BIBB/BAuA Employment Survey 2012

Work and occupation in transition
Acquisition and utilisation of vocational qualifications

Survey instrument: master questionnaire for CATI programming with variable identifiers

18 October 2011

Main survey version

Further information:

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BIBB Research Project 2.1304
### Current occupational activity

<table>
<thead>
<tr>
<th>F100</th>
<th>And which is the occupational activity you are currently pursuing?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Check: if several gainful activities are pursued and E106 ≠ 2 and NT = 1, then display instead:</td>
</tr>
<tr>
<td></td>
<td>&lt;Which occupational activity are you currently pursuing as your main activity? What I mean is the gainful activity you spend most of your time on.&gt;</td>
</tr>
<tr>
<td></td>
<td>Check: if E106 = 2 and NT = 1, then please display:</td>
</tr>
<tr>
<td></td>
<td>&lt;And which is the occupational activity you are currently pursuing? Don't think of your student or trainee activity but of the gainful activity on which you spend most of the remaining time.</td>
</tr>
<tr>
<td></td>
<td>Please state the exact job title. For example, not &lt;mechanic but automobile mechanic, not teacher but secondary-school teacher&gt;. This is not about the profession for which you have once trained but about the gainful activity you are pursuing today.</td>
</tr>
</tbody>
</table>

/ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF100)

***99: not stated => continue with F101

Control depending on gender: <female mechanic ("Mechanikerin") but female automobile mechanic ("KFZ-Mechanikerin"), not female teacher ("Lehrerin") but female secondary-school teacher ("Gymnasiallehrerin")>

<table>
<thead>
<tr>
<th>F101</th>
<th>Now this information is very important to our study. So would you please tell me which occupational activity you are currently pursuing.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Check: if stated activity is included in the filed list of occupations, then display for the interviewer Can you give me a more precise name of that occupational activity? Is there a more specific job title for what you are doing?</td>
</tr>
<tr>
<td></td>
<td>/ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ (TF102)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F102</th>
<th>Are you currently working in your chosen field, or would you prefer to work in another profession?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: Working in my chosen field</td>
</tr>
<tr>
<td></td>
<td>2: Would prefer to work in another profession</td>
</tr>
</tbody>
</table>

***9: not stated
What is your vocational position in your job as <display activity from F100-102>? Are you …

1: blue collar worker, 
2: white collar worker, 
3: civil servant, 
4: self-employed person, 
5: free-lance worker, 
6: independent contractor, 
7: family worker 
9: TP can't decide between "blue collar worker" and "white collar worker"

***99: no information for programming:

INT: please read out possible responses.

Phrase vocational positions depending on S1 (gender)

Prog.: Trainees and interns are treated like white collar workers in control.

---

**Working hours and place of work**

What are the weekly working hours in your job as <display activity from F100-102> according to the agreement with your employer, excluding overtime?

/___________ hours per week (double-digit format, decimal, one position, 1-85, 97, 99)

***97: no weekly working hours agreed on
***99: not stated

INT: week may include Saturday and Sunday, e.g. in the catering sector

Check: if F200 > 50 hours => follow-up question:
These are unusually long working hours. Did you agree with your employer on these working hours?
1: yes, agreed number of working hours
2: no, give correct number of hours

---

How are you compensated for your extra work or your overtime?

1: by remuneration
2: by time off
3: by both
4: or is there no compensation

***9: not stated

INT: please read out possible responses
And how many hours do you actually work per week, on average, including your sideline activities?

\[
\text{if } \text{NT}=1
\]

\[
/ \text{_______ hours per week}
\]

***99: not stated

Check: figure in F206 must be greater than or equal to figure in AZ.
Check: if more than 70 hours \(\Rightarrow\) follow-up question

These are unusually long working hours. Is that correct?

1: yes, number of hours is correct
2: no, give correct number of hours

If you could freely choose the extent of your working hours and if you take into account that your earnings would change with changed working hours:

How many hours per week would you most like to work then?

\[
/ \text{_______ hours per week (double-digit format, decimal, one position)}
\]

***97: the same number of hours as now
***99: not stated

Check: if sideline activity, then display:

The following questions all refer to your main activity as <display activity from F100-102>.

How often do you succeed in taking your private interests and the interests of your family into account when planning your working hours?

1: often
2: sometimes
3: or never

***9: not stated

INT: please read out possible responses

Are your working hours normally between 7 a.m. and 7 p.m.?

1: yes
2: no

***9: not stated

Are you working shifts or do you have other shifted working hours?

\[
\text{if } \text{F209}=2,9
\]

1: work in shifts
2: have other shifted working hours \(\Rightarrow\) F214 or F214a (if stib=4,5,6,7 \(\Rightarrow\) F214/F214a)
3: neither \(\Rightarrow\) continue with F214 or F214a (if stib=4,5,6,7 \(\Rightarrow\) F214/F214a)

***9: not stated \(\Rightarrow\) continue with F214 or F214a (if stib=4,5,6,7 \(\Rightarrow\) F214/F214a)
**F210**  
What shifts do you work in your job as <display activity from F100-102>?  
1: early shift only  
2: late shift only  
3: night shift only  
4: alternating between early and late shifts  
5: alternating between early and night shifts  
6: alternating between late and night shifts  
7: alternating between early, late and night shifts  
8: alternating between day and night shifts (12-hour shifts)  
98: other  
***99: not stated  

INT: do not read out possible answers initially

**F210_01**  
Is that stressful for you?  
if F209_01=1  
1: yes  
2: no  
***9: not stated  

INT: for answer "sometimes" please enter "yes".

**F210_02**  
On average, how many night shifts do you work in a month?  
/ nights per month (range 1-31)  
***96: less than once per month  
***97: that changes, I can't say  
***99: not stated

**F211**  
When did you start working night shifts? Please tell me the year.  
if F210=3,5,6,7,8  
/ year  
Prog.: Check: at least year of birth + 15 years  
***9999: not stated

**F214**  
Does it happen frequently in your job that work breaks are skipped on workdays of more than 6 hours? We are talking about breaks of more than 15 minutes.  
if zpalter >=18  
1: yes  
2: no  
***8: no workdays of more than 6 hours  
***9: not stated  

INT: please don't read out possible responses

**F214a**  
Does it happen often in your job that work breaks are skipped on workdays? We are talking about breaks of more than 15 minutes.  
if zpalter <18  
1: yes  
2: no  
***9: not stated  

