



## 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	sizergange	Größenklasse
1.7)	weight	weight	Gewichtungsgruppe

### 2. Standard questions

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

### 3. Special questions

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

3.99)	sf_2015q1_3	share of employees with university degree	Anteil Mitarbeiter mit Hochschulabschluss
3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	Letzte 5 Jahre Auszubildende mit: Hauptschulabschluss
3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	Letzte 5 Jahre Auszubildende mit: Mittlere Reife
3.102)	sf_2015q1_6	in last 5 years employed trainees with: high-school diploma	Letzte 5 Jahre Auszubildende mit: Abitur
3.103)	sf_2015q1_7	in last 5 years employed trainees with: no trainees	Letzte 5 Jahre Auszubildende mit: keine Auszubildenden
3.104)	sf_2015q1_8	majority of trainees	Mehrheit unter Auszubildenden
3.105)	sf_2015q2_1	importance for preselection of personnel: school grades	Bedeutung für die Vorauswahl von Personal: Schulabschlussnoten
3.106)	sf_2015q2_2	importance for preselection of personnel: apprenticeship grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Ausbildung
3.107)	sf_2015q2_3	importance for preselection of personnel: university grades	Bedeutung für die Vorauswahl von Personal: Abschlussnote Hochschule
3.108)	sf_2015q2_4	importance for preselection of personnel: internships	Bedeutung für die Vorauswahl von Personal: Praktika
3.109)	sf_2015q2_5	importance for preselection of personnel: relevant professional experience	Bedeutung für die Vorauswahl von Personal: relevante Berufserfahrung
3.110)	sf_2015q2_6	importance for preselection of personnel: foreign experience	Bedeutung für die Vorauswahl von Personal: Auslandsferfahrung
3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	Bedeutung für die Vorauswahl von Personal: Sprachkenntnisse
3.112)	sf_2015q2_8	importance for preselection of personnel: IT-skills	Bedeutung für die Vorauswahl von Personal: IT-Kenntnisse
3.113)	sf_2015q2_9	importance for preselection of personnel: cover letter	Bedeutung für die Vorauswahl von Personal: Anschreiben
3.114)	sf_2015q2_10	importance for preselection of personnel: photo	Bedeutung für die Vorauswahl von Personal: Foto
3.115)	sf_2015q2_11	importance for final selection of personnel: school grades	Bedeutung für die finale Auswahl von Personal: Schulabschlussnote
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Ausbildung
3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	Bedeutung für die finale Auswahl von Personal: Abschlussnote Hochschule
3.118)	sf_2015q2_14	importance for final selection of personnel: internships	Bedeutung für die finale Auswahl von Personal: Praktika
3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	Bedeutung für die finale Auswahl von Personal: relevante Berufserfahrung
3.120)	sf_2015q2_16	importance for final selection of personnel: foreign experience	Bedeutung für die finale Auswahl von Personal: Auslandsferfahrung
3.121)	sf_2015q2_17	importance for final selection of personnel: language skills	Bedeutung für die finale Auswahl von Personal: Sprachkenntnisse
3.122)	sf_2015q2_18	importance for final selection of personnel: IT-skills	Bedeutung für die finale Auswahl von Personal: IT-Kenntnisse
3.123)	sf_2015q2_19	importance for final selection of personnel: cover letter	Bedeutung für die finale Auswahl von Personal: Anschreiben
3.124)	sf_2015q2_20	importance for final selection of personnel: photo	Bedeutung für die finale Auswahl von Personal: Foto
3.125)	sf_2015q2_21	importance for final selection of personnel: personal conversation	Bedeutung für die finale Auswahl von Personal: Persönliches Gespräch
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	Bedeutung für die finale Auswahl von Personal: Assessment center
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	Bedeutung für die finale Auswahl von Personal: Persönlichkeit
3.128)	sf_2015q2_24	importance for final selection of personnel: sympathy	Bedeutung für die finale Auswahl von Personal: Sympathie
3.129)	sf_2015q2_25	searching info online	Suche nach Informationen online
3.130)	sf_2015q2_26	searching info online: professional networks	Suche nach Informationen online: berufliche Netzwerke
3.131)	sf_2015q2_27	searching info online: social networks	Suche nach Informationen online: soziale Netzwerke
3.132)	sf_2015q2_28	searching info online: other info	Suche nach Informationen online: sonstige Informationen
3.133)	sf_2015q3_1	change of challenges in everyday professional life	Änderungen der Anforderungen im Berufsalltag
3.134)	sf_2015q3_2	challenges w.r.t. additional qualifications	Anforderungen im Hinblick auf Zusatzqualifikationen
3.135)	sf_2015q3_3	challenges w.r.t. technical understanding	Anforderungen im Hinblick auf technisches Verständnis
3.136)	sf_2015q3_4	challenges w.r.t. IT-understanding	Anforderungen im Hinblick auf IT-Verständnis
3.137)	sf_2015q3_5	challenges w.r.t. temporal flexibility	Anforderungen im Hinblick auf zeitliche Flexibilität
3.138)	sf_2015q3_6	challenges w.r.t. weekend work	Anforderungen im Hinblick auf Arbeit am Wochenende
3.139)	sf_2015q3_7	challenges w.r.t. willingness to travel	Anforderungen im Hinblick auf Reisebereitschaft
3.140)	sf_2015q3_8	challenges w.r.t. language skills	Anforderungen im Hinblick auf Sprachkenntnisse
3.141)	sf_2015q3_9	challenges w.r.t. lifelong learning	Anforderungen im Hinblick auf lebenslanges lernen
3.142)	sf_2015q3_10	challenges w.r.t. teamwork abilities	Anforderungen im Hinblick auf Teamfähigkeit
3.143)	sf_2015q3_11	challenges w.r.t. other challenges	Anforderungen im Hinblick auf sonstige Anforderungen
3.144)	sf_2015q3_13	difficulties finding trainees	Schwierigkeiten bei Auszubildendensuche
3.145)	sf_2015q3_14	measure filling trainee positions: promotion at schools	Maßnahmen um Ausbildungsplätze zu besetzen: Werbung an Schulen
3.146)	sf_2015q3_15	measure filling trainee positions: fairs	Maßnahmen um Ausbildungsplätze zu besetzen: Messebesuche
3.147)	sf_2015q3_16	measure filling trainee positions: new channels	Maßnahmen um Ausbildungsplätze zu besetzen: neue Rekrutierungskanäle
3.148)	sf_2015q3_17	measure filling trainee positions: foreign search	Maßnahmen um Ausbildungsplätze zu besetzen: Suche im Ausland
3.149)	sf_2015q3_18	measure filling trainee positions: other	Maßnahmen um Ausbildungsplätze zu besetzen: sonstige
3.150)	sf_2015q3_20	measure filling trainee positions: no special measure	Maßnahmen um Ausbildungsplätze zu besetzen: keine besonderen Maßnahmen
3.151)	sf_2015q4_1	employment of asylum seekers last 24 month	Beschäftigung von Asylbewerbern letzte 24 Monate
3.152)	sf_2015q4_2	employment of asylum seekers currently	derzeitige Beschäftigung von Asylbewerbern
3.153)	sf_2015q4_3	employment of asylum seekers planned next 12 months	Beschäftigung von Asylbewerbern geplant nächste 12 Monate
3.154)	sf_2015q4_4	employment of asylum seekers planned from 2017 on	Beschäftigung von Asylbewerbern geplant ab 2017
3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	geplante Investitionen in Qualifizierungsmaßnahmen von Asylbewerbern
3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	Hürden bei Anstellung von Asylbewerbern: Sprache
3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	Hürden bei Anstellung von Asylbewerbern: Qualifikation
3.158)	sf_2015q4_8	obstacles to employing asylum seekers: minimum wage	Hürden bei Anstellung von Asylbewerbern: Mindestlohn
3.159)	sf_2015q4_9	obstacles to employing asylum seekers: legal frameworks	Hürden bei Anstellung von Asylbewerbern: Rechtliche Rahmenbedingungen
3.160)	sf_2016q1_1	offering internships in general;	Bieten grundsätzlich Praktika an
3.161)	sf_2016q1_2	offering internships since 2015 for voluntary interns	bieten seit 2015 Praktika für freiwillige Praktikanten an
3.162)	sf_2016q1_3	offering internships since 2015 for obligated interns	bieten seit 2015 Praktika für Pflichtpraktikanten an
3.163)	sf_2016q1_4	offering internships before 2015 for voluntary interns	boten vor 2015 Praktika für freiwillige Praktikanten an
3.164)	sf_2016q1_5	offering internships before 2015 for obligated interns	boten vor 2015 Praktika für Pflichtpraktikanten an
3.165)	sf_2016q1_6	average internship duration for voluntary interns	Durchschnittliche Praktikumsdauer für freiwillige Praktikanten
3.166)	sf_2016q1_7	average internship duration for obligated interns	Durchschnittliche Praktikumsdauer für Pflichtpraktikanten
3.167)	sf_2016q1_8	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für freiwillige Praktikanten 2015 gegenüber Vorjahre
3.168)	sf_2016q1_9	internship duration for voluntary interns in 2015 versus previous years	Praktikumsdauer für Pflichtpraktikanten 2015 gegenüber Vorjahren
3.169)	sf_2016q1_10	importance of internships as recruiting tool	Wichtigkeit Praktika als Rekrutierungsinstrument
3.170)	sf_2016q1_11	influence of minimum wage on internships	Einfluss von Mindestlohn auf Praktikumsangebot
3.171)	sf_2016q2_1	home office part of company organization	Home-Office Teil der Unternehmensorganisation
3.172)	sf_2016q2_2	home office offerings: no company presence	Home-Office Angebote: ohne Präsenz
3.173)	sf_2016q2_3	home office offerings: no company presence: usage	Home-Office Angebote: ohne Präsenz: Nutzung
3.174)	sf_2016q2_4	home office offerings: occasional presence	Home-Office Angebote: vereinzelte Präsenz
3.175)	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
3.178)	sf_2016q2_8	home office offerings: variable presence frequencies	Home-Office Angebote: variable Präsenzphasen
3.179)	sf_2016q2_9	home office demographics: mothers	Home-Office Personengruppen: Mütter
3.180)	sf_2016q2_10	home office demographics: mothers: usage	Home-Office Personengruppen: Mütter: Nutzung
3.181)	sf_2016q2_11	home office demographics: fathers	Home-Office Personengruppen: Väter
3.182)	sf_2016q2_12	home office demographics: fathers: usage	Home-Office Personengruppen: Väter: Nutzung
3.183)	sf_2016q2_13	home office demographics: commuters	Home-Office Personengruppen: Pendler
3.184)	sf_2016q2_14	home office demographics: commuters: usage	Home-Office Personengruppen: Pendler: Nutzung
3.185)	sf_2016q2_15	home office demographics: part time employees	Home-Office Personengruppen: Teilzeitbeschäftigte
3.186)	sf_2016q2_16	home office demographics: part time employees: usage	Home-Office Personengruppen: Teilzeitbeschäftigte: Nutzung
3.187)	sf_2016q2_17	home office demographics: full time employees	Home-Office Personengruppen: Vollzeitbeschäftigte
3.188)	sf_2016q2_18	home office demographics: full time employees: usage	Home-Office Personengruppen: Vollzeitbeschäftigte: Nutzung
3.189)	sf_2016q2_19	home office demographics: younger employees (<40 years)	Home-Office Personengruppen: Jüngere Beschäftigte
3.190)	sf_2016q2_20	home office demographics: younger employees (<40 years): usage	Home-Office Personengruppen: Jüngere Beschäftigte: Nutzung
3.191)	sf_2016q2_21	home office demographics: older employees (40+ years)	Home-Office Personengruppen: ältere Beschäftigte
3.192)	sf_2016q2_22	home office demographics: older employees (40+ years): usage	Home-Office Personengruppen: ältere Beschäftigte Nutzung
3.193)	sf_2016q2_23	home office offerings last 5 years	Home-Office Angebote in den letzten 5 Jahren
3.194)	sf_2016q2_24	home office offerings plan end of 2017 versus today	Home-Office Plan Ende 2017 gegenüber heute
3.195)	sf_2016q2_25	reasons for no home office offering: presence required	Gründe für kein Home-Office Angebot: Anwesenheit zwingend erforderlich
3.196)	sf_2016q2_26	reasons for no home office offering: hindered communication	Gründe für kein Home-Office Angebot: erschwerte Kommunikation mit Kollegen
3.197)	sf_2016q2_27	reasons for no home office offering: unclear working time rules	Gründe für kein Home-Office Angebot: unklare Arbeitszeitenregelung
3.198)	sf_2016q2_28	reasons for no home office offering: lower productivity	Gründe für kein Home-Office Angebot: niedrigere Arbeitsproduktivität
3.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	Gründe für kein Home-Office Angebot: unzureichende IT-Ausstattung
3.200)	sf_2016q2_30	reasons for no home office offering: IT security	Gründe für kein Home-Office Angebot: IT-Sicherheit
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	Gründe für kein Home-Office Angebot: Datenschutz

3.202)	sf_2016q2_32	reasons for no home office offering: others	Gründe für kein Home-Office Angebot: sonstiges
3.203)	sf_2016q2_33	reasons for no home office offering: others description	Gründe für kein Home-Office Angebot: Beschreibung sonstiges
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	Einstellung von Bachelor/Master Absolventen letzte 10 Jahre
3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	Einstellung von Bachelor Absolventen letzte 10 Jahre
3.206)	sf_2016q3_3	employment of master graduates last 10 years	Einstellung von Master Absolventen letzte 10 Jahre
3.207)	sf_2016q3_4	employment of diploma graduates last 10 years	Einstellung von Diplom 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 employment adjusted for bachelor/master	Neubeschäftigung an Bachelor/Master Absolventen angepasst
3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	Neubeschäftigung an Bachelor/Master angepasst: Stellenprofile
3.212)	sf_2016q3_9	new employment adjusted for bachelor/master: new jobs created	Neubeschäftigung an Bachelor/Master angepasst: neue Stellen
3.213)	sf_2016q3_10	new employment adjusted for bachelor/master: specific entry programs	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsprogramme
3.214)	sf_2016q3_11	new employment adjusted for bachelor/master: entry wages	Neubeschäftigung an Bachelor/Master angepasst: Einstiegsgehälter
3.215)	sf_2016q3_12	new employment adjusted for bachelor/master: less/more responsibility	Neubeschäftigung an Bachelor/Master angepasst: weniger/mehr Verantwortung
3.216)	sf_2016q3_13	satisfaction with education of graduates	Zufriedenheit mit Ausbildung von Hochschulabsolventen
3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	Änderung der Zufriedenheit mit Ausbildung der Hochschulabsolventen
3.218)	sf_2016q4_1	problems filling vacancies	Schwierigkeiten offene Stellen zu besetzen
3.219)	sf_2016q4_2	problems filling vacancies: managers	Schwierigkeiten offene Stellen zu besetzen: Führungskräfte
3.220)	sf_2016q4_3	problems filling vacancies: skilled workers	Schwierigkeiten offene Stellen zu besetzen: Facharbeiter
3.221)	sf_2016q4_4	problems filling vacancies: employees	Schwierigkeiten offene Stellen zu besetzen: Angestellte
3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	Schwierigkeiten offene Stellen zu besetzen: Hilfskräfte
3.223)	sf_2016q4_6	55+ year olds employed	Mitarbeiter 55 oder älter
3.224)	sf_2016q4_7	employees used 'retirement with 63'	Angestellte machten von "Rente ab 63" Gebrauch
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	Angestellte machten von "Rente ab 63" Gebrauch: Führungskräfte
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	Angestellte machten von "Rente ab 63" Gebrauch: Facharbeiter
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	Angestellte machten von "Rente ab 63" Gebrauch: Angestellte
3.228)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	Angestellte machten von "Rente ab 63" Gebrauch: Hilfskräfte
3.229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung
3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: welche
3.231)	sf_2016q4_14	employees used 'retirement with 63': reemployment: change of job profile	Angestellte machten von "Rente ab 63" Gebrauch: wiederbesetzung: Änderung des Tätigkeitsprofils
3.232)	sf_2016q4_15	employment of people receiving pension	Beschäftigung von Rentenbeziehern
3.233)	sf_2016q4_16	employment of people receiving pension: mini job	Beschäftigung von Rentenbeziehern: Minijob
3.234)	sf_2016q4_17	employment of people receiving pension: part time employees	Beschäftigung von Rentenbeziehern: Teilzeitarbeiter
3.235)	sf_2016q4_18	employment of people receiving pension: freelancers	Beschäftigung von Rentenbeziehern: freie Mitarbeiter
3.236)	sf_2016q4_19	employment of people receiving pension: others	Beschäftigung von Rentenbeziehern: sonstiges
3.237)	sf_2016q4_20	employment of people receiving pension: others description	Beschäftigung von Rentenbeziehern: Beschreibung sonstiges
3.238)	sf_2016q4_21	usage of flexi pension expected	Nutzung der Flexi-Rente erwartet
3.239)	sf_2016q4_22	flexi pension: expectation that employees will work longer	Flexi-Rente: Erwartung, dass Angestellte länger arbeiten
3.240)	sf_2016q4_23	measures to keep older employees in company	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten
3.241)	sf_2016q4_24	measures to keep older employees in company: more flexible working models	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: flexiblere Arbeitsmodelle
3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: altersgerechte Arbeitsplätze
3.243)	sf_2016q4_26	measures to keep older employees in company: health promotion	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Gesundheitsförderung
3.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Altersteilzeit
3.245)	sf_2016q4_28	measures to keep older employees in company: specific further training	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: gezielte Weiterbildungen
3.246)	sf_2016q4_29	measures to keep older employees in company: others	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: sonstiges
3.247)	sf_2016q4_30	measures to keep older employees in company: others description	Maßnahmen um ältere Beschäftigte im Unternehmen zu halten: Beschreibung sonstiges
3.248)	sf_2017q1_1	number of new employees (hired in the past 24 month)	Anzahl Neueinstellungen (in letzten 24 Monaten)
3.249)	sf_2017q1_2	employment of refugees (in the past 24 month)	Beschäftigung von Geflüchteten (in letzten 24 Monaten)
3.250)	sf_2017q1_3	employment of refugees: if yes: How many?	Beschäftigung von Geflüchteten: ja: Anzahl
3.251)	sf_2017q1_4	employment of refugees: if yes: refugees are employed as: apprentices	Beschäftigung von Geflüchteten: ja: Auszubildende
3.252)	sf_2017q1_5	employment of refugees: if yes: refugees are employed as: trainees	Beschäftigung von Geflüchteten: ja: Praktikanten
3.253)	sf_2017q1_6	employment of refugees: if yes: refugees are employed as: assistants	Beschäftigung von Geflüchteten: ja: Hilfskräfte
3.254)	sf_2017q1_7	employment of refugees: if yes: refugees are employed as: seasonal workers	Beschäftigung von Geflüchteten: ja: Saisonarbeitskräfte
3.255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	Beschäftigung von Geflüchteten: ja: Fachkräfte
3.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	Beschäftigung von Geflüchteten: ja: sonstige
3.257)	sf_2017q1_10	employment of refugees: if yes: refugees are employed as: others description	Beschäftigung von Geflüchteten: ja: sonstige Beschreibung
3.258)	sf_2017q1_11	(planned) temporary employment of refugees	(geplante) Zeitarbeitbeschäftigung von Geflüchteten
3.259)	sf_2017q1_12	use of governmental measures of encouragement by refugee employment	Inanspruchnahme von Fördermöglichkeiten
3.260)	sf_2017q1_13	use of governmental measures of encouragement by refugee employment: if yes: description	Inanspruchnahme von Fördermöglichkeiten: ja: Beschreibung
3.261)	sf_2017q1_14	current obstacles of refugee employment: priority check	Hindernisse Beschäftigung Geflüchteter: Vorrangprüfung
3.262)	sf_2017q1_15	current obstacles of refugee employment: governmental approval	Hindernisse Beschäftigung Geflüchteter: Behördliche Zustimmung
3.263)	sf_2017q1_16	current obstacles of refugee employment: employment ban (safe orin)	Hindernisse Beschäftigung Geflüchteter: Beschäftigungsverbot
3.264)	sf_2017q1_17	current obstacles of refugee employment: resident status	Hindernisse Beschäftigung Geflüchteter: Aufenthaltsstatus
3.265)	sf_2017q1_18	current obstacles of refugee employment: recognition of professional qualifications/degrees	Hindernisse Beschäftigung Geflüchteter: Anerkennung Abschlüsse
3.266)	sf_2017q1_19	current obstacles of refugee employment: duration of the governmental procedure	Hindernisse Beschäftigung Geflüchteter: Verfahrensdauer
3.267)	sf_2017q1_20	current obstacles of refugee employment: internal management of screening processes	Hindernisse Beschäftigung Geflüchteter: Interne Verwaltung Prüfverfahren
3.268)	sf_2017q1_21	current obstacles of refugee employment: internal support	Hindernisse Beschäftigung Geflüchteter: Betriebsinterne Betreuung
3.269)	sf_2017q1_22	current obstacles of refugee employment: others	Hindernisse Beschäftigung Geflüchteter: sonstiges
3.270)	sf_2017q1_23	current obstacles of refugee employment: others description	Hindernisse Beschäftigung Geflüchteter: sonstiges beschreibung
3.271)	sf_2017q2_1	development of the staffing level - medium term	Entwicklung Personalbestand - mittelfristig
3.272)	sf_2017q2_2	impact of digitalisation on staffing level	Einfluss Digitalisierung auf Personalbestand
3.273)	sf_2017q2_3	digitalisation causes	Folgen von Digitalisierung
3.274)	sf_2017q2_4	employee turnover in company	Mitarbeiterfluktuation
3.275)	sf_2017q2_5	importance of employee loyalty in company	Mitarbeiterbindung
3.276)	sf_2017q2_6	impact of digitalisation on industry	Betroffenheit der Branche durch Digitalisierung
3.277)	sf_2017q2_7	preparation of staffing level concerning changes due to digitalisation	Personalbestand auf Digitalisierung vorbereitet
3.278)	sf_2017q2_8	reaction and valuation to new requirements: new hires	Reaktion auf Digitalisierung: Neueinstellungen
3.279)	sf_2017q2_9	reaction and valuation to new requirements: advanced training	Reaktion auf Digitalisierung: Weiterbildung
3.280)	sf_2017q2_10	reaction and valuation to new requirements: internal relocations	Reaktion auf Digitalisierung: Interne Versetzung
3.281)	sf_2017q2_11	reaction and valuation to new requirements: outsourcing	Reaktion auf Digitalisierung: Outsourcing
3.282)	sf_2017q2_12	reaction and valuation to new requirements: others	Reaktion auf Digitalisierung: sonstige
3.283)	sf_2017q2_13	reaction and valuation to new requirements: others description	Reaktion auf Digitalisierung: sonstige Beschreibung
3.284)	sf_2017q2_14	gain of knowledge due to new hires	Wissenszugewinn durch Neueinstellungen
3.285)	sf_2017q3_1	daily working hours at full employment	tägliche Arbeitzeit bei Vollzeitbeschäftigung
3.286)	sf_2017q3_2	impact of relaxation of the legal framework on daily working hours	Auswirkung gelockterter gesetzlicher Rahmenbedingungen
3.287)	sf_2017q3_3	impact on employment - medium term: elimination of unfounded fixed term employment	Entwicklung Personalbestand: Abschaffung sachgrundloser Befristungen
3.288)	sf_2017q3_4	impact on employment - medium term: transparency law concerning remuneration	Entwicklung Personalbestand: Entgelttransparenzgesetz
3.289)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment	Entwicklung Personalbestand: flexible Vollzeit
3.290)	sf_2017q3_6	impact on employment - medium term: claim for part-time employment	Entwicklung Personalbestand: Anspruch auf Teilzeit
3.291)	sf_2017q3_7	impact on employment - medium term: right of return to full-time employment	Entwicklung Personalbestand: Rückkehrrecht in Vollzeit
3.292)	sf_2017q3_8	impact on employment - medium term: elimination of 11 hours rest period	Entwicklung Personalbestand: Streichung der 11std. Ruhezeit
3.293)	sf_2017q3_9	impact on employment - medium term: right of sabbatical	Entwicklung Personalbestand: Recht auf Sabbatjahr
3.294)	sf_2017q3_10	impact on employment - medium term: long-term accounts	Entwicklung Personalbestand: Langzeitkonten
3.295)	sf_2017q3_11	impact on employment - medium term: immigration point system	Entwicklung Personalbestand: Einwanderungspunktesystem
3.296)	sf_2017q3_12	other election campaign issue: important	Themen im Wahlkampf: wichtig
3.297)	sf_2017q3_13	other election campaign issue: problematic	Themen im Wahlkampf: problematisch
3.298)	sf_2017q4_1	different remunerations among similar positions/activities	Entgeltunterschiede zwischen Mitarbeitern
3.299)	sf_2017q4_2	reasons for different remunerations: educational attainment	Gründe für Entgeltunterschiede: Bildungsabschluss

3.300)	sf_2017q4_3	reasons for different remunerations: work experience	Gründe für Entgeltunterschiede: Berufserfahrung
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 remunerations: fixed term employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Befristung
3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Teil-/Vollzeit
3.310)	sf_2017q4_13	labor law explanations of different remunerations: temporary employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Zeitarbeit
3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Tarifbindung
3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Betriebszugehörigkeit
3.313)	sf_2017q4_16	labor law explanations of different remunerations: individual negotiating skills	Entgeltunterschieden Arbeitsrechtliche Charakteristika: Verhandlungsgeschick
3.314)	sf_2017q4_17	labor law explanations of different remunerations: others	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere
3.315)	sf_2017q4_18	labor law explanations of different remunerations: others description	Entgeltunterschieden Arbeitsrechtliche Charakteristika: andere Beschreibung
3.316)	sf_2017q4_19	measures for reduction of different remunerations: transparent remuneration system	Entgeltunterschiede Maßnahmen: transparentes Vergütungssystem
3.317)	sf_2017q4_20	measures for reduction of different remunerations: tariff agreement	Entgeltunterschiede Maßnahmen: Tarifbindung
3.318)	sf_2017q4_21	measures for reduction of different remunerations: ombudsperson	Entgeltunterschiede Maßnahmen: Ombudsperson
3.319)	sf_2017q4_22	measures for reduction of different remunerations: none	Entgeltunterschiede Maßnahmen: keine
3.320)	sf_2017q4_23	measures for reduction of different remunerations: others	Entgeltunterschiede Maßnahmen: andere
3.321)	sf_2017q4_24	measures for reduction of different remunerations: 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	facilitating strategies for a wage increase: further training	Strategien zur Lohnerhöhung: Weiterbildung
3.326)	sf_2017q4_29	facilitating strategies for a wage increase: willingness to work more	Strategien zur Lohnerhöhung: Mehrarbeit
3.327)	sf_2017q4_30	facilitating strategies for a wage increase: take voluntarily additional responsibility	Strategien zur Lohnerhöhung: Verantwortung
3.328)	sf_2017q4_31	facilitating strategies for a wage increase: always do a good job	Strategien zur Lohnerhöhung: gute Arbeit leisten
3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	Strategien zur Lohnerhöhung: Lohnverhandlungen
3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	Strategien zur Lohnerhöhung: andere
3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	Strategien zur Lohnerhöhung: andere Beschreibung
3.332)	sf_2017q4_35	additional to facilitating strategies for a wage increase: gender (employee)	zu Strategien zur Lohnerhöhung: Geschlecht Arbeitnehmer

## 1. Identification variables

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

1.1) **year** year since 2008 quarterly

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

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

1.2) **quarter** quarter since 2008 quarterly

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

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

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

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

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

1.4) **wgroup** weightgroup since 2008 quarterly

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

[15] food products, bev. and tobacco

[17] textiles and textile products

[20] wood and paper products

[24] chemicals and chemical products

[27] metal products etc.

[29] machinery and equipment n.e.c.

[30] electrical and optical equipment

[34] transport equipment

[51] wholesale and retail trade

[55] hotels and restaurants

[60] transp., storage and communication

[64] real est. act. and renting  
Verm. bewegl. Sachen

[72] computer and related activities

[74] lawyers / market research  
/ business consulting

[99] other service act.

