of question										
wording	or question										
2nd quarter 2	2016									Further information	
Are home-of	fice working pla	aces part of you	ir company o	rganization?							
If no:	nice working pie	ices part or you	ar company or	gamzation:							
Our company	y does not offe	r home-office f	or the followi	ng reasons:							
				[4]							
	_			[1] yes							
	other										
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

No.	Name			Label				Survey per	iod		Survey frequency
3.203)	sf_2016q2_	_33		reasons for no	home office of	ffering: others	description	2nd quarte	r 2016		once
Wording of	question										
2nd quarter 20	016									Further information	
Are home-offi If no:	ice working pla	ices part of you	r company or	ganization?							
	does not offer	home-office fo	r the followin	ng reasons:							
		other									
Ti	-£:- - -										
Time span	OI VALIADIE										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

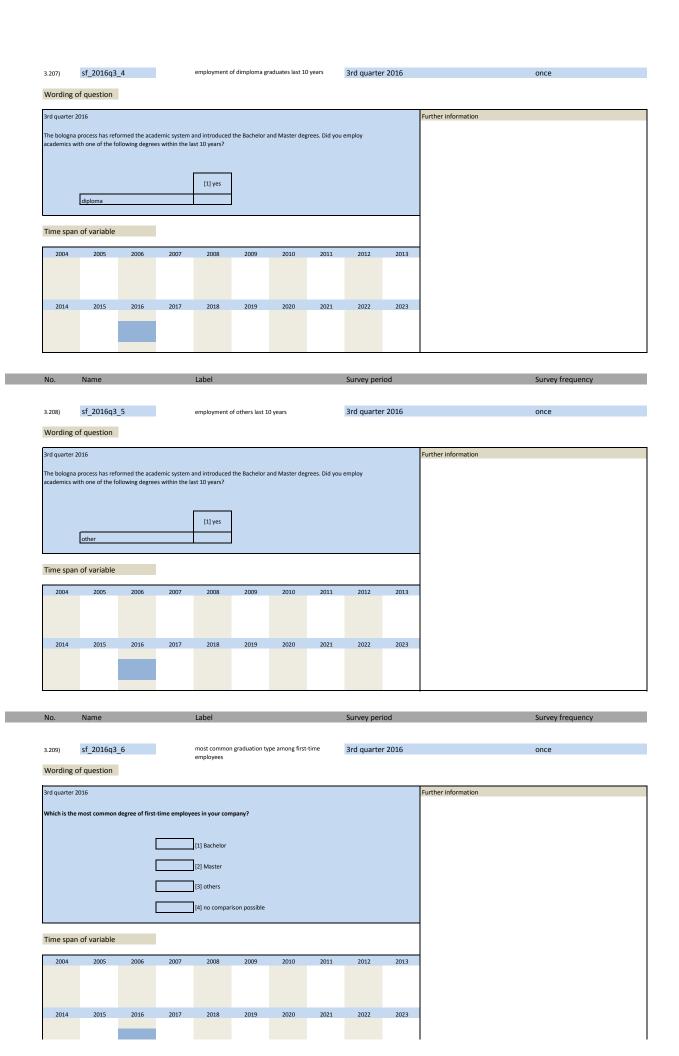
No.	Name	Label	Survey period	Survey frequency
3.204)	sf_2016q3_1	employment of bachelor/master graduat years	tes within last 10 3rd quarter 2016	once
Wording o	of question	years		
wording o	question			
3rd quarter 2	016		Further informa	ation
The bologna		emic system and introduced the Bachelor and Master d	degrees. Did you employ	

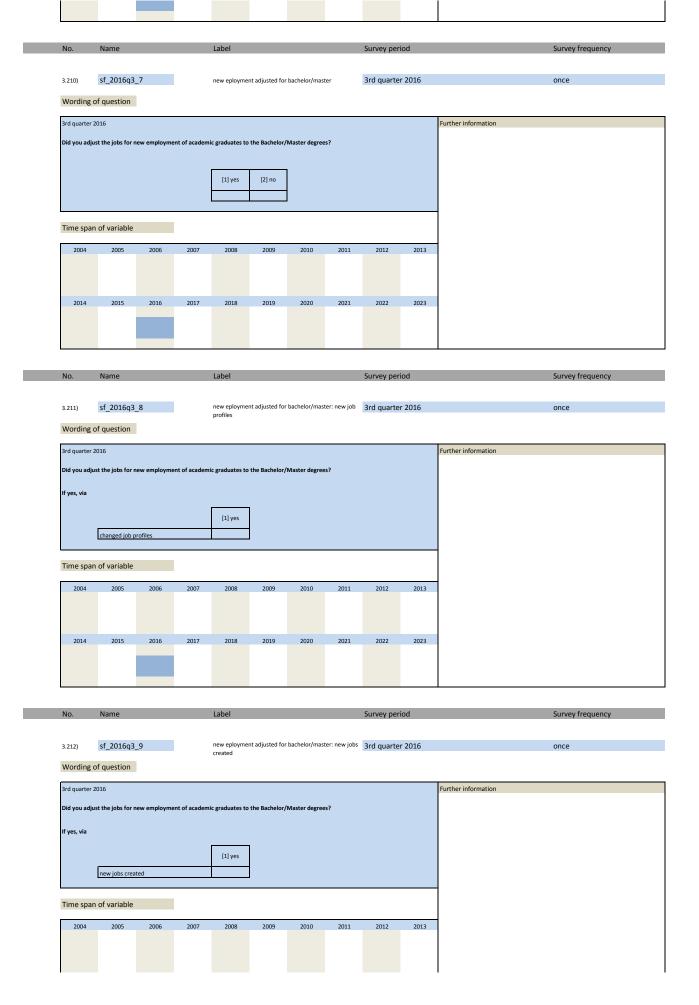


	f 2045 2	2		employment o	£ h h - l	durates last 10.		2.1	2016	
3.205)	sf_2016q3	_2		employment c	ii Dacrieior gra	uuates last 10 y	/ears	3rd quarte	r 2016	once
Wording of	f question									
3rd quarter 20	016									Further information
		ormed the acac ollowing degree			the Bachelor a	ind Master deg	rees. Did you	employ		
				[1] yes						
	Bachelor									
Time span	of variable									
2624	2625	2626	2627	2628	2629	2630	2631	2632	2633	
2634	2635	2636	2637	2638	2639	2640	2641	2642	2643	
										1

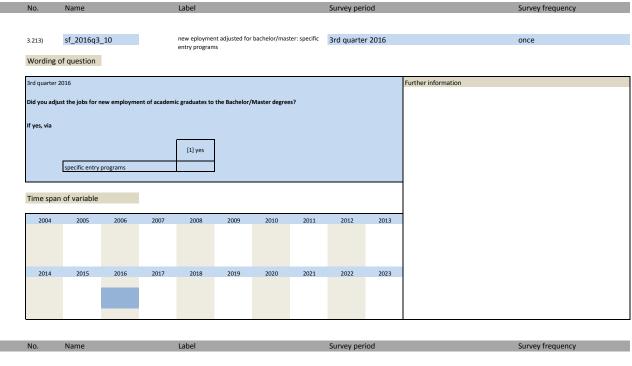
3.206) sf_2016q3_3 employment of master graduates last 10 years 3rd quarter 2016 once Wording of question 3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? [1] yes [1] yes 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	NO.	Name			Labei				Survey per	100	ડા	rvey rrequency
Wording of question 3rd quarter 2016 The bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years? [1] yes Master Master												
Further information	3.206)	sf_2016q3_	_3		employment of	of master grad	uates last 10 ye	ears	3rd quarte	r 2016	or	nce
Further information												
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Nording o	f question										
[1] yes Master Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	ord quarter 20	016									Further information	
[1] yes Master 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						the Bachelor a	and Master de	grees. Did you	employ			
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	icadeiiiica wii	an one or the ro	mowing degree	.5 WIGHIII GIE IO	ist 10 years:							
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					7.1							
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013					[1] yes							
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		Master										
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
	ime span	or variable										
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023												
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	2313	2010	2017	2310	2019	2320	2021	2022	2023		

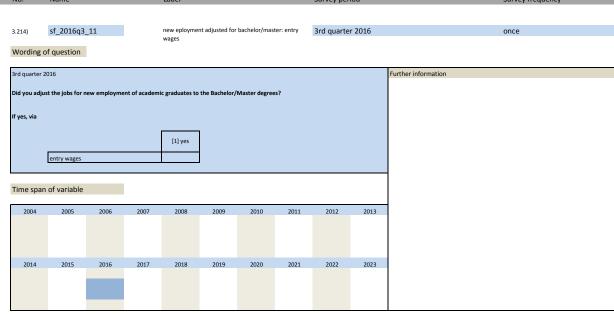
No. Name Label Survey period Survey frequency

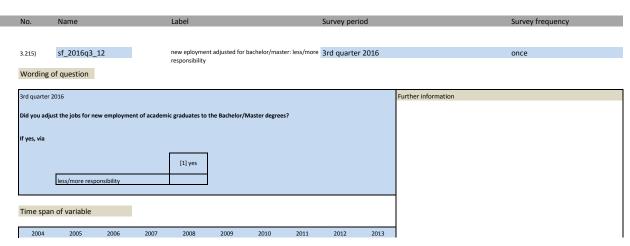


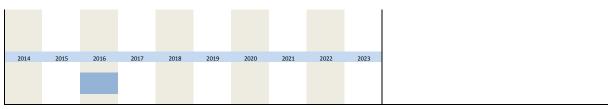






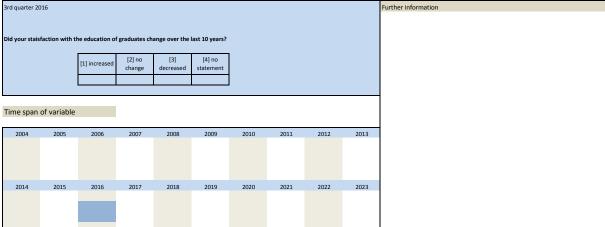




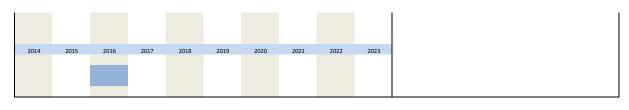


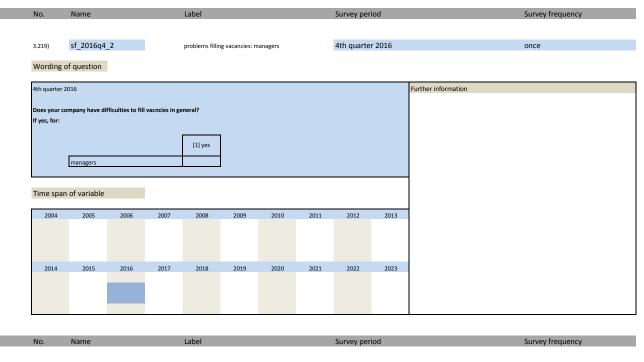
No.	Name			Label				Survey per	riod		Survey frequency
3.216)	sf_2016q3	_13		satisfaction w	ith education o	of graduates		3rd quarte	er 2016		once
Wording	of question										
3rd quarter 2	2016									Further information	
How satisfie	d are you with	the education	of graduates in	general?							
		[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement					
										-	
Time spar	n of variable										
2004			2007	2000	2000	2010	2011	2012	2012		
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2004			2007	2008	2009	2010	2011	2012	2013		
2004			2007	2008	2009	2010	2011	2012	2013		
2004			2007	2008	2009	2010	2011	2012	2013		
	2005	2006									
	2005	2006									
	2005	2006									
	2005	2006									
2014	2005	2006	2017						2023		Survey frequency
	2005	2006	2017	2018				2022	2023		Survey frequency
2014	2005	2006	2017	2018 Label	2019		2021	2022	2023 riod		Survey frequency once

3rd quarter 2016

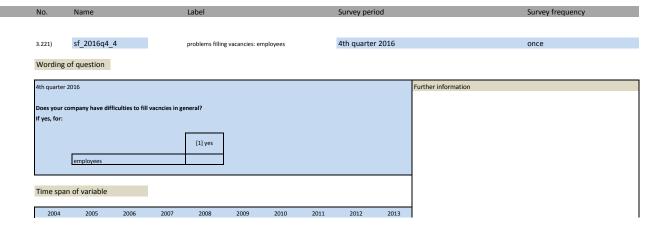


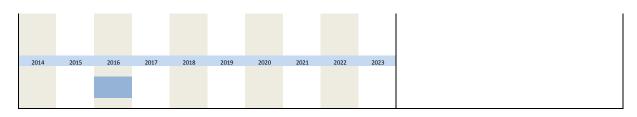
No.	Name	Label				Survey per	iod		Survey frequency	
3.218)	sf_2016q4_1	problems	filling vacancies			4th quarte	r 2016		once	
Mording	of question									
wording	or question									
4th quarter										
tiii quai tei .	2016							Further information		
+tii quai tei .	2016							Further information		
	2016 ompany have difficulties to fill	vacncies in general?						Further information		
		vacncies in general?	; [2] no]				Further information		
			; [2] no]				Further information		
			; [2] no]				Further information		
Does your o	ompany have difficulties to fill		[2] no					Further information		
Does your o			; [2] no					Further information		
Does your o	ompany have difficulties to fill			2010	2011	2012	2013	Further information		