INT: please don't read out possible responses
<table>
<thead>
<tr>
<th>F214_01</th>
<th>Why is that? Because you have too much work to do, because breaks do not fit into the work flow, or because you yourself prefer not to take a break?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: because I have too much work to do</td>
</tr>
<tr>
<td></td>
<td>2: because breaks don't fit into the work flow</td>
</tr>
<tr>
<td></td>
<td>3: because I prefer not to take a break</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F216</th>
<th>Are you on standby duty or on-call duty?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no =&gt; F218</td>
</tr>
<tr>
<td></td>
<td>***9: not stated =&gt; F218</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F218</th>
<th>Do you work – even if only occasionally – on Saturdays?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no =&gt; F21</td>
</tr>
<tr>
<td></td>
<td>***9: not stated =&gt; F21</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F220</th>
<th>How many Saturdays a month do you work, on average?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F218=1 [\text{Saturdays per month}]</td>
</tr>
<tr>
<td></td>
<td>***96: less than one per month</td>
</tr>
<tr>
<td></td>
<td>***97: that changes, I can't say</td>
</tr>
<tr>
<td></td>
<td>***99: not stated</td>
</tr>
<tr>
<td></td>
<td>Check: adjust range; not more than 5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F221</th>
<th>Do you work – even if only occasionally – on Sundays and public holidays?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no =&gt; F23</td>
</tr>
<tr>
<td></td>
<td>***9: not stated =&gt; F23</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F223</th>
<th>How many Sundays and public holidays a month do you work, on average?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F221=1 [\text{Sundays and public holidays per month}]</td>
</tr>
<tr>
<td></td>
<td>***96: less than one per month</td>
</tr>
<tr>
<td></td>
<td>***97: that changes, I can't say</td>
</tr>
<tr>
<td></td>
<td>***99: not stated</td>
</tr>
<tr>
<td></td>
<td>Check: adjust range; not more than 5</td>
</tr>
</tbody>
</table>
F233 In which Federal state is the company you work at located?
1: Baden-Württemberg
2: Bavaria
3: Berlin
4: Brandenburg
5: Bremen
6: Hamburg
7: Hesse
8: Mecklenburg-Vorpommern
9: Lower Saxony
10: North Rhine-Westphalia
11: Rhineland-Palatinate
12: Saarland
13: Saxony
14: Saxony-Anhalt
15: Schleswig-Holstein
16: Thuringia
***20: abroad
***99: not stated
INT: don't read out list, please ask openly and assign

Types of work performed

F300 What is the most important equipment in your work as <display activity from F100-102>? We are talking about the object that is most important in your job.

/_________(TF300)
***99: not stated
INT: Naming body parts is not admissible here; the question is about objects. If an imprecise answer is given, e.g. "tools", please ask whether a more specific answer is possible.

F301 Do you have colleagues to whom you are <the> immediate superior?

if Azubi#1 and Pra#1
1: yes
2: no
***9: not stated

Check: If gender female: <the>

F302 And how many are they?

if F301=1
/______colleagues
***99999: not stated

Please think of your occupational activity as <display activity from F100-102>. I will now give you a number of specific activities. Please tell me how often these activities occur in your work, whether they occur often, sometimes or never.

F303 to F320 in random order: For the first statement display the question "Does this occur often, sometimes or never?".

F303 Manufacturing, producing goods and commodities
1: often
2: sometimes
3: never
***9: not stated
INT: read out categories at first, then repeat if requested
<table>
<thead>
<tr>
<th>Code</th>
<th>Activity</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>F304</td>
<td>Measuring, testing, quality control</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F305</td>
<td>Monitoring, control of machines, plants, technical processes</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F306</td>
<td>Repairing, refurbishing</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F307</td>
<td>Purchasing, procuring, selling</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F308</td>
<td>Transporting, storing, shipping</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td>INT:</td>
<td>transporting can also refer to persons.</td>
<td></td>
</tr>
<tr>
<td>F309</td>
<td>Advertising, marketing, public relations</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F310</td>
<td>Organising, planning and preparing work processes. Here we are not talking about your own work processes.</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F311</td>
<td>Developing, researching, constructing</td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
</tbody>
</table>
F312 Training, instructing, teaching, educating

1: often
2: sometimes
3: never
***9: not stated

F313 Gathering information, investigating, documenting

1: often
2: sometimes
3: never
***9: not stated

F314 Providing advice and information

1: often
2: sometimes
3: never
***9: not stated

F315 Entertaining, accommodating, preparing food

1: often
2: sometimes
3: never
***9: not stated

F316 Nursing, caring, healing

1: often
2: sometimes
3: never
***9: not stated

F317 Protecting, guarding, patrolling, directing traffic

1: often
2: sometimes
3: never
***9: not stated

F318 Working with computers

1: often
2: sometimes
3: never
***9: not stated

F319 Using the Internet or editing e-mails

if F318 le 2

1: often
2: sometimes
3: never
***9: not stated
<table>
<thead>
<tr>
<th>F320</th>
<th>Cleaning, removing waste, recycling</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: often</td>
</tr>
<tr>
<td></td>
<td>2: sometimes</td>
</tr>
<tr>
<td></td>
<td>3: never</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F321</th>
<th>Did we forget an activity that you frequently perform?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes / __________(TF321s)</td>
</tr>
<tr>
<td></td>
<td>2. no</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>INT:</td>
<td>if several activities are named, record the most frequently performed one.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F322</th>
<th>Is your activity related to renewable or regenerative energies?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2. no</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>INT:</td>
<td>Renewable or regenerative energies are energy resources that are permanently available. This includes wind energy, bioenergy, solar energy, hydropower and geothermal energy.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F323</th>
<th>Does your enterprise work in this field?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2: no</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F324</th>
<th>In the following, we would like to know in what way you are working with computers. Are you exclusively a computer user, or does your work with computers include more than just using them?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: exclusively a user</td>
</tr>
<tr>
<td></td>
<td>2: more than just using them</td>
</tr>
<tr>
<td></td>
<td>***8: I can't say =&gt; continue with F326</td>
</tr>
<tr>
<td></td>
<td>***9: not stated =&gt; continue with F326</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F325</th>
<th>Which of the following IT-related activities do you perform?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2. no</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F325_01</th>
<th>Developing software, programming, systems analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1: yes</td>
</tr>
<tr>
<td></td>
<td>2. no</td>
</tr>
<tr>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>Code</td>
<td>Activity Description</td>
</tr>
<tr>
<td>------</td>
<td>--------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>F325_02</td>
<td>Developing, producing IT technology or hardware</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>F325_03</td>
<td>Administration of networks, IT systems, databases, web servers etc.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>F325_04</td>
<td>Web design, web site maintenance</td>
</tr>
<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>F325_05</td>
<td>IT consulting, user support, training</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>F325_06</td>
<td>IT sales</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>F325_07</td>
<td>Other</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>F326</td>
<td>What percentage of your working hours in your job as &lt;display activity from F100-102&gt; do you spend working at the computer, on average?</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
F327  I will now read out a couple of situations. We would like to know how often these situations occur in your work. How often does it happen in your job ...