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

1.5) **id** idnum since 2008 quarterly

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

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

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

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

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

## 2. Standard questions

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

2.1)	extrah_tq	current relevance of extra hours	since 2008	quarterly
------	-----------	----------------------------------	------------	-----------

### Wording of question

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

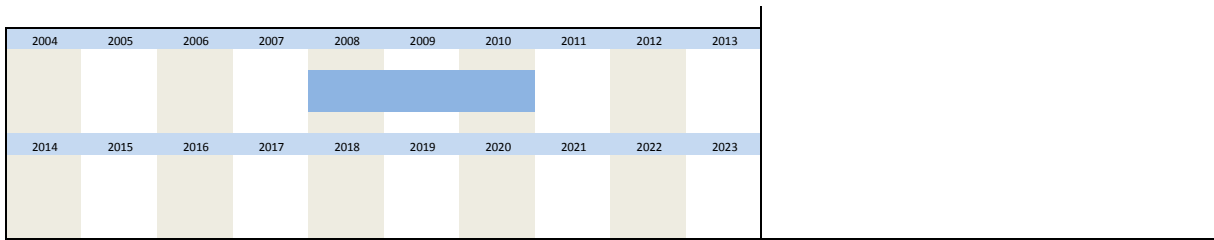
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

2.2)	extrah_lq	relevance of extra hours compared to last quarter	2008 to 01/2010	quarterly
------	-----------	---	-----------------	-----------

### Wording of question

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





No.	Name	Label	Survey period	Survey frequency
2.3)	extrah_nq	expected relevance of extra hours next quarter	from 2008-2014	quarterly

**Wording of question**

since 01/2008

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

Instruments:

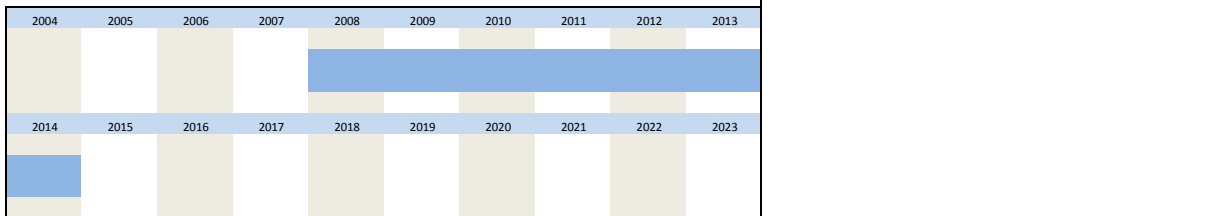
next quarter the importance will be

- extra hours

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

Further information

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
2.4)	extrah_no	no extra hours	since 2013	Quartalsweise

**Wording of question**

since 01/2013

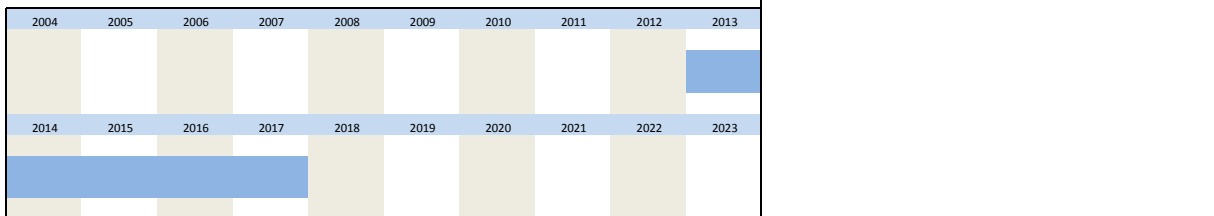
**A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)**

Instruments:

- extra hours      no application [1]

Further information

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
2.5)	temp_tq	current relevance of temporary contracts	since 2008	quarterly

**Wording of question**

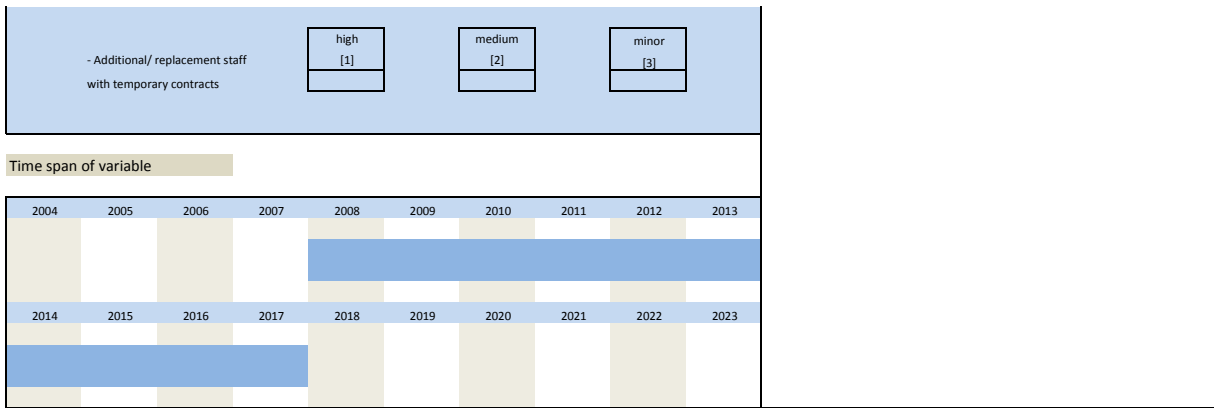
since 01/2008

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

Instruments:

The current importance in the company is...

Further information



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

2.6)	temp_lq	relevance of temporary contracts compared to last quarter	2008 to 01/2010	quarterly
------	---------	---	-----------------	-----------

**Wording of question**

since 01/2008

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

Instruments:

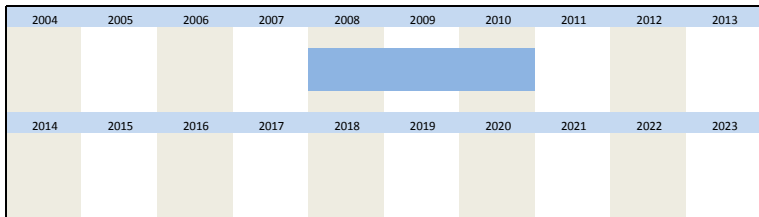
compared to previous quarter the importance is

- Additional/ replacement staff with temporary contracts	higher [1]	unchanged [2]	smaller [3]
--	---------------	------------------	----------------

**Further information**

Inquired until the first quarter of 2010

**Time span of variable**



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

2.7)	temp_nq	expected relevance of temporary contracts next quarter	from 2008-2014	quarterly
------	---------	--	----------------	-----------

**Wording of question**

since 01/2008

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

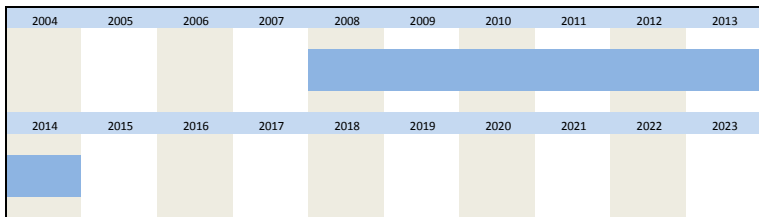
Instruments:

next quarter the importance will be

- Additional/ replacement staff with temporary contracts	higher [1]	unchanged [2]	smaller [3]
--	---------------	------------------	----------------

**Further information**

**Time span of variable**



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

2.8) temp\_no no temporary contracts since 2013 Quartalsweise

Wording of question

since 01/2013

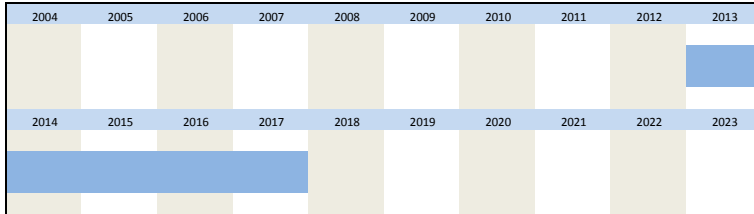
**A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)**

Instruments:

- Additional/ replacement staff with temporary contracts  no application [1]

Further information

Time span of variable



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

2.9) mini\_tq current relevance of mini-jobs since 2008 quarterly

Wording of question

since 01/2008

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

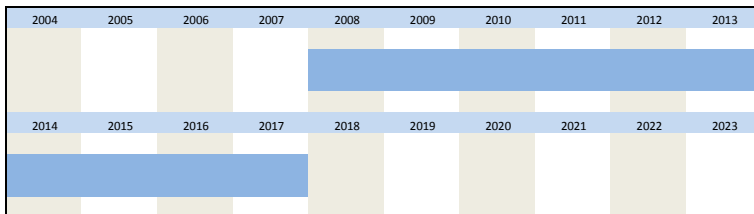
Instruments:

The current importance in the company is...

- Additional/ replacement staff with minijobs/midjobs  high [1]  medium [2]  minor [3]

Further information

Time span of variable



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

2.10) mini\_lq relevance of mini-jobs compared to last quarter 2008 to 01/2010 quarterly

Wording of question

since 01/2008

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

Instruments:

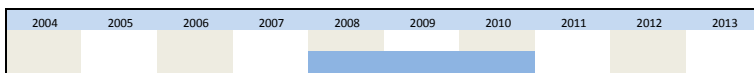
compared to previous quarter the importance is

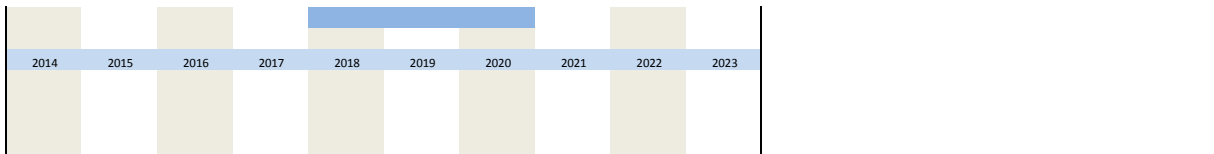
- Additional/ replacement staff with minijobs/midjobs  higher [1]  unchanged [2]  smaller [3]

Further information

Inquired until the first quarter of 2010

Time span of variable





No.	Name	Label	Survey period	Survey frequency
2.11)	mini_nq	expected relevance of mini-jobs next quarter	from 2008-2014	quarterly

Wording of question

since 01/2008

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

Instruments:

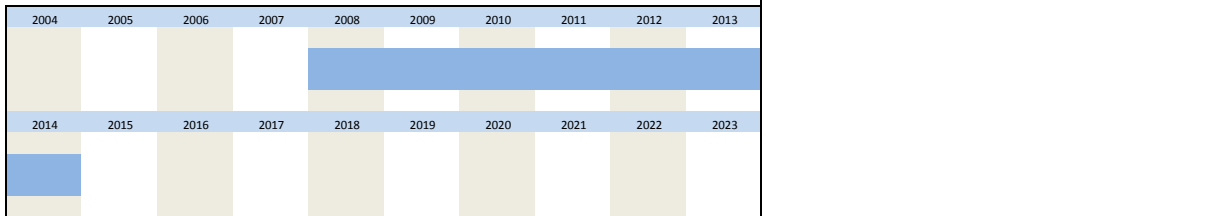
next quarter the importance will be

- Additional/ replacement staff with minijobs/midijobs

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

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
2.12)	mini_no	no mini-jobs	since 2013	Quartalsweise

Wording of question

since 01/2013

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

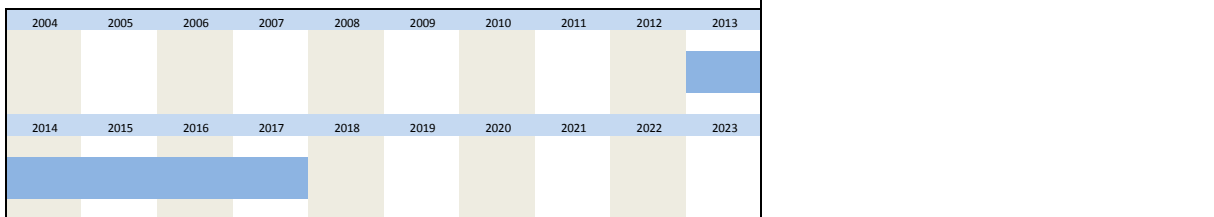
Instruments:

- Additional/ replacement staff with minijobs/midijobs

no application [1]

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
2.13)	agency_tq	current relevance of agency workers	since 2008	quarterly

Wording of question

since 01/2008

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

Instruments:

The current importance in the company is...

high      medium      minor

Further information

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

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

2.14)	agency_lq	relevance of agency workers compared to last quarter	2008 to 01/2010	quarterly
-------	-----------	--	-----------------	-----------

Wording of question

since 01/2008	Further information								
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>compared to previous quarter the importance is</p> <p>- Usage of agency workers</p> <p>higher [1]      unchanged [2]      smaller [3]</p>	Inquired until the first quarter of 2010								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

2.15)	agency_nq	expected relevance of agency workers next quarter	from 2008-2014	quarterly
-------	-----------	---	----------------	-----------

Wording of question

since 01/2008	Further information								
<p>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</p> <p>Instruments:</p> <p>next quarter the importance will be</p> <p>- Usage of agency workers</p> <p>higher [1]      unchanged [2]      smaller [3]</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

**Wording of question**

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

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

**Wording of question**

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

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

**Wording of question**

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

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

2.19)	free_nq	expected relevance of freelancers next quarter	from 2008-2014	quarterly
-------	---------	--	----------------	-----------

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Usage of freelancers</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	Further information																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

2.20)	free_no	no freelancers	since 2013	Quartalsweise
-------	---------	----------------	------------	---------------

Wording of question

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Usage of freelancers</p> <div style="display: flex; justify-content: center; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;"></div> <span>no application [1]</span> </div>	Further information																																								
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

2.21)	outsour_tq	current relevance of outsourcing	since 2008	quarterly
-------	------------	----------------------------------	------------	-----------

Wording of question

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

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

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

2.22)	outsour_lq	relevance of outsourcing compared to last quarter	2008 to 01/2010	quarterly
-------	------------	---	-----------------	-----------

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="padding-left: 40px;">compared to previous quarter the importance is</p> <p>- Outsourcing</p> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p> <p>Inquired until the first quarter of 2010</p>
--	--

Time span of variable

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

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

2.23)	outsour_nq	expected relevance of outsourcing next quarter	from 2008-2014	quarterly
-------	------------	--	----------------	-----------

Wording of question

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="padding-left: 40px;">next quarter the importance will be</p> <p>- Outsourcing</p> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	<p>Further information</p>
---	----------------------------

Time span of variable

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

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

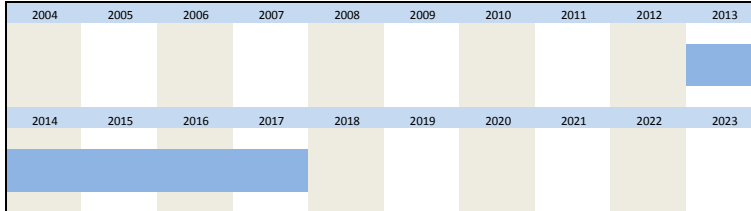
2.24)	outsour_no	no outsourcing	since 2013	Quartalsweise
-------	------------	----------------	------------	---------------



Wording of question

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

Time span of variable

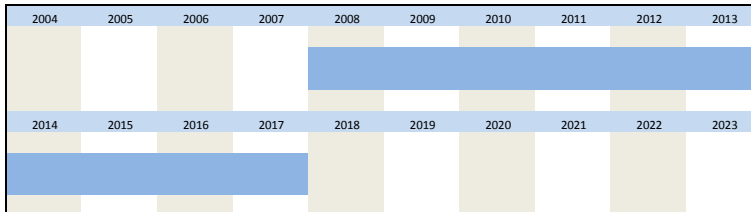


No.	Name	Label	Survey period	Survey frequency
2.25)	internal_tq	current relevance of internal realisations	since 2008	quarterly

Wording of question

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

Time span of variable

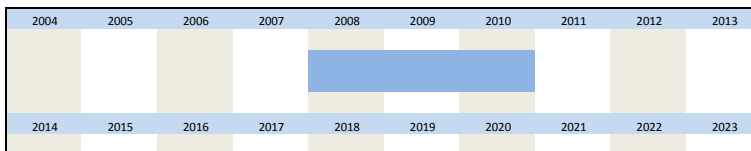


No.	Name	Label	Survey period	Survey frequency
2.26)	internal_lq	relevance of internal realisations compared to last quarter	2008 to 01/2010	quarterly

Wording of question

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

Time span of variable



--	--	--	--	--	--

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

2.27)	internal_nq	expected relevance of internal realisations next quarter	from 2008-2014	quarterly
-------	-------------	---	----------------	-----------

**Wording of question**

<p>since 01/2008</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p style="text-align: center;">next quarter the importance will be</p> <p>- Internal realisations</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">higher [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">smaller [3]</div> </div>	Further information																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

2.28)	internal_no	no internal realisations	since 2013	Quartalsweise
-------	-------------	--------------------------	------------	---------------

**Wording of question**

<p>since 01/2013</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>- Internal realisations</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">no application [1]</div>	Further information																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

2.29)	accounts_tq	current relevance of working-time accounts	since 2008	quarterly
-------	-------------	--	------------	-----------

**Wording of question**

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

since 04/2010

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

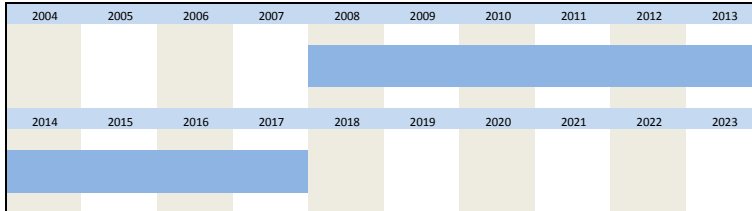
Instruments:

The current importance in the company is...

- working-time accounts /  
gliding time accounts

high [1]	medium [2]	minor [3]
-------------	---------------	--------------

Time span of variable



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

2.30)	accounts_lq	relevance of working-time accounts compared to last quarter	2008 to 01/2010	quarterly
-------	-------------	---	-----------------	-----------

Wording of question

since 01/2008

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

Instruments:

compared to previous quarter the importance is

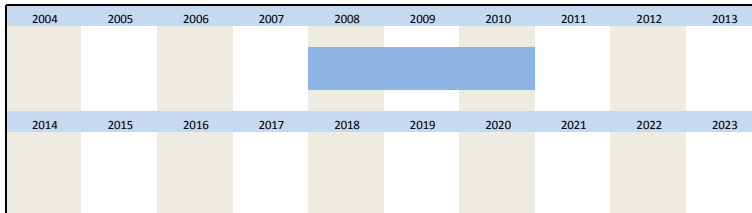
- working-time accounts

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

Further information

Inquired until the first quarter of 2010

Time span of variable



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

2.31)	accounts_nq	expected relevance of working-time accounts next quarter	from 2008-2014	quarterly
-------	-------------	--	----------------	-----------

Wording of question

01/2008 to 01/2010

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

Instruments:

next quarter the importance will be

- working-time accounts

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

Further information

since 04/2010

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

Instruments:

next quarter the importance will be

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

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

**Time span of variable**

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

No.	Name	Label	Survey period	Survey frequency
2.32)	accounts_no	no working-time accounts	since 2013	Quartalsweise

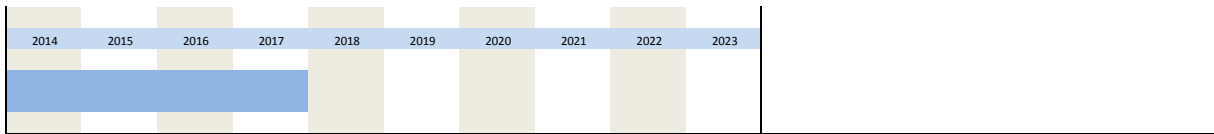
**Wording of question**

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

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

**Wording of question**

<p>01/2008 to 01/2010</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general</p> <p>high [1]      medium [2]      minor [3]</p>	<b>Further information</b>																				
<p>since 04/2010</p> <p><b>A) What importance do the following instruments of flexibilisation have for your company? (only for your companies in Germany)</b></p> <p>Instruments:</p> <p>The current importance in the company is...</p> <p>- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)</p> <p>high [1]      medium [2]      minor [3]</p>																					
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



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

2.34) flex\_lq relevance of flexibilisation measures compared to last quarter 2008 to 01/2010 quarterly

**Wording of question**

since 01/2008

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

Instruments: compared to previous quarter the importance is

- Flexibilisation measures w.r.t. staff in general

higher  
[1]

unchanged  
[2]

smaller  
[3]

Further information

Inquired until the first quarter of 2010

**Time span of variable**

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

2.35) flex\_nq expected relevance of flexibilisation measures next quarter from 2008-2014 quarterly

**Wording of question**

01/2008 to 01/2010

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

Instruments: next quarter the importance will be

- Flexibilisation measures w.r.t. staff in general

higher  
[1]

unchanged  
[2]

smaller  
[3]

since 04/2010

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

Instruments: next quarter the importance will be

- Flexibilisation measures w.r.t. staff in general (incl. Measures not mentioned above)

higher  
[1]

unchanged  
[2]


smaller  
[3]

**Time span of variable**

### 3. Special questions

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

#### Wording of question

	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

#### Wording of question

<p>2nd quarter 2008</p> <p><b>B) Is the international financial crisis directly or indirectly going to lead to changes regarding the number of employees in your company? (in Germany)</b></p> <p style="text-align: center;"> <input type="checkbox"/> yes [1]                      <input type="checkbox"/> no [2]         </p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

#### Wording of question

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

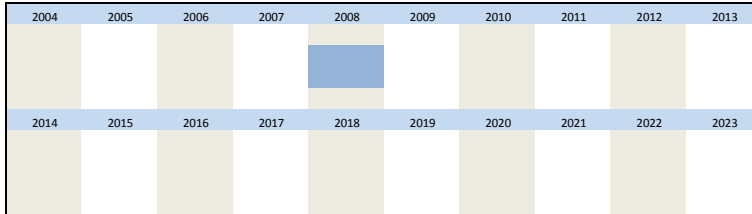
slight increase [2]

almost no change [3]

slight reduction [4]

strong reduction [5]

Time span of variable



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

3.4)	sf_2008q3_1	reduction in shortage of skilled labour	3rd quarter 2008	once
------	-------------	---	------------------	------

Wording of question

3rd quarter 2008

**B) Academics from ten new EU countries are supposed to have easier access to the German job market from 01/01/2009 on (see supplementary sheet for explanations). Is this measure going to help reduce the shortage of skilled labour in your company?**

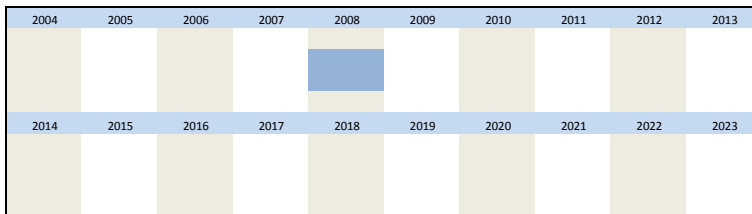
yes [1]

no [2]

no shortage of skilled labour [3]

Further information

Time span of variable



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

3.5)	sf_2008q4_1	expenditures on further education in 2009 compared to current state	4th quarter 2008	once
------	-------------	---	------------------	------

Wording of question

4th quarter 2008

**B) A structural shortage of skilled labour is discussed publicly. Is your company going to ... the expenditures for further education in 2009?**

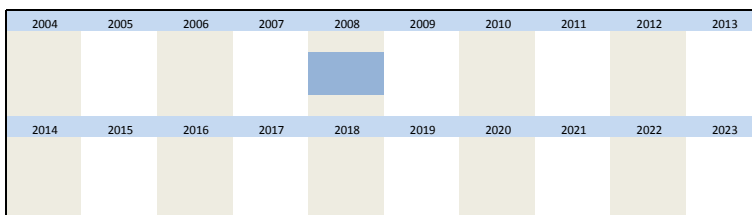
increase [1]

unchanged [2]

reduction [3]

Further information

Time span of variable



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

3.6)	sf_2009q1_1	reduction of operational dismissals	1st quarter 2009	once
------	-------------	-------------------------------------	------------------	------

**Wording of question**

<p>2nd quarter 2009</p> <p><b>B) The payment period for short-time allowance is prolonged from 6 to 18 months now. Does this prolongation help to avoid operational dismissals in your industry?</b></p> <p><input type="checkbox"/> yes, significantly [1]</p> <p><input type="checkbox"/> yes, slightly [2]</p> <p><input type="checkbox"/> no [3]</p> <p><input type="checkbox"/> operational dismissals generally rare [4]</p>	Further information																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.7)	sf_2009q2_1	assessment of measures for easing the burden of social security contributions	2nd quarter 2009	once
------	-------------	---	------------------	------

**Wording of question**

<p>2nd quarter 2009</p> <p><b>B) The economic-growth package II of the Federal Government also contains measures to relieve the companies and employees with the social insurance contributions by about 12 bn. (especially the health insurance contributions are reduced by 0,6 percentage points).</b></p> <p><b>How do you assess these measures for your company?</b></p> <p><input type="checkbox"/> big relief [1]</p> <p><input type="checkbox"/> slight relief [2]</p> <p><input type="checkbox"/> almost no relief [3]</p>	Further information																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.8)	sf_2009q3_1	development of staff size in 2nd half of 2009 compared to current state	3rd quarter 2009	once
------	-------------	---	------------------	------

**Wording of question**

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation. How is the number of employees likely to be changed <u>compared to the current state</u>?</b></p> <p><b>In the ... the number of employees in our company is going to ...</b></p> <p>2nd half year 2009</p> <p><input type="checkbox"/> increase [1]</p>	Further information
--	---------------------



<input type="checkbox"/> no change [2] <input type="checkbox"/> reduction [3] <input type="checkbox"/> cannot be stated [4]																																								
<b>Time span of variable</b>																																								
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																															
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																															

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

3.9)	sf_2009q3_2	development of staff size in 1st half of 2010 compared to current state	3rd quarter 2009	once
------	-------------	---	------------------	------

**Wording of question**

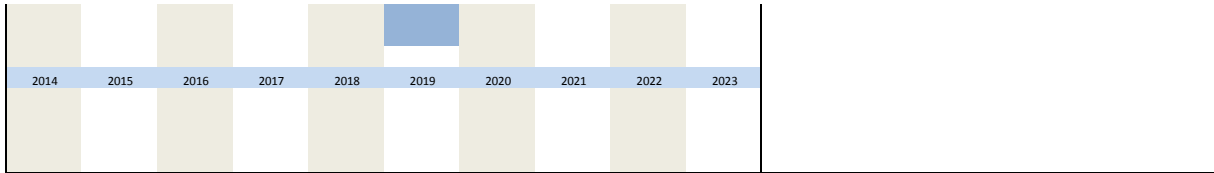
<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation.</b>  <b>How is the number of employees likely to be changed compared to the current state?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>1st half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

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

3.10)	sf_2009q3_3	development of staff size in 2nd half of 2010 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

**Wording of question**

<p>3rd quarter 2009</p> <p><b>B) Some economic indicators (e.g. incoming orders) advert to an economic stabilisation.</b>  <b>How is the number of employees likely to be changed compared to the current state?</b></p> <p>In the ... the number of employees in our company is going to ...</p> <p>2nd half year 2010</p> <input type="checkbox"/> increase [1] <input type="checkbox"/> no change [2] <input type="checkbox"/> reduction [3] <input type="checkbox"/> cannot be stated [4]	<b>Further information</b>																				
<b>Time span of variable</b>																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



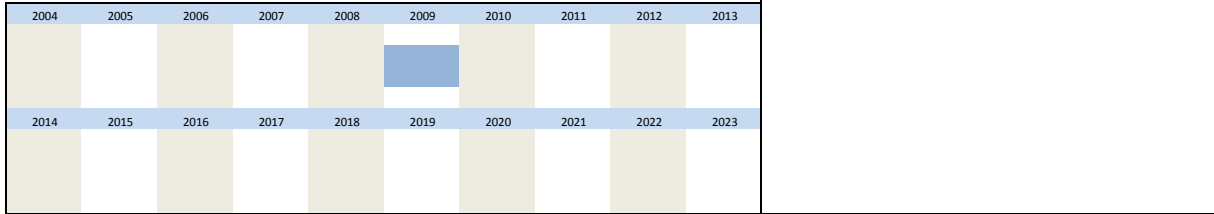
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.11)	sf_2009q3_4	development of staff size in 2011 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