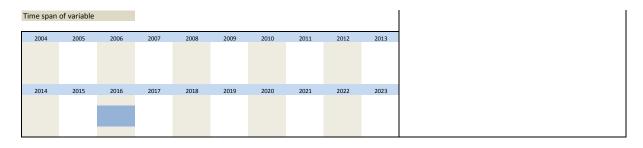




	Name			Label				Survey per	iod		Survey frequency
3.222)	sf_2016q4	_5		problems fillin	g vacancies: te	emporary work	ers	4th quarte	r 2016		once
Wording	of question										
4th quarter	2016									Further information	
Does your c If yes, for:	ompany have di	fficulties to fill	I vacncies in ge	neral?							
, cs,											
				[1] yes							
	tomporanywo	rkors									
	temporary wo	rkers									
_		rkers									
Time spar	temporary wo	rkers								-	
Time spai		rkers 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	n of variable	2006									
2004	n of variable	2006									

	Name			Label				Survey per	iod		Survey frequency	
3.223)	sf_2016q4	_6		55+ year olds	employed			4th quarte	r 2016		once	
Wording o	of question											
										1		
4th quarter 2	2016									Further information		
Do you curr	ently employ co	workers that a	ro moro than I	EE waars or old	or3							
Do you carre	entry employ co	workers triat a	re more man .	oo years or old	er:							
				[1] yes	[2] no							
				1-1 /	[-]							
										-		
Time span	of variable											
Time span	n of variable											
Time span	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			
		2006	2007	2008	2009	2010	2011	2012	2013			
2004	2005											
		2006	2007	2008	2009	2010	2011	2012	2013			
2004	2005											
2004	2005											

No.	Name	Label	Survey period	Survey frequency
3.224	sf_2016q4_7	employees used 'retirement with 63'	4th quarter 2016	once
Mor	ding of question			
WOI	ung of question			
4th qu	Jarter 2016		Fu	urther information
D:4		use of the "retirement with 63"?		
Dia co	oworkers in your company make	use of the retirement with 65 ?		
		[1] yes		
		[2] no		
		<u>_</u>		
		[3] no, but expected until the end of 2018		
		[4] unknown		
		_		



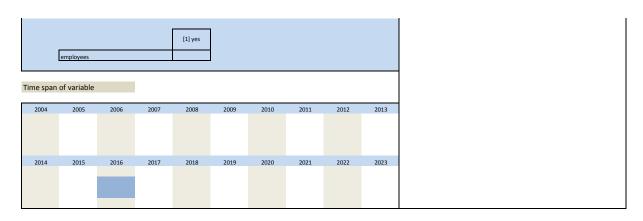
No.	Name			Label				Survey per	iod		Survey frequency
3.225)	sf_2016q4		I	employees us	ed 'retirement	: with 63': mana	agers	4th quarte	r 2016		once
4th quarte										Further information	
If yes:	kers in your comp			ent with 63"?							
	managers			[1] yes							
	an of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

No. Name Label Survey period

.226)	sf_2016q4_	9	l	employees us	ed 'retirement	with 63': skille	d workers	4th quarte	r 2016	once
	f question	_								
th quarter 20	016									Further information
f yes:	s in your compa			ent with 63"?						
				[1] yes						
	skilled worker	s		[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	

Survey frequency

INC).	Name	Label	Survey period		Survey frequency
3.2	27)	sf 2016q4 10	employees used 'retirement with 63': employees	4th quarter 2016		once
5.2	27)	31_2010q4_10	employees used retirement with os remployees	4tii quartei 2010		once
W	ording o	of question				
4th	quarter 2	016			Further information	
Dic	l coworker	rs in your company make use of	the "retirement with 63"?			
If y	es:					
In v	which posi	itions have these been employe	ed?			



No.	Name			Label				Survey per	iod		Survey frequency
3.228) Wordin	sf_2016q4			employees uso workers	ed 'retirement	with 63': temp	orary	4th quarte	r 2016		once
4th quarte										Further information	
If yes: In which p	temporary wo	se been emplo		ent with 63"?							
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

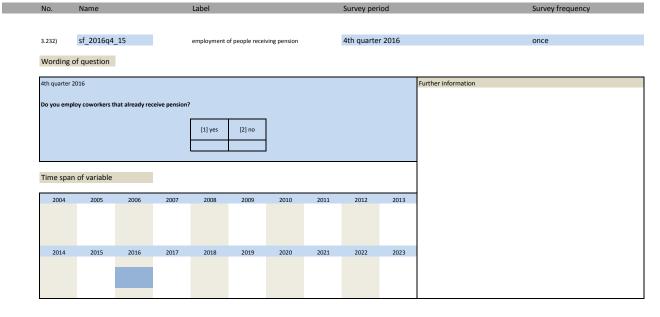
1.229)	sf_2016q4	_12		employees use	ed 'retirement	with 63': reem	ployment	4th quarter	r 2016	once
Nording o	f question									
th quarter 20	016									Further information
f yes:	s in your comp			ent with 63"?						
Γime span	of variable									
Fime span 2004	of variable 2005	2006	2007	2008	2009	2010	2011	2012	2013	

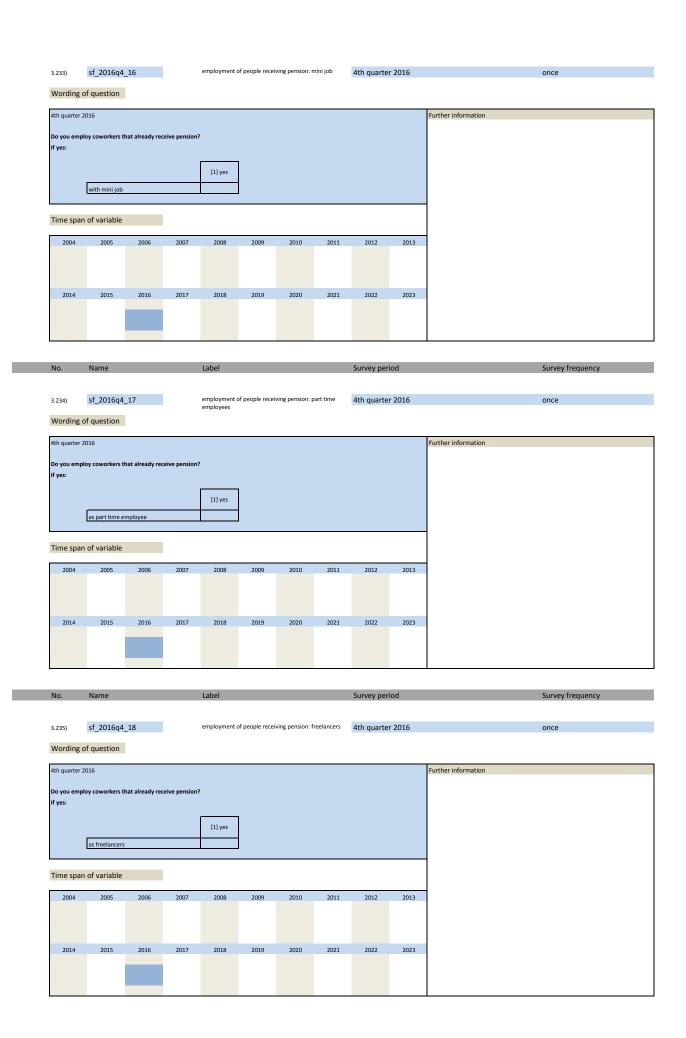
No.	Name	Label	Survey period	Survey frequency
3.230)	sf 2016q4 13	employees used 'retirement with 63': reemployment:	4th quarter 2016	once
3.230)	31_201044_13	which	4th quarter 2010	once

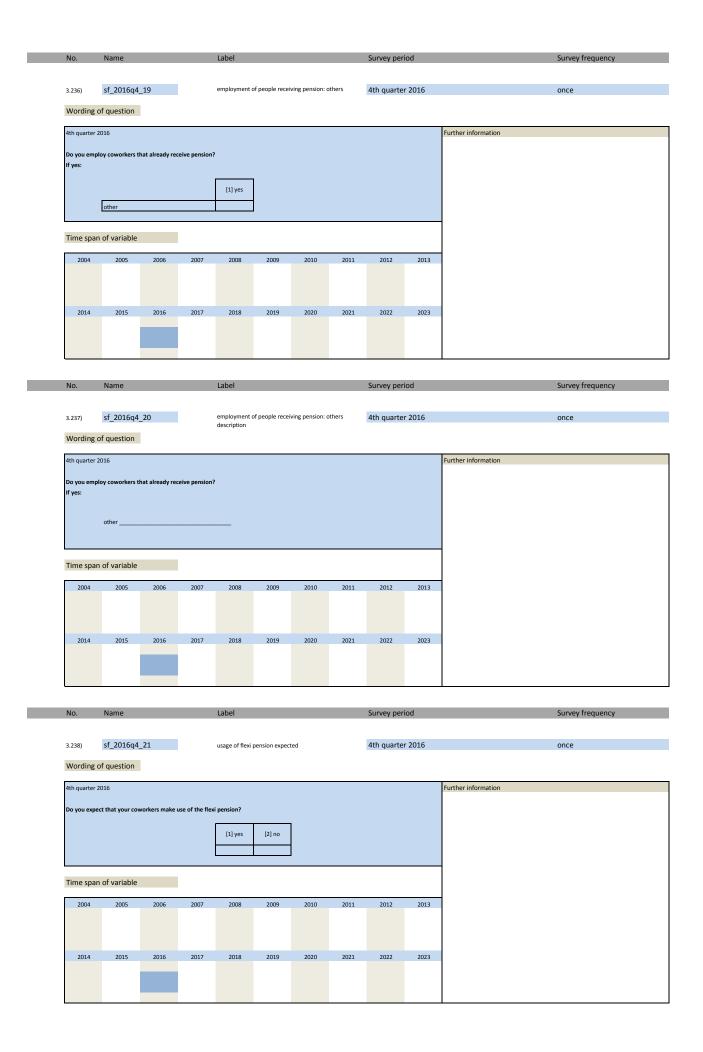
Wording of question

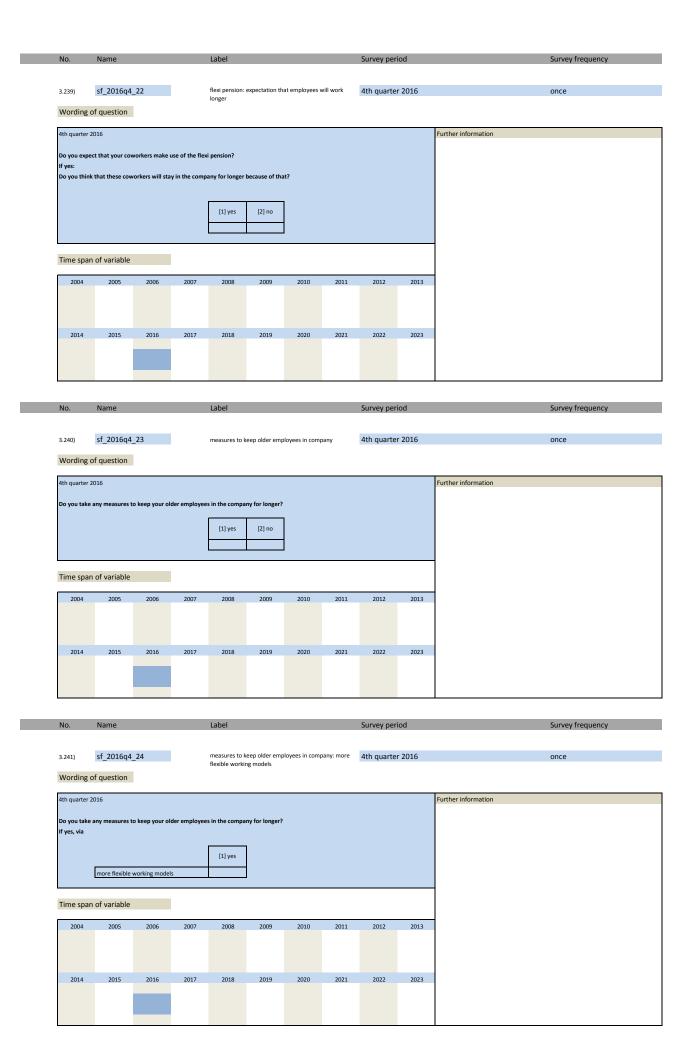
4th quarter 20	016									Further information
	s in your comp	any make use o	of the "retirem	ent with 63"?						
If yes: Are these nos	sitions suppose	ed to be reemn	loved?							
If yes:			,							
		[1] all	[2] most	[3] few	[4] none					
					•					
Time snan	of variable									
типс зрап	or variable									
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	