F327_01-327_06 in random order
INT: read out categories at first, then repeat if requested

F327_01  that you have to react to and solve problems? Does this occur often, sometimes or never?
  1: often
  2: sometimes
  3: never
  ***9: not stated

*** INT: if respondents state "always" or "all the time", please assign the answer to "often"

F327_02  that you have to take difficult decisions independently?
  1: often
  2: sometimes
  3: never
  ***9: not stated

F327_03  that you have to recognize and close gaps in your own knowledge?
  1: often
  2: sometimes
  3: never
  ***9: not stated
**Professional requirements**

**F327_04** that you have to assume responsibility for other people?

1: often
2: sometimes
3: never

***9: not stated

**F327_05** that you have to convince other people and negotiate compromises?

1: often
2: sometimes
3: never

***9: not stated

**F327_06** that you have to communicate with other people in your job?

1: often
2: sometimes
3: never

***9: not stated

**F400** What kind of training is usually required for performing your work as <display activity from F100-102>? Having completed initial vocational education and training, having a technical college or university degree, having a further training certificate e.g. as a master craftsman or technician, or is no vocational training certificate required at all?

1: completed initial vocational education and training, also vocational school training
2: technical college or university degree
3: master craftsman or technician certificate, technical school certificate
4: no vocational training certificate

***8: I can't say
***9: not stated
F401 Is a quick briefing <at the workplace> sufficient to perform your work as <display activity from F100-102>, or is a longer working-in period <in the enterprise> required?

1: quick briefing <at the workplace> sufficient
2: longer working-in period <in the enterprise> required

***8: I can't say
***9: not stated

Check: don't display <at the workplace> and <in the enterprise> if STIB = 4,5

F402 And is it usually necessary to attend special courses or seminars to perform these tasks?

1: yes
2: no

***9: not stated

F403 I will now read out a number of different fields of knowledge. For each of these fields, please tell me whether you need that knowledge in your current work as <display activity from F100-102> and, if so, whether basic or specialist knowledge is required. If specialist knowledge is required only in a sub-domain of the field of knowledge, please answer specialist knowledge anyway.

F403_01 to F403_09 in random order
<table>
<thead>
<tr>
<th>F403_01</th>
<th>Legal knowledge</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_02</th>
<th>Knowledge in the field of project management</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***7: I don't know what that is
***9: not stated |

<table>
<thead>
<tr>
<th>F403_03</th>
<th>Knowledge in the field of medical or nursing care</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_04</th>
<th>Knowledge in the field of mathematics, technical calculation, statistics</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_05</th>
<th>Knowledge of German, written expression, spelling</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_06</th>
<th>Do you require basic or specialist knowledge about computer application programs?</th>
</tr>
</thead>
</table>
| if F318=1,2
1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_07</th>
<th>Technical knowledge</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |

<table>
<thead>
<tr>
<th>F403_08</th>
<th>Do you require basic or specialist commercial or business administrative knowledge?</th>
</tr>
</thead>
</table>
| 1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated |
F403_09  Do you require basic or specialist knowledge in the field of renewable or regenerative energies?

if F322=1
1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated

F403_10  Do you require basic or specialist knowledge of languages other than German in your work as <display activity from F100-102>?

1: no knowledge
2: basic knowledge
3: specialist knowledge
***9: not stated

INT: if basic knowledge of one language and specialist knowledge of another language is required, please enter specialist knowledge

F403_11  Is English the language of which you require this <specialist knowledge if F403_9=3; else> knowledge?

if F403_10=2,3
1: yes
2: no
***9: not stated

F404  How proficient do you have to be in English? Do you need to be proficient in speaking, proficient in writing or business fluent?

F404_01 proficient in speaking
F404_02 proficient in writing
F404_03 business fluent
F404_09 not stated

Check: multiple answers allowed

F409 In your work as <display activity from F100-102>, do you generally feel equal to the demands placed on your professional knowledge and skills, or do you rather feel overchallenged or underchallenged?

1: generally equal to the demands
2: rather overchallenged
3: rather underchallenged
***9: not stated

F410 And do you generally feel equal to the demands placed on you due to the amount of work or workload, or do you feel rather overchallenged or underchallenged?

1: generally equal to the demands
2: rather overchallenged
3: rather underchallenged
***9: not stated

F411 I will now read out a couple of work demands. For each of them, please tell me how often it occurs in your work, whether often, sometimes, rarely or never. How often does it happen in your job ...
F411_01  that you have to work under acute pressure to meet deadlines or to perform?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated
INT: read out categories at first, then repeat if requested

F412_01  Is that stressful for you?
if F411_01=1
1: yes
2: no
***9: not stated
INT: For answer "sometimes" please enter "yes". This applies in F412_1 to F412_13 as well.

F411_02  How often does it happen in your job that you are given highly specific regulations on how to perform your work?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_02  Is that stressful for you?
if F411_02=1
1: yes
2: no
***9: not stated

F411_03  How often does it happen in your job that you have to repeat the same step in every detail?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_03  Is that stressful for you?
if F411_03=1
1: yes
2: no
***9: not stated

F411_04  How often does it happen in your job that you are facing new tasks which you have to think through and get familiar with?
1: often
2: sometimes
3: rarely
4: or never
***9: not stated