**Wording of question**

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

**Time span of variable**



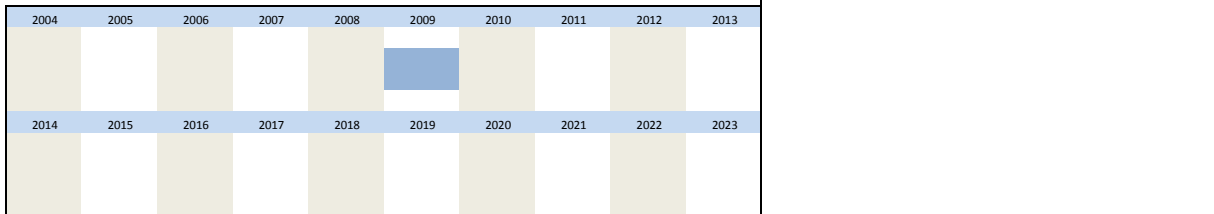
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.12)	sf_2009q3_5	development of staff size in 2012 compared to current state	3rd quarter 2009	once
-------	-------------	---	------------------	------

**Wording of question**

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

**Time span of variable**



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

3.13) **sf\_2009q3\_6** development of staff size in 2013 compared to current state **3rd quarter 2009** once

**Wording of question**

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

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

3.14) **sf\_2009q4\_1** impact of economic measures on economic growth in the medium run **4th quarter 2009** once

**Wording of question**

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

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

3.15) **sf\_2010q1\_1** plans w.r.t short-time work in 2010 **1st quarter 2010** once

**Wording of question**

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

short-time work [1]	employing short-time work [2]	stated [3]							
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.16) sf\_2010q1\_2 currently no short-time work: 1st quarter 2010 once

Wording of question

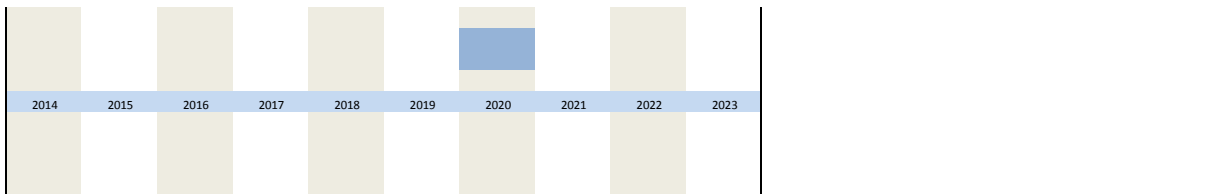
<p>1st quarter 2010</p> <p><b>B) What are the plans for the year 2010 of your company regarding short-time work?</b></p> <p><input type="checkbox"/> currently no short-time work [1]</p> <p><input type="checkbox"/> currently employing short-time work [2]</p> <p><input type="checkbox"/> cannot be stated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

3.17) sf\_2010q1\_3 currently employing short-time work: 1st quarter 2010 once

Wording of question

<p>1st quarter 2010</p> <p><b>B) What are the plans for the year 2010 of your company regarding short-time work?</b></p> <p><input type="checkbox"/> currently no short-time work [1]</p> <p><input type="checkbox"/> currently employing short-time work [2]</p> <p><input type="checkbox"/> cannot be stated [3]</p> <p><b>if "currently employing short-time work"</b></p> <p><input type="checkbox"/> extension of short-time work [1]</p> <p><input type="checkbox"/> keeping current extent [2]</p> <p><input type="checkbox"/> reduction of short-time work [3]</p> <p><input type="checkbox"/> reduction by dismissal [4]</p> <p><input type="checkbox"/> reduction without dismissal [5]</p>	Further information								
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013



No.	Name	Label	Survey period	Survey frequency
3.18)	sf_2010q2_1	handling of football world-cup	2nd quarter 2010	once

Wording of question

<p>2nd quarter 2010</p> <p><b>B) Many of the matches of the football world-cup that starts in June are going to take place during the classic working hours. How does your company deal with that?</b></p> <p><input type="text"/> breaks are allowed [1]</p> <p><input type="text"/> world-cup cannot be taken account of [2]</p> <p><input type="text"/> cannot be stated [3]</p>	Further information																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td> <td>2005</td> <td>2006</td> <td>2007</td> <td>2008</td> <td>2009</td> <td>2010</td> <td>2011</td> <td>2012</td> <td>2013</td> </tr> </table> <table border="1"> <tr> <td>2014</td> <td>2015</td> <td>2016</td> <td>2017</td> <td>2018</td> <td>2019</td> <td>2020</td> <td>2021</td> <td>2022</td> <td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.19)	sf_2010q2_2	breaks are considered...	2nd quarter 2010	once

Wording of question

<p>2nd quarter 2010</p> <p><b>B) Many of the matches of the football world-cup that starts in June are going to take place during the classic working hours. How does your company deal with that?</b></p> <p><input checked="" type="checkbox"/> breaks are allowed</p> <p>the breaks are considered</p> <p><input type="text"/> working time [1]</p> <p><input type="text"/> leisure [2]</p>	Further information																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td> <td>2005</td> <td>2006</td> <td>2007</td> <td>2008</td> <td>2009</td> <td>2010</td> <td>2011</td> <td>2012</td> <td>2013</td> </tr> </table> <table border="1"> <tr> <td>2014</td> <td>2015</td> <td>2016</td> <td>2017</td> <td>2018</td> <td>2019</td> <td>2020</td> <td>2021</td> <td>2022</td> <td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.20)	sf_2010q2_3	allowance to interrupt applies for...	2nd quarter 2010	once

Wording of question

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

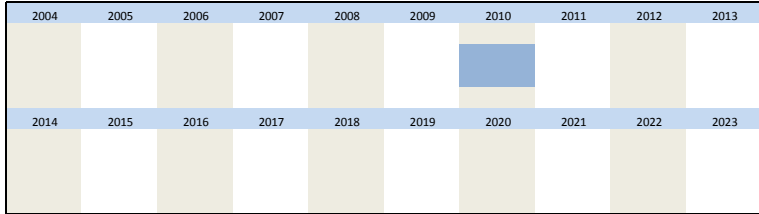
breaks are allowed

allowance to interrupt applies for...

all employees [1]

certain employees/departments only [2]

Time span of variable



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

3.21)	sf_2010q3_1	tendency towards short-term contracts among recruitments in the next 12 months	3rd quarter 2010	once
-------	-------------	--	------------------	------

Wording of question

3rd quarter 2010

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

increase [1]

remain unchanged [2]

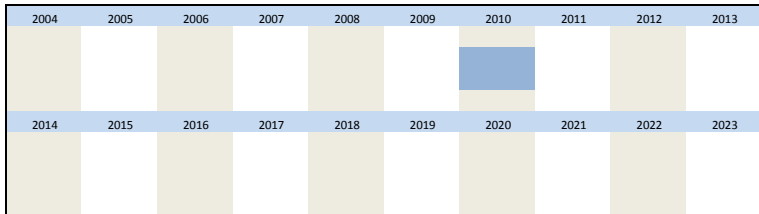
decrease [3]

not decided on yet [4]

no recruitments [5]

Further information

Time span of variable



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

3.22)	sf_2010q4_1	voluntary extrapayments have been made	4th quarter 2010	once
-------	-------------	--	------------------	------

Wording of question

4th quarter 2010

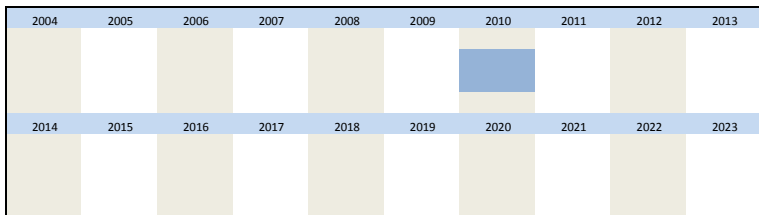
**B) During the past months the German economy recovered significantly from the financial crisis. How is your staff going to be participated?**

1) voluntary extrapayments have already been made

yes [1]       no [2]

Further information

Time span of variable

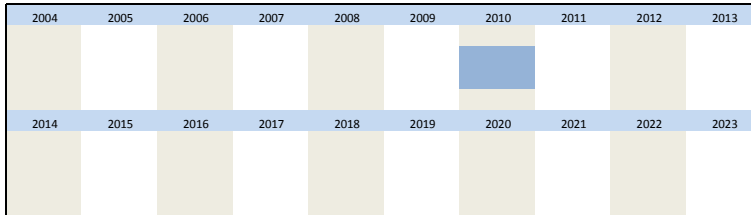


No.	Name	Label	Survey period	Survey frequency
3.23)	sf_2010q4_2	voluntary extrapayments will be made	4th quarter 2010	once

**Wording of question**

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

**Time span of variable**

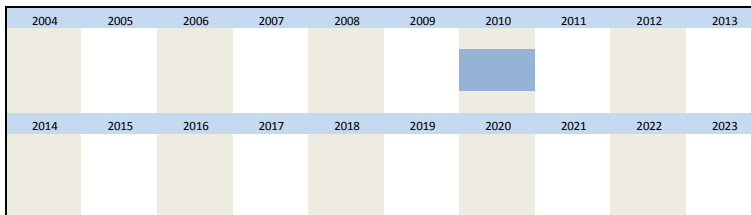


No.	Name	Label	Survey period	Survey frequency
3.24)	sf_2010q4_3	next payround	4th quarter 2010	once

**Wording of question**

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

**Time span of variable**

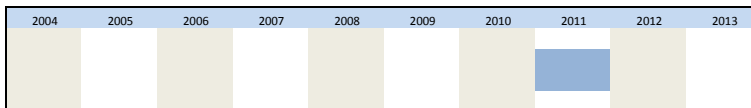


No.	Name	Label	Survey period	Survey frequency
3.25)	sf_2011q1_1	tendency towards longer employment of senior employees	1st quarter 2011	once

**Wording of question**

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

**Time span of variable**



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.26)	sf_2011q1_2	yes, via flexible working hours	1st quarter 2011	once
-------	-------------	---------------------------------	------------------	------

**Wording of question**

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

**Time span of variable**

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

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

3.27)	sf_2011q1_3	yes, via monetary incentives	1st quarter 2011	once
-------	-------------	------------------------------	------------------	------

**Wording of question**

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

**Time span of variable**

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

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

3.28)	sf_2011q1_4	yes, via age-appropriate workstations	1st quarter 2011	once
-------	-------------	---------------------------------------	------------------	------

**Wording of question**

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



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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

1st quarter 2011

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

yes       no

If yes, which measures are implemented?

no measure [1]

Time span of variable

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

Further information

No.	Name	Label	Survey period	Survey frequency
3.32)	sf_2011q2_1	recruitment via job advertisement in print media	2nd quarter 2011	once

Wording of question

2nd quarter 2011

**B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)**

job advertisement in print media [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

Further information

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

Wording of question

2nd quarter 2011

**B) If your company is looking for new employees, which measures of recruitment are predominantly implemented? (multiple answers possible)**

job advertisement online - own homepage [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

Further information

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

Wording of question

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

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

3.35)	sf_2011q2_4	recruitment via social media/ social networks on the internet	2nd quarter 2011	once
-------	-------------	---	------------------	------

Wording of question

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

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

3.36)	sf_2011q2_5	recruitment via personal contacts	2nd quarter 2011	once
-------	-------------	-----------------------------------	------------------	------

Wording of question

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

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

3.37)	sf_2011q2_6	recruitment via universities	2nd quarter 2011	once
-------	-------------	------------------------------	------------------	------

Wording of question

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

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

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

Wording of question

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

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

Wording of question

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

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

Wording of question

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

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
-----	------	-------	---------------	------------------

3.41)	sf_2011q3_2	demand of applicants from Ireland as compared to the past	3rd quarter 2011	once
-------	-------------	---	------------------	------

Wording of question

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

Time span of variable

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

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

3.42)	sf_2011q3_3	demand of applicants from Italy as compared to the past	3rd quarter 2011	once
-------	-------------	---	------------------	------

Wording of question

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

Time span of variable

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

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

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

Wording of question

<p>3rd quarter 2011</p> <p><b>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</b></p> <p>the demand of applicants from Portugal ... as compared to the past</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	Further information																				
Time span of variable																					
<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.44)	sf_2011q3_5	demand of applicants from Spain as compared to the past	3rd quarter 2011	once

Wording of question

<p>3rd quarter 2011</p> <p><b>B) Do you sense a <u>changed</u> demand of applicants from the following EU countries - in the light of the economic problems in some EU countries - as of late?</b></p> <p>the demand of applicants from Spanien ... as compared to the past</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">increased [1]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">unchanged [2]</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">decreased [3]</div> </div>	Further information																				
Time span of variable																					
<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.45)	sf_2011q4_1	relevance of regulations on approval of foreign vocational education (y/n)	4th quarter 2011	once

Wording of question

<p>4th quarter 2011</p> <p><b>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</b></p> <div style="margin-top: 10px;"> <input style="width: 50px; height: 15px;" type="text"/> regulations are relevant [1]         </div> <div style="margin-top: 5px;"> <input style="width: 50px; height: 15px;" type="text"/> regulations are not relevant [2]         </div>	Further information																				
Time span of variable																					
<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

\*Regulations as of mid October 2011

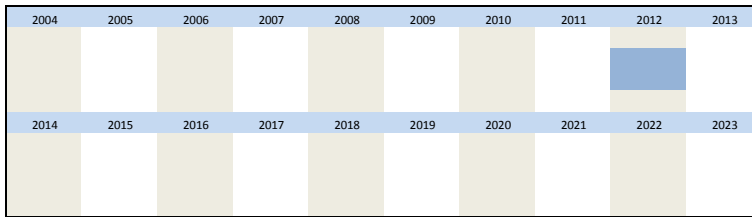
No.	Name	Label	Survey period	Survey frequency					
3.46)	sf_2011q4_2	relevance of regulations on approval of foreign vocational education (direction)	4th quarter 2011	once					
<b>Wording of question</b>									
<p>4th quarter 2011</p> <p><b>B) Does your company feel affected by the current regulations* on approval of foreign vocational education?</b></p> <p><input checked="" type="checkbox"/> regulations are relevant</p> <p>We feel ...</p> <p><input type="checkbox"/> sorely afflicted [1]</p> <p><input type="checkbox"/> slightly afflicted [2]</p> <p><input type="checkbox"/> not affected [3]</p>			<p>Further information</p> <p>*Regulations as of mid October 2011</p>						
<b>Time span of variable</b>									
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					
3.47)	sf_2012q1_1	development of staff size in 1st half of 2012 as compared to end of 2011	1st quarter 2012	once					
<b>Wording of question</b>									
<p>1st quarter 2012</p> <p><b>B) How is the number of employees in your company likely to be changed?</b> In ... the number of employees in our company is going to be</p> <p><b>1st half year 2012</b> as compared to end of 2011</p> <p><input type="checkbox"/> higher [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> lower [3]</p> <p><input type="checkbox"/> cannot be stated [4]</p>			<p>Further information</p>						
<b>Time span of variable</b>									
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
3.48)	sf_2012q1_2	development of staff size in 2nd half of 2012 as compared to 1st half	1st quarter 2012	once
<b>Wording of question</b>				
<p>1st quarter 2012</p> <p><b>B) How is the number of employees in your company likely to be changed?</b> In ... the number of employees in our company is going to be</p> <p><b>2nd half year 2012</b> as compared to end of 1st half year 2012</p>			<p>Further information</p>	

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

Time span of variable



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

3.49)	sf_2012q1_3	development of staff size in 2013 as compared to the end of 2012	1st quarter 2012	once
-------	-------------	--	------------------	------

Wording of question

1st quarter 2012

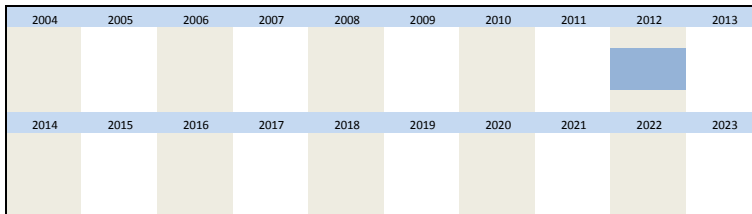
**B) How is the number of employees in your company likely to be changed?**  
 In ... the number of employees in our company is going to be

forecast for the year 2013  
 as compared to end of 2012

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

Further information

Time span of variable



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

3.50)	sf_2012q2_1	flexible working hours via gliding time	2nd quarter 2012	once
-------	-------------	---	------------------	------

Wording of question

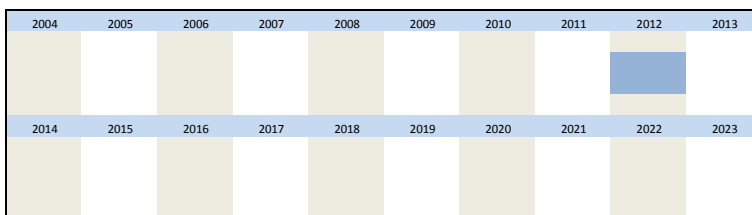
2nd quarter 2012

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

gliding time [1]

Further information

Time span of variable



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

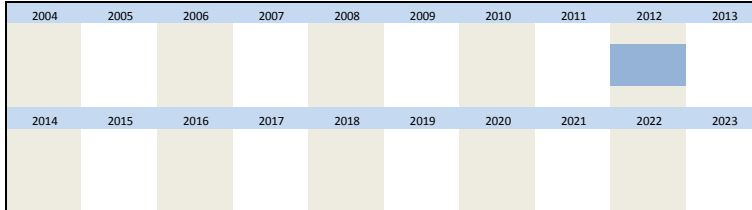


3.51) sf\_2012q2\_2 flexible working hours via homeoffice 2nd quarter 2012 once

**Wording of question**

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

**Time span of variable**



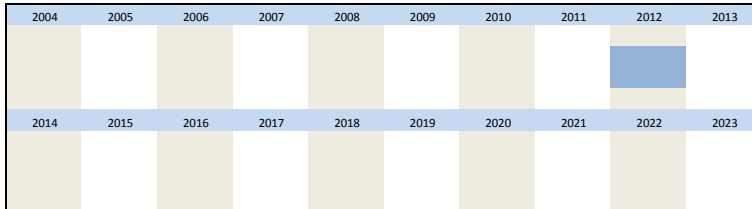
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.52) sf\_2012q2\_3 flexible working hours via jobsharing 2nd quarter 2012 once

**Wording of question**

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

**Time span of variable**



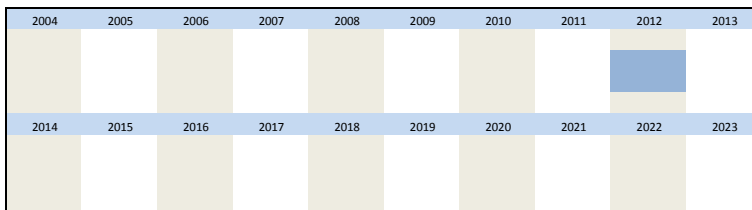
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.53) sf\_2012q2\_4 flexible working hours via partial retirement 2nd quarter 2012 once

**Wording of question**

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

**Time span of variable**



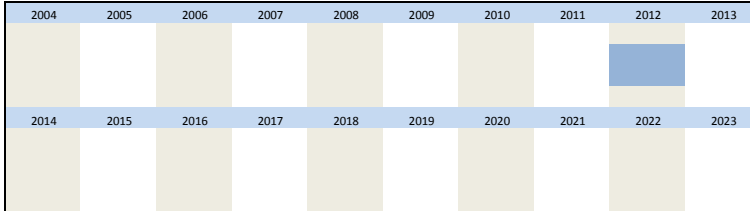
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.54) sf\_2012q2\_5 flexible working hours via freelancing 2nd quarter 2012 once

Wording of question

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

Time span of variable



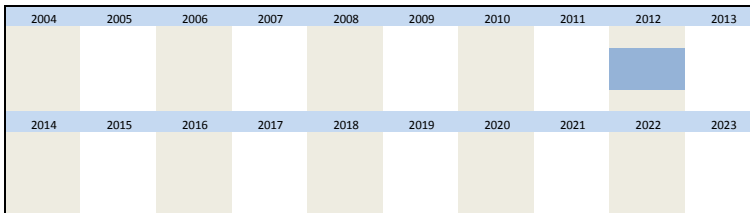
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.55) sf\_2012q2\_6 flexible working hours via working-time accounts 2nd quarter 2012 once

Wording of question

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

Time span of variable



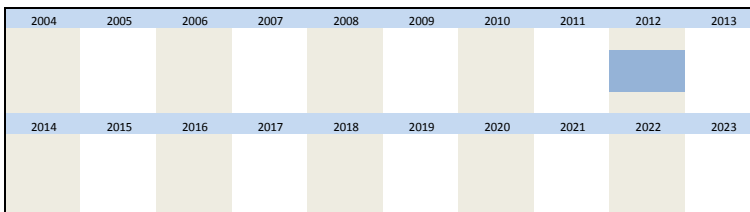
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.56) sf\_2012q2\_7 flexible working hours via sabbatical 2nd quarter 2012 once

Wording of question

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

Time span of variable



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

3.57) sf\_2012q2\_8 flexible working hours via other measures 2nd quarter 2012 once

Wording of question

<p>2nd quarter 2012</p> <p><b>B) The compatibility of family and work is an important subject for many employees. Which measures of flexible organisation of working time does your company offer? (multiple answers possible)</b></p> <p><input type="text"/> other measures [1]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.58)	sf_2012q3_1	euro crisis: impact on personnel planning next 6 months (y/n)	3rd quarter 2012	once

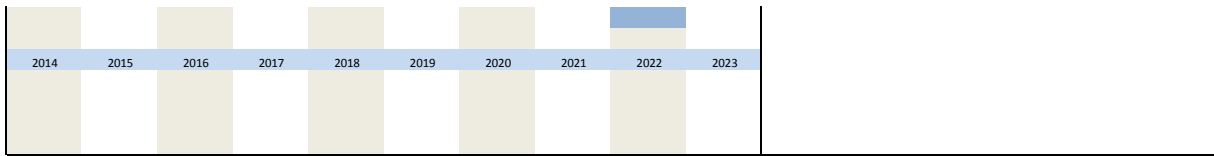
Wording of question

<p>3rd quarter 2012</p> <p><b>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</b></p> <p><input type="text"/> yes [1]      <input type="text"/> no[2]</p>	<p>Further information</p>																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

Wording of question

<p>3rd quarter 2012</p> <p><b>B) Does the Euro-crisis affect the personnel planning of your company during the next 6 months?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes:</b> because of the Euro-crisis the number of employees in our company is likely to undergo a ...</p> <p><input type="text"/> strong reduction [1]</p> <p><input type="text"/> slight reduction [2]</p> <p><input type="text"/> almost no change [3]</p> <p><input type="text"/> slight increase [4]</p> <p><input type="text"/> strong increase [5]</p> <p><input type="text"/> cannot be stated [6]</p>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td style="background-color: #e6f2ff;"></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

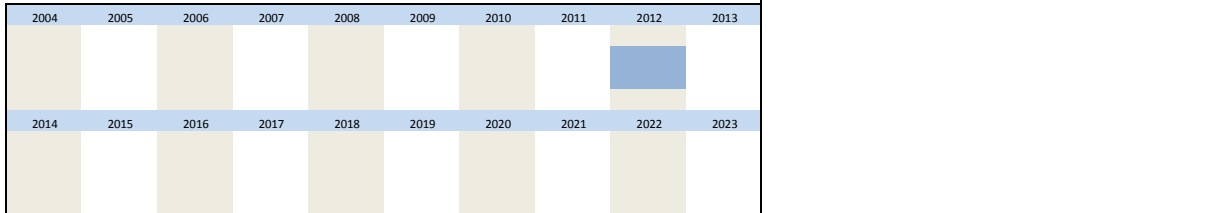


No.	Name	Label	Survey period	Survey frequency
3.60)	sf_2012q4_1	reaction to economic slowdown, w.r.t working-time accounts	4th quarter 2012	once

**Wording of question**

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

**Time span of variable**

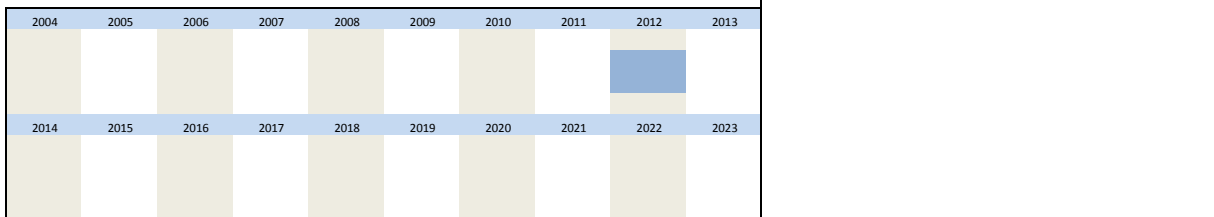


No.	Name	Label	Survey period	Survey frequency
3.61)	sf_2012q4_2	reaction to economic slowdown, w.r.t temporary contracts	4th quarter 2012	once

**Wording of question**

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

**Time span of variable**



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

**Wording of question**

<p>4th quarter 2012</p> <p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>agency workers</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.63)	sf_2012q4_4	reaction to economic slowdown, w.r.t core workforce	4th quarter 2012	once
-------	-------------	--	------------------	------

Wording of question

<p>4th quarter 2012</p> <p><b>B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)</b></p> <p>core workforce</p> <p><input type="text"/> reduction [1]</p> <p><input type="text"/> no change [2]</p> <p><input type="text"/> increase [3]</p> <p><input type="text"/> not applicable [4]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

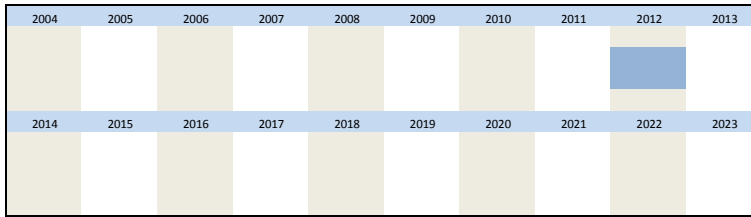
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.64)	sf_2012q4_5	reaction to economic slowdown, w.r.t extra hours	4th quarter 2012	once
-------	-------------	---	------------------	------

Wording of question

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

Time span of variable



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

Wording of question

4th quarter 2012

**B) How is your company going to react in case the economy is (further) weakening in the next half year (multiple answers possible)**

short-time work

reduction [1]

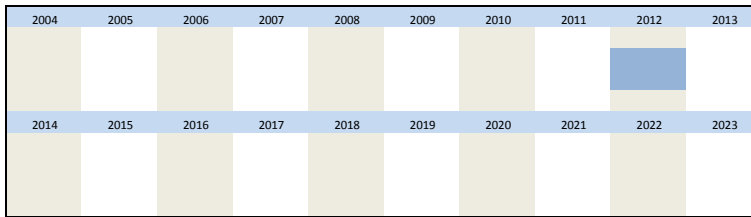
no change [2]

increase [3]

not applicable [4]

Further information

Time span of variable



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

Wording of question

1st quarter 2013

**B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?**

demand of applicants from Greece

reduction [1]

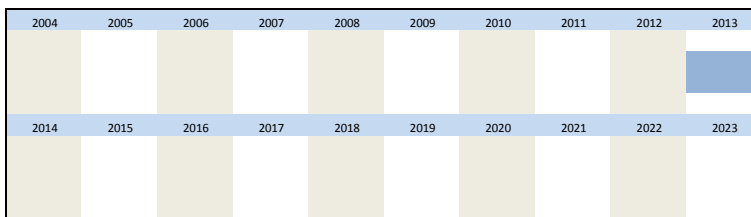
no change [2]

increase [3]

not applicable [4]

Further information

Time span of variable



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

3.67) **sf\_2013q1\_2** demand of applicants from Ireland during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Ireland</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	Further information																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.68) **sf\_2013q1\_3** demand of applicants from Italy during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Italy</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p> <p><input type="checkbox"/> not applicable [4]</p>	Further information																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.69) **sf\_2013q1\_4** demand of applicants from Portugal during last 12 months **1st quarter 2013** once

**Wording of question**

<p>1st quarter 2013</p> <p><b>B) How did the demand of applicants from the following EU countries - in the light of the economic problems - change during the last 12 months?</b></p> <p>demand of applicants from Portugal</p> <p><input type="checkbox"/> reduction [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> increase [3]</p>	Further information
--	---------------------

[ ] not applicable [4]									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.70)	sf_2013q1_5	demand of applicants from Spain during last 12 months	1st quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

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

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

3.71)	sf_2013q1_6	actively searching for applicants form a.m. EU-states	1st quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