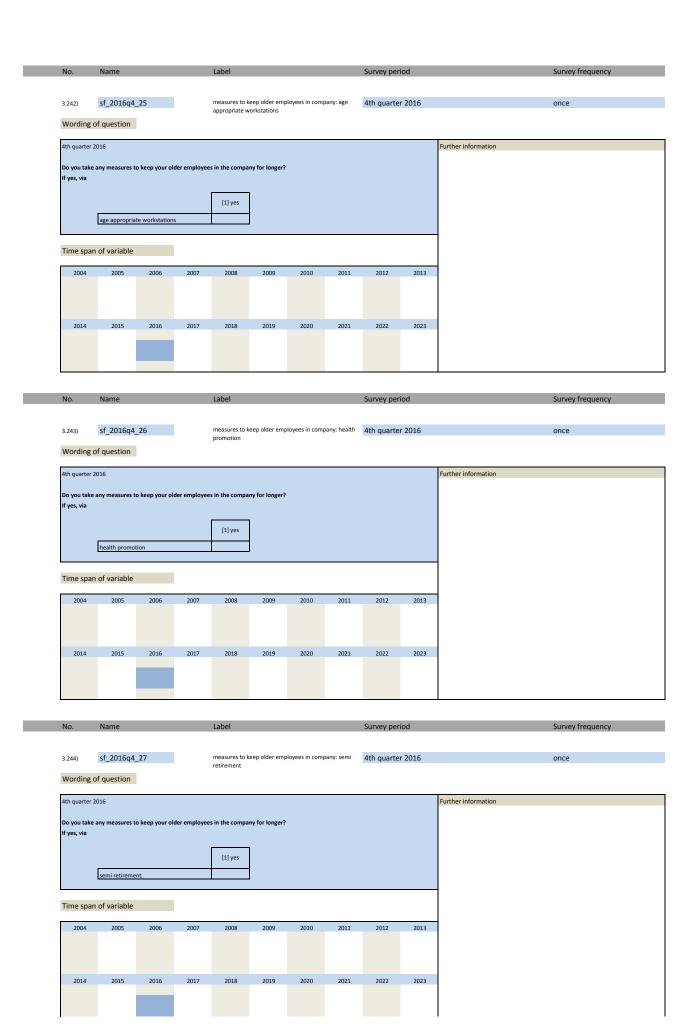
3.231) Sf_2016q4_14 employees used 'retirement with 63': reemployment: 4th quarter 2016 Wording of question 4th quarter 2016 Did coworkers in your company make use of the "retirement with 63"? If yes: Are these positions supposed to be reemployed? If yes: Is the job profile going to be changed? Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023					Label				Survey per	iou		Survey frequency
change of job profile Wording of question 4th quarter 2016 Did coworkers in your company make use of the "retirement with 63"? If yes: Ire these positions supposed to be reemployed? If yes If yes I a ye												
Wording of question Ath quarter 2016 Did coworkers in your company make use of the "retirement with 63"? If yes: Are these positions supposed to be reemployed? If yes [2] no [1] yes [2] no Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	3.231)	sf_2016q4_	_14				with 63': reem	ployment:	4th quarte	r 2016		once
Ath quarter 2016 Did coworkers in your company make use of the "retirement with 63"? If yes: Are these positions supposed to be reemployed? If yes: Is the job profile going to be changed? Image: [2] no [1] yes [2] no [2]	Mording.	of augstion			change of Job	profile						
Did coworkers in your company make use of the "retirement with 63"? If yes: Are these positions supposed to be reemployed? If yes: It is the job profile going to be changed? If yes Is no It is not profile going to be changed? It is possible It is possible It is not profile going to be changed? It is possible It i	woruing c	oi question										
	4th quarter 2	2016									Further information	
	Did coworka	rs in vour comp	any maka usa s	of the "retirem	ont with 62"2							
		is iii your compa	any make use c	or the Tethen	ient with 05 :							
[1] yes [2] no [1] yes [2] no Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	Are these po	sitions supposed	d to be reemple	oyed?								
[1] yes [2] no 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	s the job pro	ofile going to be	changed?									
Time span of variable 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013					[1] yes	[2] no						
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												
	Timo cnan	of variable										
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	Time spar	of variable										
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023			2006	2007	2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023			2006	2007	2008	2009	2010	2011	2012	2013		
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023			2006	2007	2008	2009	2010	2011	2012	2013		
			2006	2007	2008	2009	2010	2011	2012	2013		
	2004	2005										
	2004	2005										
	2004	2005										

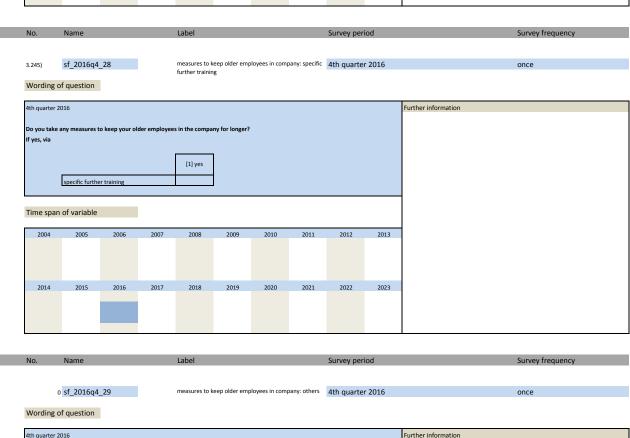








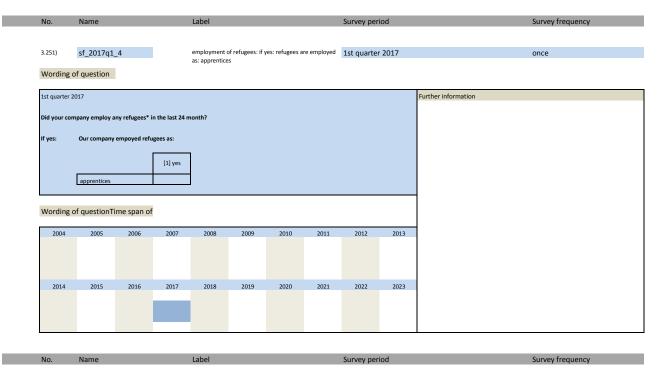




	f question													
4th quarter 20)16									Furthe	r informa	ition		
Do you take a If yes, via	u take any measures to keep your older employees in the company for longer? via													
l	others			[1] yes										
Time span	of variable													
Time span	of variable	2006	2007	2008	2009	2010	2011	2012	2013					
		2006	2007	2008	2009	2010	2011	2012	2013					

No.	Name			Label		iod		Survey frequency			
3.247)	sf_2016q4_	_30		measures to k description	eep older emp	oloyees in comp	oany: others	4th quarte	r 2016		once
	· · ·			description							
wording o	of question										
4th quarter 2	1016									Further information	
	any measures to	o keep your ol	der employee:	s in the compa	ny for longer?						
If yes, via											
	others										
T:	-f:- - -										
Time span	of variable										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

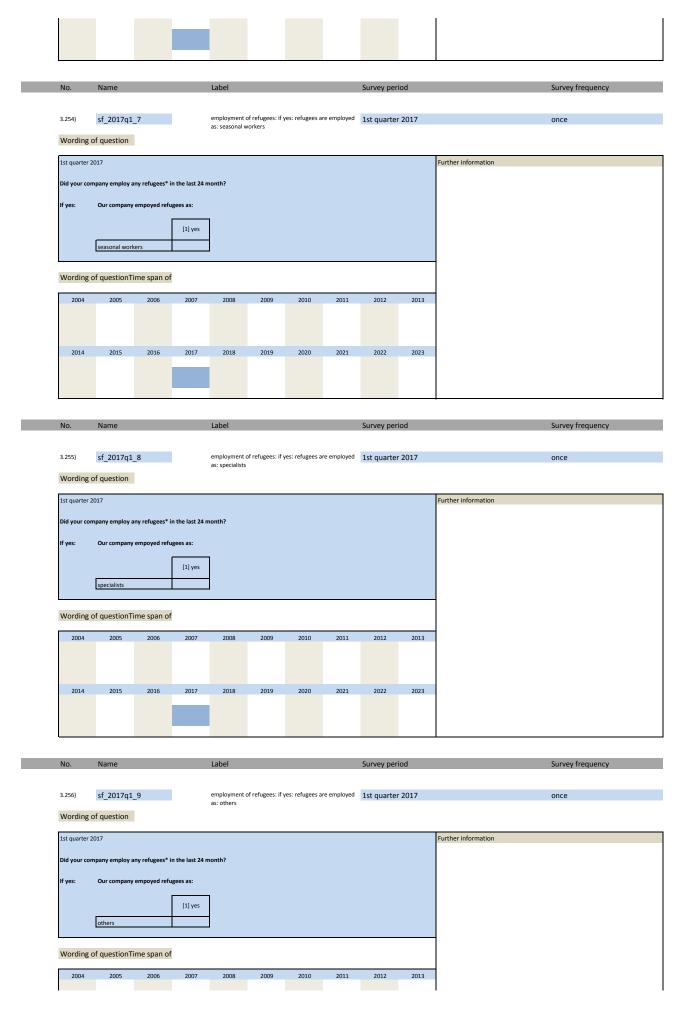
	Name			Label S				Survey period			Survey frequency
3.248)	sf_2017q1	_1		number of n	ew employees	(hired in the pa	st 24 month)	1st quarter	2017		once
Wording	of question										
1st quarter 2	2017									Further information	
How many p	persons did you	hire in the last	t 24 month?								
Wording	of questionTi	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		
No.	Name			Label				Survey per	iod		Survey frequency
				-				, pci			,,
3.249)	sf_2017q1	_2		employment	of refugees (in	the past 24 mo	onth)	1st quarter	2017		once
Wording	of question										
1st quarter 2										Further information	
										ruttier information	
Did your cor	mpany employ a	ny refugees*	in the last 24 m	onth?		_					
		[1] yes		[2] no		[3] Our compa refugees	any has no cap	abilities for			
	*including: ref	fugees with ru	nning or closed	appications 1	for asylum and	tolerated perso	ons				
Wording (of questionTi	ime span of	f variable								
2004			2007	2008	2009	2010	2011				
2004	2005	2006									
			2007	2000	2003	2010	2011	2012	2013		
			2007	2000	2003	2010	2011	2012	2013		
2014	2015	2016									
2014	2015	2016	2017	2018	2019	2020	2021	2012	2013		
2014	2015	2016									
2014	2015	2016									
		2016	2017	2018				2022	2023		
	2015 Name	2016	2017						2023		Survey frequency
No.	Name		2017	2018 Label		2020	2021	2022 Survey per	2023 iod		
No. 3.250)	Name sf_2017q1_		2017	2018 Label	2019	2020	2021	2022	2023 iod		Survey frequency
No. 3.250)	Name		2017	2018 Label	2019	2020	2021	2022 Survey per	2023 iod		
No. 3.250) Wording (Name sf_2017q1_of question		2017	2018 Label	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (Name sf_2017q1_of question	_3	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor	Name sf_2017q1 of question	_3	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor	Name sf_2017q1 of question 2017 mpany employ a	_3 nny refugees*	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor	Name sf_2017q1 of question	_3 nny refugees*	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor	Name sf_2017q1 of question 2017 mpany employ a	_3 nny refugees*	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor If yes:	Name sf_2017q1 of question 2017 mpany employ a	_3	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor If yes:	Name sf_2017q1 of question 2017 mpany employ a How many?	_3	2017	2018 Label employment	2019	2020	2021	2022 Survey per	2023 iod	Further information	
No. 3.250) Wording of 1st quarter 2 Did your confif yes:	Name sf_2017q1 of question 2017 How many? _	_3 iny refugees*	2017	2018 Label employment onth?	2019	yes: How many	2021	Survey per 1st quarter	2023 iiod	Further information	
No. 3.250) Wording of 1st quarter 2 Did your core If yes:	Name sf_2017q1 of question 2017 How many? _	_3 iny refugees*	2017	2018 Label employment onth?	2019	yes: How many	2021	Survey per 1st quarter	2023 iiod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor If yes:	Name sf_2017q1 of question 2017 How many? _	_3 iny refugees*	2017	2018 Label employment onth?	2019	yes: How many	2021	Survey per 1st quarter	2023 iiod	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor If yes: Wording (Name sf_2017q1 of question 2017 How many? _ of questionTi 2005	_3 interpretation of the span	2017 in the last 24 m	2018 Label employment onth?	2019	yes: How many	2021	Survey per 1st quarter	2023 iiod - 2017	Further information	
No. 3.250) Wording (1st quarter 2 Did your cor If yes: Wording (Name sf_2017q1 of question 2017 How many? _ of questionTi 2005	_3 interpretation of the span	2017 in the last 24 m	2018 Label employment onth?	2019	yes: How many	2021	Survey per 1st quarter	2023 iiod - 2017	Further information	