F412_04  Is that stressful for you?
if F411_04=1
1: yes
2: no
***9: not stated
<table>
<thead>
<tr>
<th>Question</th>
<th>Likelihood Options</th>
</tr>
</thead>
</table>
| How often does it happen in your job that you improve existing procedures or try out something new? | 1: often  
2: sometimes  
3: rarely  
4: or never  
***9: not stated |
| How often does it happen in your job that your work is disturbed or interrupted, e.g. by colleagues, inferior materials, machine malfunctions or phone calls? | 1: often  
2: sometimes  
3: rarely  
4: or never  
***9: not stated |
| Is that stressful for you?                                             | 1: yes  
2: no  
***9: not stated |
| How often does it happen in your job that you are instructed to produce a precise number of items, provide a certain minimum performance or do a particular work in a specified time? | 1: often  
2: sometimes  
3: rarely  
4: or never  
***9: not stated |
| Is that stressful for you?                                             | 1: yes  
2: no  
***9: not stated |
| How often does it happen in your job that you are expected to do things you have not learned or you are not proficient in? | 1: often  
2: sometimes  
3: rarely  
4: or never  
***9: not stated |
| Is that stressful for you?                                             | 1: yes  
2: no  
***9: not stated |
<table>
<thead>
<tr>
<th>F411_09</th>
<th>How often does it happen in your job that you have to keep an eye on different work processes or sequences at the same time?</th>
</tr>
</thead>
</table>
|         | 1: often  
|         | 2: sometimes  
|         | 3: rarely  
|         | 4: or never  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F412_09</th>
<th>Is that stressful for you?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F411_09=1</td>
</tr>
</tbody>
</table>
|         | 1: yes  
|         | 2: no  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F411_11</th>
<th>How often does it happen in your job that even a small mistake or a slight inattentiveness can lead to larger financial losses?</th>
</tr>
</thead>
</table>
|         | 1: often  
|         | 2: sometimes  
|         | 3: rarely  
|         | 4: or never  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F412_11</th>
<th>Is that stressful for you?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F411_11=1</td>
</tr>
</tbody>
</table>
|         | 1: yes  
|         | 2: no  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F411_12</th>
<th>How often does it occur in your job that you have to reach the very limits of your capabilities?</th>
</tr>
</thead>
</table>
|         | 1: often  
|         | 2: sometimes  
|         | 3: rarely  
|         | 4: or never  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F412_12</th>
<th>Is that stressful for you?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F411_12=1</td>
</tr>
</tbody>
</table>
|         | 1: yes  
|         | 2: no  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F411_13</th>
<th>How often does it occur in your job that you have to work very quickly?</th>
</tr>
</thead>
</table>
|         | 1: often  
|         | 2: sometimes  
|         | 3: rarely  
|         | 4: or never  
|         | ***9: not stated  |

<table>
<thead>
<tr>
<th>F412_13</th>
<th>Is that stressful for you?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>if F411_13=1</td>
</tr>
</tbody>
</table>
|         | 1: yes  
|         | 2: no  
|         | ***9: not stated  |
Einl_stib

<vocational position>
if STIB = 1 and female: "as blue collar worker"
if STIB = 1 and male: "as blue collar worker"

... if STIB = 5 and female: "free-lance worker"
if STIB = 5 and male: "free-lance worker"
if STIB = 6 and female: "as independent contractor"
if STIB = 6 and male: "as independent contractor"
if STIB = 7 and female: "as family worker"
if STIB = 7 and male: "as family worker"
if Azubi = 1 and male: "as trainee"
if Azubi = 1 and female: "as trainee"
if Pra = 1 and male: "as intern"
if Pra = 1 and female: "as intern"

Check: no INTRO if STIB = 9, 99:

At the beginning of our talk you said that you are working in your job <display vocational position>.

Check:
if STIB=1 => continue with F500
if STIB=2,9,99 => continue with F501
if STIB=3 => continue with F503
if STIB=4 => continue with F506
if STIB=5,6,7 => continue with F510

if Azubi = 1 or Pra = 1 => continue with F503

F500
Which of the following groups do you belong to? Are you...

1: semi-skilled worker, labourer, unskilled worker
2: skilled worker, journeyman
3: foreman, group leader
4: or master craftsman, site foreman in your worker status
***9: not stated

INT: please read out possible responses

Check: Use feminine form for females. Keep masculine form for site foreman.

Filter: All continue with F503

F501
Are you a white collar worker...

1: performing simple tasks
2: performing qualified tasks, e.g. as accounting clerk, bookkeeper, engineering draftsman
3: performing highly qualified tasks, e.g. as scientific collaborator, engineer, head of department
***9: not stated

Check: Use feminine form for females.

INT: please read out possible responses; examples for simple tasks are sales assistant, cleaning worker, nursing assistant

F502
Are you employed as master craftsman or site foreman?

if F501=2,3
1: yes
2: no
***9: not stated

Check: Use feminine form for females. Keep masculine form for site foreman.
F503 Do you perform your tasks by following instructions or rather independently?

- if STIB=1,2,3,9,99 or Azubi=1 or Pra=1
- if STIB=1,2,3,9,99 or Azubi=1 or Pra=1

1: by following instructions => continue with F505 (if STIB = 3: continue with F504)
2: rather independently => continue with F505 (if STIB = 3: continue with F504)
***3: both equally often => continue with F505 (if STIB = 3: continue with F504)
***9: not stated => next: all continue with F505 (if STIB = 3: continue with F504)

F504 Are you a civil servant<> in the lower service, intermediate service, upper intermediate service or higher service?

- if STIB=3

1: in the lower service
2: in the intermediate service
3: in the upper intermediate service
4: in the higher service

***9: not stated

Check: use feminine form for females

F505 Are you authorised to give work-related instructions to other employees?

- if STIB=1,2,3,9,99

1: yes => continue with F507 (if STIB = 3: continue with F510)
2: no => continue with F507 (if STIB = 3: continue with F510)

***9: not stated => continue with F507 (if STIB = 3: continue with F510)

F506 Are you an independent master craftsman?

- if STIB=4

1: yes => continue with F510
2: no => continue with F510

***9: not stated => continue with F510

Check: use feminine form for females

F507 Are you currently employed on a fixed-term contract or on a permanent contract?

- if STIB=1,2,9,99

1: fixed-term contract
2: permanent contract

***9: not stated

F508 Are you interested in converting your employment relationship into a permanent one?

- if F507 = 1

1: yes
2: no

***9: not stated

F509 Are you employed by a temporary work agency that hires you out to other companies?

- if STIB=1,2,9,99

1: yes
2: no

***9: not stated

F510 Since when have you been working for your current employer? Please tell me the year.

/______year

***9999: not stated

Check: TP must have been at least 14 years old at the time.
Since when have you been operating this company, this business? Please tell me the year.

/F510

if STIB=4,5

Since when have you been working as an <independent contractor> for the enterprise which you work most of the time for? Please tell me the year.

/F510

if STIB=6

Since when have you been employed by this temporary work agency? Please tell me the year.

/F510

if F509=1

What did you do immediately before that?

/F510_01

if F509=1

When was the first time you were employed by a temporary work agency? Please tell me the year.

/F510_02

if F509=1

And since when are you working in your job as <display activity from F100-102> at your present place of work? Please tell me the year.

/F511

if STIB=1,2,3,7,9,99 and F509=1

Check: TP must have been at least 14 years old at the time and F510_02 must not be after F510.

Check: if year >2009 then ask for month as well: [And since what month?]