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

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

3.72)	sf_2013q2_1	plans w.r.t. number of part-time jobs by the end of 2014	2nd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question



<p>2nd quarter 2013</p> <p><b>B) Are you planning to change the number of part-time jobs until the end of 2014?</b></p> <p>We are planning to ... the supply of part-time jobs next year</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.73)	sf_2013q2_2	development of number of part-time jobs during last 2-3 years	2nd quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

<p>2nd quarter 2013</p> <p><b>B) Are you planning to change the number of part-time jobs until the end of 2014?</b></p> <p>During the last 2 to 3 years we have ... the number of part-time jobs</p> <p><input type="checkbox"/> increase [1]</p> <p><input type="checkbox"/> no change [2]</p> <p><input type="checkbox"/> reduction[3]</p> <p><input type="checkbox"/> no part-time jobs [4]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.74)	sf_2013q3_1	home-office employment is part of company x organisation	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

<p>3rd quarter 2013</p> <p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes [1]      <input type="checkbox"/> no [2]</p>	Further information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.75)	sf_2013q3_2	development of number of home-office employments during last 4-5 years	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

<p>3rd quarter 2013</p> <p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes:</b></p> <p>During the last 4 to 5 years we have ... the supply of homeoffice</p> <p><input type="checkbox"/> increased [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> reduced [3]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.76)	sf_2013q3_3	plans w.r.t. number of home-office employments by the end of 2014	3rd quarter 2013	once
-------	-------------	---	------------------	------

Wording of question

<p>3rd quarter 2013</p> <p><b>B) Are homeoffice workstations part of your company organisation?</b></p> <p><input type="checkbox"/> yes      <input type="checkbox"/> no</p> <p><b>If yes:</b></p> <p>As compared to the current state we are planning to ... the supply of homeoffice until the end of 2014</p> <p><input type="checkbox"/> increased [1]</p> <p><input type="checkbox"/> unchanged [2]</p> <p><input type="checkbox"/> reduced [3]</p>	Further information																																								
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.77)	sf_2013q3_4	intend to introduce home-office employment in the future	3rd quarter 2013	once
-------	-------------	--	------------------	------

Wording of question

3rd quarter 2013	Further information
------------------	---------------------

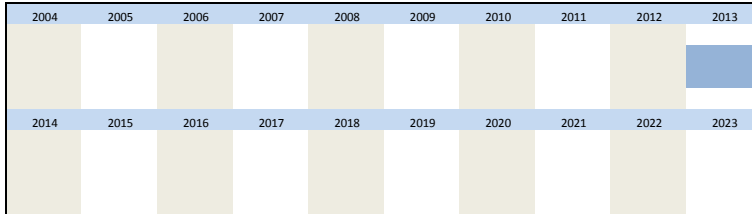
**B) Are homeoffice workstations part of your company organisation?**

yes       no

if no:

We are planning to newly offer homeoffice

**Time span of variable**



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

3.78)	sf_2013q4_1	euro crisis: impact on personnel planning next 6 months (y/n)	4th quarter 2013	once
-------	-------------	---	------------------	------

**Wording of question**

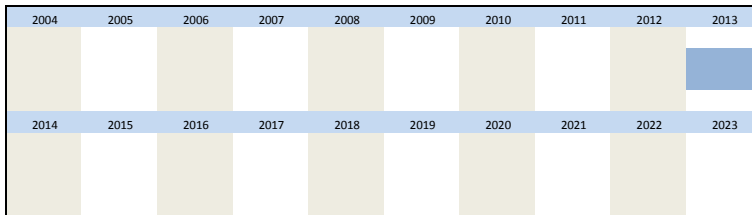
4th quarter 2013

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

yes [1]       no [2]

**Further information**

**Time span of variable**



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

3.79) **sf\_2013q4\_2** euro crisis: impact on personnel planning next 6 months (direction) 4th quarter 2013 once

**Wording of question**

4th quarter 2013

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

ja  no

**if yes:**

Because of the Euro-crisis the number of employees in our company is likely to undergo a ...

strong reduction [1]

slight reduction [2]

no change [3]

slight increase [4]

strong increase [5]

cannot be stated [6]

**Time span of variable**

2004	2005	2006	2007	2008	2009	20010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.80) **sf\_2014q1\_1** minimum wage: impact on personnel 2014 1. quarter 2014 once

**Wording of question**

1. quarter 2014

The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015.  
In which way will this affect the head count of your company?  
(disregarding economic cycle development)

**Due to minimum wage our personnel will presumably...**

**2014**

[1] increase

[2] no change

[3] decrease

[4] no statement

**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
-----	------	-------	---------------	------------------

3.81) **sf\_2014q1\_2** minimum wage: impact on personnel starting 2015 1. quarter 2014 once

**Wording of question**

<p>1. quarter 2014</p> <p>The coalition agreement declares the implementation of the all-encompassing minimum wage starting from 1/1/2015. In which way will this affect the head count of your company? (disregarding economic cycle development)</p> <p><b>Due to minimum wage our personnel will presumably...</b></p> <p>ab 2015</p> <p><input type="checkbox"/> [1] increase</p> <p><input type="checkbox"/> [2] no change</p> <p><input type="checkbox"/> [3] decrease</p> <p><input type="checkbox"/> [4] no statement</p>	Further Information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

**Wording of question**

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p><b>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</b></p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information																																								
Time span of variable																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

**Wording of question**

<p>2. quarter 2014</p> <p>The federal government currently discusses regulations regarding retirement with 63 to allow for early entering retirement with no deduction presumably already from summer 2014 on.</p> <p><b>Do you expect early retirement to be utilised more frequently in your company during the next two years compared to before?</b></p> <p><b>If yes: do you expect shortage of personnel?</b></p> <p><input type="checkbox"/> [1] yes</p> <p><input type="checkbox"/> [2] no</p> <p><input type="checkbox"/> [3] no statement</p>	Further Information
---	---------------------

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

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

**Wording of question**

3. quarter 2014	Further information								
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p><input type="text"/> [1] yes      <input type="text"/> [2] no</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

**Wording of question**

3. quarter 2014	Further information								
<p>A current bill provides for a mandatory female quota of 30% in the supervisory boards of several companies from 2016 on</p> <p><b>Do you see obstacles to reach a quota in the higher management of your company?</b></p> <p>few women in sector <input type="text"/> [1] yes</p>									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

**Wording of question**

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

Time span of variable

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

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

3.87)	sf_2014q3_4	female quota obstacles: decision based on qualification only	3. quarter 2014	once
-------	-------------	--	-----------------	------

Wording of question

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

3.88)	sf_2014q3_5	female quota obstacles: other reasons	3. quarter 2014	once
-------	-------------	---------------------------------------	-----------------	------

Wording of question

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

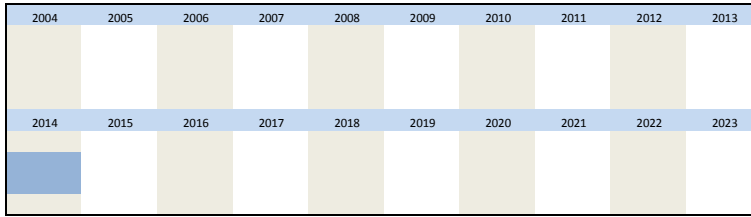
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.89)	sf_2014q4_1	difficulties finding trainees	4. quarter 2014	once
-------	-------------	-------------------------------	-----------------	------

Wording of question

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

Time span of variable



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

3.90) **sf\_2014q4\_2** measures to fill trainee positions: **4. quarter 2014** once  
 underwriting guarantee

Wording of question

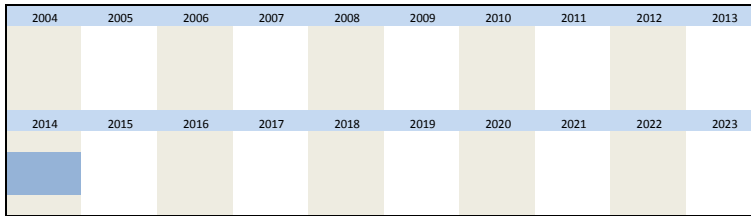
4. quarter 2014

Did you take special measures to fill open trainee positions?

underwriting guarantee  [1] yes

Further Information

Time span of variable



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

3.91) **sf\_2014q4\_3** measures to fill trainee positions: **4. quarter 2014** once  
 mentoring programs

Wording of question

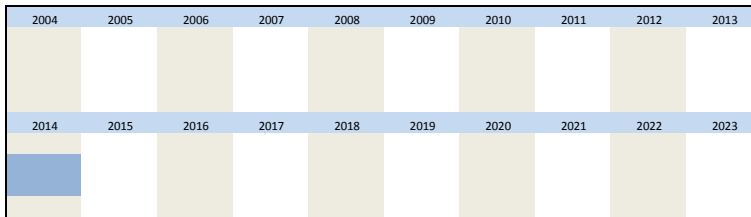
4. quarter 2014

Did you take special measures to fill open trainee positions?

mentoring programs  [1] yes

Further Information

Time span of variable



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

3.92) **sf\_2014q4\_4** measures to fill trainee positions: **4. quarter 2014** once  
 new recruitment channels

Wording of question

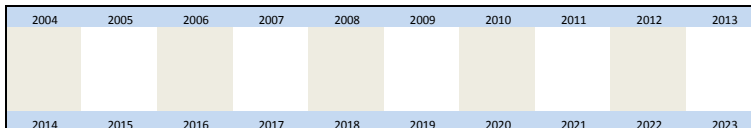
4. quarter 2014

Did you take special measures to fill open trainee positions?

new recruitment channels (eg. Online)  [1] yes

Further Information

Time span of variable







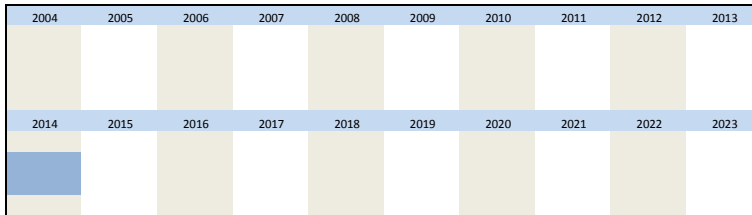
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.93) **sf\_2014q4\_5** measures to fill trainee positions: **4. quarter 2014** once  
foreign search

**Wording of question**

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

**Time span of variable**



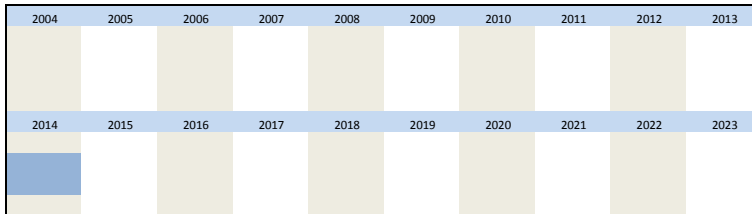
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.94) **sf\_2014q4\_6** measures to fill trainee positions: **4. quarter 2014** once  
others

**Wording of question**

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

**Time span of variable**



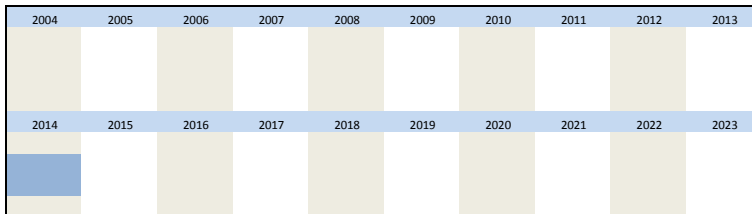
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.95) **sf\_2014q4\_7** measures to fill trainee positions: **4. quarter 2014** once  
no measures

**Wording of question**

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

**Time span of variable**



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

3.96) **sf\_2014q4\_8** recruitment specifically in euro crisis countries **4. quarter 2014** once

**Wording of question**

<p>4. quarter 2014</p> <p><b>Do you specifically recruit in euro crisis countries? (Portugal, Italy, Greece, Spain)</b></p> <p><input type="text"/> [1] yes      <input type="text"/> [2] no</p>	<p>Further information</p>																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.97) **sf\_2015q1\_1** offering contracts for work **1st quarter 2015** once

**Wording of question**

<p>1st quarter 2015</p> <p><b>Is your company offering contracts for work?</b></p> <p><input type="text"/> [1] yes      <input type="text"/> [2] no</p>	<p>Further information</p>																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.98) **sf\_2015q1\_2** number of contracts for work last 3 years **1st quarter 2015** once

**Wording of question**

<p>1st quarter 2015</p> <p><b>During the last 3 years the number of contracts for work in our company</b></p> <p><input type="text"/> [1] increased</p> <p><input type="text"/> [2] did not change</p> <p><input type="text"/> [3] decreased</p>	<p>Further information</p>																																								
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.99) **sf\_2015q1\_3** share of employees with university degree **1st quarter 2015** once

**Wording of question**

<p>1st quarter 2015</p> <p><b>Employee school degree</b></p> <p>What is the estimated percentage of your employees with university degree?</p> <p><input type="text"/> [1] less than 5%</p> <p><input type="text"/> [2] 5% - 25%</p> <p><input type="text"/> [3] 25% - 50%</p> <p><input type="text"/> [4] more than 50%</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.100)	sf_2015q1_4	in last 5 years employed trainees with: lower secondary education	1st quarter 2015	once
--------	-------------	--	------------------	------

Wording of question

<p>1st quarter 2015</p> <p>Have trainees with the following school degree been employed in your company during the last 5 years?</p> <p>lower secondary education <input type="text"/> [1] yes</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.101)	sf_2015q1_5	in last 5 years employed trainees with: secondary school leaving certificate	1st quarter 2015	once
--------	-------------	---	------------------	------

Wording of question

<p>1st quarter 2015</p> <p>Have trainees with the following school degree been employed in your company during the last 5 years?</p> <p>secondary school leaving certificate <input type="text"/> [1] yes</p>	Further information																				
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.102) **sf\_2015q1\_6** in last 5 years employed trainees with: **1st quarter 2015** **once**  
 high-school diploma

**Wording of question**

1st quarter 2015  <b>Have trainees with the following school degree been employed in your company during the last 5 years?</b>  high school diploma <input type="text"/> [1] yes	Further information																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.103) **sf\_2015q1\_7** in last 5 years employed trainees with: **1st quarter 2015** **once**  
 no trainees

**Wording of question**

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

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

3.104) **sf\_2015q1\_8** majority of trainees **1st quarter 2015** **once**

**Wording of question**

1st quarter 2015  <b>Which group forms the majority of your trainees?</b>  <input type="text"/> [1] lower secondary education <input type="text"/> [2] secondary school leaving certificate <input type="text"/> [3] high school diploma <input type="text"/> [4] no trainee company	Further information																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.105) **sf\_2015q2\_1** importance for preselection of personnel: **2nd quarter 2015** once  
 school grades

**Wording of question**

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">school degree grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	school degree grades				<p>Further information</p>																												
preselection																																									
[1] unimportant	[2] ...	[3] ...	[4] important																																						
school degree grades																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.106) **sf\_2015q2\_2** importance for preselection of personnel: **2nd quarter 2015** once  
 apprenticeship grades

**Wording of question**

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">apprenticeship grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	apprenticeship grades				<p>Further information</p>																												
preselection																																									
[1] unimportant	[2] ...	[3] ...	[4] important																																						
apprenticeship grades																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.107) **sf\_2015q2\_3** importance for preselection of personnel: **2nd quarter 2015** once  
 university grades

**Wording of question**

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;">preselection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4" style="text-align: center;">university grades</td> </tr> </table>	preselection				[1] unimportant	[2] ...	[3] ...	[4] important	university grades				<p>Further information</p>																												
preselection																																									
[1] unimportant	[2] ...	[3] ...	[4] important																																						
university grades																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.108) sf\_2015q2\_4 importance for preselection of personnel: 2nd quarter 2015 once  
internships

**Wording of question**

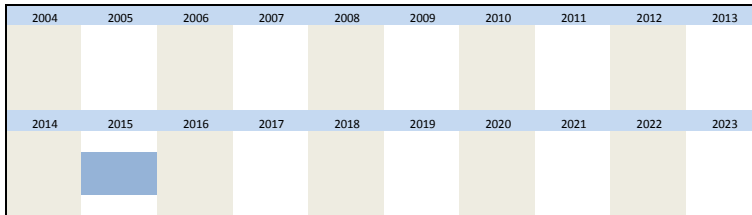
2nd quarter 2015

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

	preselection			
	[1] unimportant	[2] ...	[3] ...	[4] important
completed internships				

Further information

**Time span of variable**



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

3.109) sf\_2015q2\_5 importance for preselection of personnel: 2nd quarter 2015 once  
relevant professional experience

**Wording of question**

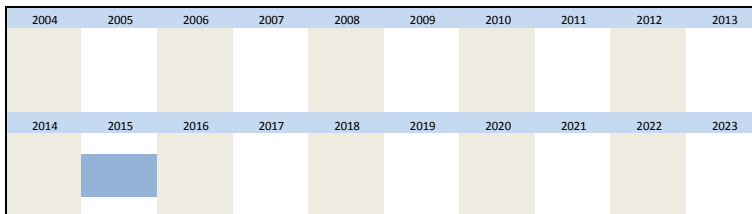
2nd quarter 2015

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

	preselection			
	[1] unimportant	[2] ...	[3] ...	[4] important
relevant professional experience				

Further information

**Time span of variable**



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

3.110) sf\_2015q2\_6 importance for preselection of personnel: 2nd quarter 2015 once  
foreign experience

**Wording of question**

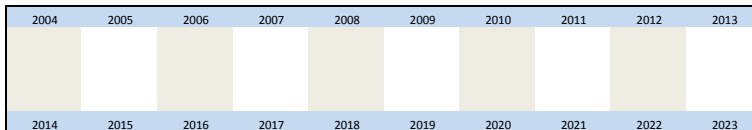
2nd quarter 2015

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

	preselection			
	[1] unimportant	[2] ...	[3] ...	[4] important
foreign experience				

Further information

**Time span of variable**





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

3.111)	sf_2015q2_7	importance for preselection of personnel: language skills	2nd quarter 2015	once
--------	-------------	--	------------------	------

**Wording of question**

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>language skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	language skills					<p>Further information</p>																									
	preselection																																								
	[1] unimportant	[2] ...	[3] ...	[4] important																																					
language skills																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.112)	sf_2015q2_8	importance for preselection of personnel: IT-skills	2nd quarter 2015	once
--------	-------------	--	------------------	------

**Wording of question**

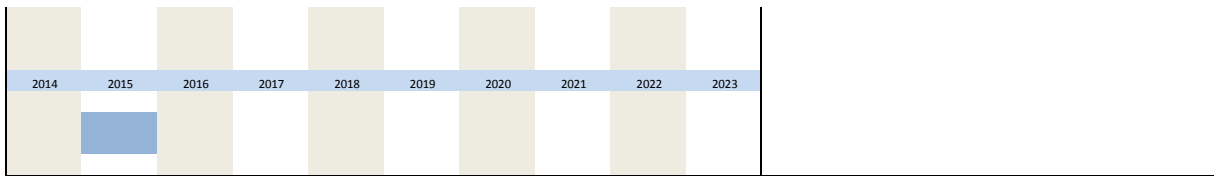
<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>IT skills</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	IT skills					<p>Further information</p>																									
	preselection																																								
	[1] unimportant	[2] ...	[3] ...	[4] important																																					
IT skills																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.113)	sf_2015q2_9	importance for preselection of personnel: cover letter	2nd quarter 2015	once
--------	-------------	---	------------------	------

**Wording of question**

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="4">preselection</th> </tr> <tr> <th></th> <th>[1] unimportant</th> <th>[2] ...</th> <th>[3] ...</th> <th>[4] important</th> </tr> </thead> <tbody> <tr> <td>cover letter</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		preselection					[1] unimportant	[2] ...	[3] ...	[4] important	cover letter					<p>Further information</p>					
	preselection																				
	[1] unimportant	[2] ...	[3] ...	[4] important																	
cover letter																					
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



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

**Wording of question**

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

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

**Wording of question**

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

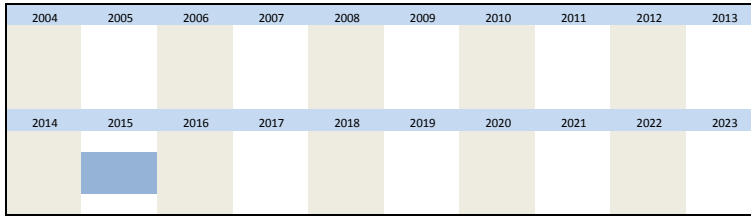
No.	Name	Label	Survey period	Survey frequency
3.116)	sf_2015q2_12	importance for final selection of personnel: apprenticeship grades	2nd quarter 2015	once

**Wording of question**

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



Time span of variable



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

3.117)	sf_2015q2_13	importance for final selection of personnel: university grades	2nd quarter 2015	once
--------	--------------	---	------------------	------

Wording of question

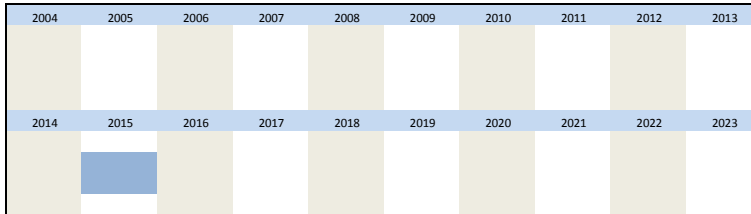
2nd quarter 2015

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

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

Further information

Time span of variable



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

3.118)	sf_2015q2_14	importance for final selection of personnel: internships	2nd quarter 2015	once
--------	--------------	---	------------------	------

Wording of question

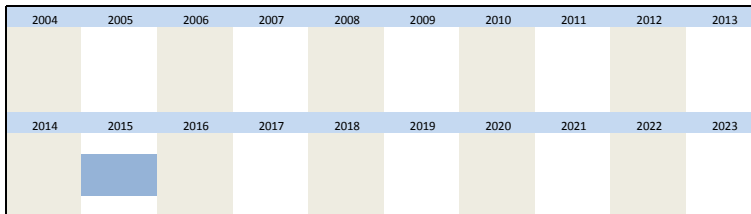
2nd quarter 2015

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

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

Further information

Time span of variable



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

3.119)	sf_2015q2_15	importance for final selection of personnel: relevant professional experience	2nd quarter 2015	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2015

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

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

Further information

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

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

3.120) **sf\_2015q2\_16** importance for final selection of personnel: 2nd quarter 2015 once  
foreign experience

**Wording of question**

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

**Time span of variable**

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
-----	------	-------	---------------	------------------

3.121) **sf\_2015q2\_17** importance for final selection of personnel: 2nd quarter 2015 once  
language skills

**Wording of question**

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

**Time span of variable**

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

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

3.122) **sf\_2015q2\_18** importance for final selection of personnel: 2nd quarter 2015 once  
IT-skills

**Wording of question**

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

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

Time span of variable

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

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

3.123) **sf\_2015q2\_19** importance for final selection of personnel: **2nd quarter 2015** once

Wording of question

2nd quarter 2015	Further information																																								
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th colspan="5">final selection</th> </tr> <tr> <th>[1]</th> <th>[2] ...</th> <th>[3] ...</th> <th colspan="2">[4] important</th> </tr> </thead> <tbody> <tr> <td>cover letter</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	final selection					[1]	[2] ...	[3] ...	[4] important		cover letter																														
final selection																																									
[1]	[2] ...	[3] ...	[4] important																																						
cover letter																																									
Time span of variable																																									
<table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.124) **sf\_2015q2\_20** importance for final selection of personnel: **2nd quarter 2015** once

Wording of question

2nd quarter 2015	Further information																																								
<p>How important are the following factors for selection of personnel to you?</p> <table border="1"> <thead> <tr> <th colspan="5">final selection</th> </tr> <tr> <th>[1]</th> <th>[2] ...</th> <th>[3] ...</th> <th colspan="2">[4] important</th> </tr> </thead> <tbody> <tr> <td>photo</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	final selection					[1]	[2] ...	[3] ...	[4] important		photo																														
final selection																																									
[1]	[2] ...	[3] ...	[4] important																																						
photo																																									
Time span of variable																																									
<table border="1"> <thead> <tr> <th>2004</th><th>2005</th><th>2006</th><th>2007</th><th>2008</th><th>2009</th><th>2010</th><th>2011</th><th>2012</th><th>2013</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.125) **sf\_2015q2\_21** importance for final selection of personnel: **2nd quarter 2015** once

Wording of question

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

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <th colspan="4">final selection</th> </tr> <tr> <td></td> <td>[1] unimportant</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] important</td> </tr> <tr> <td>personal conversation</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	personal conversation					Further information																									
	final selection																																								
	[1] unimportant	[2] ...	[3] ...	[4] important																																					
personal conversation																																									
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.126)	sf_2015q2_22	importance for final selection of personnel: assessment center	2nd quarter 2015	once

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <th colspan="4">final selection</th> </tr> <tr> <td></td> <td>[1] unimportant</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] important</td> </tr> <tr> <td>Assessment Center</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	Assessment Center					Further information																									
	final selection																																								
	[1] unimportant	[2] ...	[3] ...	[4] important																																					
Assessment Center																																									
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.127)	sf_2015q2_23	importance for final selection of personnel: personality	2nd quarter 2015	once

Wording of question

<p>2nd quarter 2015</p> <p>How important are the following factors for selection of personnel to you?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <th colspan="4">final selection</th> </tr> <tr> <td></td> <td>[1] unimportant</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] important</td> </tr> <tr> <td>personality</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		final selection					[1] unimportant	[2] ...	[3] ...	[4] important	personality					Further information																									
	final selection																																								
	[1] unimportant	[2] ...	[3] ...	[4] important																																					
personality																																									
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.128) **sf\_2015q2\_24** importance for final selection of personnel: **2nd quarter 2015** once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>How important are the following factors for selection of personnel to you?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="4" style="text-align: center;">final selection</td> </tr> <tr> <td style="text-align: center;">[1] unimportant</td> <td style="text-align: center;">[2] ...</td> <td style="text-align: center;">[3] ...</td> <td style="text-align: center;">[4] important</td> </tr> <tr> <td colspan="4">sympathy</td> </tr> </table>	final selection				[1] unimportant	[2] ...	[3] ...	[4] important	sympathy				<p>Further information</p>																													
final selection																																										
[1] unimportant	[2] ...	[3] ...	[4] important																																							
sympathy																																										
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.129) **sf\_2015q2\_25** searching info online **2nd quarter 2015** once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>Are you searching online for information about your applicants?</b></p> <p><input type="checkbox"/> [1] yes      <input type="checkbox"/> [2] no</p>	<p>Further information</p>																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.130) **sf\_2015q2\_26** searching info online: professional networks **2nd quarter 2015** once

**Wording of question**

<p>2nd quarter 2015</p> <p><b>Are you searching online for information about your applicants?</b></p> <p><b>If yes:</b></p> <p><b>Are you searching...</b></p> <p>In professional networks (Xing, LinkedIn etc.)      <input type="checkbox"/> [1] yes</p>	<p>Further information</p>																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																	
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																	

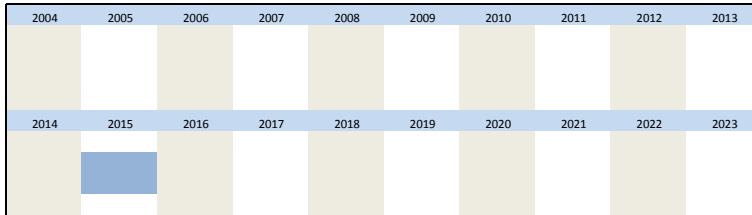
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.131) **sf\_2015q2\_27** searching info online: social networks **2nd quarter 2015** once

**Wording of question**

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

**Time span of variable**



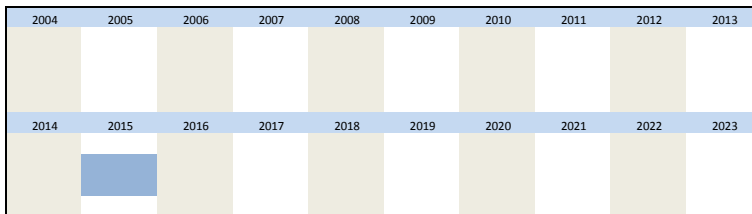
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.132) **sf\_2015q2\_28** searching info online: other info **2nd quarter 2015** once