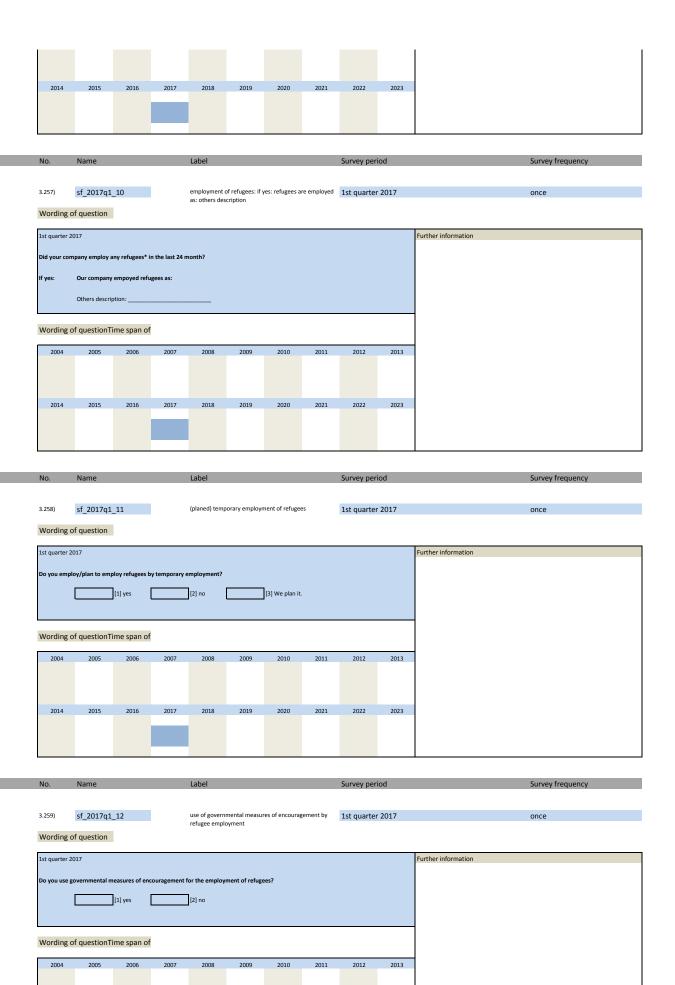


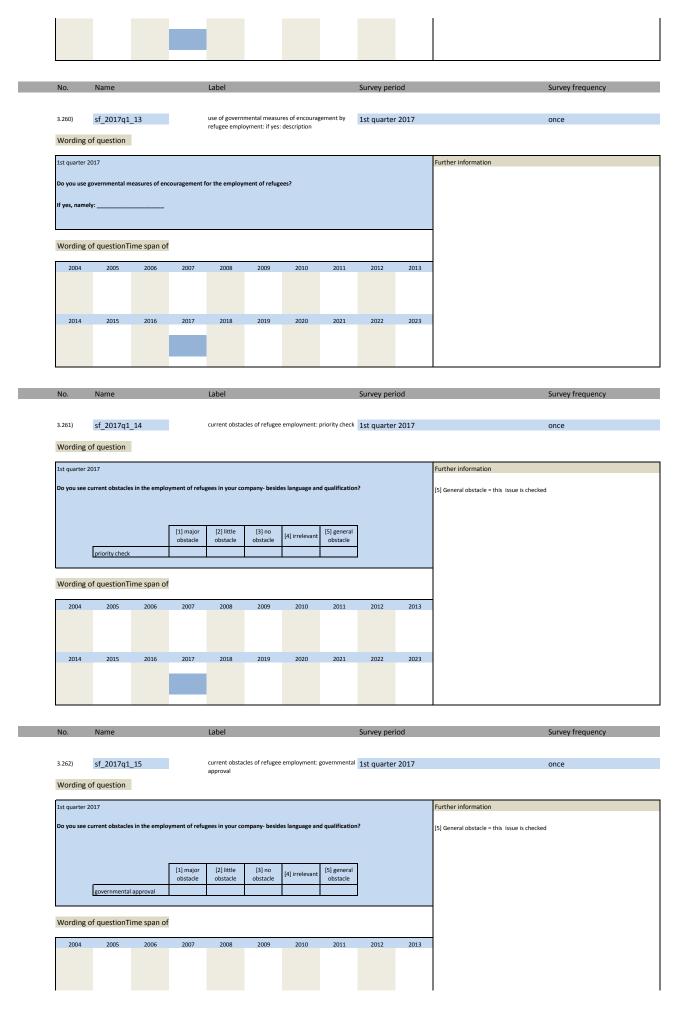
employment of refugees: if yes: refugees are employed as: trainees 1st quarter 2017 3.252) sf_2017q1_5 once Wording of question 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? Our company empoyed refugees as: [1] yes trainees Wording of questionTime span of

No.	Name	Label	Survey period	Survey frequency
3.253)	sf_2017q1_6	employment of refugees: if yes: refugees are employed	1st quarter 2017	once
		as: assistants		

Wording of question 1st quarter 2017 Further information Did your company employ any refugees* in the last 24 month? If yes: Our company empoyed refugees as: assistants Wording of questionTime span of

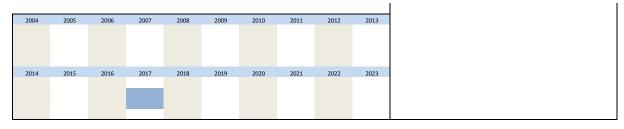






2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

No.	Name		Label				Survey per		
3.263)	sf_2017q1_16		current obstact	les of refugee	e employment:	employment	1st quarter	r 2017	once
Wording	of question								
1st quarter	2017								Further information
Do you see	current obstacles in the	employment of refu	igees in your cor	mpany- besid	les language an	d qualification	1?		[5] General obstacle = this issue is checked
		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	employment ban (saf		Obstacle	Obstacle		Obstacle			
Wording	of questionTime sp	oan of							
2004	2005 20	106 2007	2008	2009	2010	2011	2012	2013	-
2014	2015 20	16 2017	2018	2019	2020	2021	2022	2023	
No.	Name		Label				Survey per	iod	Survey frequency
3.264)			current obstacl	les of refugee	e employment:	resident	1st quarter	- 2017	once
	sf_2017q1_17						Tot quarter	2017	0.100
	sf_2017q1_17 of question		status				15t quarter	1 2017	Once
Wording	of question				. ,		13t quarter	7 2017	
Wording 1st quarter	of question	employment of refu	status					7 2017	Further information
Wording 1st quarter	of question	employment of refu	status					2017	
Wording 1st quarter	of question		status Igees in your cor	mpany- besid		d qualification		2017	Further information
Wording 1st quarter	of question 2017 current obstacles in the	employment of refu [1] major obstacle	status					2017	Further information
Wording 1st quarter	of question	[1] major	status ngees in your cor	mpany- besid [3] no	des language an	d qualification		2017	Further information
Wording 1st quarter Do you see	of question 2017 current obstacles in the	[1] major obstacle	status ngees in your cor	mpany- besid [3] no	des language an	d qualification		2017	Further information
Wording 1st quarter Do you see	of question 2017 current obstacles in the resident status of questionTime sp	[1] major obstacle	status ngees in your cor	mpany- besid [3] no	des language an	d qualification		2017	Further information
Wording 1st quarter Do you see	of question 2017 current obstacles in the resident status of questionTime sp	[1] major obstacle	igees in your cor	mpany- besid [3] no obstacle	les language an	d qualification [5] general obstacle	·?		Further information
Wording 1st quarter Do you see	of question 2017 current obstacles in the resident status of questionTime sp	[1] major obstacle	igees in your cor	mpany- besid [3] no obstacle	les language an	d qualification [5] general obstacle	·?		Further information
Wording 1st quarter Do you see	of question 2017 current obstacles in the resident status of questionTime sp 2005 20	[1] major obstacle	igees in your cor	mpany- besid [3] no obstacle	les language an	d qualification [5] general obstacle	·?		Further information
Wording 1st quarter Do you see Wording 2004	of question 2017 current obstacles in the resident status of questionTime sp 2005 20	[1] major obstacle	igees in your cor	[3] no obstacle	[4] irrelevant	d qualification [5] general obstacle	2012	2013	Further information
Wording 1st quarter Do you see Wording 2004	of question 2017 current obstacles in the resident status of questionTime sp 2005 20	[1] major obstacle	igees in your cor	[3] no obstacle	[4] irrelevant	d qualification [5] general obstacle	2012	2013	Further information
Wording 1st quarter Do you see Wording 2004	of question 2017 current obstacles in the resident status of questionTime sp 2005 20	[1] major obstacle	igees in your cor	[3] no obstacle	[4] irrelevant	d qualification [5] general obstacle	2012	2013	Further information
Wording 1st quarter Do you see Wording 2004	of question 2017 current obstacles in the resident status of questionTime sp 2005 20	[1] major obstacle	igees in your cor	[3] no obstacle	[4] irrelevant	d qualification [5] general obstacle	2012	2013	Further information
Wording 1st quarter Do you see Wording 2004	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	d qualification [5] general obstacle	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265)	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18	[1] major obstacle	[2] little obstacle	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020	d qualification [5] general obstacle	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question	[1] major obstacle	[2] little obstacle 2008 Label current obstacle	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020	d qualification [5] general obstacle	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording 1st quarter	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question 2017	tal major obstacle	[2] little obstacle 2008 2018 Label current obstaclprofessional qu	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020 e employment: degrees	(5) general obstacle 2011 2021	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording 1st quarter	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question	tal major obstacle	[2] little obstacle 2008 2018 Label current obstaclprofessional qu	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020 e employment: degrees	(5) general obstacle 2011 2021	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording 1st quarter	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question 2017	tal major obstacle	[2] little obstacle 2008 2018 Label current obstaclprofessional qu	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020 e employment: degrees	(5) general obstacle 2011 2021	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording 1st quarter	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question 2017	tal major obstacle	[2] little obstacle 2008 2018 Label current obstaclprofessional qu	[3] no obstacle 2009 2019	[4] irrelevant 2010 2020 e employment: degrees	(5) general obstacle 2011 2021	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once
Wording 1st quarter Do you see Wording 2004 2014 No. 3.265) Wording 1st quarter	of question 2017 current obstacles in the resident status of questionTime sp 2005 20 2015 20 Name sf_2017q1_18 of question 2017	employment of refu	[2] little obstacle 2008 2018 Label current obstacle professional qui	[3] no obstacle 2009 2019 alles of refugee ualifikations/e	[4] irrelevant 2010 2020 2020	(S) general obstacle 2011 2021 d qualification (S) general obstacle	2012 2022 Survey per	2013 2023	Further information [5] General obstacle = this issue is checked Survey frequency once



No.	Name		Label				Survey per	iod	Survey frequence
3.266)	sf_2017q1_19			icles of refugee ental procedur	employment: e	duration of	1st quarte	r 2017	once
Wording	of question								
1st quarter	2017								Further information
Do you see	current obstacles in the	employment of ref	ugees in your co	ompany- besid	es language an	d qualification	1?		[5] General obstacle = this issue is checked
		[61t.	[2] little	[2]	1	(e)	1		
	<u> </u>	[1] major obstacle	obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	duration of the governmental proced	ure							
	8		1				J		
Mording	of questionTime sp	an of							
wording	or question intersp	all OI							
2004	2005 20	06 2007	2008	2009	2010	2011	2012	2013	
2014	2015 20	16 2017	2018	2019	2020	2021	2022	2023	
No.	Name		Label				C	.:d	Company for some
NO.	Name		Labei				Survey per	100	Survey frequence
3.267)	sf_2017q1_20		current obsta	icles of refugee	employment:	internal	1st quarte	r 2017	once
				of screening p			13t quarte	2017	Office
Wording	of question								
1st quarter	2017								Further information
Do you see	current obstacles in the	employment of ref	ugees in your co	ompany- besid	es language an	d qualification	1?		[5] General obstacle = this issue is checked
			loyment of refugees in your company- besides language and qualificatio						
		[1] major	[2] little	[3] no	[4] irrelevant	[5] general obstacle			
		aleate de							
	internal management	obstacle of	obstacle	obstacle		Obstacle			

										oj General Obstatile = IIIs Issue is Checkeu
			[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle			
	internal mana screening pro									
Wording	of questionTi	imo snan of								
wording o	ii questionii	ille spall of								
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					
3.268)	sf_2017q1_21	current obstacles of refugee employment: internal	1st quarter 2017	once					
Wording	g of question	support							
Wording	g of question								
1st quarter	2017			Further information					
1st quarter 2017 Do you see current obstacles in the employment of refugees in your company- besides language and qualification? [5] General obstacle = this issue is checked									

			[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle		
	internal suppo	rt							
Wording	of questionTi	me span of							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2001									
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

3.269) sf_2017q1_22 current obstacles of refugee employment: others 1st quarter 2017 once Wording of question Ist quarter 2017 Do you see current obstacles in the employment of refugees in your company- besides language and qualification? Wording of questionTime span of 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	
St quarter 2017 Do you see current obstacles in the employment of refugees in your company- besides language and qualification? Signeral obstacle others Signeral obstacle others													
1st quarter 2017 Do you see current obstacles in the employment of refugees in your company- besides language and qualification? [5] general obstacle others Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	3.269)	sf_2017q1	_22		current obsta	cles of refugee	employment:	others	1st quarter	r 2017		once	
Do you see current obstacles in the employment of refugees in your company- besides language and qualification? [5] general obstacle others	Wording	of question											
Do you see current obstacles in the employment of refugees in your company- besides language and qualification? [5] general obstacle others											Eurther information		
[5] general obstacle others Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013	1st quarter 2	2017									Turtier information		
Obstacle Others	Do you see	current obstacle	s in the emplo	yment of refug	gees in your co	mpany- beside	es language an	d qualification	1?				
Obstacle Others													
Obstacle Others													
Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013													
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		others											
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013													
	Wording	of questionTi	ime span of										
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023													
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	iod		Survey frequency
3.270) Wording o	sf_2017q1_23 of question		current obstac description	cles of refugee	employment:	others	1st quarter	r 2017		once
				mpany- besid	es language an	d qualification	n?		Further information	
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
3.271)	sf_2017q2_1	development of the staffing level - medium term	2nd quarter 2017	once
Wording	of question			
2nd quarter	2017			Further information
How will yo	ur staffing level change in the i	next 5 years (medium term)?		
		[1] strong		

			increase	increase	reduction	reduction			
Wording (of questionTi	ime span of							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