Check: TP must have been at least 14 years old at the time and F511 must not be before F510.
**F512**

**Does the <company> you work at belong to ...**

- if STIB = 1,2,3,7,9,99 or Azubi=1 or Pra=1

  1: the public service
  2: industry
  3: the crafts
  4: commerce
  5: other services
  6: another sector
  7: or is it a private household => continue with F518

  ***9: not stated

  Check: if F509 = 1: **hiring company**

  INT: if currently not hired out: last hiring company

  INT: please read out possible responses

---

**F512**

**Does your company belong to ...**

- if STIB=4,5

  2: industry
  3: the crafts
  4: commerce
  5: other services
  6: or another sector

  ***9: not stated

  INT: please read out possible responses

---

**F512**

**Does this company you predominantly work for belong to...**

- if STIB=6

  2: industry
  3: the crafts
  4: commerce
  5: other services
  6: or another sector

  ***9: not stated

  INT: please read out possible responses

---

**F513**

**And to which industry sector does the company belong? Please tell me as precisely as possible.**

- if F512=7

  ***99: not stated

  INT: Please ask for specific sector, e.g. not "trade" but "retail trade", not "public service" but "hospital". Ask again if necessary!
F515
How many people are employed in the company you work at, approximately, including <<the owner and>> trainees?

1: 1 person
2: 2 persons
3: 3 to 4 persons
4: 5 to 9 persons
5: 10 to 19 persons
6: 20 to 49 persons
7: 50 to 99 persons
8: 100 to 249 persons
9: 250 to 499 persons
10: 500 to 999 persons
11: 1000 persons and more
***99: not stated

Check: if public service (F512=1) then please also display: <<We are talking about the number of employees of the local department.>>

INT: please don't read out possible responses
INT: if several sites exist then the question applies to the local enterprise or branch

F515
How many people are employed in your company all in all, if you count yourself in and also the trainees, if any?

1: 1 person
2: 2 persons
3: 3 to 4 persons
4: 5 to 9 persons
5: 10 to 19 persons
6: 20 to 49 persons
7: 50 to 99 persons
8: 100 to 249 persons
9: 250 to 499 persons
10: 500 to 999 persons
11: 1000 persons and more
***99: not stated

INT: please don't read out possible responses

F516
How do you assess the economic situation of the company you work at?

1: very good
2: good
3: not so good
4: or bad
***8: don't know
***9: not stated

INT: please read out possible responses

F516
How is the current economic situation of your company?

1: very good
2: good
3: not so good
4: or bad
***8: don't know
***9: not stated

INT: please read out possible responses
**F517**

Check: if STIB = 6

How high do you think is the likelihood that your work as an independent contractor for the company you predominantly work for will be terminated in the near future?

Check: if F507 = 1

How high do you think is the likelihood that your contract will not be extended?

Check: if Azubi = 1

How high do you think is the likelihood that you will not be employed by the company once your training has been completed?

Check: if Pra = 1

How high do you think is the likelihood that you will not be employed by the company after your internship?

Check: else

How high do you think is the likelihood that you will be laid off by the company in the near future?

1: very high
2: high
3: rather low
4: or is it completely unlikely?
5: ***8: don't want to be employed
6: ***9: not stated

INT: please read out possible responses

**F517**

If STIB = 4, 5 and F512 = 7

How high do you think is the likelihood that you will have to close down your company in the near future?

1: very high
2: high
3: rather low
4: or is it completely unlikely?
5: ***9: not stated

INT: please read out possible responses

**F518**

Now to your monthly gross income, i.e. your salary or wages before deduction of taxes and social-security contributions. Please don't include child benefits. What is your monthly gross income from your work as <display activity from F100-102>?

/____EURO (range 0 – 99997)

(if Pra = 1:) ***99997 = unpaid internship

***99998: don't know
***99999: not stated

**F518**

Now to your monthly gross income. We are not talking about the turnover. Please don't include child benefits. What is your monthly gross income from your work as <display activity from F100-102>?

/____EURO (range 1 – 99997)

***99998: don't know
***99999: not stated
Now to your monthly gross income. We are not talking about the commercial turnover or profit. Please don't include child benefits. What is your monthly gross income from your work as <display activity from F100-102>?

/ _____ EURO (range 1 – 99997)

***99998: don't know
***99999: not stated

Would you then perhaps tell me: Is your monthly gross income less than 1500 euros?

1: yes, less than 1500 euros
2: no, 1500 euros and more

***9: not stated

Is your work as <display activity from F100-102> a so-called minor employment, also called mini-job, with a maximum income of 400 euros per month?

1: yes
2: no

***9: not stated

Working conditions

I will now read out a number of working conditions. Once again, please tell me for each one of them whether they occur often, sometimes, rarely or never in your work as <display activity from F100-102>.

Working on your feet. How frequently does that happen?

1: often
2: sometimes
3: rarely
4: never

***9: not stated

INT: read out categories at first, then repeat if requested

Is that stressful for you?

1: yes
2: no

***9: not stated

INT: For answer "sometimes" please enter "yes". This applies in F602_01 to F602_13 as well.

Lifting and carrying loads of more than < for male TP insert: 20 kg, for female TP: 10 kg >

1: often
2: sometimes
3: rarely
4: never

***9: not stated
F602_03  Is that stressful for you?
  if F600_03=1
  1: yes
  2: no
  ***9: not stated

F600_04  Working exposed to fumes, dusts or gases, vapours
  1: often
  2: sometimes
  3: rarely
  4: never
  ***9: not stated

F602_04  Is that stressful for you?
  if F600_04=1
  1: yes
  2: no
  ***9: not stated

F600_05  Working exposed to cold, heat, moisture, humidity or draughts
  1: often
  2: sometimes
  3: rarely
  4: never
  ***9: not stated

F602_05  Is that stressful for you?
  if F600_05=1
  1: yes
  2: no
  ***9: not stated

F600_06  Working with oil, grease, dirt, grime
  1: often
  2: sometimes
  3: rarely
  4: never
  ***9: not stated

F602_06  Is that stressful for you?
  if F600_06=1
  1: yes
  2: no
  ***9: not stated