**Wording of question**

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

**Time span of variable**



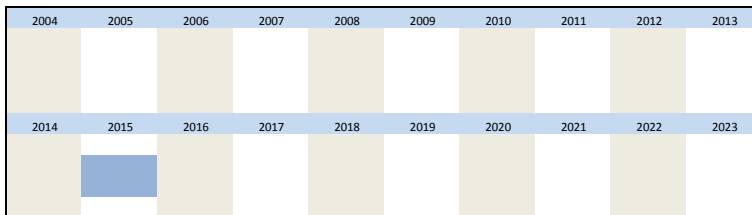
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.133) **sf\_2015q3\_1** change of challenges in everyday professional life **3rd quarter 2015** once

**Wording of question**

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

**Time span of variable**



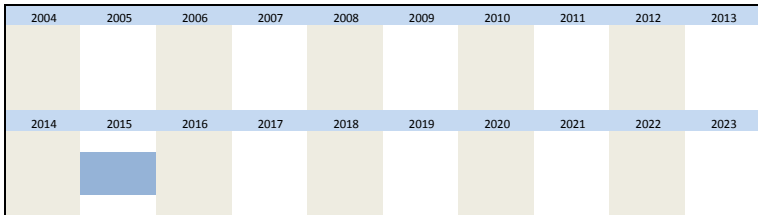
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.134) sf\_2015q3\_2 challenges w.r.t. additional qualifications 3rd quarter 2015 once

**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td style="text-align: left;">additional qualifications</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	additional qualifications					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
additional qualifications											

**Time span of variable**



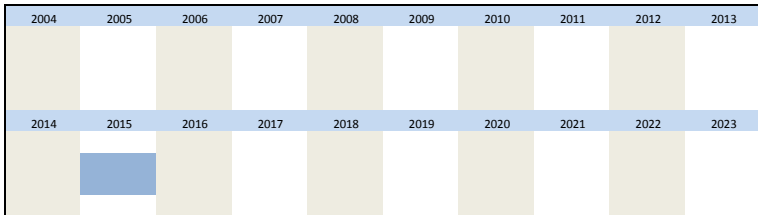
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.135) sf\_2015q3\_3 challenges w.r.t. technical understanding 3rd quarter 2015 once

**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td style="text-align: left;">technical understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	technical understanding					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
technical understanding											

**Time span of variable**



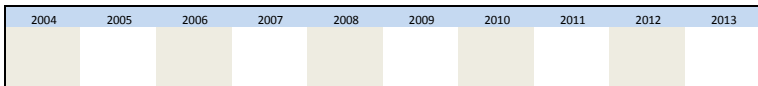
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

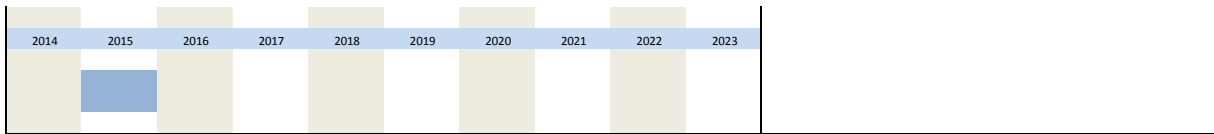
3.136) sf\_2015q3\_4 challenges w.r.t. IT-understanding 3rd quarter 2015 once

**Wording of question**

<p>3rd quarter 2015</p> <p>Did the challenges in everyday professional life change for your employees during the last 5 years?</p> <p>the challenges with respect to...</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] increased</td> <td>[2] unchanged</td> <td>[3] decreased</td> <td>[4] not relevant</td> </tr> <tr> <td style="text-align: left;">IT understanding</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] increased	[2] unchanged	[3] decreased	[4] not relevant	IT understanding					<p>Further information</p>
	[1] increased	[2] unchanged	[3] decreased	[4] not relevant							
IT understanding											

**Time span of variable**





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

3.137) sf\_2015q3\_5 challenges w.r.t. temporal flexibility 3rd quarter 2015 once

**Wording of question**

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

**Time span of variable**

Year	Time Span
2004	No
2005	No
2006	No
2007	No
2008	No
2009	No
2010	No
2011	No
2012	No
2013	No
2014	No
2015	Yes
2016	No
2017	No
2018	No
2019	No
2020	No
2021	No
2022	No
2023	No

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

3.138) sf\_2015q3\_6 challenges w.r.t. weekend work 3rd quarter 2015 once

**Wording of question**

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

**Time span of variable**

Year	Time Span
2004	No
2005	No
2006	No
2007	No
2008	No
2009	No
2010	No
2011	No
2012	No
2013	No
2014	No
2015	Yes
2016	No
2017	No
2018	No
2019	No
2020	No
2021	No
2022	No
2023	No

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

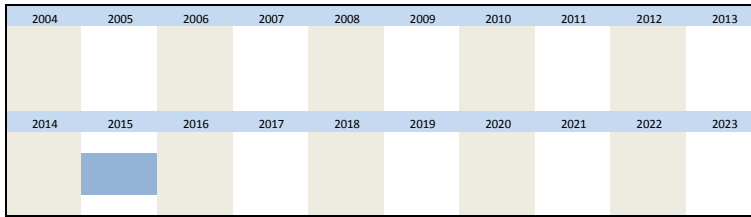
3.139) sf\_2015q3\_7 challenges w.r.t. willingness to travel 3rd quarter 2015 once

**Wording of question**

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



Time span of variable



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

Wording of question

3rd quarter 2015

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

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
language skills				

Further information

Time span of variable

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

Wording of question

3rd quarter 2015

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

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
lifelong learning				

Further information

Time span of variable

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

Wording of question

3rd quarter 2015

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

Further information

the challenges with respect to...

	[1] increased	[2] unchanged	[3] decreased	[4] not relevant
--	---------------	---------------	---------------	------------------

teamwork abilities

Time span of variable

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

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

3.143) sf\_2015q3\_11 challenges w.r.t. other challenges 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] unchanged	[3] decreased	[4] not relevant
--	---------------	---------------	---------------	------------------

other challenges

Time span of variable

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

Further information

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

3.144) sf\_2015q3\_13 difficulties finding trainees 3rd quarter 2015 once

Wording of question

3rd quarter 2015

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

[1] yes

[2] no

[3] no trainee positions were offered

Time span of variable

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

Further information

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

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

**Wording of question**

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

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

3.146) **sf\_2015q3\_15**      measure filling trainee positions: fairs      **3rd quarter 2015**      once

**Wording of question**

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

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

3.147) **sf\_2015q3\_16**      measure filling trainee positions: new channels      **3rd quarter 2015**      once

**Wording of question**

<p>3rd quarter 2015</p> <p><b>Did you take special measures to fill open trainee positions?</b></p> <p>new recruitment channels (e.g. online)      <input type="text"/> [1] yes</p>	<p>Further information</p>																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.148) **sf\_2015q3\_17**      measure filling trainee positions: foreign search      **3rd quarter 2015**      once

**Wording of question**

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

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

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

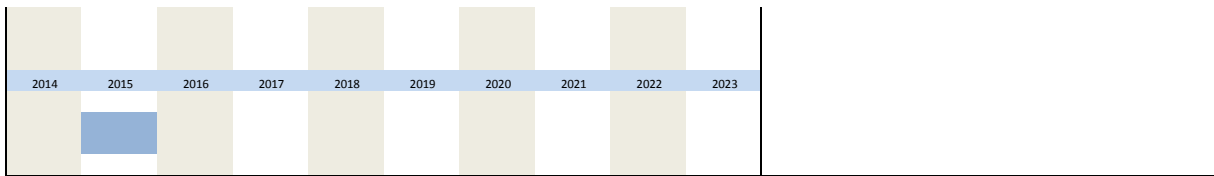
Wording of question									
3rd quarter 2015								Further information	
Did you take special measures to fill open trainee positions?									
other <input type="checkbox"/> [1] yes									
Time span of variable									
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019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

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

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

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

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



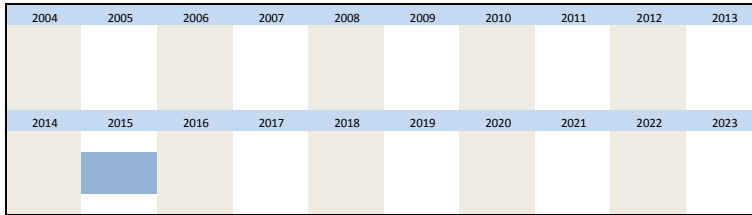
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.152) **sf\_2015q4\_2** employment of asylum seekers currently 4th quarter 2015 once

**Wording of question**

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

**Time span of variable**



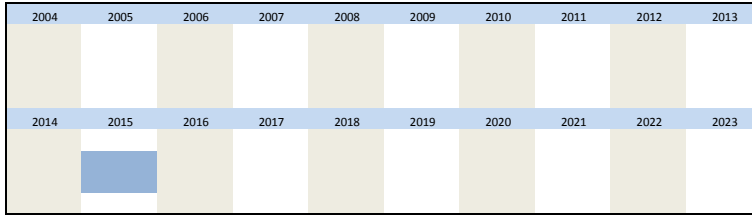
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.153) **sf\_2015q4\_3** employment of asylum seekers planned next 12 months 4th quarter 2015 once

**Wording of question**

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

**Time span of variable**



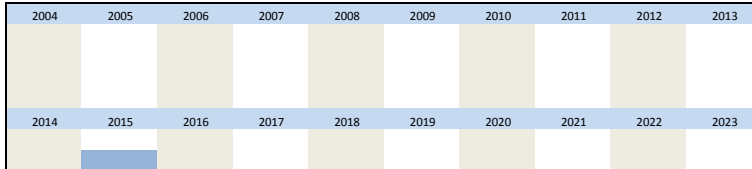
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.154) **sf\_2015q4\_4** employment of asylum seekers planned from 2017 on 4th quarter 2015 once

**Wording of question**

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

**Time span of variable**



--	--	--	--	--	--	--	--	--	--

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

3.155)	sf_2015q4_5	investment in qualification measures for asylum seekers planned 12 months	4th quarter 2015	once
--------	-------------	---	------------------	------

**Wording of question**

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

**Time span of variable**

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

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

3.156)	sf_2015q4_6	obstacles to employing asylum seekers: language	4th quarter 2015	once
--------	-------------	---	------------------	------

**Wording of question**

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

**Time span of variable**

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

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

3.157)	sf_2015q4_7	obstacles to employing asylum seekers: qualification	4th quarter 2015	once
--------	-------------	--	------------------	------

**Wording of question**

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

**Time span of variable**

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

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

3.158) sf\_2015q4\_8      obstacles to employing asylum seekers:      4th quarter 2015      once  
 minimum wage

**Wording of question**

4th quarter 2015  <b>Which obstacles do you see with regard to employing asylum seekers?</b>  <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] not relevant</td> </tr> <tr> <td>minimum wage</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	minimum wage					Further information																																																		
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant																																																									
minimum wage																																																													
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																																				

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

3.159) sf\_2015q4\_9      obstacles to employing asylum seekers:      4th quarter 2015      once  
 legal frameworks

**Wording of question**

4th quarter 2015  <b>Which obstacles do you see with regard to employing asylum seekers?</b>  <table border="1"> <tr> <td></td> <td>[1] large obstacle</td> <td>[2] ...</td> <td>[3] ...</td> <td>[4] not relevant</td> </tr> <tr> <td>legal frameworks</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] large obstacle	[2] ...	[3] ...	[4] not relevant	legal frameworks					Further information																																																		
	[1] large obstacle	[2] ...	[3] ...	[4] not relevant																																																									
legal frameworks																																																													
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																																				

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

3.160) sf\_2016q1\_1      offering internships in general      1st quarter 2016      once

**Wording of question**

1st quarter 2016  <b>Do you offer internships in your company in general?</b>  <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			Further information																																																								
[1] yes	[2] no																																																												
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> <tr> <td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td><td style="background-color: #e6e6e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																														
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																																				
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																																				

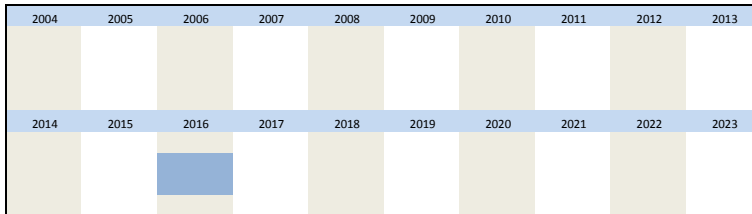
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.161) sf\_2016q1\_2 offering internships since 2015 for voluntary interns 1st quarter 2016 once

Wording of question

<p>1st quarter 2016</p> <p><b>Do you offer internships in your company in general?</b> since the beginning of 2015</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">for voluntary interns</td> <td style="border: none;"></td> </tr> </table>		[1] yes	for voluntary interns		Further information
	[1] yes				
for voluntary interns					

Time span of variable



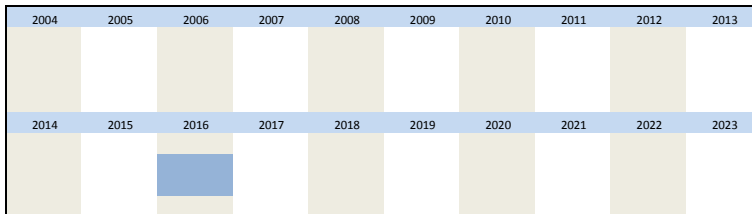
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.162) sf\_2016q1\_3 offering internships since 2015 for obligated interns 1st quarter 2016 once

Wording of question

<p>1st quarter 2016</p> <p><b>Do you offer internships in your company in general?</b> since the beginning of 2015</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">for obligated interns</td> <td style="border: none;"></td> </tr> </table>		[1] yes	for obligated interns		Further information
	[1] yes				
for obligated interns					

Time span of variable



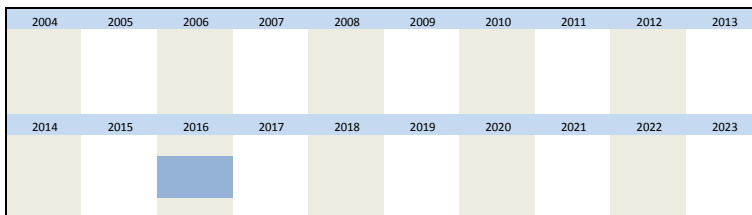
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.163) sf\_2016q1\_4 offering internships before 2015 for voluntary interns 1st quarter 2016 once

Wording of question

<p>1st quarter 2016</p> <p><b>Do you offer internships in your company in general?</b> prior to 2015</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">for voluntary interns</td> <td style="border: none;"></td> </tr> </table>		[1] yes	for voluntary interns		Further information
	[1] yes				
for voluntary interns					

Time span of variable





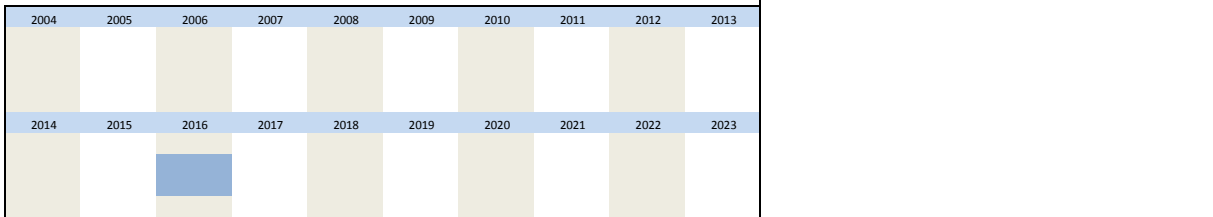
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.164) sf\_2016q1\_5 offering internships before 2015 for obligated interns 1st quarter 2016 once

**Wording of question**

1st quarter 2016	Further information				
<p>Do you offer internships in your company in general? prior to 2015</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>for obligated interns</td> <td></td> </tr> </table>		[1] yes	for obligated interns		
	[1] yes				
for obligated interns					

**Time span of variable**



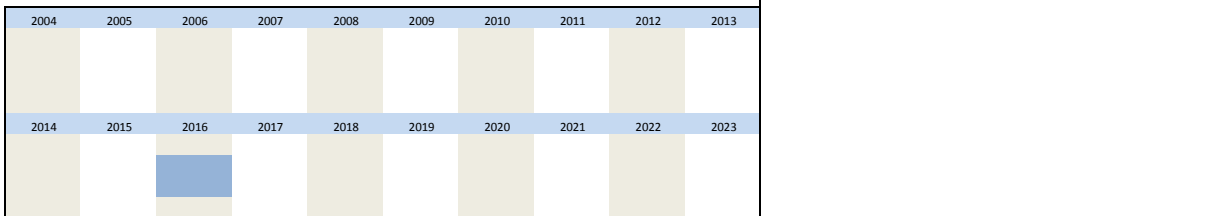
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.165) sf\_2016q1\_6 average internship duration for voluntary interns 1st quarter 2016 once

**Wording of question**

1st quarter 2016	Further information								
<p>The average duration of internships in our company is</p> <table border="1"> <tr> <td></td> <td>[1] up to 3 months</td> <td>[2] between 3 and 6 months</td> <td>[3] more than 6 months</td> </tr> <tr> <td>for voluntary interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for voluntary interns				
	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months						
for voluntary interns									

**Time span of variable**



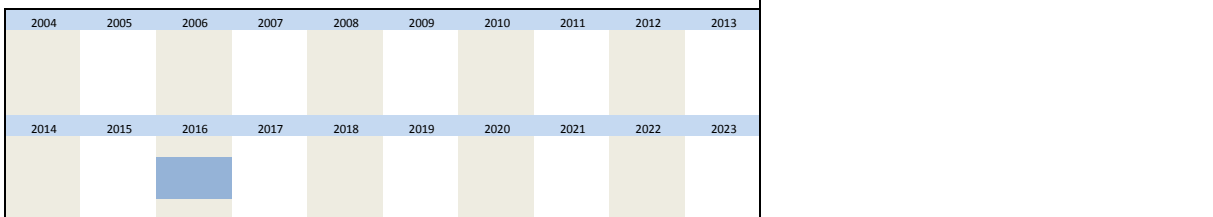
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.166) sf\_2016q1\_7 average internship duration for obligated interns 1st quarter 2016 once

**Wording of question**

1st quarter 2016	Further information								
<p>The average duration of internships in our company is</p> <table border="1"> <tr> <td></td> <td>[1] up to 3 months</td> <td>[2] between 3 and 6 months</td> <td>[3] more than 6 months</td> </tr> <tr> <td>for obligated interns</td> <td></td> <td></td> <td></td> </tr> </table>		[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months	for obligated interns				
	[1] up to 3 months	[2] between 3 and 6 months	[3] more than 6 months						
for obligated interns									

**Time span of variable**



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

3.167) sf\_2016q1\_8 internship duration for voluntary interns in 2015 versus previous years 1st quarter 2016 once

**Wording of question**

<p>1st quarter 2016</p> <p>The duration of internships ... in 2015 compared to previous years</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> </table> <p>for voluntary interns</p>	[1] increased	[2] no change	[3] decreased	<p>Further information</p>																	
[1] increased	[2] no change	[3] decreased																			
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.168) sf\_2016q1\_9 internship duration for voluntary interns in 2015 versus previous years 1st quarter 2016 once

**Wording of question**

<p>1st quarter 2016</p> <p>The duration of internships ... in 2015 compared to previous years</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> </tr> </table> <p>for obligated interns</p>	[1] increased	[2] no change	[3] decreased	<p>Further information</p>																	
[1] increased	[2] no change	[3] decreased																			
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.169) sf\_2016q1\_10 importance of internships as recruitment tool 1st quarter 2016 once

**Wording of question**

<p>1st quarter 2016</p> <p>How important is an internship as a recruitment tool for your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very important</td> <td>[2] rather important</td> <td>[3] rather unimportant</td> <td>[4] completely unimportant</td> </tr> </table>	[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant	<p>Further information</p>																
[1] very important	[2] rather important	[3] rather unimportant	[4] completely unimportant																		
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.170) **sf\_2016q1\_11** influence of minimum wage on internships **1st quarter 2016** once

**Wording of question**

<p>1st quarter 2016</p> <p>Does minimum wage influence your internship offerings?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>																																				
[1] yes	[2] no																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.171) **sf\_2016q2\_1** home office part of company organization **2nd quarter 2016** once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>																																				
[1] yes	[2] no																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.172) **sf\_2016q2\_2** home office offerings: no company presence **2nd quarter 2016** once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><b>If yes:</b></p> <p><b>To what extent are home-office working places offered in your company?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td> </td> </tr> <tr> <td>without presence in the company</td> <td> </td> </tr> </table>	[1] yes		without presence in the company		<p>Further information</p>																																				
[1] yes																																									
without presence in the company																																									
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

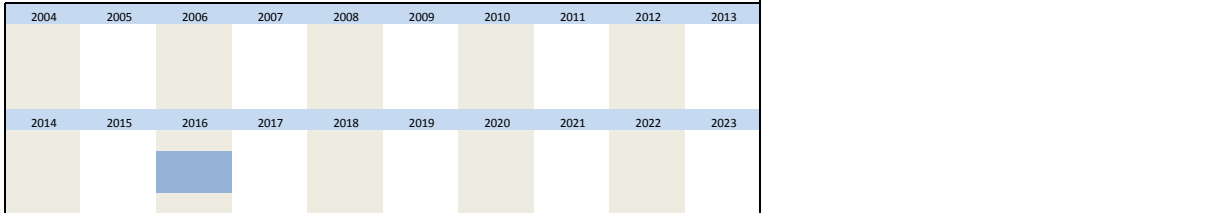
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.173) sf\_2016q2\_3 home office offerings: no company presence: usage 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>To what extent are home-office working places offered in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">usage</th> </tr> <tr> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td colspan="3" style="text-align: center;">without presence in the company</td> </tr> </tbody> </table>	usage			[1] often	[2] sometimes	[3] infrequently	without presence in the company			Further information
usage										
[1] often	[2] sometimes	[3] infrequently								
without presence in the company										

**Time span of variable**



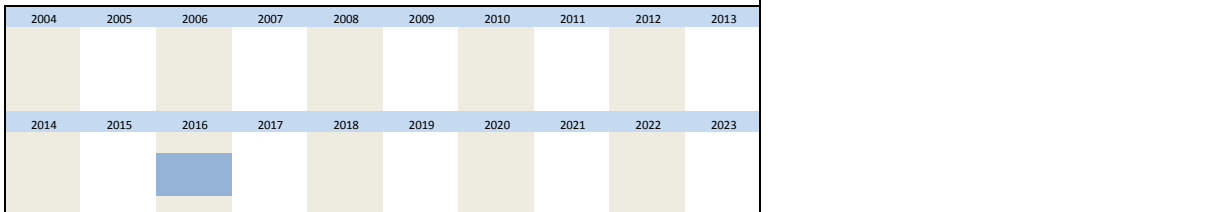
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.174) sf\_2016q2\_4 home office offerings: occasional presence 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>To what extent are home-office working places offered in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] yes</td> </tr> </table> <p style="margin-left: 20px;">with occasional presence in the company</p>	[1] yes	Further information
[1] yes		

**Time span of variable**



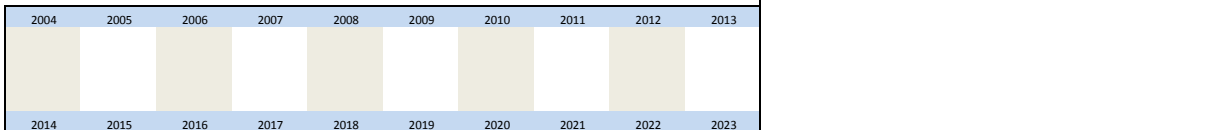
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.175) sf\_2016q2\_5 home office offerings: occasional presence: usage 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>To what extent are home-office working places offered in your company?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">usage</th> </tr> <tr> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td colspan="3" style="text-align: center;">with occasional presence in the company</td> </tr> </tbody> </table>	usage			[1] often	[2] sometimes	[3] infrequently	with occasional presence in the company			Further information
usage										
[1] often	[2] sometimes	[3] infrequently								
with occasional presence in the company										

**Time span of variable**





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

3.176) **sf\_2016q2\_6** home office offerings: frequent presence **2nd quarter 2016** once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>  <b>To what extent are home-office working places offered in your company?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">with frequent phases of presence in the company</td> <td style="border: none;"></td> </tr> </table>		[1] yes	with frequent phases of presence in the company		<p>Further information</p>																																				
	[1] yes																																								
with frequent phases of presence in the company																																									
<p>Time span of variable</p>																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.177) **sf\_2016q2\_7** home office offerings: frequent presence: usage **2nd quarter 2016** once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>  <b>To what extent are home-office working places offered in your company?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="width: 50px; text-align: center;">[1] often</td> <td style="width: 50px; text-align: center;">[2] sometimes</td> <td style="width: 50px; text-align: center;">[3] infrequently</td> </tr> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="border: none;"></td> </tr> <tr> <td style="border: none;">with frequent phases of presence in the company</td> <td style="border: none;"></td> </tr> </table>	usage			[1] often	[2] sometimes	[3] infrequently			with frequent phases of presence in the company		<p>Further information</p>																														
usage																																									
[1] often	[2] sometimes	[3] infrequently																																							
with frequent phases of presence in the company																																									
<p>Time span of variable</p>																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.178) **sf\_2016q2\_8** home office offerings: variable presence frequencies **2nd quarter 2016** once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>  <b>To what extent are home-office working places offered in your company?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="border: none;">Phases of presence are handled variably, depending on necessity, in our company</td> <td style="border: none;"></td> </tr> </table>		[1] yes	Phases of presence are handled variably, depending on necessity, in our company		<p>Further information</p>																
	[1] yes																				
Phases of presence are handled variably, depending on necessity, in our company																					
<p>Time span of variable</p>																					
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #e6f2ff;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

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

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

3.179)	sf_2016q2_9	home office demographics: mothers	2nd quarter 2016	once
--------	-------------	-----------------------------------	------------------	------

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>mothers</td> <td></td> </tr> </table>		[1] yes	mothers		Further information
	[1] yes				
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

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

3.180)	sf_2016q2_10	home office demographics: mothers: usage	2nd quarter 2016	once
--------	--------------	--	------------------	------

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office</p> <table border="1"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>mothers</td> <td></td> <td></td> <td></td> </tr> </table>		usage				[1] often	[2] sometimes	[3] infrequently	mothers				Further information
	usage												
	[1] often	[2] sometimes	[3] infrequently										
mothers													

**Time span of variable**

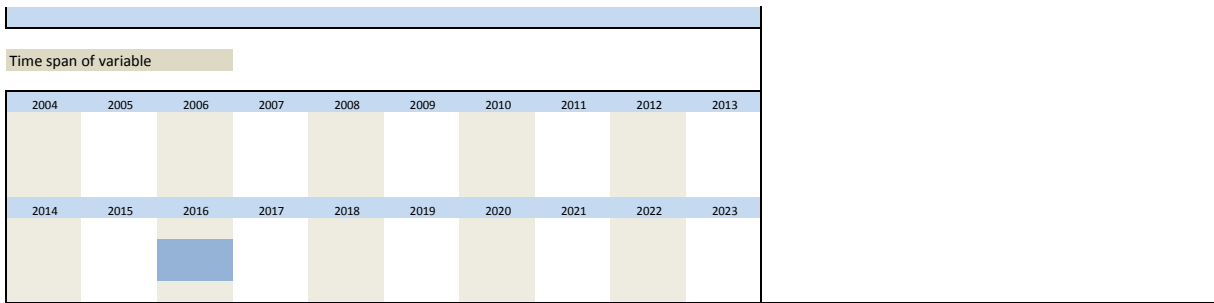
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.181)	sf_2016q2_11	home office demographics: fathers	2nd quarter 2016	once
--------	--------------	-----------------------------------	------------------	------

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p>If yes:</p> <p>which demographics use home-office</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>fathers</td> <td></td> </tr> </table>		[1] yes	fathers		Further information
	[1] yes				
fathers					

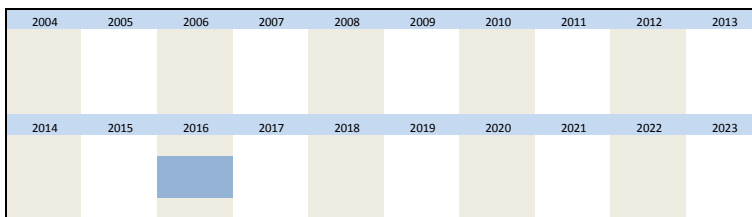


No.	Name	Label	Survey period	Survey frequency
3.182)	sf_2016q2_12	home office demographics: fathers: usage	2nd quarter 2016	once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>          which demographics use home-office</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="3" style="text-align: center;">usage</td> </tr> <tr> <td style="text-align: center;">[1] often</td> <td style="text-align: center;">[2] sometimes</td> <td style="text-align: center;">[3] infrequently</td> </tr> </table> <p>fathers</p>	usage			[1] often	[2] sometimes	[3] infrequently	<p>Further information</p>
usage							
[1] often	[2] sometimes	[3] infrequently					