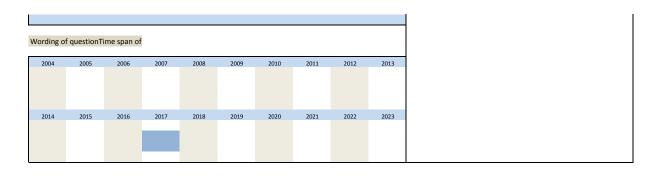
No.	Name		Label			S	Survey per	iod		Survey frequency
2 272)	-f 2017-2 2		impact of dia	itisation on staffii	ng lovol		2	2017		
3.272)	sf_2017q2_2 g of question		impact of dig	itisation on stain	iig ievei	2	2nd quarte	er 2017		once
2nd quarte									Further information	
	ligitisation of your indus	trv affect vour st	affing level?						ruttier information	
	, , , , , , , , , , , , , , , , , , , ,			1						
		[1] ye	es [2] no							
			•							
Wording	g of questionTime s	pan of								
2004	2005 20	200	7 2008	2009	2010	2011	2012	2013		
2014	2015 20	016 201	7 2018	2019	2020	2021	2022	2023		
							•			
No.	Name		Label			3	Survey per	ioa		Survey frequency
3.273)										
,	sf_2017q2_3		digitisation ca	auses		2	2nd quarte	er 2017		once
	sf_2017q2_3 g of question		digitisation ca	auses		2	2nd quarte	er 2017		once
	g of question		digitisation ca	auses		2	2nd quarte	er 2017	Further information	once
Wording 2nd quarte	g of question	try affect your st		auses		2	2nd quarte	er 2017	Further information	once
Wording 2nd quarte Does the d	er 2017 Iligitisation of your indus		affing level?	auses		2	2nd quarte	er 2017	Further information	once
Wording 2nd quarte Does the d	er 2017 Iligitisation of your indus		affing level?	auses		2	2nd quarte	er 2017	Eurther information	once
Wording 2nd quarte Does the d	g of question or 2017 ligitisation of your indus rrall digitisation causes		affing level? affing level	ouses		2	2nd quarte	er 2017	Further information	once
Wording 2nd quarte Does the d If yes: Ove	g of question or 2017 ligitisation of your indus rrall digitisation causes	increase of the si	affing level? affing level	auses		2	2nd quarte	er 2017	Further information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an	increase of the si	affing level? affing level	2009	2010	2011	2nd quarte	2017 2013	Eurther information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an	increase of the st decrease of the s pan of	affing level? affing level		2010				Further information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s	decrease of the sidecrease of	affing level affing level taffing level	2009		2011	2012	2013	Eurther information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s	increase of the st decrease of the s pan of	affing level affing level taffing level		2010				Further information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s	decrease of the sidecrease of	affing level affing level taffing level	2009		2011	2012	2013	Eurther information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s	decrease of the sidecrease of	affing level affing level taffing level	2009		2011	2012	2013	Eurther information	once
Wording 2nd quarte Does the d If yes: Ove	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s	decrease of the sidecrease of	affing level affing level taffing level	2009		2011	2012	2013	Further information	once Survey frequency
Wording 2nd quarte Does the d If yes: Ove Wording 2004 2014	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an 2005 20 2015 2015 2015	decrease of the sidecrease of	affing level affing level taffing level 7 2008	2009	2020	2011 2021	2012 2022 Survey per	2013 2023	Eurther information	Survey frequency
Wording 2nd quarte Does the d If yes: Ove Wording 2004 2014 No.	g of question er 2017 ligitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s; 2005 20 Name sf_2017q2_4	decrease of the sidecrease of	affing level affing level taffing level 7 2008	2009	2020	2011 2021	2012	2013 2023	Further information	
Wording 2nd quarte Does the d If yes: Ove Wording 2004 2014 No. 3.274) Wording	g of question ar 2017 figitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s 2005 2015 2015 2017 Name sf_2017q2_4 g of question	decrease of the sidecrease of	affing level affing level taffing level 7 2008	2009	2020	2011 2021	2012 2022 Survey per	2013 2023		Survey frequency
Wording 2nd quarte Does the d If yes: Ove Wording 2004 2014 No. 3.274) Wording	g of question ar 2017 figitisation of your indus rall digitisation causes [1] an [2] an g of questionTime s 2005 2015 2015 2017 Name sf_2017q2_4 g of question	decrease of the state of the st	affing level? affing level taffing level 7 2008 7 2018 Label employee tur	2009	2020	2011 2021	2012 2022 Survey per	2013 2023	Eurther information	Survey frequency

			[±] vci y iiigii	(4) mgm	[2] IIIIIOI	minor			
Wording o	f questionTi	me span of							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

NO.	Name			Labei				Survey per	iou		Survey frequency	
3.275)	sf_2017q2_	_5	l	importance of	employee loy	alty in company	,	2nd quarte	er 2017		once	
Wording of	question											
2nd quarter 20	017									Further information		
How importan	nt is the loyalty	y of employee	s in you comp	any?								
			[1] very important	[2] important	[3] rather important	[4] not important						
Vording of	questionTi	me span o	f									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
										1		

275)	£ 2047. 2	•		impact of digit				2 1 .	2047	
3.276)	sf_2017q2	_6		impact of digit	tisation on ind	ustry		2nd quarte	er 2017	once
Wording o	f question									
2nd quarter 2	:017									Further information
low strongly	do you think y	our industry i	is affected by d	igitisation?						
			(1)			1				
			[1] very strong	[2] strong	[3] little	[4] not at all				
Wording o	f questionTi	ime span of	f							
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2014	2013	2010	2017	2016	2019	2020	2021	2022	2023	

No.	Name	Label			Survey period	Survey frequency	
			reactive from the above				
3.277)	sf_2017q2_7	prepera digitisati		oncerning changes due to	2nd quarter 2017		once
Wording	g of question						
	9 0. 400000.						
2.4							
2nd quarte	er 2017					Further information	
	er 2017 prepared is your staffing level co	ncerning changes due	to digitisation?			Further information	
	prepared is your staffing level co	[1] very well [2] w		[4] rather poor		Further information	



rding o	f question											
quarter 2	2017									Further information		
our compa	any, how do yo	ou react to the	e new requirem	ents for staff o	due to digitisat	ion and how d	o you rate the	e particular me	asures?			
			[1] very important	[2] important	[3] rather unimportant	[4] not important		on without ation				
	New hires											
	New hires											
	New hires	ime span o	f									
ording o		ime span o	f 2007	2008	2009	2010	2011	2012	2013			
	of questionTi			2008	2009	2010	2011	2012	2013			
ording o	of questionTi			2008	2009	2010	2011	2012	2013			
ording o	of questionTi			2008	2009	2010	2011	2012	2013			

3.279)	sf_2017q2_	9			valuation to nev	w requirement	s: advanced	2nd quarte	er 2017	once
Nording (of question			training						
nd quarter	2017 pany, how do you	u react to the	new requirem	nents for staff (due to digitisat	tion and how d	lo you rate the	e particular me		Further information
			[1] very important	[2] important	[3] rather unimportant	[4] not important		on without ation		
	Advanced train employees	ning for the								
Vording (of questionTir	me span of								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Survey frequency

No.	Name	Label	Survey period	Survey frequency
3.280)	sf_2017q2_10	reaction and valuation to new requirements: internal	2nd quarter 2017	once
		relocations		
Wording	g of question			
			5 H : 6	

In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?

			[1] very important	[2] important	[3] rather unimportant	[4] not important		on without ation	
	Internal reloca	itions							
	f questionTi								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

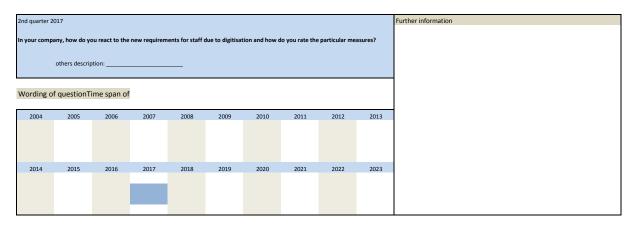
NO.	Name			Labei				Survey per	100		Survey frequency
3.281)	sf_2017q2	_11		reaction and v	valuation to nev	w requirement	s: outsourcing	2nd quarte	er 2017		once
Wording (of question										
2nd quarter	2017									Further information	
n your com	pany, how do yo	ou react to the	e new requirem	ents for staff	due to digitisat	tion and how o	lo you rate the	e particular me	asures?		
			[1] very		[3] rather	[4] not	[5] reacti	on without	1		
			important	[2] important	unimportant	important		ation			
	Outsourcing /	freelancing									
	Outsourcing /	rreciarioning									
Wording	of questionTi	ime span o	f								
Ū	•	•									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		

3.282)	sf_2017q2	_12		reaction and v	aluation to ne	w requirements	: others	2nd quarte	er 2017	once
Wording	of question									
2nd quarter	2017									Further information
In your com	pany, how do y	ou react to the	new requirem	ents for staff (lue to digitisat	tion and how do	you rate the	e particular me	asures?	
			[5] reaction							
	Others									
Wording (of questionT	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2003	2000	2007	2000	2003	2010	2011	LUIL	2013	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	

Label Survey period

Survey frequency

No.	Name	Label	Survey period	Survey frequency
3.283)	sf_2017q2_13	reaction and valuation to new requirements: others	2nd quarter 2017	once



No.	Name			Label				Survey peri	od	Survey frequency	
3.284)	sf_2017q2	_14		gain of knowle	edge due to ne	w hires		2nd quarte	r 2017	once	
	of question										
2nd quarter	2017									Further information	
How do you	rate the gain of	knowledge du	ue to recent hi	res for your co	mpany?						
			[1] very important	[2] important	[3] rather unimportant	[4] not important					
Wording (of questionTi	ime span of									
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 period Survey frequency

3.285)	sf_2017q3	_1		daily working	hours at full er	mployment		3rd quarte	r 2017	once
Wording of	f question									
3rd quarter 20	017									Further information
How is the rea	gular daily wor	king time for f	full-time staff	designed in vo	ur company?					
		•		, , ,				_		
		[1] less tha	an 8 hours	[2] 8	hours	[3] more th	nan 8 hours			
										7
Nording of	f questionTi	ime span of								
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
3.286)	sf_2017q3_2	impact of relaxation of the legal framework on daily	3rd quarter 2017		once
Wording o	f question	working hours			
3rd quarter 20	017			Further information	
Which impact	t would a relexation of the legal framewor	k have on the design of the regular daily working time in	your company?		

		[1] no	change		crease (8-10 urs)		crease (more) hours)		
Wording o	f questionTi	ime span of							
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	Surve	ey frequency
3.287)	sf_2017q3_	_3			ployment - me ed term emplo		mination of	3rd quarte	r 2017	once	
Wording o	of question			umounaca na	ica term empio	, mene					
2.1	2047									Further information	
3rd quarter 2	2017									Furtner information	
	rate the possibl staffing level wo		n of the followi	ng actions con	cerning their p	otenial impac	t on employm	ent in the med	lium term? As		
	•										
			[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
	elimination of		mereuse	merease		decrease	decrease				
	fixed term em	ployment									
Wording o	of questionTi	me span o	f								
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		

NO.	Name Label Survey perio							Survey period Survey frequency					
3.288)	sf_2017q3_	_4			ployment - mei		insparency	3rd quarte	r 2017		01	nce	
Mording	of question			law concernii	ig remuneration								
wording	oi question												
Brd quarter 2	2017									Further information			
	rate the possibl staffing level wo		n of the followi	ng actions cor	cerning their p	otenial impac	t on employm	ent in the med	lium term? As				
			[1] strongly	[2] rather	[3] no impact	[4] rather	[5] strongly						
			increase	increase	[5] no impact	decrease	decrease						
	transparency l concerning rea												
								J					
	to establish a l	nigher level of	wage transpare	ency									
Wording (of questionTi	me span of											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				
2314	2013	2310	2317	2310	2313	2020	2321	2022	2323				

No.	Name	Label	Survey period	Survey frequency
3.289)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment $% \left(\frac{1}{2}\right) =\frac{1}{2}\left(\frac{1}{2}\right) =\frac{1}{2}\left($	3rd quarter 2017	once

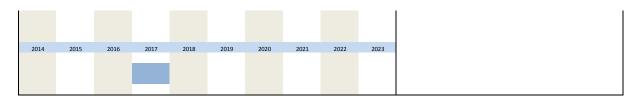
rd quarter 20)17									Further information
	ate the possibl affing level wo		of the followi							
			[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease			
	flexible full-tin employment	ne								
	+/-10 hour a w			d training						
	2005	2006								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2003	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2015	2016	2007	2008	2009	2010	2011	2012	2013	

No. Name Label Survey period

3.290)	sf_2017q3	_6		impact on em	ployment - med	dium term: cla	im for part-	3rd quarte	r 2017	once
Wording	of question			une employi	iene					
3rd quarter	2017									Further information
	u rate the possibl r staffing level wo		n of the followi	ng actions cor	cerning their p	otenial impac	t on employm	ent in the med	ium term? As	s
			[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease			
	claim for part- employment	time								
										_
Wording	of questionTi	ime span o	f							
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				
3.291)	sf_2017q3_	_7		impact on em	ployment - me	dium term: rig	ht of return to	3rd quarte	r 2017		once	
Mandine	-f+:			full-time emp	loyment							
wording	of question											
3rd quarter :	2017									Further information		
How do you	rate the possible	e introduction	of the followi	ng actions cor	cerning their p	otenial impac	t on employm	ent in the med	ium term? As			
a result our	staffing level wo	uld										
			[1] strongly	[2] rather		[4] rather	[5] strongly					
			increase	increase	[3] no impact	decrease	decrease					
	right of return employment	to full-time										
	.0											
	after phased p	art-time work										
Wording	of questionTi	me span of										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013			
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
										<u> </u>		