F600_07a Per forming manual work that requires a high degree of skillfulness, fast movement
  sequences or the use of great force
  1: often
  2: sometimes
  3: rarely
  4: never
  ***9: not stated
<table>
<thead>
<tr>
<th>Question</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F602_07a</strong> Is that stressful for you?</td>
<td>if F600_07a=1&lt;br&gt;1: yes&lt;br&gt;2: no&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F600_07b</strong> Working in a bent, squatting, kneeling or recumbent position, working overhead</td>
<td>1: often&lt;br&gt;2: sometimes&lt;br&gt;3: rarely&lt;br&gt;4: never&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F602_07b</strong> Is that stressful for you?</td>
<td>if F600_07b=1&lt;br&gt;1: yes&lt;br&gt;2: no&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F600_08</strong> Working exposed to powerful shocks, jolts and vibrations that can be felt physically</td>
<td>1: often&lt;br&gt;2: sometimes&lt;br&gt;3: rarely&lt;br&gt;4: never&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F602_08</strong> Is that stressful for you?</td>
<td>if F600_08=1&lt;br&gt;1: yes&lt;br&gt;2: no&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F600_09</strong> Working under harsh light or in light conditions that are poor or too low</td>
<td>1: often&lt;br&gt;2: sometimes&lt;br&gt;3: rarely&lt;br&gt;4: never&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F602_09</strong> Is that stressful for you?</td>
<td>if F600_09=1&lt;br&gt;1: yes&lt;br&gt;2: no&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td><strong>F600_10</strong> Handling of hazardous substances</td>
<td>1: often&lt;br&gt;2: sometimes&lt;br&gt;3: rarely&lt;br&gt;4: never&lt;br&gt;***9: not stated</td>
</tr>
<tr>
<td>Question</td>
<td>Response Options</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>F602_10 Is that stressful for you?</td>
<td>1: yes, 2: no, **9: not stated</td>
</tr>
<tr>
<td>F600_10 If F600_10=1</td>
<td></td>
</tr>
<tr>
<td>F600_11 Wearing protective clothing or equipment</td>
<td>1: often, 2: sometimes, 3: rarely, 4: never, **9: not stated</td>
</tr>
<tr>
<td>F602_11 Is that stressful for you?</td>
<td>1: yes, 2: no, **9: not stated</td>
</tr>
<tr>
<td>F600_11 If F600_11=1</td>
<td></td>
</tr>
<tr>
<td>F600_12 Working exposed to noise</td>
<td>1: often, 2: sometimes, 3: rarely, 4: never, **9: not stated</td>
</tr>
<tr>
<td>F602_12 Is that stressful for you?</td>
<td>1: yes, 2: no, **9: not stated</td>
</tr>
<tr>
<td>F600_12 If F600_12=1</td>
<td></td>
</tr>
<tr>
<td>F600_13 Dealing with microorganisms like pathogens, bacteria, moulds or viruses</td>
<td>1: often, 2: sometimes, 3: rarely, 4: never, **9: not stated</td>
</tr>
<tr>
<td>F602_13 Is that stressful for you?</td>
<td>1: yes, 2: no, **9: not stated</td>
</tr>
<tr>
<td>F600_13 If F600_13=1</td>
<td></td>
</tr>
<tr>
<td>F601 Do you work at a place where people are smoking?</td>
<td>1: yes, 2: no, **9: not stated</td>
</tr>
</tbody>
</table>
Is that stressful for you?
1: yes
2: no
***9: not stated

F601_01
INT: for answer "sometimes" please enter "yes".

if F601=1

F603 Has a risk assessment been carried out at your workplace?
1: yes
2: no
***7: I don't know what that is
***8: don't know
***9: not stated

INT: If TP asks for explanation: In a risk assessment, the risks present in your workplace are documented in order to start implementing suitable safety measures. This also includes inspections of computer workplaces.

F604 Did this assessment also take possible impairment caused by problematical work flows, working hours or insufficient cooperation into account?
if F603 = 1
1: yes
2: no

***8: don't know
***9: not stated

F700_02 How often does it happen that you can plan and schedule your work on your own?
not if STIB=4,5 and F515=1
1: often
2: sometimes
3: rarely
4: never
***9: not stated

INT: read out categories at first, then repeat if requested

F701_02 Is that stressful for you?
if F700_02=4
1: yes
2: no
***9: not stated

INT: For answer "sometimes" please enter "yes". This applies in F701_02 to F701_13 as well.

F700_03 that you can influence the workload assigned to you?
not if STIB=4,5 and F515=1
1: often
2: sometimes
3: rarely
4: never
***9: not stated

F701_03 Is that stressful for you?
if F700_03=4
1: yes
2: no
***9: not stated
F700_04  that your work puts you in situations that are emotionally straining?
   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F700_06  that you can decide when to take a break?
   not if
   STIB=4,5 and
   F515=1

   1: often
   2: sometimes
   3: rarely
   4: never
   ***8: don't have any breaks
   ***9: not stated

F700_07  How often do you feel that your work is important?
   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F700_08  How often does it happen in your workplace that you are not provided in time with
         information about far-reaching decisions, changes or plans for the future?
   not if
   STIB=4,5 and
   F515=1

   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F700_09  that you don't receive all the information necessary for performing your work
         correctly?
   not if
   STIB=4,5 and
   F515=1

   1: often
   2: sometimes
   3: rarely
   4: never
   ***9: not stated

F701_06  Is that stressful for you?
   if
   F700_06=4

   1: yes
   2: no
   ***9: not stated

F701_07  Is that stressful for you?
   if
   F700_07=4

   1: yes
   2: no
   ***9: not stated

F701_08  Is that stressful for you?
   if
   F700_08=1

   1: yes
   2: no
   ***9: not stated
F701_09  Is that stressful for you?
if F700_09=1
  1: yes
  2: no
  **9: not stated

F700_10  that you feel as a part of a community in your workplace?
not if STIB=4,5 and F515=1
  1: often
  2: sometimes
  3: rarely
  4: never
  **9: not stated

F701_10  Is that stressful for you?
if F700_10=4
  1: yes
  2: no
  **9: not stated

F700_11  How often do you consider the collaboration between you and your <colleagues> to be good?
not if F515=1
Check: if STIB = 4,5: <staff>
  1: often
  2: sometimes
  3: rarely
  4: never
  **9: not stated

F701_11  Is that stressful for you?
if F700_11=4
  1: yes
  2: no
  **9: not stated

F700_12  How often do you receive help and support for your work from your colleagues if you require it?
if STIB=1,2,3,9, 99 or Azubi=1 or Pra=1
  1: often
  2: sometimes
  3: rarely
  4: never
  **9: not stated

F701_12  Is that stressful for you?
if F700_12=4
  1: yes
  2: no
  **9: not stated