**Time span of variable**

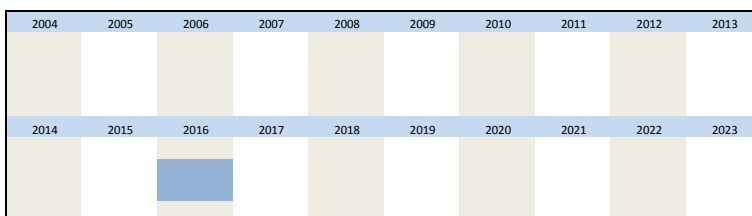


No.	Name	Label	Survey period	Survey frequency
3.183)	sf_2016q2_13	home office demographics: commuters	2nd quarter 2016	once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>          which demographics use home-office</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">[1] yes</td> </tr> </table> <p>commuters</p>	[1] yes	<p>Further information</p>
[1] yes		

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
3.184)	sf_2016q2_14	home office demographics: commuters: usage	2nd quarter 2016	once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b></p>	<p>Further information</p>
--	----------------------------

which demographics use home-office

	usage		
	[1] often	[2] sometimes	[3] infrequently
commuters			

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
3.185)	sf_2016q2_15	home office demographics: part time employees	2nd quarter 2016	once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?  
 If yes:  
 which demographics use home-office

	[1] yes
	part-time employees

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
3.186)	sf_2016q2_16	home office demographics: part time employees: usage	2nd quarter 2016	once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?  
 If yes:  
 which demographics use home-office

	usage		
	[1] often	[2] sometimes	[3] infrequently
part-time employees			

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
3.187)	sf_2016q2_17	home office demographics: full time employees	2nd quarter 2016	once



Wording of question

2nd quarter 2016  Are home-office working places part of your company organization? If yes: which demographics use home-office	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>full-time employees</td> <td></td> </tr> </table>		[1] yes	full-time employees		
	[1] yes				
full-time employees					

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
3.188)	sf_2016q2_18	home office demographics: full time employees: usage	2nd quarter 2016	once

Wording of question

2nd quarter 2016  Are home-office working places part of your company organization? If yes: which demographics use home-office	Further information												
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td colspan="3">usage</td> </tr> <tr> <td></td> <td>[1] often</td> <td>[2] sometimes</td> <td>[3] infrequently</td> </tr> <tr> <td>full-time employees</td> <td></td> <td></td> <td></td> </tr> </table>		usage				[1] often	[2] sometimes	[3] infrequently	full-time employees				
	usage												
	[1] often	[2] sometimes	[3] infrequently										
full-time employees													

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
3.189)	sf_2016q2_19	home office demographics: younger employees (<40 years)	2nd quarter 2016	once

Wording of question

2nd quarter 2016  Are home-office working places part of your company organization? If yes: which demographics use home-office	Further information				
<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>younger employees (&lt;40 years)</td> <td></td> </tr> </table>		[1] yes	younger employees (<40 years)		
	[1] yes				
younger employees (<40 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

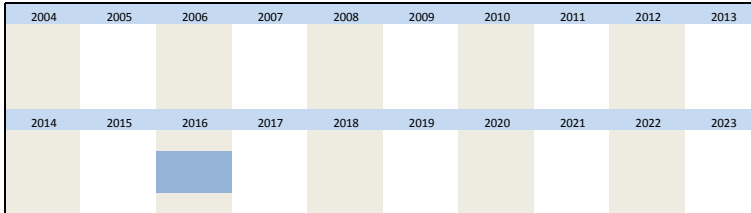
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.190 sf\_2016q2\_20 home office demographics: younger employees (<40 years): usage 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>          which demographics use home-office</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="3">usage</th> </tr> <tr> <th></th> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td>younger employees (&lt;40 years)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		usage				[1] often	[2] sometimes	[3] infrequently	younger employees (<40 years)				Further information
	usage												
	[1] often	[2] sometimes	[3] infrequently										
younger employees (<40 years)													

**Time span of variable**



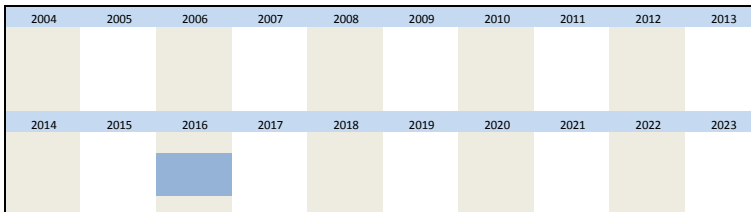
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.191 sf\_2016q2\_21 home office demographics: older employees (40+ years) 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>          which demographics use home-office</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>[1] yes</th> </tr> </thead> <tbody> <tr> <td>older employees (ab 40 years)</td> <td></td> </tr> </tbody> </table>		[1] yes	older employees (ab 40 years)		Further information
	[1] yes				
older employees (ab 40 years)					

**Time span of variable**



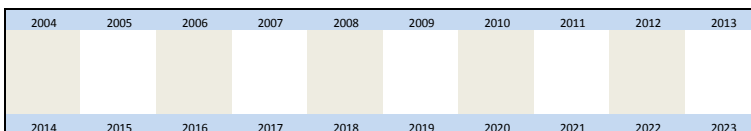
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.192 sf\_2016q2\_22 home office demographics: older employees (40+ years): usage 2nd quarter 2016 once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?  <b>If yes:</b>          which demographics use home-office</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="3">usage</th> </tr> <tr> <th></th> <th>[1] often</th> <th>[2] sometimes</th> <th>[3] infrequently</th> </tr> </thead> <tbody> <tr> <td>older employees (ab 40 years)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		usage				[1] often	[2] sometimes	[3] infrequently	older employees (ab 40 years)				Further information
	usage												
	[1] often	[2] sometimes	[3] infrequently										
older employees (ab 40 years)													

**Time span of variable**





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

3.193)	sf_2016q2_23	home office offerings last 5 years	2nd quarter 2016	once
--------	--------------	------------------------------------	------------------	------

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><b>If yes:</b></p> <p>Within the last 5 years, we have ... the home-office offerings in our company</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] expanded</td> <td>[2] not changed</td> <td>[3] reduced</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] expanded	[2] not changed	[3] reduced				Further information																																		
[1] expanded	[2] not changed	[3] reduced																																							
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.194)	sf_2016q2_24	home office offerings plan end of 2017 versus today	2nd quarter 2016	once
--------	--------------	---	------------------	------

**Wording of question**

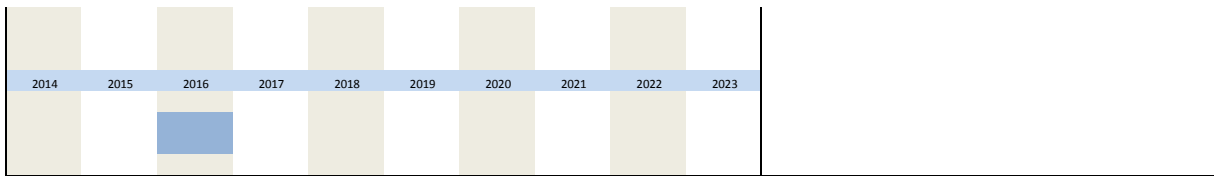
<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><b>If yes:</b></p> <p>We plan to ... the home-office offerings until the end of 2017 compared to today</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] expand</td> <td>[2] not change</td> <td>[3] reduce</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	[1] expand	[2] not change	[3] reduce				Further information																																		
[1] expand	[2] not change	[3] reduce																																							
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.195)	sf_2016q2_25	reasons for no home office offering: presence required	2nd quarter 2016	once
--------	--------------	--	------------------	------

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization?</p> <p><b>If no:</b></p> <p>Our company does not offer home-office for the following reasons:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>presence required</td> <td>[1] yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	presence required	[1] yes			Further information																
presence required	[1] yes																				
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												



No.	Name	Label	Survey period	Survey frequency
3.196)	sf_2016q2_26	reasons for no home office offering: hindered communication	2nd quarter 2016	once

**Wording of question**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td style="width: 80%;"></td> <td>[1] yes</td> </tr> <tr> <td>hindered communication with coworkers</td> <td></td> </tr> </table>		[1] yes	hindered communication with coworkers		<p>Further information</p>																																								
	[1] yes																																												
hindered communication with coworkers																																													
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>Active</td> <td>No</td> <td>No</td> <td>Yes</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Year</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Active</td> <td>No</td> <td>No</td> <td>Yes</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> </tr> </tbody> </table>		Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Active	No	No	Yes	No	No	No	No	No	No	No	Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Active	No	No	Yes	No	No	No	No	No	No	No
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																			
Active	No	No	Yes	No	No	No	No	No	No	No																																			
Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																			
Active	No	No	Yes	No	No	No	No	No	No	No																																			

No.	Name	Label	Survey period	Survey frequency
3.197)	sf_2016q2_27	reasons for no home office offering: unclear working time rules	2nd quarter 2016	once

**Wording of question**

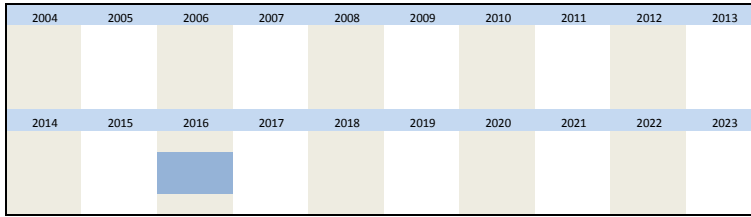
<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td style="width: 80%;"></td> <td>[1] yes</td> </tr> <tr> <td>unclear working time rules</td> <td></td> </tr> </table>		[1] yes	unclear working time rules		<p>Further information</p>																																								
	[1] yes																																												
unclear working time rules																																													
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>Active</td> <td>No</td> <td>No</td> <td>Yes</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Year</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Active</td> <td>No</td> <td>No</td> <td>Yes</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> <td>No</td> </tr> </tbody> </table>		Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Active	No	No	Yes	No	No	No	No	No	No	No	Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Active	No	No	Yes	No	No	No	No	No	No	No
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																			
Active	No	No	Yes	No	No	No	No	No	No	No																																			
Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																			
Active	No	No	Yes	No	No	No	No	No	No	No																																			

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**

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td style="width: 80%;"></td> <td>[1] yes</td> </tr> <tr> <td>lower productivity</td> <td></td> </tr> </table>		[1] yes	lower productivity		<p>Further information</p>
	[1] yes				
lower productivity					

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.199)	sf_2016q2_29	reasons for no home office offering: insufficient IT	2nd quarter 2016	once

Wording of question

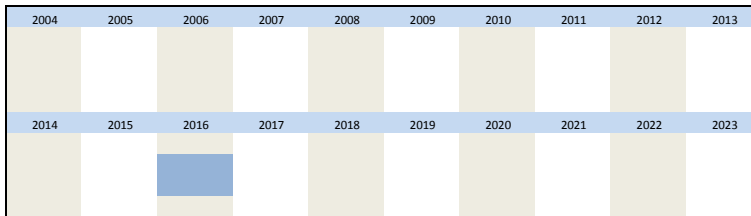
2nd quarter 2016

Are home-office working places part of your company organization?  
If no:  
Our company does not offer home-office for the following reasons:

insufficient IT	[1] yes
-----------------	---------

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.200)	sf_2016q2_30	reasons for no home office offering: IT security	2nd quarter 2016	once

Wording of question

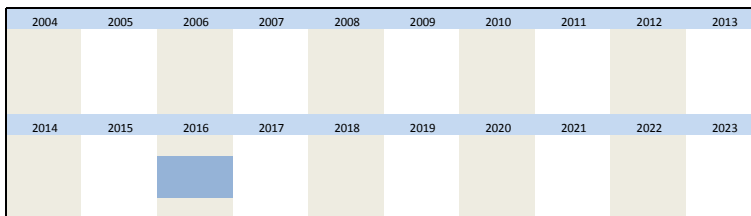
2nd quarter 2016

Are home-office working places part of your company organization?  
If no:  
Our company does not offer home-office for the following reasons:

IT-security	[1] yes
-------------	---------

Further information

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.201)	sf_2016q2_31	reasons for no home office offering: data protection	2nd quarter 2016	once

Wording of question

2nd quarter 2016

Are home-office working places part of your company organization?  
If no:  
Our company does not offer home-office for the following reasons:

	[1] yes
--	---------

Further information

data protection		[1] yes
-----------------	--	---------

Time span of variable

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

No.	Name	Label	Survey period	Survey frequency
3.202)	sf_2016q2_32	reasons for no home office offering: others	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <table border="1"> <tr> <td>other</td> <td>[1] yes</td> </tr> </table>	other	[1] yes	Further information
other	[1] yes		

Time span of variable

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

No.	Name	Label	Survey period	Survey frequency
3.203)	sf_2016q2_33	reasons for no home office offering: others description	2nd quarter 2016	once

Wording of question

<p>2nd quarter 2016</p> <p>Are home-office working places part of your company organization? If no: Our company does not offer home-office for the following reasons:</p> <p>other _____</p>	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
3.204)	sf_2016q3_1	employment of bachelor/master graduates within last 10 years	3rd quarter 2016	once

Wording of question

<p>3rd quarter 2016</p> <p>The Bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ</p>	Further information
--	---------------------

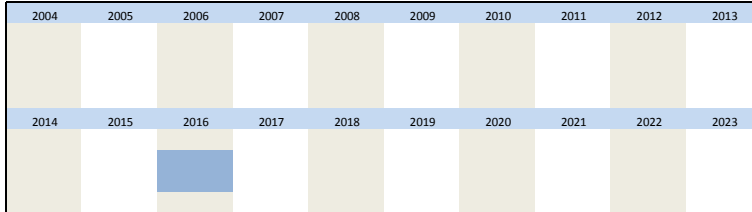
academics with one of the following degrees within the last 10 years?  
(Bachelor, Master, diploma, other)

[1] yes

[2] no

[3] we do not employ academics in general

Time span of variable



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

3.205)	sf_2016q3_2	employment of bachelor graduates last 10 years	3rd quarter 2016	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2016

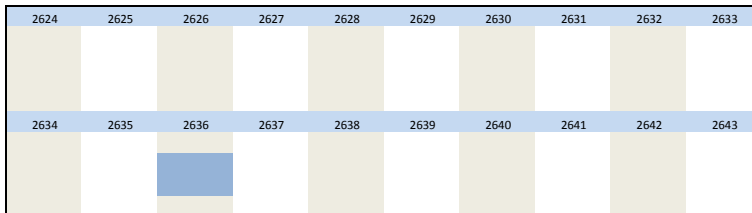
The Bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years?

[1] yes

Bachelor

Further information

Time span of variable



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

3.206)	sf_2016q3_3	employment of master graduates last 10 years	3rd quarter 2016	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2016

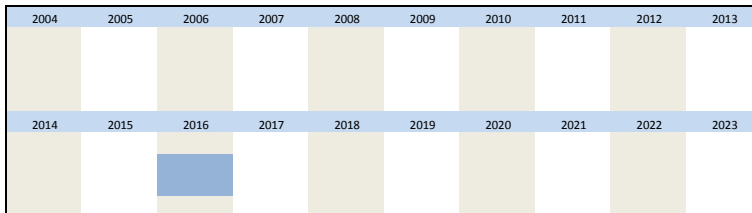
The Bologna process has reformed the academic system and introduced the Bachelor and Master degrees. Did you employ academics with one of the following degrees within the last 10 years?

[1] yes

Master

Further information

Time span of variable



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

3.207) sf\_2016q3\_4

employment of diploma graduates last 10 years

3rd quarter 2016

once

Wording of question

<p>3rd quarter 2016</p> <p>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?</p> <div style="margin-left: 100px;"> <input type="text" value="diploma"/> <input type="text" value="[1] yes"/> </div>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.208) sf\_2016q3\_5

employment of others last 10 years

3rd quarter 2016

once

Wording of question

<p>3rd quarter 2016</p> <p>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?</p> <div style="margin-left: 100px;"> <input type="text" value="other"/> <input type="text" value="[1] yes"/> </div>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.209) sf\_2016q3\_6

most common graduation type among first-time employees

3rd quarter 2016

once

Wording of question

<p>3rd quarter 2016</p> <p>Which is the most common degree of first-time employees in your company?</p> <div style="margin-left: 100px;"> <input type="text" value=""/> [1] Bachelor  <input type="text" value=""/> [2] Master  <input type="text" value=""/> [3] others  <input type="text" value=""/> [4] no comparison possible         </div>	<p>Further information</p>																				
<p>Time span of variable</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #e6f2ff;">2004</td><td style="background-color: #e6f2ff;">2005</td><td style="background-color: #e6f2ff;">2006</td><td style="background-color: #e6f2ff;">2007</td><td style="background-color: #e6f2ff;">2008</td><td style="background-color: #e6f2ff;">2009</td><td style="background-color: #e6f2ff;">2010</td><td style="background-color: #e6f2ff;">2011</td><td style="background-color: #e6f2ff;">2012</td><td style="background-color: #e6f2ff;">2013</td> </tr> <tr> <td style="background-color: #e6f2ff;">2014</td><td style="background-color: #e6f2ff;">2015</td><td style="background-color: #e6f2ff;">2016</td><td style="background-color: #e6f2ff;">2017</td><td style="background-color: #e6f2ff;">2018</td><td style="background-color: #e6f2ff;">2019</td><td style="background-color: #e6f2ff;">2020</td><td style="background-color: #e6f2ff;">2021</td><td style="background-color: #e6f2ff;">2022</td><td style="background-color: #e6f2ff;">2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												



--	--	--	--	--	--

No.	Name	Label	Survey period	Survey frequency
3.210)	sf_2016q3_7	new employment adjusted for bachelor/master	3rd quarter 2016	once

**Wording of question**

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no			<p>Further information</p>																																				
[1] yes	[2] no																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.211)	sf_2016q3_8	new employment adjusted for bachelor/master: new job profiles	3rd quarter 2016	once

**Wording of question**

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>changed job profiles</td> <td>[1] yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	changed job profiles	[1] yes			<p>Further information</p>																																				
changed job profiles	[1] yes																																								
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

No.	Name	Label	Survey period	Survey frequency
3.212)	sf_2016q3_9	new employment adjusted for bachelor/master: new jobs created	3rd quarter 2016	once

**Wording of question**

<p>3rd quarter 2016</p> <p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>new jobs created</td> <td>[1] yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	new jobs created	[1] yes			<p>Further information</p>																
new jobs created	[1] yes																				
<p><b>Time span of variable</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td><td style="background-color: #d3d3d3;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.213)	sf_2016q3_10	new employment adjusted for bachelor/master: specific entry programs	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2016	Further information																																								
<p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>specific entry programs</td> <td></td> </tr> </table>		[1] yes	specific entry programs																																						
	[1] yes																																								
specific entry programs																																									
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.214)	sf_2016q3_11	new employment adjusted for bachelor/master: entry wages	3rd quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

3rd quarter 2016	Further information																																								
<p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>entry wages</td> <td></td> </tr> </table>		[1] yes	entry wages																																						
	[1] yes																																								
entry wages																																									
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
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
-----	------	-------	---------------	------------------

3.215)	sf_2016q3_12	new employment adjusted for bachelor/master: less/more responsibility	3rd quarter 2016	once
--------	--------------	---	------------------	------

Wording of question

3rd quarter 2016	Further information																				
<p>Did you adjust the jobs for new employment of academic graduates to the Bachelor/Master degrees?</p> <p>If yes, via</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>less/more responsibility</td> <td></td> </tr> </table>		[1] yes	less/more responsibility																		
	[1] yes																				
less/more responsibility																					
<p>Time span of variable</p> <table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

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

No.	Name	Label	Survey period	Survey frequency
3.216)	sf_2016q3_13	satisfaction with education of graduates	3rd quarter 2016	once

**Wording of question**

<p>3rd quarter 2016</p> <p><b>How satisfied are you with the education of graduates in general?</b></p> <table border="1"> <tr> <td>[1] very satisfied</td> <td>[2] satisfied</td> <td>[3] unsatisfied</td> <td>[4] very unsatisfied</td> <td>[5] no statement</td> </tr> </table>	[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement	Further information															
[1] very satisfied	[2] satisfied	[3] unsatisfied	[4] very unsatisfied	[5] no statement																	
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.217)	sf_2016q3_14	change in satisfaction with education of graduates last 10 years	3rd quarter 2016	once

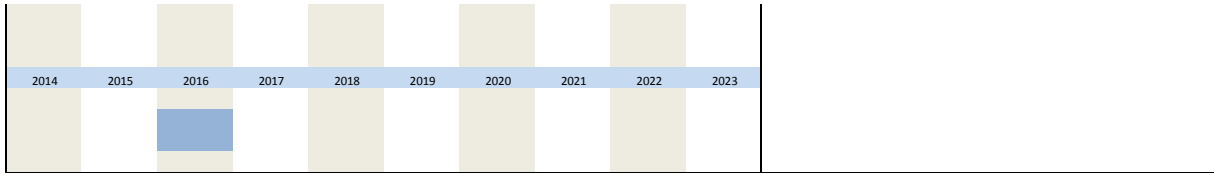
**Wording of question**

<p>3rd quarter 2016</p> <p><b>Did your satisfaction with the education of graduates change over the last 10 years?</b></p> <table border="1"> <tr> <td>[1] increased</td> <td>[2] no change</td> <td>[3] decreased</td> <td>[4] no statement</td> </tr> </table>	[1] increased	[2] no change	[3] decreased	[4] no statement	Further information																
[1] increased	[2] no change	[3] decreased	[4] no statement																		
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.218)	sf_2016q4_1	problems filling vacancies	4th quarter 2016	once

**Wording of question**

<p>4th quarter 2016</p> <p><b>Does your company have difficulties to fill vacancies in general?</b></p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> </table>	[1] yes	[2] no	Further information								
[1] yes	[2] no										
<p><b>Time span of variable</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		

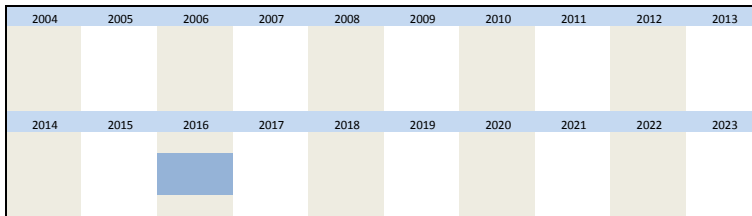


No.	Name	Label	Survey period	Survey frequency
3.219)	sf_2016q4_2	problems filling vacancies: managers	4th quarter 2016	once

**Wording of question**

<p>4th quarter 2016</p> <p>Does your company have difficulties to fill vacancies in general? If yes, for:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;">managers</td> <td>[1] yes</td> </tr> </table>	managers	[1] yes	Further information
managers	[1] yes		

**Time span of variable**

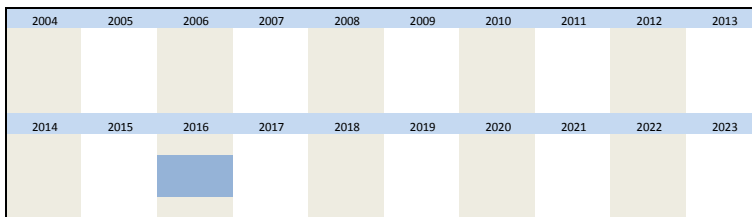


No.	Name	Label	Survey period	Survey frequency
3.220)	sf_2016q4_3	problems filling vacancies: skilled workers	4th quarter 2016	once

**Wording of question**

<p>4th quarter 2016</p> <p>Does your company have difficulties to fill vacancies in general? If yes, for:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;">skilled workers</td> <td>[1] yes</td> </tr> </table>	skilled workers	[1] yes	Further information
skilled workers	[1] yes		

**Time span of variable**



No.	Name	Label	Survey period	Survey frequency
3.221)	sf_2016q4_4	problems filling vacancies: employees	4th quarter 2016	once

**Wording of question**

<p>4th quarter 2016</p> <p>Does your company have difficulties to fill vacancies in general? If yes, for:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;">employees</td> <td>[1] yes</td> </tr> </table>	employees	[1] yes	Further information
employees	[1] yes		

**Time span of variable**



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

No.	Name	Label	Survey period	Survey frequency
3.222)	sf_2016q4_5	problems filling vacancies: temporary workers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Does your company have difficulties to fill vacancies in general? If yes, for:</p> <table border="1"> <tr> <td>[1] yes</td> <td></td> </tr> <tr> <td>temporary workers</td> <td></td> </tr> </table>	[1] yes		temporary workers		Further information																
[1] yes																					
temporary workers																					
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.223)	sf_2016q4_6	55+ year olds employed	4th quarter 2016	once

Wording of question

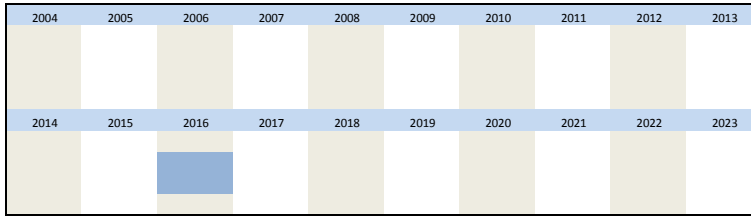
<p>4th quarter 2016</p> <p>Do you currently employ coworkers that are more than 55 years or older?</p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> </table>	[1] yes	[2] no	Further information																		
[1] yes	[2] no																				
<p>Time span of variable</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.224)	sf_2016q4_7	employees used 'retirement with 63'	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>[2] no</td> </tr> <tr> <td>[3] no, but expected until the end of 2018</td> </tr> <tr> <td>[4] unknown</td> </tr> </table>	[1] yes	[2] no	[3] no, but expected until the end of 2018	[4] unknown	Further information
[1] yes					
[2] no					
[3] no, but expected until the end of 2018					
[4] unknown					

Time span of variable

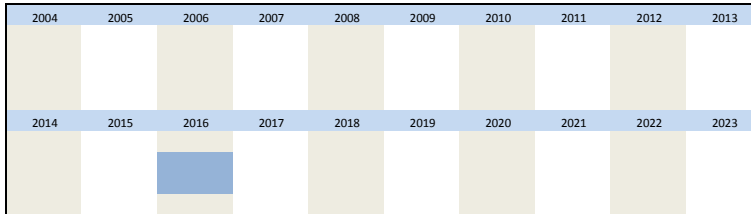


No.	Name	Label	Survey period	Survey frequency
3.225)	sf_2016q4_8	employees used 'retirement with 63': managers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">managers</td> <td>[1] yes</td> </tr> </table>	managers	[1] yes	<p>Further information</p>
managers	[1] yes		

Time span of variable

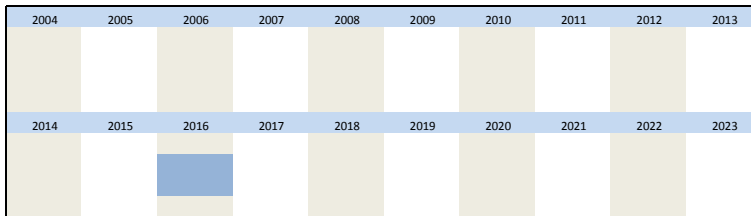


No.	Name	Label	Survey period	Survey frequency
3.226)	sf_2016q4_9	employees used 'retirement with 63': skilled workers	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">skilled workers</td> <td>[1] yes</td> </tr> </table>	skilled workers	[1] yes	<p>Further information</p>
skilled workers	[1] yes		

Time span of variable



No.	Name	Label	Survey period	Survey frequency
3.227)	sf_2016q4_10	employees used 'retirement with 63': employees	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p>	<p>Further information</p>
---	----------------------------

[1] yes	
employees	

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
-----	------	-------	---------------	------------------

3.228)	sf_2016q4_11	employees used 'retirement with 63': temporary workers	4th quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>In which positions have these been employed?</p>	Further information																				
<table border="1"> <tr> <td colspan="2">[1] yes</td> </tr> <tr> <td>temporary workers</td> <td></td> </tr> </table>	[1] yes		temporary workers																		
[1] yes																					
temporary workers																					
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.229)	sf_2016q4_12	employees used 'retirement with 63': reemployment	4th quarter 2016	once
--------	--------------	---	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p>	Further information																				
<table border="1"> <tr> <td colspan="2">[1] yes</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes																				
[1] yes																					
Time span of variable																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.230)	sf_2016q4_13	employees used 'retirement with 63': reemployment: which	4th quarter 2016	once
--------	--------------	--	------------------	------