No.	Name		Label				Survey peri	iod		Survey frequency
2 2021	of 2017-2		import	inlovment =	dium tores : '	mination -f 1 *	2 md 1	- 2017		0
3.292)	sf_2017q3_8		hours rest pe		a.um term: ell		3rd quarte	2017		once
Wording	of question									
3rd quarter	r 2017								Further information	
	u rate the possible introduc r staffing level would	tion of the follow	ing actions co	ncerning their p	otenial impa	t on employm	ent in the med	ium term? As		
			1	_		1	1			
		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
	elimination of 11 hours r period	est								
Wording	of questionTime spar	of								
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
3.293)	sf_2017q3_9		impact on em	iployment - me	dium term: rie	ht of	3rd quarte	r 2017		once
			sabbatical	,			Ji u quai te	. 2017		Office
Wording	of question									
How do yo	r 2017 u rate the possible introduc r staffing level would	tion of the follow	ing actions co	ncerning their p	ootenial impac	t on employm	ent in the med	ium term? As		
How do yo	u rate the possible introduc	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	ent in the med	ium term? As		
How do yo	u rate the possible introduc	[1] strongly	[2] rather	I	[4] rather	[5] strongly	ent in the med	ium term? As		
How do yo	u rate the possible introduc r staffing level would	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather	[5] strongly	ent in the med	ium term? As		
How do yo	u rate the possible introduc r staffing level would right of sabbatical	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather	[5] strongly	ent in the med	ium term? As		
How do yo	u rate the possible introduc r staffing level would right of sabbatical	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather	[5] strongly	ent in the med	ium term? As		
How do yo	u rate the possible introduc r staffing level would right of sabbatical two times during workin	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather	[5] strongly	ent in the med	ium term? As		
How do yo a result ou	u rate the possible introduc r staffing level would right of sabbatical two times during workin	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
How do yo a result ou	u rate the possible introduc r staffing level would right of sabbatical two times during workin	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
How do yo a result ou	u rate the possible introduc r staffing level would right of sabbatical two times during workin	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease				
How do yo a result ou Wording 2004	u rate the possible introduc r staffing level would right of sabbatical two times during workin of questionTime spar	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact	[4] rather decrease	(5) strongly decrease	2012	2013		
How do yo a result ou Wording 2004	u rate the possible introduc r staffing level would right of sabbatical two times during workin of questionTime spar	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact	[4] rather decrease	(5) strongly decrease	2012	2013		
Wording 2004	u rate the possible introducer staffing level would right of sabbatical two times during workin of questionTime spar 2005 2006 2015 2016	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact	[4] rather decrease	(5) strongly decrease	2012	2013		
Wording 2004	u rate the possible introduc r staffing level would right of sabbatical two times during workin of questionTime spar	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact	[4] rather decrease	(5) strongly decrease	2012	2013		Survey frequency
Wording 2004 No.	u rate the possible introducer staffing level would right of sabbatical two times during workin of questionTime spar 2005 2006 2015 2016	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	2012	2013 2023		Survey frequency once
Wording 2004 2014 No. 3.294)	u rate the possible introduct staffing level would right of sabbatical two times during workin of questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact ne year 2009	[4] rather decrease	[5] strongly decrease	2012 2022 Survey peri	2013 2023		
Wording 2004 2014 No. 3.294)	u rate the possible introducer staffing level would right of sabbatical two times during workin cof questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 of question	[1] strongly increase g life for a maximu of	[2] rather increase	[3] no impact ne year 2009	[4] rather decrease	[5] strongly decrease	2012 2022 Survey peri	2013 2023		
Wording 2004 2014 No. 3.294) Wording	u rate the possible introduct staffing level would right of sabbatical two times during workin of questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 of question	[1] strongly increase [2] glife for a maximum 2007	[2] rather increase	[3] no impact ne year 2009 2019	[4] rather decrease	[5] strongly decrease	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin cof questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 of question	[1] strongly increase [2] glife for a maximum 2007	[2] rather increase	[3] no impact ne year 2009 2019	[4] rather decrease	[5] strongly decrease	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin cof questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 cof question r 2017 u rate the possible introduce	[1] strongly increase g life for a maximu of 2007	[2] rather increase	[3] no impact the year 2009 2019	[4] rather decrease	[5] strongly decrease 2011 2021 tt on employm	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin cof questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 cof question r 2017 u rate the possible introduce	[1] strongly increase [2] glife for a maximum 2007	[2] rather increase	[3] no impact ne year 2009 2019	[4] rather decrease	[5] strongly decrease	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin cof questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 cof question r 2017 u rate the possible introduce	[1] strongly increase g life for a maximum of 2007 2017	[2] rather increase imperiod of or 2008 2008 2018 Label impact on emaccounts	[3] no impact the year 2009 2019	[4] rather decrease	[5] strongly decrease 2011 2021 t on employm [5] strongly	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin of questionTime spare 2005 2006 2015 2016 Name sf_2017q3_10 of question r 2017 u rate the possible introducer staffing level would	[1] strongly increase g life for a maximum 2007 2017 tion of the follow [1] strongly increase	[2] rather increase 2008 2008 2018 Label impact on em accounts [2] rather increase	[3] no impact 2009 2019 2019 accerning their p	[4] rather decrease	[5] strongly decrease 2011 2021 t on employm [5] strongly	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo	u rate the possible introducer staffing level would right of sabbatical two times during workin of questionTime spar 2005 2006 2015 2016 Name sf_2017q3_10 of question r 2017 u rate the possible introducer staffing level would long-term accounts	[1] strongly increase g life for a maximum 2007 2017 tion of the follow [1] strongly increase	[2] rather increase 2008 2008 2018 Label impact on em accounts [2] rather increase	[3] no impact 2009 2019 2019 accerning their p	[4] rather decrease	[5] strongly decrease 2011 2021 t on employm [5] strongly	2012 2022 Survey peri	2013 2023 iod	Further information	
Wording 2004 2014 No. 3.294) Wording 3rd quarter How do yo a result ou	u rate the possible introducer staffing level would right of sabbatical two times during workin of questionTime spar 2005 2006 2015 2016 Name sf_2017q3_10 of question r 2017 u rate the possible introducer staffing level would long-term accounts	[1] strongly increase glife for a maximum 2007 2017 tion of the follow [1] strongly increase anining leave and standard sta	[2] rather increase 2008 2008 2018 Label impact on em accounts [2] rather increase	[3] no impact 2009 2019 2019 accerning their p	[4] rather decrease	[5] strongly decrease 2011 2021 t on employm [5] strongly	2012 2022 Survey peri	2013 2023 iod	Further information	



No.	Name		Label				Survey per	riod		Survey frequency	
3.295)	sf_2017q3_11		impact on emp	ployment - me	dium term: im	migration	3rd quarte	er 2017		once	
Wording	of question		pome system								
3rd quarter	2017								Further information		
	u rate the possible introducti r staffing level would	on of the follow	ing actions con	cerning their	potenial impac	t on employm	ent in the med	dium term? As			
		[1] strongly	[2] rather	[3] no impact	[4] rather	[5] strongly]				
	immigration point system	increase	increase		decrease	decrease					
	A point system to measure	e the qualification	n of immigrants	s as a basis to	issue a work pe	ermit	1				
Wording	of questionTime span	of									
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	
		_		campaign issu	ue: important						
3.296)	Name sf_2017q3_12 of question	_	Label other election	campaign issu	ue: important		Survey per			Survey frequency once	
3.296) Wording	sf_2017q3_12 of question			campaign issu	ue: important				Further information		
3.296) Wording 3rd quarter Are there ar	sf_2017q3_12 of question	paign, which you	other election			c or problema	3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there ar	of question 2017 ny topics in the election cam		other election	rticularly posi		: or problema	3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there are here?	of question 2017 ry topics in the election cam Yes, we bel	ieve it particularl	other election	rticularly posi		: or problema	3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there are there? Wording	of question 2017 ny topics in the election cam Yes, we bel of questionTime span	ieve it particularl	other election u think of as pau y positive/impo	rticularly posi	tive/important		3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there and there?	of question 2017 ry topics in the election cam Yes, we bel	ieve it particularl	other election	rticularly posi		or problema	3rd quarte	er 2017			
Wording Brd quarter Are there as a series?	of question 2017 ny topics in the election cam Yes, we bel of questionTime span	ieve it particularl	other election u think of as pau y positive/impo	rticularly posi	tive/important		3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there as here? Wording	of question 2017 ny topics in the election cam Yes, we bel of questionTime span	ieve it particularl	other election u think of as pau y positive/impo	rticularly posi	tive/important		3rd quarte	er 2017			
3.296) Wording 3rd quarter Are there an here? Wording 2004	of question 2017 ny topics in the election cam Yes, we bel of questionTime span 2005 2006	of	other election u think of as pau y positive/impo 2008	ortant that:	tive/important	2011	3rd quarte	er 2017 not mentioned			
3.296) Wording 3rd quarter Are there as here? Wording 2004	of question 2017 my topics in the election cam Yes, we bel of questionTime span 2005 2006	of	other election u think of as pai y positive/impo 2008	ortant that:	tive/important	2011	3rd quarter stic, that were r	2017 continued and a continued		once	
3.296) Wording 3rd quarter Are there as here? Wording 2004	of question 2017 ny topics in the election cam Yes, we bel of questionTime span 2005 2006	of	other election u think of as pau y positive/impo 2008	ortant that:	tive/important	2011	3rd quarte	2017 continued and a continued			
3rd quarter Are there as here? Wording 2004 2014 No. 3.297)	of question 2017 my topics in the election cam Yes, we bel of questionTime span 2005 2006	of	other election u think of as pai y positive/impo 2008	ortant that:	2010 2020	2011	3rd quarter stic, that were r	not mentioned 2013 2023		once	

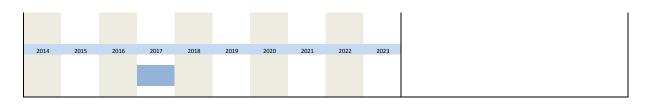
3rd quarter 2017

Are there any topics in the election campaign, which you think of as particularly positive/important or problematic, that were not mentioned here?

Yes, we believe it is particularly problematic that:

Wording of questionTime span of

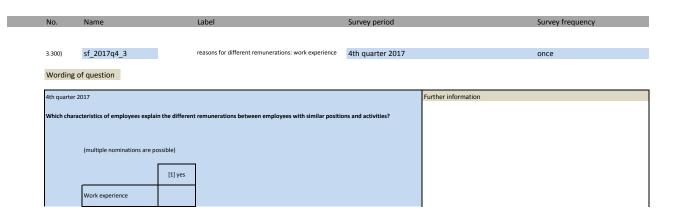
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013

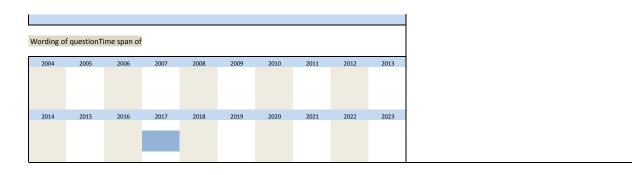


No. Name Label Survey period Survey frequency 3.298) sf_2017q4_1 different remunerations among similar 4th quarter 2017 once positions/activities Wording of question 4th quarter 2017 Further information Do different renumerations among employees with similar positions/activities exist in your company? [1] yes [2] no [3] unkown Wording of questionTime span of 2008 2012 2015 2017 2019 2021 2023 2014 2016 2018 2020 2022

Wording of question Comparison Further information	once		r 2017	4th quarter	tional	erations: educa	fferent remun	reasons for di attainment		_2	sf_2017q4	.299)
Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013											f question	Vording o
(multiple nominations are possible) [1] yes Educational attainment Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		Further information									017	th quarter 2
[1] yes Educational attainment Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013			s?	ns and activitie	imilar positio	ployees with s	ıs between em	t remuneration	n the different	ployees explai	teristics of em	hich charac
[1] yes Educational attainment Vording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013												
Educational attainment //ording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013									ossible)	ninations are p	(multiple nom	
Vording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013]	[1] yes			
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013										ttainment	Educational at	
2004 2005 2006 2007 2008 2009 2010 2011 2012 2013		4										
										ime span of	f questionTi	ording o
			2013	2012	2011	2010	2009	2008	2007	2006	2005	2004
2014 2015 2016 2017 2018 2019 2020 2021 2022 2023			2023	2022	2021	2020	2019	2018	2017	2016	2015	2014

Survey period

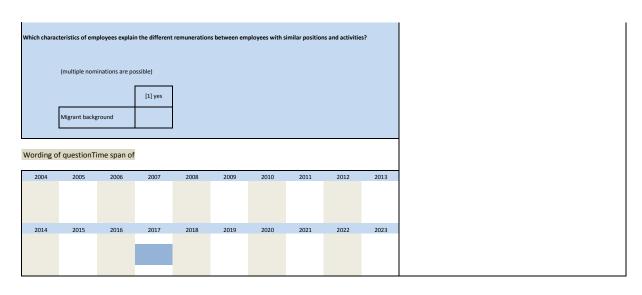




0.	Name			Label				Survey per	iod	Survey frequency
301)	sf_2017q4	_4		reasons for di	fferent remun	erations: gende	er	4th quarte	r 2017	once
ording o	of question									
h quarter 2	1017									Further information
hich charac	cteristics of em	ployees explai	n the differen	t remuneration	s between em	ployees with s	imilar positio	ns and activitie	s?	
	(multiple nom	ninations are n	nssible)							
	(,	_						
			[1] yes							
	Gender									
				•						
, 1:	· · ·	. ,								
oraing o	of questionTi	ime span oi								
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
3.302)	sf_2017q4	_5		reasons for di	fferent remune	erations: family	status	4th quarte	r 2017		once
Wording o	of question										
4th quarter 2	1017									Further information	
Which charac	cteristics of em	plovees explai	n the differen	t remuneration	s between em	plovees with s	imilar positio	ns and activitie	s?		
	eteristies or em	proyects expire		· remuneration	o between em	pioyees minis	ur posicio		. .		
	(multiple nom	inations are p	ossible)								
				1							
			[1] yes								
	Family status										
				_							
Wording o	of questionTi	ime span of									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
			-							•	