F700_13  And how often do you receive help and support for your work from your direct supervisor if you require it?
if STIB=1,2,3,9, 99 or Azubi=1 or Pra=1
  1: often
  2: sometimes
  3: rarely
  4: never
  **9: not stated
<table>
<thead>
<tr>
<th>Code</th>
<th>Question</th>
<th>Options</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>F701_13</td>
<td>Is that stressful for you?</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>if F700_13=4</td>
<td>1: yes</td>
<td>2: no</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Professional and life goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F900</td>
<td>How strongly do you pursue the following goals?</td>
<td>For each of them, please tell me whether you pursue that goal very strongly, strongly, rather not or not at all.</td>
<td></td>
</tr>
<tr>
<td>F900_01</td>
<td>Advancing professionally</td>
<td>1: very strongly</td>
<td>2: strongly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: rather not</td>
<td>4: not at all</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***8: undecided</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td></td>
<td></td>
<td>*** INT: refers to both professional work and private life</td>
<td></td>
</tr>
<tr>
<td>F900_02</td>
<td>Pursuing your own interests</td>
<td>1: very strongly</td>
<td>2: strongly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: rather not</td>
<td>4: not at all</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***8: undecided</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F900_03</td>
<td>Earning a good income</td>
<td>1: very strongly</td>
<td>2: strongly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: rather not</td>
<td>4: not at all</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***8: undecided</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F900_04</td>
<td>Having a secure job</td>
<td>1: very strongly</td>
<td>2: strongly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: rather not</td>
<td>4: not at all</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***8: undecided</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td>F900_05</td>
<td>Finding enough time for family, partner and children</td>
<td>1: very strongly</td>
<td>2: strongly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3: rather not</td>
<td>4: not at all</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***7: don't have family, partner, children</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***8: undecided</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>***9: not stated</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Changes in the last two years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Check: if \( ((\text{STIB} = 4, 5, 6 \text{ or } F509 = 1) \text{ and } F510 \leq 2009) \text{ or } ((\text{STIB} \neq 4, 5, 6 \text{ and } F509 \neq 1 \text{ and } F511 \leq 2009)) \)

Please tell me now whether the following changes were undertaken in your immediate working environment in the last two years. In the last two years, have...

if STIB = 4,5: <enterprise>

Check: if \( (((\text{STIB} = 4, 5, 6 \text{ or } F509 = 1) \text{ and } F510 > 2009) \text{ or } ((\text{STIB} \neq 4, 5, 6 \text{ and } F509 \neq 1 \text{ and } F511 > 2009)) \)

Please tell me whether the following changes were undertaken in your immediate working environment in the time since you started your activity at your current place of work. In this time, have ...

Check: if STIB = 4,5: <enterprise since you started running it,>

Check: if \( ((\text{STIB} = 4, 5, 6 \text{ or } F509 = 1) \text{ and } F510 = \text{not stated}) \text{ or } ((\text{STIB} \neq 4, 5, 6 \text{ and } F509 \neq 1 \text{ and } F511 = \text{not stated}) \)

Please tell me now whether the following changes were undertaken in your immediate working environment in the last two years. If you have started working in your current job less than two years ago, please think of the time since you started working in your job at your present place of work. In the last two years, have...

Check: if STIB = 4,5: <enterprise>

<<since you started your work>>

### F1001_01
new manufacturing or process technologies been introduced <<<in your immediate working environment>>>?

1: yes
2: no
***8: don't know
***9: not stated

if STIB = 4,5: <enterprise>

### F1001_02
new computer programs been introduced? We are not talking about new release versions of existing programs here.

1: yes
2: no
***8: don't know
***9: not stated

### F1001_03
new machines or equipment been introduced <<<in your immediate working environment>>>?

1: yes
2: no
***8: don't know
***9: not stated

if STIB = 4,5: <enterprise>
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1001_04 new or significantly changed products or materials been employed?</td>
<td>1: yes, 2: no, 8: don't know, 9: not stated, if STIB = 4,5: &lt;enterprise&gt;</td>
</tr>
<tr>
<td>F1001_05 new or significantly changed services been provided?</td>
<td>1: yes, 2: no, 8: don't know, 9: not stated</td>
</tr>
<tr>
<td>F1001_06 there been significant restructurings or reorganisation pertaining to your immediate working environment?</td>
<td>1: yes, 2: no, 8: don't know, 9: not stated</td>
</tr>
<tr>
<td>F1001_07 increased numbers of independent contractors, temporary employees, interns or temporary agency workers been employed?</td>
<td>1: yes, 2: no, 8: don't know, 9: not stated</td>
</tr>
<tr>
<td>Have you been assigned a new direct supervisor &lt;in the last two years / in this time&gt;?</td>
<td>1: yes, 2: no, 8: don't know, 9: not stated</td>
</tr>
</tbody>
</table>
F1001_10  How did work pressure and stress change? Did they increase, remain unchanged or decrease?
1: increased
2: remained unchanged
3: decreased
***9: not stated

F1001_12  In this time, did the demands placed on your skills in performing your work increase, remain unchanged or decrease?
1: increased
2: remained unchanged
3: decreased
***9: not stated

F1002  

Check: if ((STIB = 4,5,6 or F509 =1) and F510 <=2009) or if (STIB <> 4,5,6 and F509 <> 1 and F511 <=2009) <"in the last 2 years">
Check: if (((STIB = 4,5,6 or F509 =1) and (F510 >2009 or not stated)) or if (STIB <> 4,5,6 and F509 <> 1 and (F511 >2009 or not stated))) <"in this time">

Now please think of your entire enterprise. Please tell me whether the following changes took place <in the last two years / in this time>?

Relocation or outsourcing of company units
1: yes
2: no
***8: don't know
***9: not stated
INT: to another location in Germany or abroad

F1002_02  Merger with another enterprise
1: yes
2: no
***8: don't know
***9: not stated

F1002_03  Expansion or strong growth of the enterprise
1: yes
2: no
***8: don't know
***9: not stated
## School education

I would now like to ask you some questions about your school and training period.

<table>
<thead>
<tr>
<th>Question</th>
<th>Possible Answers</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F1104</strong></td>
<td>At the beginning of our talk you said that you have [display school leaving qualification]. In which year did you obtain this school leaving certificate?</td>
<td></td>
</tr>
</tbody>
</table>
if S3≤12, 99

→ year

***9999: not stated

Check: TP must have been at least 10 years old at the time. |
| **F1108** | What was your overall score on your school leaving certificate? Very good, good, satisfactory or sufficient? | 1: very good
2: good
3: satisfactory
4: sufficient

***7: qualification has no score

***9: not stated |
| **F1109** | Are you currently in an education or training program, meaning as a pupil, student or trainee? | 1: yes, I am a pupil
2: yes, I am a student
3: yes, I am a trainee
4: no, I am not

***9: not stated |
| **F1110** | Are you studying at a school of general education or at a vocational school or technical school? | 1: school of general education
2: vocational school, technical school

***9: not stated |

---

## Vocational education and training

<table>
<thead>
<tr>
<th>Question</th>
<th>Possible Answers</th>
<th>Additional Information</th>
</tr>
</thead>
</table>
| **F1200** | Have you completed vocational education and training or a course of study? Please think of all your certificates, e.g. vocational training in enterprises, at a vocational school or at university or technical college. | 1: yes
2: no

***9: not stated |

INT: Please read out question completely.
INT: This is about vocational qualifications; general education certificates are not recorded here.
INT: Not counted as vocational education and training: traineeship, internship, vocational preparation courses or measures. |
F1201

Do you have one or several certificates? Please also think of retraining and upgrading vocational training leading to master craftsman, technician, management expert or business administrator certificates.