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p> <p>If yes:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] all</td> <td>[2] most</td> <td>[3] few</td> <td>[4] none</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>	[1] all	[2] most	[3] few	[4] none					Further information																																
[1] all	[2] most	[3] few	[4] none																																						
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.231)	sf_2016q4_14	employees used 'retirement with 63': reemployment: change of job profile	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Did coworkers in your company make use of the "retirement with 63"?</p> <p>If yes:</p> <p>Are these positions supposed to be reemployed?</p> <p>If yes:</p> <p>Is the job profile going to be changed?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			Further information																																				
[1] yes	[2] no																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.232)	sf_2016q4_15	employment of people receiving pension	4th quarter 2016	once

Wording of question

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			Further information																																				
[1] yes	[2] no																																								
Time span of variable																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

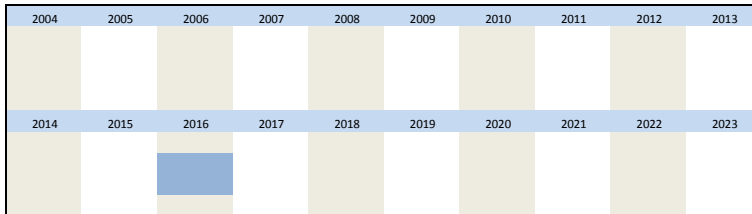


3.233) sf\_2016q4\_16 employment of people receiving pension: mini job 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p><b>Do you employ coworkers that already receive pension?</b></p> <p>If yes:</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">with mini job</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	with mini job	[1] yes	Further information
with mini job	[1] yes		

Time span of variable



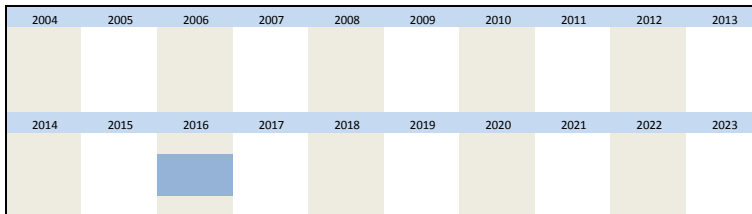
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.234) sf\_2016q4\_17 employment of people receiving pension: part time employees 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p><b>Do you employ coworkers that already receive pension?</b></p> <p>If yes:</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">as part time employee</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	as part time employee	[1] yes	Further information
as part time employee	[1] yes		

Time span of variable



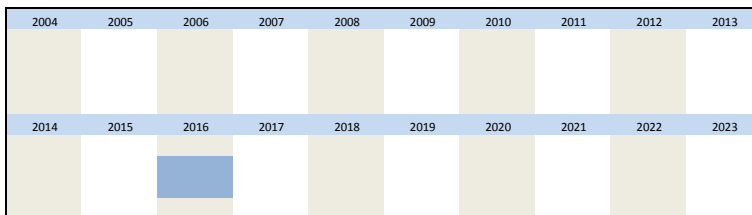
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.235) sf\_2016q4\_18 employment of people receiving pension: freelancers 4th quarter 2016 once

Wording of question

<p>4th quarter 2016</p> <p><b>Do you employ coworkers that already receive pension?</b></p> <p>If yes:</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">as freelancers</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	as freelancers	[1] yes	Further information
as freelancers	[1] yes		

Time span of variable



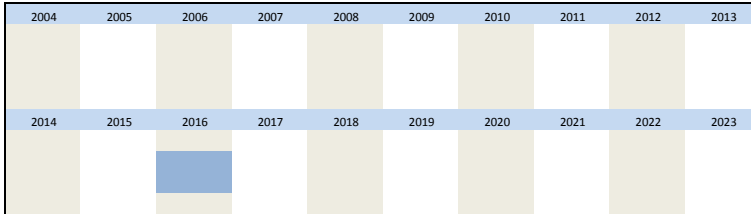
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.236) sf\_2016q4\_19 employment of people receiving pension: others 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension? If yes:</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 100px;">other</td> <td style="width: 50px;">[1] yes</td> </tr> </table>	other	[1] yes	Further information
other	[1] yes		

**Time span of variable**



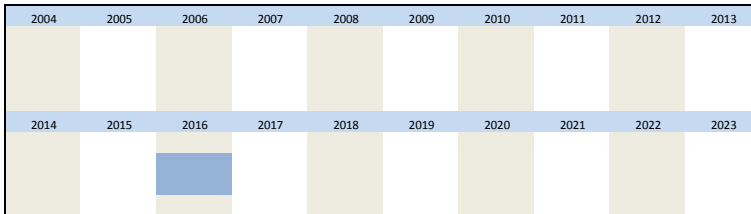
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.237) sf\_2016q4\_20 employment of people receiving pension: others description 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you employ coworkers that already receive pension? If yes:</p> <p>other _____</p>	Further information
---	---------------------

**Time span of variable**



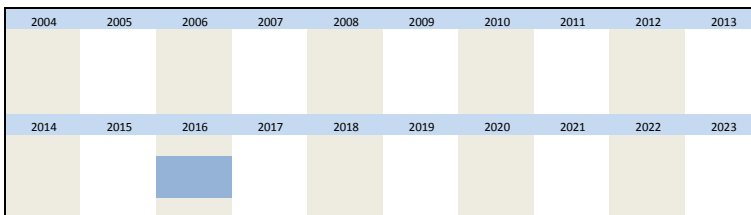
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.238) sf\_2016q4\_21 usage of flexi pension expected 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you expect that your coworkers make use of the flexi pension?</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 50px;">[1] yes</td> <td style="width: 50px;">[2] no</td> </tr> </table>	[1] yes	[2] no	Further information
[1] yes	[2] no		

**Time span of variable**



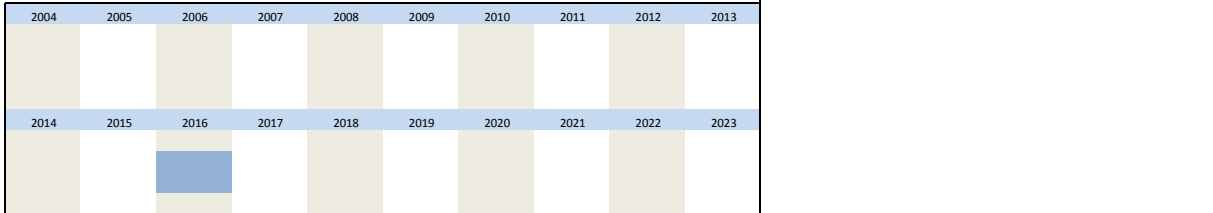
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.239) sf\_2016q4\_22 flexi pension: expectation that employees will work longer 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you expect that your coworkers make use of the flexi pension? If yes: Do you think that these coworkers will stay in the company for longer because of that?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			Further information
[1] yes	[2] no				

**Time span of variable**



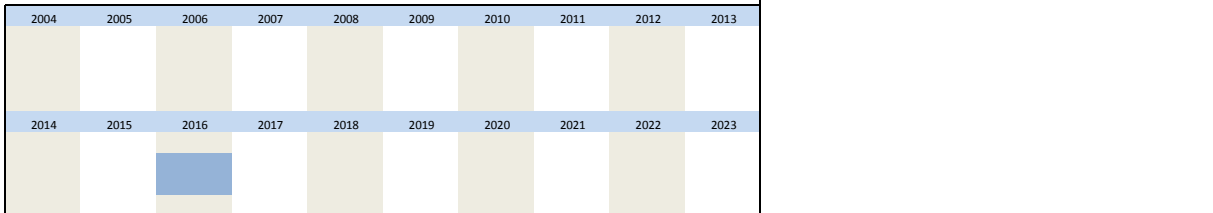
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.240) sf\_2016q4\_23 measures to keep older employees in company 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td> </td> <td> </td> </tr> </table>	[1] yes	[2] no			Further information
[1] yes	[2] no				

**Time span of variable**



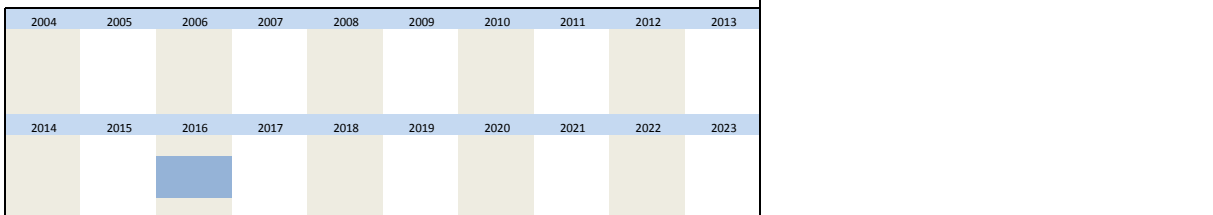
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.241) sf\_2016q4\_24 measures to keep older employees in company: more flexible working models 4th quarter 2016 once

**Wording of question**

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>more flexible working models</td> </tr> </table>	[1] yes	more flexible working models	Further information
[1] yes			
more flexible working models			

**Time span of variable**



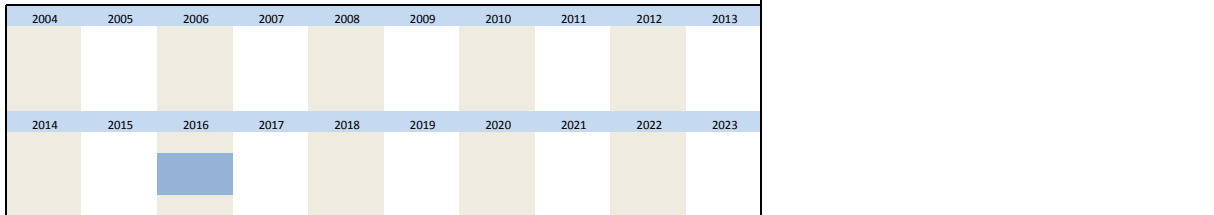
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.242)	sf_2016q4_25	measures to keep older employees in company: age appropriate workstations	4th quarter 2016	once
--------	--------------	---	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p><b>Do you take any measures to keep your older employees in the company for longer?</b></p> <p>If yes, via</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">age appropriate workstations</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	age appropriate workstations	[1] yes	Further information
age appropriate workstations	[1] yes		

**Time span of variable**



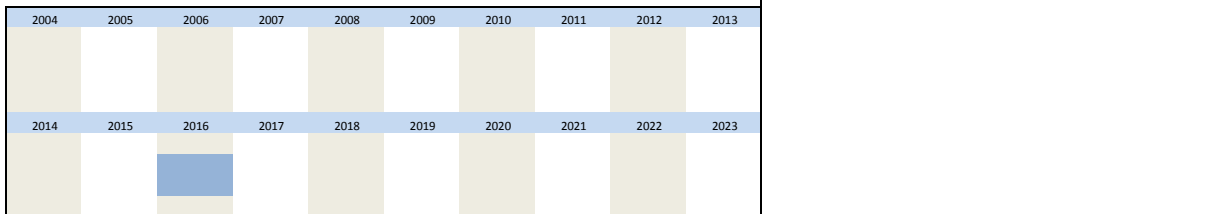
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.243)	sf_2016q4_26	measures to keep older employees in company: health promotion	4th quarter 2016	once
--------	--------------	---	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p><b>Do you take any measures to keep your older employees in the company for longer?</b></p> <p>If yes, via</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">health promotion</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	health promotion	[1] yes	Further information
health promotion	[1] yes		

**Time span of variable**



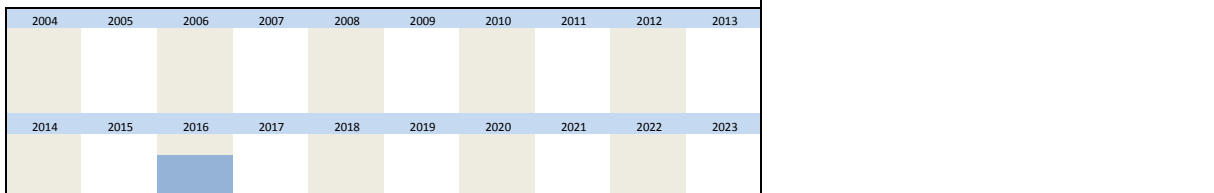
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.244)	sf_2016q4_27	measures to keep older employees in company: semi retirement	4th quarter 2016	once
--------	--------------	--	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p><b>Do you take any measures to keep your older employees in the company for longer?</b></p> <p>If yes, via</p> <table border="1" style="margin-left: 100px;"> <tr> <td style="width: 150px;">semi retirement</td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> </table>	semi retirement	[1] yes	Further information
semi retirement	[1] yes		

**Time span of variable**



--	--	--	--	--	--

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

3.245)	sf_2016q4_28	measures to keep older employees in company: specific further training	4th quarter 2016	once
--------	--------------	--	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>specific further training</td> </tr> </table>	[1] yes	specific further training	Further information
[1] yes			
specific further training			

**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
-----	------	-------	---------------	------------------

o sf_2016q4_29	measures to keep older employees in company: others	4th quarter 2016	once
----------------	---	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <table border="1"> <tr> <td>[1] yes</td> </tr> <tr> <td>others</td> </tr> </table>	[1] yes	others	Further information
[1] yes			
others			

**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
-----	------	-------	---------------	------------------

3.247)	sf_2016q4_30	measures to keep older employees in company: others description	4th quarter 2016	once
--------	--------------	---	------------------	------

**Wording of question**

<p>4th quarter 2016</p> <p>Do you take any measures to keep your older employees in the company for longer? If yes, via</p> <p>others _____</p>	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

--	--	--	--	--	--	--	--	--	--	--

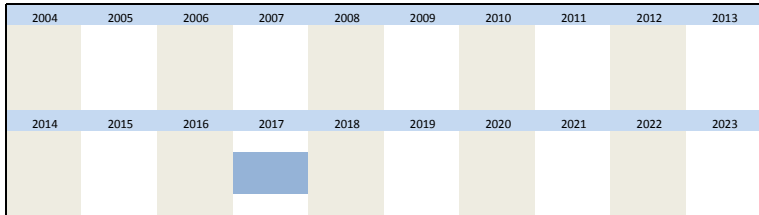
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.248) sf\_2017q1\_1 number of new employees (hired in the past 24 month) 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>How many persons did you hire in the last 24 month?</p> <p>_____</p>	

Wording of questionTime span of variable



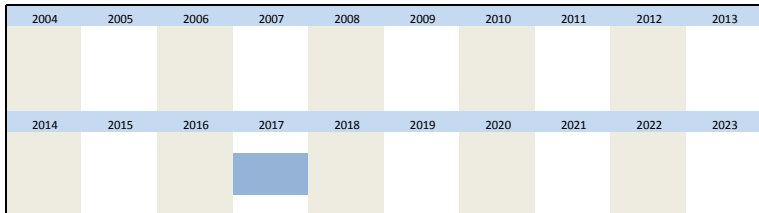
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.249) sf\_2017q1\_2 employment of refugees (in the past 24 month) 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Did your company employ any refugees* in the last 24 month?</p> <p><input type="checkbox"/> [1] yes    <input type="checkbox"/> [2] no    <input type="checkbox"/> [3] Our company has no capabilities for refugees</p> <p>*including: refugees with running or closed applications for asylum and tolerated persons</p>	

Wording of questionTime span of variable



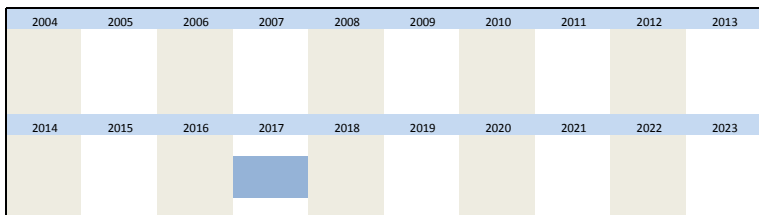
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.250) sf\_2017q1\_3 employment of refugees: if yes: How many? 1st quarter 2017 once

Wording of question

1st quarter 2017	Further information
<p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes:</p> <p>How many? _____</p>	

Wording of questionTime span of



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

3.251) sf\_2017q1\_4 employment of refugees: if yes: refugees are employed as: apprentices 1st quarter 2017 once

**Wording of question**

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;"></td> <td>[1] yes</td> </tr> <tr> <td>apprentices</td> <td></td> </tr> </table>		[1] yes	apprentices		<p>Further information</p>																																				
	[1] yes																																								
apprentices																																									
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.252) sf\_2017q1\_5 employment of refugees: if yes: refugees are employed as: trainees 1st quarter 2017 once

**Wording of question**

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;"></td> <td>[1] yes</td> </tr> <tr> <td>trainees</td> <td></td> </tr> </table>		[1] yes	trainees		<p>Further information</p>																																				
	[1] yes																																								
trainees																																									
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.253) sf\_2017q1\_6 employment of refugees: if yes: refugees are employed as: assistants 1st quarter 2017 once

**Wording of question**

<p>1st quarter 2017</p> <p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1" style="margin-left: 40px;"> <tr> <td style="width: 150px;"></td> <td>[1] yes</td> </tr> <tr> <td>assistants</td> <td></td> </tr> </table>		[1] yes	assistants		<p>Further information</p>																																				
	[1] yes																																								
assistants																																									
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td><td style="background-color: #f2f2f2;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																



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

3.254)	sf_2017q1_7	employment of refugees: if yes: refugees are employed as: seasonal workers	1st quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

1st quarter 2017	Further information																				
<p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1"> <tr> <td>seasonal workers</td> <td>[1] yes</td> </tr> </table>	seasonal workers	[1] yes																			
seasonal workers	[1] yes																				
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.255)	sf_2017q1_8	employment of refugees: if yes: refugees are employed as: specialists	1st quarter 2017	once
--------	-------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information																				
<p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1"> <tr> <td>specialists</td> <td>[1] yes</td> </tr> </table>	specialists	[1] yes																			
specialists	[1] yes																				
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.256)	sf_2017q1_9	employment of refugees: if yes: refugees are employed as: others	1st quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

1st quarter 2017	Further information										
<p>Did your company employ any refugees* in the last 24 month?</p> <p>If yes: Our company employed refugees as:</p> <table border="1"> <tr> <td>others</td> <td>[1] yes</td> </tr> </table>	others	[1] yes									
others	[1] yes										
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013		



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

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

3.257) **sf\_2017q1\_10** employment of refugees: if yes: refugees are employed as: others description **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Did your company employ any refugees* in the last 24 month?</b></p> <p>If yes: <b>Our company employed refugees as:</b></p> <p>Others description: _____</p>	Further information																				
<p><b>Wording of questionTime span of</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.258) **sf\_2017q1\_11** (planned) temporary employment of refugees **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Do you employ/plan to employ refugees by temporary employment?</b></p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no <input type="checkbox"/> [3] We plan it.</p>	Further information																				
<p><b>Wording of questionTime span of</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.259) **sf\_2017q1\_12** use of governmental measures of encouragement by refugee employment **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Do you use governmental measures of encouragement for the employment of refugees?</b></p> <p><input type="checkbox"/> [1] yes <input type="checkbox"/> [2] no</p>	Further information																				
<p><b>Wording of questionTime span of</b></p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												



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

3.260) **sf\_2017q1\_13** use of governmental measures of encouragement by refugee employment: if yes: description **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Do you use governmental measures of encouragement for the employment of refugees?</b></p> <p>If yes, namely: _____</p>	<p>Further information</p>																																								
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.261) **sf\_2017q1\_14** current obstacles of refugee employment: priority check **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%;">[1] major obstacle</td> <td style="width: 15%;">[2] little obstacle</td> <td style="width: 15%;">[3] no obstacle</td> <td style="width: 15%;">[4] irrelevant</td> <td style="width: 15%;">[5] general obstacle</td> </tr> <tr> <td>priority check</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	priority check						<p>Further information</p> <p>[5] General obstacle = this issue is checked</p>																												
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle																																				
priority check																																									
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #4f81bd; color: white;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.262) **sf\_2017q1\_15** current obstacles of refugee employment: governmental approval **1st quarter 2017** once

**Wording of question**

<p>1st quarter 2017</p> <p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%;">[1] major obstacle</td> <td style="width: 15%;">[2] little obstacle</td> <td style="width: 15%;">[3] no obstacle</td> <td style="width: 15%;">[4] irrelevant</td> <td style="width: 15%;">[5] general obstacle</td> </tr> <tr> <td>governmental approval</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	governmental approval						<p>Further information</p> <p>[5] General obstacle = this issue is checked</p>								
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle																
governmental approval																					
<p><b>Wording of questionTime span of</b></p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td><td style="background-color: #d9d9d9;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013										
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

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

3.263)	sf_2017q1_16	current obstacles of refugee employment: employment ban (safe orin)	1st quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information																																								
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1"> <thead> <tr> <th></th> <th>[1] major obstacle</th> <th>[2] little obstacle</th> <th>[3] no obstacle</th> <th>[4] irrelevant</th> <th>[5] general obstacle</th> </tr> </thead> <tbody> <tr> <td>employment ban (safe orin)</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	employment ban (safe orin)						<p>[5] General obstacle = this issue is checked</p>																												
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle																																				
employment ban (safe orin)																																									
<p><b>Wording of questionTime span of</b></p> <table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.264)	sf_2017q1_17	current obstacles of refugee employment: resident status	1st quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

1st quarter 2017	Further information																																								
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1"> <thead> <tr> <th></th> <th>[1] major obstacle</th> <th>[2] little obstacle</th> <th>[3] no obstacle</th> <th>[4] irrelevant</th> <th>[5] general obstacle</th> </tr> </thead> <tbody> <tr> <td>resident status</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	resident status						<p>[5] General obstacle = this issue is checked</p>																												
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle																																				
resident status																																									
<p><b>Wording of questionTime span of</b></p> <table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.265)	sf_2017q1_18	current obstacles of refugee employment: recognition of professional qualifications/degrees	1st quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information												
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1"> <thead> <tr> <th></th> <th>[1] major obstacle</th> <th>[2] little obstacle</th> <th>[3] no obstacle</th> <th>[4] irrelevant</th> <th>[5] general obstacle</th> </tr> </thead> <tbody> <tr> <td>recognition of professional qualifications/degrees</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	recognition of professional qualifications/degrees						<p>[5] General obstacle = this issue is checked</p>
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
recognition of professional qualifications/degrees													
<p><b>Wording of questionTime span of</b></p>													

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
-----	------	-------	---------------	------------------

3.266)	sf_2017q1_19	current obstacles of refugee employment: duration of the governmental procedure	1st quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information												
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>duration of the governmental procedure</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	duration of the governmental procedure						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
duration of the governmental procedure													

**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 period	Survey frequency
-----	------	-------	---------------	------------------

3.267)	sf_2017q1_20	current obstacles of refugee employment: internal management of screening processes	1st quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information												
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p> <table border="1"> <tr> <td></td> <td>[1] major obstacle</td> <td>[2] little obstacle</td> <td>[3] no obstacle</td> <td>[4] irrelevant</td> <td>[5] general obstacle</td> </tr> <tr> <td>internal management of screening processes</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle	internal management of screening processes						[5] General obstacle = this issue is checked
	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle								
internal management of screening processes													

**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 period	Survey frequency
-----	------	-------	---------------	------------------

3.268)	sf_2017q1_21	current obstacles of refugee employment: internal support	1st quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

1st quarter 2017	Further information
<p><b>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</b></p>	[5] General obstacle = this issue is checked

	[1] major obstacle	[2] little obstacle	[3] no obstacle	[4] irrelevant	[5] general obstacle
internal support					

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.269)	sf_2017q1_22	current obstacles of refugee employment: others	1st quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2017	Further information		
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <table border="1"> <tr> <td>others</td> <td>[5] general obstacle</td> </tr> </table>	others	[5] general obstacle	
others	[5] general obstacle		

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.270)	sf_2017q1_23	current obstacles of refugee employment: others description	1st quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

1st quarter 2017	Further information
<p>Do you see current obstacles in the employment of refugees in your company- besides language and qualification?</p> <p>others description: _____</p>	

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 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				
<p>How will your staffing level change in the next 5 years (medium term)?</p> <table border="1"> <tr> <td>[1] strong</td> <td>[2] slight</td> <td>[3] slight</td> <td>[4] strong</td> </tr> </table>	[1] strong	[2] slight	[3] slight	[4] strong	
[1] strong	[2] slight	[3] slight	[4] strong		

	increase	increase	reduction	reduction	

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 period	Survey frequency
3.272)	sf_2017q2_2	impact of digitisation on staffing level	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information																				
<p>Does the digitisation of your industry affect your staffing level?</p> <table border="1"> <tr> <td>[1] yes</td> <td>[2] no</td> </tr> <tr> <td></td> <td></td> </tr> </table>	[1] yes	[2] no																			
[1] yes	[2] no																				
Wording of questionTime span of																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.273)	sf_2017q2_3	digitisation causes	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information																				
<p>Does the digitisation of your industry affect your staffing level?</p> <p>If yes: Overall digitisation causes...</p> <table border="1"> <tr> <td></td> <td>[1] an increase of the staffing level</td> </tr> <tr> <td></td> <td>[2] an decrease of the staffing level</td> </tr> </table>		[1] an increase of the staffing level		[2] an decrease of the staffing level																	
	[1] an increase of the staffing level																				
	[2] an decrease of the staffing level																				
Wording of questionTime span of																					
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

No.	Name	Label	Survey period	Survey frequency
3.274)	sf_2017q2_4	employee turnover in company	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information				
<p>How do you rate the employee turnover in your company?</p> <table border="1"> <tr> <td>[1] very high</td> <td>[2] high</td> <td>[3] minor</td> <td>[4] very</td> </tr> </table>	[1] very high	[2] high	[3] minor	[4] very	
[1] very high	[2] high	[3] minor	[4] very		

[1] very high	[2] high	[3] medium	minor

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 period	Survey frequency
3.275)	sf_2017q2_5	importance of employee loyalty in company	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information								
<p>How important is the loyalty of employees in you company?</p> <table border="1"> <tr> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather important</td> <td>[4] not important</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very important	[2] important	[3] rather important	[4] not important					
[1] very important	[2] important	[3] rather important	[4] not important						

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 period	Survey frequency
3.276)	sf_2017q2_6	impact of digitisation on industry	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information								
<p>How strongly do you think your industry is affected by digitisation?</p> <table border="1"> <tr> <td>[1] very strong</td> <td>[2] strong</td> <td>[3] little</td> <td>[4] not at all</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very strong	[2] strong	[3] little	[4] not at all					
[1] very strong	[2] strong	[3] little	[4] not at all						

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 period	Survey frequency
3.277)	sf_2017q2_7	preparation of staffing level concerning changes due to digitisation	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information								
<p>How well prepared is your staffing level concerning changes due to digitisation?</p> <table border="1"> <tr> <td>[1] very well</td> <td>[2] well</td> <td>[3] less well</td> <td>[4] rather poor</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very well	[2] well	[3] less well	[4] rather poor					
[1] very well	[2] well	[3] less well	[4] rather poor						

Wording of question									
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
3.278)	sf_2017q2_8	reaction and valuation to new requirements: new hires	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information												
<p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <table border="1"> <thead> <tr> <th></th><th>[1] very important</th><th>[2] important</th><th>[3] rather unimportant</th><th>[4] not important</th><th>[5] reaction without valuation</th></tr> </thead> <tbody> <tr> <td>New hires</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	New hires						
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
New hires													
Wording of question													
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
3.279)	sf_2017q2_9	reaction and valuation to new requirements: advanced training	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information												
<p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p> <table border="1"> <thead> <tr> <th></th><th>[1] very important</th><th>[2] important</th><th>[3] rather unimportant</th><th>[4] not important</th><th>[5] reaction without valuation</th></tr> </thead> <tbody> <tr> <td>Advanced training for the employees</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Advanced training for the employees						
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Advanced training for the employees													
Wording of question													
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
3.280)	sf_2017q2_10	reaction and valuation to new requirements: internal relocations	2nd quarter 2017	once

Wording of question

2nd quarter 2017	Further information
<p>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</p>	



	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation
Internal relocations					

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.281)	sf_2017q2_11	reaction and valuation to new requirements: outsourcing	2nd quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