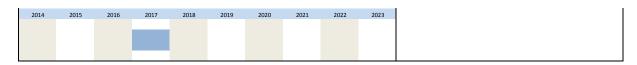
No.	Name	Label	Survey period	Survey frequency
3.303)	sf_2017q4_6	reasons for different remunerations: migrant	4th quarter 2017	once
Wording	of question	background		
4th quarter	2017		Further informa	ation



No.	Name			Label				Survey per	iod		Survey frequency
3.304)	sf_2017q4	_7		reasons for dif	ferent remune	erations: numb	er of kids	4th quarte	r 2017		once
Wordi	ng of question										
4th quar	ter 2017									Further information	
	naracteristics of em	-1	- 4b - differen				::!:4:-			Tartie mondeton	
which c	naracteristics of em	pioyees expiai	n the different	remuneration	s perween em	pioyees With s	imilar positio	ns and activitie	sr		
	(multiple nom	inations are no	nssihle)								
	(marapie nom	mations are po)331bic)	1							
			[1] yes								
	Number of kid	ls									
				ı							
Wordi	ng of questionTi	me span of									
200	4 2005	2006	2007	2008	2009	2010	2011	2012	2013		
200	4 2005	2006	2007	2008	2009	2010	2011	2012	2013		
204	2045	2046	2047	2040	2040	2020	2024	2022	2022		
201	4 2015	2016	2017	2018	2019	2020	2021	2022	2023		

lo.	Name			Label				Survey per	iod		Survey frequency
.305)	sf_2017q4	_8		reasons for dif	ferent remune	erations: work p	performance	4th quarte	r 2017		once
Vording o	of question										
th quarter 2	2017									Further information	
Vhich chara	acteristics of em	ployees explai	n the different	remuneration	s between em	ployees with si	imilar positior	ns and activitie	s?		
	(multiple nom	inations are po	ossible)								
	,,			1							
			[1] yes								
	Work perform	ance									
]							
., 1:]	
voraing (of questionTi	me span or									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										1	

No.	Name			Label		_			riod		Survey frequency
3.306)	sf_2017q4_9)		reasons for d	ıπerent remuni	erations: other	s	4th quarte	r 2017		once
	of question									Fruther information	
4th quarter	acteristics of emplo	ovaas avalai	in the different	remuneration	ns hatwaan am	anlovees with s	imilar nositio	ns and activitie	ne?	Further information	
vvincii ciiai	acteristics of empic	oyees explai	in the different	remuneration	ns between en	ipioyees with s	minai positio	nis and activitie			
	(multiple nomina	ations are po	ossible)								
			[1] yes								
	Others										
Wording	of questionTim	ne span of	f								
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
N-	News		_	1-6-1	_	_	_	C	:		C
No.	Name			Label				Survey per	100		Survey frequency
				reasons for d	ifferent remun	erations: other	s description	Ath quarte	r 2017		once
3.307)	sf_2017q4_1	10						4tii quarte			
	sf_2017q4_1 of question	10						4tii quarte			
Wording 4th quarter	of question	oyees explai								Further information	
Wording 4th quarter Which char	of question 2017 acteristics of emplo	oyees explai	in the different							Further information	
Wording 4th quarter Which char	of question 2017 acteristics of emplo	oyees explai	in the different							Further information	
Wording 4th quarter Which char	of question 2017 acteristics of emplo Others description	oyees explai	in the different	: remuneratio	ns between em	nployees with s	similar positio	ns and activition	es?	Further information	
Wording 4th quarter Which char Wording 2004	of question 2017 acteristics of emplo Others description of questionTim 2005	on:	in the different	c remuneration	ns between em	nployees with s	similar positio	ns and activitie	2013	Further information	
Wording 4th quarter Which char	of question 2017 acteristics of emplo Others description	oyees explai	in the different	: remuneratio	ns between em	nployees with s	similar positio	ns and activition	es?	Further information	
Wording 4th quarter Which char Wording 2004	of question 2017 acteristics of emplo Others description of questionTim 2005	on:	in the different	c remuneration	ns between em	nployees with s	similar positio	ns and activitie	2013	Further information	
Wording 4th quarter Which char Wording 2004	of question 2017 acteristics of emplo Others description of questionTim 2005	on:	in the different	2008 2018	ns between em	nployees with s	similar positio	2012 2022	2013	Further information	Survey frequency
Wording 4th quarter Which char Wording 2004	of question 2017 acteristics of emplo Others description of questionTim 2005	on:	in the different	c remuneration	ns between em	nployees with s	similar positio	ns and activitie	2013	Further information	Survey frequency
Wording 4th quarter Which char Wording 2004	of question 2017 acteristics of emplo Others description of questionTim 2005	on:one span of	2007	2008 2018 Label	2009 2019	nployees with s	2011 2021	2012 2022 Survey per	2013 2023	Further information	Survey frequency once
Wording 4th quarter Which char Wording 2004 2014 No. 3.308)	of question 2017 acteristics of emplo Others description of questionTim 2005 2015 Name	on:one span of	2007	2008 2018 Label	2009 2019	2010	2011 2021	2012 2022 Survey per	2013 2023	Further information	
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 Others description of questionTime 2005 2015 Name sf_2017q4_1 of question 2017	on: ne span of 2006 2016	2007	2008 2018 Label Labor law exp term employs	2009 2019 Johanstions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023	Further information	
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 acteristics of employ Others description of questionTim 2005 2015 Name sf_2017q4_1 of question	on: ne span of 2006 2016	2007	2008 2018 Label Labor law exp term employs	2009 2019 Johanstions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 Others description of questionTime 2005 2015 Name sf_2017q4_1 of question 2017	on: ne span of 2006 2016	2007 2017	2008 2018 Label Labor law exp term employs	2009 2019 Johanstions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 acteristics of emploid Others description of questionTim 2005 2015 Name sf_2017q4_1 of question 2017 r law characteristic	on: ne span of 2006 2016	2007 2017 e different ren	2008 2018 Label Labor law exp term employs	2009 2019 Johanntions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 acteristics of emploid Others description of questionTim 2005 2015 Name sf_2017q4_1 of question 2017 r law characteristic	on: ne span of 2006 2016	2007 2017	2008 2018 Label Labor law exp term employs	2009 2019 Johanntions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter	of question 2017 acteristics of employ Others description 2005 2015 Name sf_2017q4_1 of question 2017 r law characteristic (multiple nomina)	on: ne span of 2006 2016	2007 2017 e different ren	2008 2018 Label Labor law exp term employs	2009 2019 Johanntions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter Which labo	of question 2017 acteristics of employ Others description 2005 2015 Name sf_2017q4_1 of question 2017 r law characteristic (multiple nomina)	on: one span of 2006 2016 1.1 1.1 In actions are powered and one span of the spa	2007 2017 e different ren cossible) [1] yes	2008 2018 Label Labor law exp term employs	2009 2019 Johanntions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		
Wording 4th quarter Which char Wording 2004 2014 No. 3.308) Wording 4th quarter Which labo	of question 2017 acteristics of employ Others description of questionTim 2005 2015 Name sf_2017q4_1 of question 2017 r law characteristic (multiple nomina)	on: one span of 2006 2016 1.1 1.1 In actions are powered and one span of the spa	2007 2017 e different ren cossible) [1] yes	2008 2018 Label Labor law exp term employs	2009 2019 Johanntions of different	2010 2020	2011 2021 arations: fixed	2012 2022 Survey per 4th quarte	2013 2023		



	Name										
3.309)	sf_2017q4_	_12		labor law expl full/part-time		ferent renume	rations:	4th quarte	er 2017		once
Wording	of question			run/part-ume	employment						
4th quarter	2017									Further information	
Which labor	· law characterist	tics explain th	e different reni	umerations an	noung employ	ees with simil	ar positions/ac	tivities?			
	(multiple nomi	inations are po	ossible)								
			[1] yes								
	full/part-time	employment									
Wording	of questionTi	me span of									
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
		12			anations of di	ferent renume	rations:				
3.310)	sf_2017q4_	_13				ferent renume	rations:	4th quarte			Survey frequency once
3.310) Wording	sf_2017q4_ of question	_13		labor law expl		ferent renume	rations:			I and the second	
3.310) Wording 4th quarter	sf_2017q4_ of question			labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter	sf_2017q4_ of question			labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter	sf_2017q4_ of question	tics explain th	e different renu	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter	sf_2017q4_ of question 2017	tics explain th	e different rend possible)	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter	of question 2017 law characterist (multiple nomi	t ics explain th inations are po	e different renu	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter	sf_2017q4_ of question 2017	t ics explain th inations are po	e different rend possible)	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter Which labor	of question 2017 law characterist (multiple nomi	inations are po	e different renu possible)	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter Which labou	sf_2017q4_ of question 2017 - law characterist (multiple nomi	ployment me span of	e different renu	labor law expl temporary em	noung employ	ees with simil	ar positions/ad	4th quarte	er 2017	Further information	
3.310) Wording 4th quarter Which labor	of question 2017 law characterist (multiple nomi	inations are po	e different renu possible)	labor law expl temporary em	nployment			4th quarte		Further information	
3.310) Wording 4th quarter Which labou	sf_2017q4_ of question 2017 - law characterist (multiple nomi	ployment me span of	e different renu	labor law expl temporary em	noung employ	ees with simil	ar positions/ad	4th quarte	er 2017	Further information	
3.310) Wording 4th quarter Which labou	sf_2017q4_ of question 2017 - law characterist (multiple nomi	ployment me span of	e different renu	labor law expl temporary em	noung employ	ees with simil	ar positions/ad	4th quarte	er 2017	Further information	
3.310) Wording 4th quarter Which labor Wording 2004	of question 2017 law characterist (multiple nomi temporary em of questionTi 2005	ployment me span of	e different renu ossible) [1] yes 2007	labor law expl temporary em umerations an	noung employ	ees with simila	ar positions/ac	4th quarte	2017	Further information	
3.310) Wording 4th quarter Which labor Wording 2004	of question 2017 law characterist (multiple nomi temporary em of questionTi 2005	ployment me span of	e different renu ossible) [1] yes 2007	labor law expl temporary em umerations an	noung employ	ees with simila	ar positions/ac	4th quarte	2017	Further information	
3.310) Wording 4th quarter Which labor Wording 2004	of question 2017 law characterist (multiple nomi temporary em of questionTi 2005	ployment me span of	e different renu ossible) [1] yes 2007	labor law expl temporary em umerations an	noung employ	ees with simila	ar positions/ac	4th quarte	2017	Further information	
3.310) Wording 4th quarter Which labor Wording 2004	of question 2017 law characterist (multiple nomi temporary em of questionTi 2005	ployment me span of	e different reni possible) [1] yes 2007	labor law expl temporary em umerations an	noung employ	ees with simila	ar positions/ac	4th quarte	2013 2023	Further information	
3.310) Wording 4th quarter Which labor 2004	of question 2017 law characterist (multiple nomi temporary em 2005 2015	ployment me span of 2006	e different reni possible) [1] yes 2007	labor law expl temporary em umerations an 2008	noung employ	ees with simila	ar positions/ac	4th quarte	2013 2023	Further information	once
3.310) Wording 4th quarter Which labor 2004	sf_2017q4_ of question 2017 law characterist (multiple nomi temporary em of questionTi 2005	ployment me span of 2006	e different rend possible) [1] yes 2007	amerations and 2008	2009 2019	2010 2020	2011	4th quarte	2013 2023	Further information	once

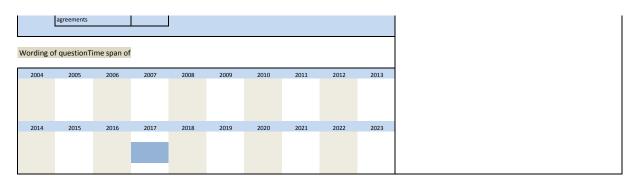
4th quarter 2017

Which labor law characteristics explain the different renumerations amoung employees with similar positions/activities?

(multiple nominations are possible)

[1] yes

differences in tariff

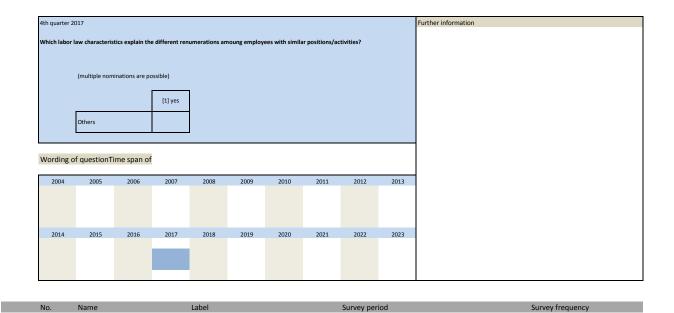


No.	Name			Label				Survey per	iod		Survey frequency
3.312)	sf_2017q4	_15		labor law expl period of emp		ferent renume	rations:	4th quarte	r 2017		once
Wording	of question										
4th quarter	2017									Further information	
Which labo	or law characteris	tics explain th	e different ren	umerations an	noung employ	ees with simila	r positions/ac	tivities?			
	(multiple nom	inations are po	ossible)								
			[1] yes								
	seniority/perio	od of									
Wording	of questionTi	ime span of									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
										1	

3.313) Wording	sf_2017q4	_16		labor law expl individual neg		ferent renumerat	tions:	4th quarte	r 2017	once
4th quarter:	· law characteris	ninations are po		umerations an	noung employe	ees with similar _l	positions/ac	ctivities?		Further information
Wording 2004	of questionT 2005	ime span of 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

No.	Name	Label	Survey period	Survey frequency
3.314)	sf_2017q4_17	labor law explanations of different renumerations:	4th quarter 2017	once



3.315) Wording o	sf_2017q4_ f question	_18		labor law expl others descrip		ferent renumera	itions:	4th quarte	r 2017	once
		otion:			noung employ	ees with similar	positions/ad	ctivities?		Eurther information
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

316)	sf_2017q4	_19		measures for i		ifferent renumer ystem	ations:	4th quarter	r 2017		once	
Vording	of question				,	•						
th quarter	2017									Further information		
/hich meas	sures do you tak	e to reduce di	ferent renume	rations among	g employees w	vith similar posit	ions/activiti	es?				
			[1] yes									
	transparent re											
	system	enumeration										
		enumeration										
ording/												
ording 2004	system		2007	2008	2009	2010	2011	2012	2013			
	of questionT	ime span of		2008	2009	2010	2011	2012	2013			
	of questionT	ime span of		2008	2009	2010	2011	2012	2013			
	of questionT	ime span of		2008	2009	2010	2011	2012	2013			
2004	of questionTi	ime span of	2007									

No.	Name	Label	Survey period	Survey frequency
3.31	sf 2017q4 20	measures for reduction of di	fferent renumerations: tariff 4th quarter 2017	once

Wording of question

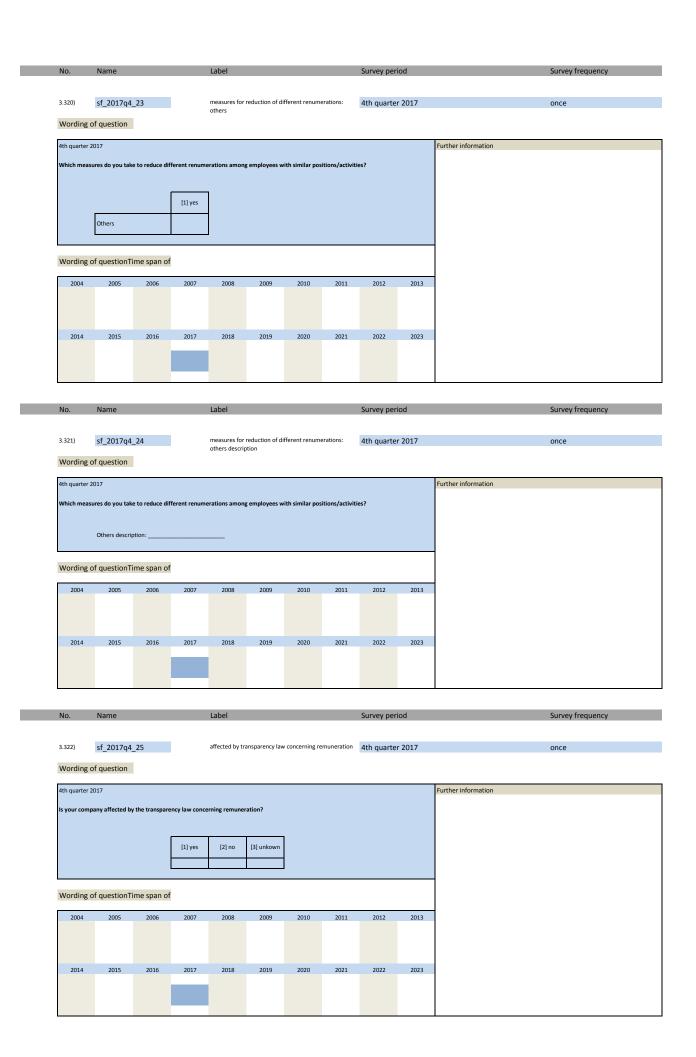
No. Name Label

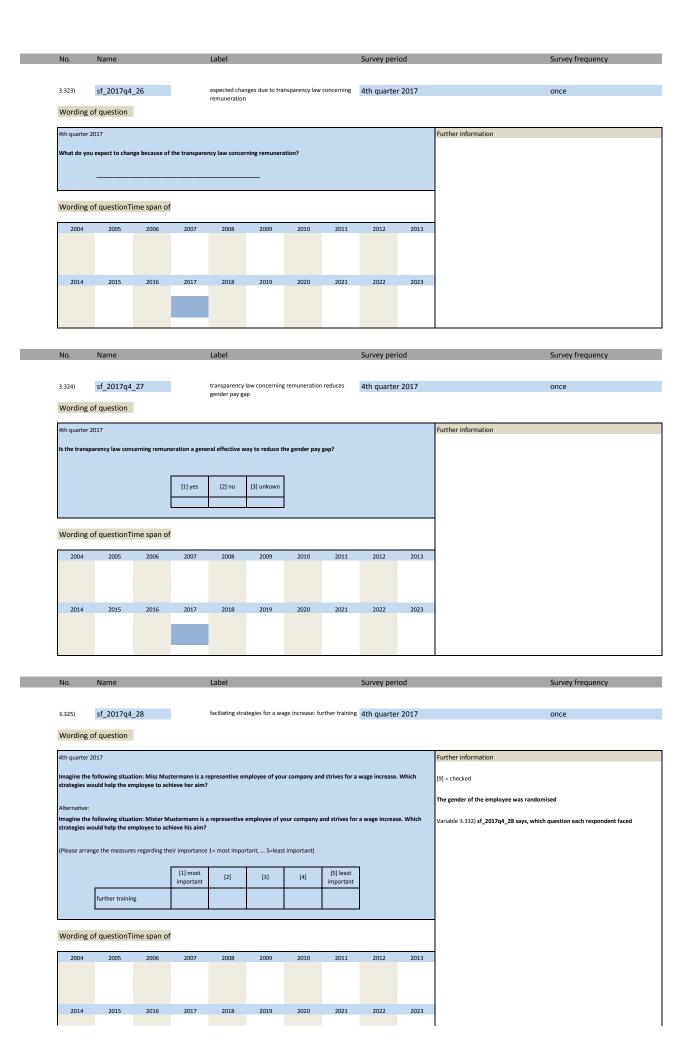


No.	Name			Label				Survey per	iod		Survey frequency
3.318)	sf_2017q4	_21				ifferent renume	erations:	4th quarte	r 2017		once
ombudsperson Wording of question											
Wording	of question										
4th quarter	r 2017									Further information	
Which ma	sures do you tak	a to raduca dif	fferent renume	erations amon	amployees w	ith similar nosi	itions/activiti	ac?			
will inter	isures uo you taki	e to reduce dii	nerent rename	a a dons anion	, employees w	nui siiiliai posi	icions/activiti	es:			
			[1] yes								
	Ombudsperso	n									
Wording	of questionTi	me span of									
Wording 2004	of questionTi	me span of	2007	2008	2009	2010	2011	2012	2013		
				2008	2009	2010	2011	2012	2013		
				2008	2009	2010	2011	2012	2013		
2004	2005	2006	2007								
				2008	2009	2010	2011	2012	2013		
2004	2005	2006	2007								

3.319)	sf_2017q4	_22		measures for	reduction of di	fferent renume	erations: none	4th quarte	r 2017	once
Wording o	f question									
4th quarter 20	017									Further information
Which measu	res do you tak	e to reduce dif	ferent renume	rations among						
	,	reduce un	sine rendiffe							
			[1] yes							
	None									
Wording o	f questionTi	ime span of								
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	

Survey period





3.326)	sf_2017q4_29		faciliating stra work more	ategies for a w	age increase: w	illingness to	4th quarte	2017	once
Wording o	of question								
4th quarter 2	2017								Further information
	following situation: Miss ould help the employee to			mployee of yo	ur company an	d strives for a	wage increase	Which	[9] = checked
									The gender of the employee was randomised
	following situation: Miste ould help the employee to		representive	employee of y	our company a	ınd strives for	a wage increas	e. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arran	ge the measures regardin	g their importance	1= most impo	rtant, 5=leas	st important)				
		[1] most important	[2]	[3]	[4]	[5] least important]		
	willingness to work mor	e							
							_		
Wording o	of questionTime spar	n of							
2004	2005 2006	2007	2008	2009	2010	2011	2012	2013	

No. Name

No.	Name			Label				Survey per	iod	Survey frequency	
3.327)	sf_2017q4_	_30		faciliating stra	tegies for a wa	age increase: ta	ake voluntarily	4th quarte	r 2017	once	
Wording o	of question										
4th quarter 2	017									Further information	
	following situat ould help the en				nployee of you	ur company an	d strives for a	wage increase	. Which	[9] = checked	
Alternative:										The gender of the employee was randomised	
	following situat ould help the en			representive	employee of y	our company a	and strives for	a wage increa	se. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced	
(Please arran	ge the measure	regarding the	eir importance			1	[5] least	ĺ			
	to voluntarily t		important	[2]	[3]	[4]	important				
Wording o	of questionTi	me span of									
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
3.328)	sf_2017q4_31	faciliating strategies for a wage increase: always do a	4th quarter 2017		once
		good job			
Wording	g of question				
4th quarte	er 2017			Further information	

The gender of the employee was randomised Alternative: Imagine the following situation: Mister Mustermann is a representive employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim? Variable 3.332) sf_2017q4_28 says, which question each respondent faced Please arrange the measures regarding their importance 1= most important, ... 5=least important) [5] least important [1] most [2] [3] [4] always do a good job Wording of questionTime span of 2005 2007 2008 2009 2010 2011 2012 2013 2004 2006 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

Survey period

Survey frequency

Survey frequency

No. Name

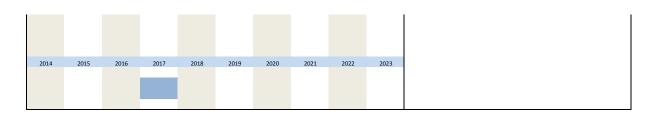
sf_2017q4_32 faciliating strategies for a wage increase: proactive wage 4th quarter 2017 3.329) once negotiation Wording of question 4th quarter 2017 Further information Imagine the following situation: Miss Mustermann is a representive employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim? [9] = checked The gender of the employee was randomised Imagine the following situation: Mister Mustermann is a representive employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim? Variable 3.332) sf_2017q4_28 says, which question each respondent faced Please arrange the measures regarding their importance 1= most important, ... 5=least important) [5] least important important proactive wage negotiation Wording of questionTime span of 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

3.330)	sf_2017q4_33		faciliating stra	tegies for a wa	ge increase: of	hers	4th quarter 2017	once
Wording	of question							
4th quarter	2017							Further information
	e following situation: Miss Mus would help the employee to ach		epresentive em	[9] = checked				
Alternative:								The gender of the employee was randomised
	e following situation: Mister M would help the employee to ach		representive 6	employee of y	our company a	ind strives for	a wage increase. Which	Variable 3.332) sf_2017q4_28 says, which question each respondent faced
(Please arra	nge the measures regarding the	eir importance	1= most impor	tant, 5=leas	t important)			
		[1] most important	[2]	[3]	[4]	[5] least important		
	Others	·						
Wording	of questionTime span of							

Survey period

2011 2012 2013

2004 2005 2006 2007 2008 2009 2010



No.	Name			Label				Survey per	iod	Survey frequency
3.331)	sf 2017q4	34		faciliating stra	tegies for a wa	ge increase: otl	hers	4th quarte	r 2017	once
,				description	-	-				
Wording	of question									
4th quarter	2017									Further information
	following situat yould help the en			[9] = checked						
Alternative:										
	following situat	ion: Mister Mı		representive of	employee of y	our company a	nd strives for	a wage increa	se. Which	
	ould help the en	nployee to ach	nieve his aim?							
		nployee to ach	nieve his aim?							The gender of the employee was randomised
			nieve his aim?							The gender of the employee was randomised Variable 3.332) sf_2017q4_28 says, which question each respondent fac
	ould help the en		nieve his aim?							
strategies v	ould help the en	otion:								
strategies v	Others descrip	me span of	i	7000	2000	7010	2011	2012	2012	
strategies v	ould help the en	otion:		2008	2009	2010	2011	2012	2013	
strategies v	Others descrip	me span of	i	2008	2009	2010	2011	2012	2013	
strategies v	Others descrip	me span of	i	2008	2009	2010	2011	2012	2013	
strategies v	Others descrip	me span of	i	2008	2009	2010	2011	2012	2013	
Wording	Others descrip of questionTi	me span of	2007							
Wording	Others descrip of questionTi	me span of	2007							

No.	Name	Label	Survey period	Survey frequency
3.332)	sf 2017q4 35	additional to faciliating strategies for a wage increase:	4th quarter 2017	once
3.33E)	31_201744_33		4th quarter 2017	Unice
		gender (employee)		