2nd quarter 2017	Further information												
In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?													
<table border="1"> <tr> <td></td> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> <td>[5] reaction without valuation</td> </tr> <tr> <td>Outsourcing / freelancing</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation	Outsourcing / freelancing						
	[1] very important	[2] important	[3] rather unimportant	[4] not important	[5] reaction without valuation								
Outsourcing / freelancing													

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.282)	sf_2017q2_12	reaction and valuation to new requirements: others	2nd quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2017	Further information				
In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?					
<table border="1"> <tr> <td></td> <td>[5] reaction without valuation</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[5] reaction without valuation	Others		
	[5] reaction without valuation				
Others					

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.283)	sf_2017q2_13	reaction and valuation to new requirements: others description	2nd quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

2nd quarter 2017 <b>In your company, how do you react to the new requirements for staff due to digitisation and how do you rate the particular measures?</b>  others description: _____	Further information																																								
<b>Wording of question</b> Time span of																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.284)	sf_2017q2_14	gain of knowledge due to new hires	2nd quarter 2017	once
--------	--------------	------------------------------------	------------------	------

**Wording of question**

2nd quarter 2017 <b>How do you rate the gain of knowledge due to recent hires for your company?</b>  <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] very important</td> <td>[2] important</td> <td>[3] rather unimportant</td> <td>[4] not important</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> <td></td> </tr> </table>	[1] very important	[2] important	[3] rather unimportant	[4] not important					Further information																																
[1] very important	[2] important	[3] rather unimportant	[4] not important																																						
<b>Wording of question</b> Time span of																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.285)	sf_2017q3_1	daily working hours at full employment	3rd quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

3rd quarter 2017 <b>How is the regular daily working time for full-time staff designed in your company?</b>  <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] less than 8 hours</td> <td>[2] 8 hours</td> <td>[3] more than 8 hours</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </table>	[1] less than 8 hours	[2] 8 hours	[3] more than 8 hours				Further information																																		
[1] less than 8 hours	[2] 8 hours	[3] more than 8 hours																																							
<b>Wording of question</b> Time span of																																									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #e6f2ff;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td><td style="background-color: #f2f2e6;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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 working hours	3rd quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

3rd quarter 2017 <b>Which impact would a relaxation of the legal framework have on the design of the regular daily working time in your company?</b>	Further information
---	---------------------

[1] no change	[2] slight increase (8-10 hours)	[3] strong increase (more than 10 hours)

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.287)	sf_2017q3_3	impact on employment - medium term: elimination of unfounded fixed term employment	3rd quarter 2017	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2017	Further information																																								
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>elimination of unfounded fixed term employment</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	elimination of unfounded fixed term employment																																		
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease																																				
elimination of unfounded fixed term employment																																									
Wording of questionTime span of																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.288)	sf_2017q3_4	impact on employment - medium term: transparency law concerning remuneration	3rd quarter 2017	once
--------	-------------	--	------------------	------

Wording of question

3rd quarter 2017	Further information																																								
<p>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</p> <table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>transparency law concerning remuneration</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>to establish a higher level of wage transparency</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	transparency law concerning remuneration																																		
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease																																				
transparency law concerning remuneration																																									
Wording of questionTime span of																																									
<table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.289)	sf_2017q3_5	impact on employment - medium term: flexible full-time employment	3rd quarter 2017	once
--------	-------------	---	------------------	------

Wording of question

3rd quarter 2017						Further information				
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...										
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					
flexible full-time employment										
+/-10 hour a week for childcare, nursing and training										
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 period	Survey frequency
3.290)	sf_2017q3_6	impact on employment - medium term: claim for part-time employment	3rd quarter 2017	once

Wording of question

3rd quarter 2017						Further information				
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...										
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					
claim for part-time employment										
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 period	Survey frequency
3.291)	sf_2017q3_7	impact on employment - medium term: right of return to full-time employment	3rd quarter 2017	once

Wording of question

3rd quarter 2017						Further information				
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...										
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					
right of return to full-time employment										
after phased part-time work										
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 period	Survey frequency
-----	------	-------	---------------	------------------

3.292) **sf\_2017q3\_8** impact on employment - medium term: elimination of 11 hours rest period **3rd quarter 2017** once

**Wording of question**

3rd quarter 2017										Further information																																								
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...																																																		
<table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> <td colspan="4"></td> </tr> <tr> <td>elimination of 11 hours rest period</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td colspan="4"></td> </tr> </table>												[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					elimination of 11 hours rest period																													
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease																																													
elimination of 11 hours rest period																																																		
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>										2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																									
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																									

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

3.293) **sf\_2017q3\_9** impact on employment - medium term: right of sabbatical **3rd quarter 2017** once

**Wording of question**

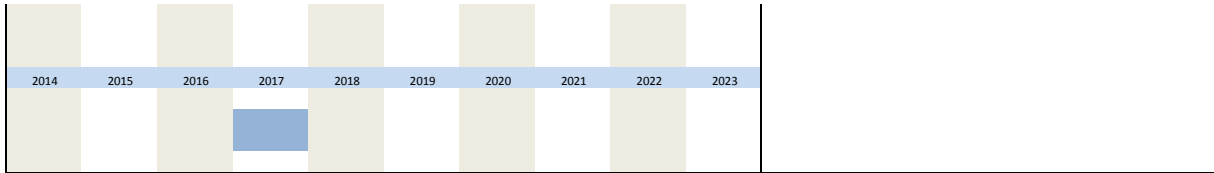
3rd quarter 2017										Further information																																								
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...																																																		
<table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> <td colspan="4"></td> </tr> <tr> <td>right of sabbatical</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td colspan="4"></td> </tr> </table> <p>two times during working life for a maximum period of one year</p>												[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					right of sabbatical																													
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease																																													
right of sabbatical																																																		
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>										2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																									
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																									

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

3.294) **sf\_2017q3\_10** impact on employment - medium term: long-term accounts **3rd quarter 2017** once

**Wording of question**

3rd quarter 2017										Further information																				
How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...																														
<table border="1"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> <td colspan="4"></td> </tr> <tr> <td>long-term accounts</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td colspan="4"></td> </tr> </table> <p>for overtime, bonus, remaining leave and special payments</p>												[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease					long-term accounts									
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease																									
long-term accounts																														
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>										2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																					



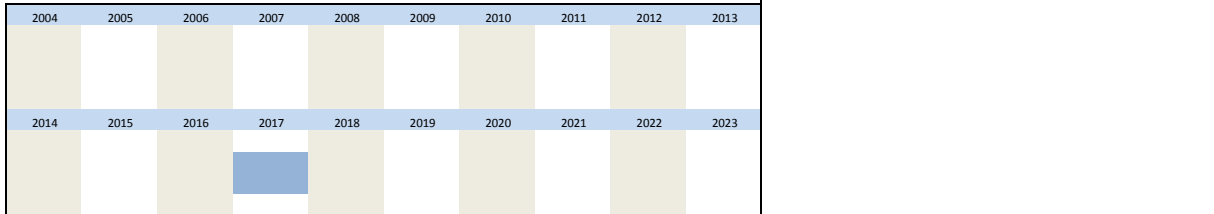
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.295)	sf_2017q3_11	impact on employment - medium term: immigration point system	3rd quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

<p>3rd quarter 2017</p> <p><b>How do you rate the possible introduction of the following actions concerning their potential impact on employment in the medium term? As a result our staffing level would...</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] strongly increase</td> <td>[2] rather increase</td> <td>[3] no impact</td> <td>[4] rather decrease</td> <td>[5] strongly decrease</td> </tr> <tr> <td>immigration point system</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table> <p>A point system to measure the qualification of immigrants as a basis to issue a work permit</p>		[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease	immigration point system						Further information
	[1] strongly increase	[2] rather increase	[3] no impact	[4] rather decrease	[5] strongly decrease								
immigration point system													

**Wording of questionTime span of**



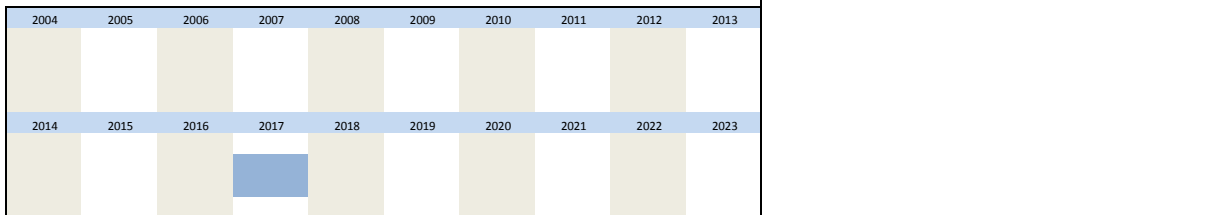
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.296)	sf_2017q3_12	other election campaign issue: important	3rd quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

<p>3rd quarter 2017</p> <p><b>Are there any topics in the election campaign, which you think of as particularly positive/important or problematic, that were not mentioned here?</b></p> <p><input type="checkbox"/> Yes, we believe it particularly positive/important that: _____</p>	Further information
---	---------------------

**Wording of questionTime span of**



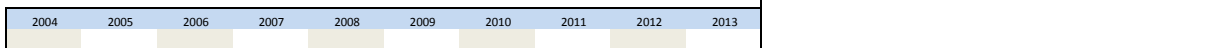
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.297)	sf_2017q3_13	other election campaign issue: problematic	3rd quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

<p>3rd quarter 2017</p> <p><b>Are there any topics in the election campaign, which you think of as particularly positive/important or problematic, that were not mentioned here?</b></p> <p><input type="checkbox"/> Yes, we believe it is particularly problematic that: _____</p>	Further information
---	---------------------

**Wording of questionTime span of**



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

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

3.298)	sf_2017q4_1	different remunerations among similar positions/activities	4th quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

<p>4th quarter 2017</p> <p><b>Do different remunerations among employees with similar positions/activities exist in your company?</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unknwn</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	[2] no	[3] unknwn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Further information</p>														
[1] yes	[2] no	[3] unknwn																			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																			
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.299)	sf_2017q4_2	reasons for different remunerations: educational attainment	4th quarter 2017	once
--------	-------------	---	------------------	------

**Wording of question**

<p>4th quarter 2017</p> <p><b>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</b></p> <p>(multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>Educational attainment</td> </tr> <tr> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	Educational attainment	<input type="checkbox"/>	<p>Further information</p>																	
[1] yes																					
Educational attainment																					
<input type="checkbox"/>																					
<p><b>Wording of question</b>Time span of</p> <table border="1"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013												
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023												

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

3.300)	sf_2017q4_3	reasons for different remunerations: work experience	4th quarter 2017	once
--------	-------------	--	------------------	------

**Wording of question**

<p>4th quarter 2017</p> <p><b>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</b></p> <p>(multiple nominations are possible)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> </tr> <tr> <td>Work experience</td> </tr> <tr> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	Work experience	<input type="checkbox"/>	<p>Further information</p>
[1] yes				
Work experience				
<input type="checkbox"/>				

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 period	Survey frequency
3.301)	sf_2017q4_4	reasons for different remunerations: gender	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>Gender</td><td>[1] yes</td></tr> </table>	Gender	[1] yes	
Gender	[1] yes		

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 period	Survey frequency
3.302)	sf_2017q4_5	reasons for different remunerations: family status	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information		
<p>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>Family status</td><td>[1] yes</td></tr> </table>	Family status	[1] yes	
Family status	[1] yes		

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 period	Survey frequency
3.303)	sf_2017q4_6	reasons for different remunerations: migrant background	4th quarter 2017	once

Wording of question

4th quarter 2017	Further information



Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
Migrant background	

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 period	Survey frequency
3.304)	sf_2017q4_7	reasons for different remunerations: number of kids	4th quarter 2017	once

Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
Number of kids	

Further information

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 period	Survey frequency
3.305)	sf_2017q4_8	reasons for different remunerations: work performance	4th quarter 2017	once

Wording of question

4th quarter 2017

Which characteristics of employees explain the different remunerations between employees with similar positions and activities?

(multiple nominations are possible)

	[1] yes
Work performance	

Further information

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.306) sf\_2017q4\_9 reasons for different remunerations: others 4th quarter 2017 once

Wording of question

<p>4th quarter 2017</p> <p><b>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</b></p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>Others</td> <td></td> </tr> </table>		[1] yes	Others		Further information
	[1] yes				
Others					

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.307) sf\_2017q4\_10 reasons for different remunerations: others description 4th quarter 2017 once

Wording of question

<p>4th quarter 2017</p> <p><b>Which characteristics of employees explain the different remunerations between employees with similar positions and activities?</b></p> <p>Others description: _____</p>	Further information
--	---------------------

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.308) sf\_2017q4\_11 labor law explanations of different remunerations: fixed term employment 4th quarter 2017 once

Wording of question

<p>4th quarter 2017</p> <p><b>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</b></p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>fixed term employment</td> <td></td> </tr> </table>		[1] yes	fixed term employment		Further information
	[1] yes				
fixed term employment					

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.309)	sf_2017q4_12	labor law explanations of different remunerations: full/part-time employment	4th quarter 2017	once
--------	--------------	---	------------------	------

**Wording of question**

4th quarter 2017	Further information																																								
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>full/part-time employment</td> <td></td> </tr> </table>		[1] yes	full/part-time employment																																						
	[1] yes																																								
full/part-time employment																																									
<b>Wording of questionTime span of</b>																																									
<table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td style="background-color: #4F81BD;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.310)	sf_2017q4_13	labor law explanations of different remunerations: temporary employment	4th quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

4th quarter 2017	Further information																																								
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>temporary employment</td> <td></td> </tr> </table>		[1] yes	temporary employment																																						
	[1] yes																																								
temporary employment																																									
<b>Wording of questionTime span of</b>																																									
<table border="1"> <thead> <tr> <th>2004</th> <th>2005</th> <th>2006</th> <th>2007</th> <th>2008</th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> <tr> <td></td> <td></td> <td></td> <td style="background-color: #4F81BD;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023											
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013																																
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023																																

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

3.311)	sf_2017q4_14	labor law explanations of different remunerations: differences in tariff agreements	4th quarter 2017	once
--------	--------------	--	------------------	------

**Wording of question**

4th quarter 2017	Further information				
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td></td> <td>[1] yes</td> </tr> <tr> <td>differences in tariff</td> <td></td> </tr> </table>		[1] yes	differences in tariff		
	[1] yes				
differences in tariff					

agreements									
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 period	Survey frequency
-----	------	-------	---------------	------------------

3.312)	sf_2017q4_15	labor law explanations of different remunerations: period of employment	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2017	Further information		
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>seniority/period of employment</td> <td>[1] yes</td> </tr> </table>	seniority/period of employment	[1] yes	
seniority/period of employment	[1] yes		

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.313)	sf_2017q4_16	labor law explanations of different remunerations: individual negotiating skills	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017	Further information		
<p>Which labor law characteristics explain the different remunerations among employees with similar positions/activities?</p> <p>(multiple nominations are possible)</p> <table border="1"> <tr> <td>individual negotiating skills</td> <td>[1] yes</td> </tr> </table>	individual negotiating skills	[1] yes	
individual negotiating skills	[1] yes		

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.314)	sf_2017q4_17	labor law explanations of different remunerations: others	4th quarter 2017	once
--------	--------------	--	------------------	------

Wording of question

4th quarter 2017

**Which labor law characteristics explain the different remunerations among employees with similar positions/activities?**

(multiple nominations are possible)

	[1] yes
Others	

Further information

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.315) **sf\_2017q4\_18** labor law explanations of different remunerations: others description 4th quarter 2017 once

Wording of question

4th quarter 2017

**Which labor law characteristics explain the different remunerations among employees with similar positions/activities?**

Others description: \_\_\_\_\_

Further information

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.316) **sf\_2017q4\_19** measures for reduction of different remunerations: transparent remuneration system 4th quarter 2017 once

Wording of question

4th quarter 2017

**Which measures do you take to reduce different remunerations among employees with similar positions/activities?**

	[1] yes
transparent remuneration system	

Further information

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.317) **sf\_2017q4\_20** measures for reduction of different remunerations: tariff 4th quarter 2017 once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: left;">tariff agreement</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	tariff agreement		<p>Further information</p>																																				
	[1] yes																																								
tariff agreement																																									
<p>Wording of questionTime span of</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #4f81bd;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.318)	sf_2017q4_21	measures for reduction of different remunerations: ombudsperson	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: left;">Ombudsperson</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	Ombudsperson		<p>Further information</p>																																				
	[1] yes																																								
Ombudsperson																																									
<p>Wording of questionTime span of</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #4f81bd;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
3.319)	sf_2017q4_22	measures for reduction of different remunerations: none	4th quarter 2017	once

Wording of question

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 150px; height: 20px;"></td> <td style="width: 50px; text-align: center;">[1] yes</td> </tr> <tr> <td style="text-align: left;">None</td> <td style="width: 50px;"></td> </tr> </table>		[1] yes	None		<p>Further information</p>																																				
	[1] yes																																								
None																																									
<p>Wording of questionTime span of</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>2004</td><td>2005</td><td>2006</td><td>2007</td><td>2008</td><td>2009</td><td>2010</td><td>2011</td><td>2012</td><td>2013</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> <tr> <td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td><td>2019</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td> </tr> <tr> <td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #4f81bd;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td><td style="background-color: #e0e0e0;"></td> </tr> </table>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013											2014	2015	2016	2017	2018	2019	2020	2021	2022	2023										
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
-----	------	-------	---------------	------------------

3.320) **sf\_2017q4\_23** measures for reduction of different remunerations: others **4th quarter 2017** once

**Wording of question**

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 100px;">Others</td> <td style="width: 50px;">[1] yes</td> </tr> </table>	Others	[1] yes	Further information
Others	[1] yes		

**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 period	Survey frequency
-----	------	-------	---------------	------------------

3.321) **sf\_2017q4\_24** measures for reduction of different remunerations: others description **4th quarter 2017** once

**Wording of question**

<p>4th quarter 2017</p> <p>Which measures do you take to reduce different remunerations among employees with similar positions/activities?</p> <p>Others description: _____</p>	Further information
---	---------------------

**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 period	Survey frequency
-----	------	-------	---------------	------------------

3.322) **sf\_2017q4\_25** affected by transparency law concerning remuneration **4th quarter 2017** once

**Wording of question**

<p>4th quarter 2017</p> <p>Is your company affected by the transparency law concerning remuneration?</p> <table border="1" style="margin-left: 20px;"> <tr> <td style="width: 50px;">[1] yes</td> <td style="width: 50px;">[2] no</td> <td style="width: 50px;">[3] unknwn</td> </tr> </table>	[1] yes	[2] no	[3] unknwn	Further information
[1] yes	[2] no	[3] unknwn		

**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

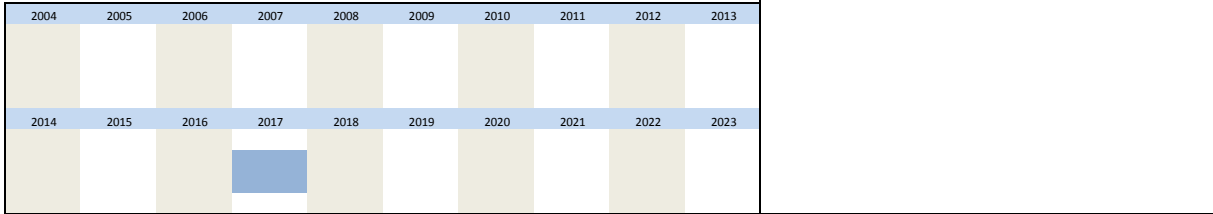
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.323) sf\_2017q4\_26 expected changes due to transparency law concerning remuneration 4th quarter 2017 once

**Wording of question**

4th quarter 2017	Further information
<p>What do you expect to change because of the transparency law concerning remuneration?</p> <p>_____</p>	

**Wording of questionTime span of**



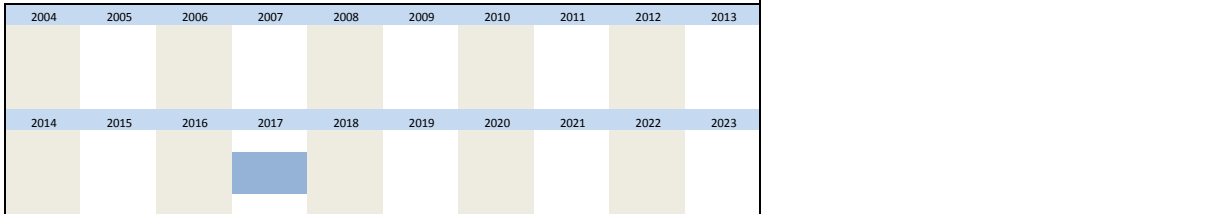
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.324) sf\_2017q4\_27 transparency law concerning remuneration reduces gender pay gap 4th quarter 2017 once

**Wording of question**

4th quarter 2017	Further information						
<p>Is the transparency law concerning remuneration a general effective way to reduce the gender pay gap?</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>[1] yes</td> <td>[2] no</td> <td>[3] unknown</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	[1] yes	[2] no	[3] unknown	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
[1] yes	[2] no	[3] unknown					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

**Wording of questionTime span of**



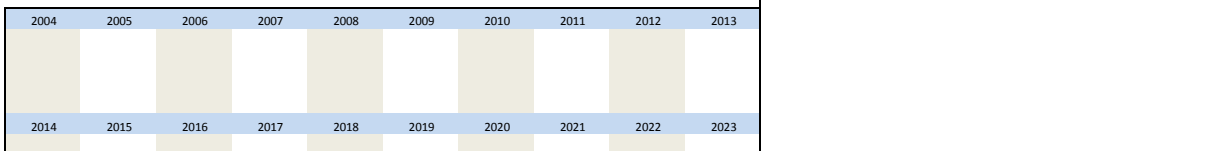
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.325) sf\_2017q4\_28 facilitating strategies for a wage increase: further training 4th quarter 2017 once

**Wording of question**

4th quarter 2017	Further information												
<p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td>[1] most important</td> <td>[2]</td> <td>[3]</td> <td>[4]</td> <td>[5] least important</td> </tr> <tr> <td>further training</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		[1] most important	[2]	[3]	[4]	[5] least important	further training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
further training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								

**Wording of questionTime span of**







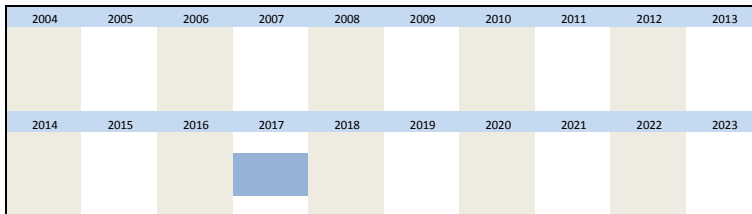
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.326) sf\_2017q4\_29 facilitating strategies for a wage increase: willingness to work more 4th quarter 2017 once

**Wording of question**

<p>4th quarter 2017</p> <p><b>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</b></p> <p>Alternative:</p> <p><b>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</b></p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>[1] most important</th> <th>[2]</th> <th>[3]</th> <th>[4]</th> <th>[5] least important</th> </tr> </thead> <tbody> <tr> <td>willingness to work more</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] most important	[2]	[3]	[4]	[5] least important	willingness to work more						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
willingness to work more													

**Wording of questionTime span of**



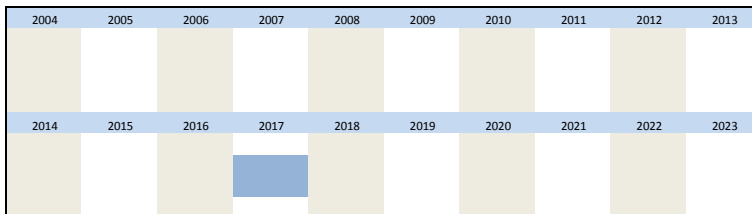
No.	Name	Label	Survey period	Survey frequency
-----	------	-------	---------------	------------------

3.327) sf\_2017q4\_30 facilitating strategies for a wage increase: take voluntarily additional responsibility 4th quarter 2017 once

**Wording of question**

<p>4th quarter 2017</p> <p><b>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</b></p> <p>Alternative:</p> <p><b>Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</b></p> <p>(Please arrange the measures regarding their importance 1= most important, ... 5=least important)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>[1] most important</th> <th>[2]</th> <th>[3]</th> <th>[4]</th> <th>[5] least important</th> </tr> </thead> <tbody> <tr> <td>to voluntarily take additional responsibility</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		[1] most important	[2]	[3]	[4]	[5] least important	to voluntarily take additional responsibility						<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
	[1] most important	[2]	[3]	[4]	[5] least important								
to voluntarily take additional responsibility													

**Wording of questionTime span of**



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

3.328) sf\_2017q4\_31 facilitating strategies for a wage increase: always do a good job 4th quarter 2017 once

**Wording of question**

<p>4th quarter 2017</p> <p><b>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</b></p>	<p>Further information</p> <p>[9] = checked</p>
---	---

Alternative:  
**Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?**

(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
always do a good job					

The gender of the employee was randomised  
 Variable 3.332) sf\_2017q4\_28 says, which question each respondent faced

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.329)	sf_2017q4_32	facilitating strategies for a wage increase: proactive wage negotiation	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017

**Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?**

Alternative:  
**Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?**

(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
proactive wage negotiation					

Further information  
 [9] = checked  
 The gender of the employee was randomised  
 Variable 3.332) sf\_2017q4\_28 says, which question each respondent faced

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 period	Survey frequency
-----	------	-------	---------------	------------------

3.330)	sf_2017q4_33	facilitating strategies for a wage increase: others	4th quarter 2017	once
--------	--------------	---	------------------	------

Wording of question

4th quarter 2017

**Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?**

Alternative:  
**Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?**

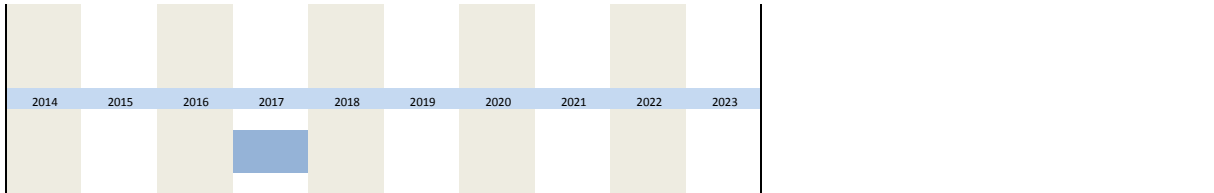
(Please arrange the measures regarding their importance 1= most important, ... 5=least important)

	[1] most important	[2]	[3]	[4]	[5] least important
Others					

Further information  
 [9] = checked  
 The gender of the employee was randomised  
 Variable 3.332) sf\_2017q4\_28 says, which question each respondent faced

Wording of questionTime span of

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
------	------	------	------	------	------	------	------	------	------

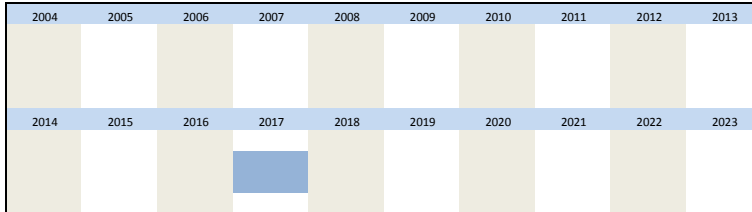


No.	Name	Label	Survey period	Survey frequency
3.331)	sf_2017q4_34	facilitating strategies for a wage increase: others description	4th quarter 2017	once

**Wording of question**

<p>4th quarter 2017</p> <p>Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p> <p>Alternative: Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>Others description: _____</p>	<p>Further information</p> <p>[9] = checked</p> <p>The gender of the employee was randomised</p> <p>Variable 3.332) sf_2017q4_28 says, which question each respondent faced</p>
---	---

**Wording of questionTime span of**



No.	Name	Label	Survey period	Survey frequency
3.332)	sf_2017q4_35	additional to facilitating strategies for a wage increase: gender (employee)	4th quarter 2017	once

**Wording of question**

<p>4th quarter 2017</p> <p>The respondent faced the following question (sf_2017q4_28 - sf_2017q4_34):</p> <p>[1] male employee Imagine the following situation: Mister Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve his aim?</p> <p>[2] female employee Imagine the following situation: Miss Mustermann is a representative employee of your company and strives for a wage increase. Which strategies would help the employee to achieve her aim?</p>	<p>Further information</p> <p>regards sf_2017q4_28 - sf_2017q4_34</p>
---	---

**Wording of questionTime span of**