1: one certificate
2: several certificates

***9: not stated (treat like ‘1’ until F1221)

INT: please read out question completely.

Let’s start with your first certificate.

Check: The vocational education and training module is repeated for each completed training; maximum 5 loops

F1202

What education or training did you complete? In-company vocational education and training or apprenticeship, school vocational education and training e.g. at a full-time vocational school, technical college or university degree, civil service training or a different qualification?

1: in-company vocational education and training or apprenticeship
2: school vocational education and training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training for a career in public services
6: different education or training certificate

***7: further training certificate as a master craftsman, technician, business administrator, management expert, commercial clerk (usually not possible as initial vocational training)

***8: practical legal or teacher training, second state examination, third state examination, doctorate (usually not possible as initial vocational training)

***9: not stated

INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.

Loop numbering: F1202ff = 1st loop; G1202ff = 2nd loop; H1202ff = 3rd loop, I1202ff = 4th loop, J202ff = 5th (i.e. last) loop

G1202

Let’s now come to <your next> certificate. Which qualification do you have? In-company vocational education and training or apprenticeship, school vocational education and training, technical college or university degree, civil service training, further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk or a different qualification?

1: in-company education and training or apprenticeship
2: school vocational education and training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training
6: different education or training certificate

***8: practical legal or teacher training, second state examination, third state examination, doctorate

***9: mistake, no additional certificate => continue with F1224

***99: not stated

Check: if F1220B = 1 <this>

INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.
Let's now come to your next certificate. Which qualification is that?

1: in-company education and training or apprenticeship
2: school vocational education and training
3: technical college degree (including college of applied sciences, college of administrative sciences)
4: university degree (including pedagogical university, technical university, pedagogical institute (GDR))
5: civil service training
6: different education or training certificate
7: further training certificate as a master craftsman, technician, business administrator or management expert, commercial clerk
8: practical legal or teacher training, second state examination, third state examination, doctorate
9: not stated

INT: Please let TP name the certificate and then assign it to the choices. Read out possible responses only if needed.

What degree is that?

1: State examination
2: Diploma
3: Magister
4: Bachelor
5: Master
6: other degree
7: not stated

Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the certificate or training contract.

Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the examination certificate, or the major subject.

Please give me the exact designation or professional title of that qualification. If possible this should be the designation or professional title given in the examination certificate.

Please give me the exact designation or professional title of that further training. If possible this should be the designation or professional title given in the examination certificate.
**F1204 G,H,I,J**

**In which Federal state did you obtain this certificate?**

- 1: Baden-Württemberg
- 2: Bavaria
- 31: West Berlin
- 32: East Berlin
- 4: Brandenburg
- 5: Bremen
- 6: Hamburg
- 7: Hesse
- 8: Mecklenburg-Vorpommern
- 9: Lower Saxony
- 10: North Rhine-Westphalia
- 11: Rhineland-Palatinate
- 12: Saarland
- 13: Saxony
- 14: Saxony-Anhalt
- 15: Schleswig-Holstein
- 16: Thuringia
- 20: abroad

***TF1204s***

***99: not stated***

INT: Don't read out list, please ask openly and assign. If in GDR then please enter today's Federal state.

---

**F1205 G,H,I,J**

**At the end of your period of training, did your training company belong to ...**

- 1: the public service
- 2: industry
- 3: the crafts
- 4: commerce
- 5: other services
- 6: or another sector

There was no training company because ...

- ***7: training was not attended in a company***
- ***8: a Chamber examination was completed after several years of professional experience***
- ***9: skilled worker certification was granted following GDR regulations***
- ***99: not stated***

INT: please read out possible responses 1-6.

---

**F1206 G,H,I,J**

**Approximately how many people were employed in your training company back then?**

- 1: 1 to 9 persons
- 2: 10 to 49 persons
- 3: 50 to 249 persons
- 4: 250 persons and more

**1202=1 and 1205<=6***

INT: please read out possible responses

INT: if several sites exist then the question applies to the local enterprise or branch

Check: if F1205=1 then display:

We are talking about the number of employees of the local department.
And in what training institution did you attend your training?

1: at a full-time vocational school, => continue with F1216
2: at a school for public health related occupations, => continue with F1216
3: at a trade and technical school for social care, socio-pedagogic occupations, pedagogical trade and technical school (GDR), => continue with F1216
4: at a different trade and technical school, => continue with F1216
5: at an advanced-level commercial school or
   pedagogical trade and technical school (GDR), => continue with F1216
11: at another educational institution => continue with F1208

***99: not stated => continue with F1216

INT: please read out all possible responses first.
Check: only display GDR terms if F1204 = East

And what kind of educational institution was that?

6: at a technical engineering school, engineering school, polytechnic school,
7: at a technical college (engineering college),
8: at a university (pedagogical or technical university, pedagogical institute (GDR)),
9: at a college of advanced vocational studies
12: with a Chamber,
13: with the trade unions,
14: with an independent or private education provider,
15: in a company
16: somewhere else / _ _ _ _ _ (TF1208s)

***99: not stated
INT: Please don't read out possible responses, ask openly and then assign.
Check: only display GDR terms if F1204 = East
Filter: all to F/G/H/I/J1216

Was that training in the ...

1: lower service
2: intermediate service
3: upper intermediate service
4: or higher service?

***9: not stated
INT: please read out possible responses
Filter: all to F/G/H/I/J1216
And in what training institution did you attend your training?

1: full-time vocational school
2: school for public health related occupations
3: trade and technical school for social care/socio-pedagogic occupations
4: different trade and technical school
5: technical college (engineering college)
6: university (pedagogical or technical university, pedagogical institute)
7: college of advanced vocational studies
8: company
9: other educational institution
10: trade unions
11: with a Chamber
12: with an independent or private education provider
13: in a different educational institution

***99: not stated
INT: please don’t read out possible responses.

Filter: all to F/G/H/I/J1216

What further training did you complete?

1: master craftsman
2: technician, engineer at a trade and technical school (GDR only)
3: business administrator, management expert
4: commercial clerk
5: or another training

***9: not stated

INT: please read out possible responses

Check: only display GDR terms if F1204=East

use feminine form for females

Was that a master craftsman training in the crafts, in industry or in a different field?

1: master craftsman in the crafts
2: master craftsman in industry
3: master craftsman in a different field

***9: not stated

Filter: all to F/G/H/I/J1214

In what training institution did you attend your further training?

5: at a trade and technical school,
6: at a technical engineering school, engineering school, polytechnic school
11: or at another educational institution

***99: not stated

INT: please read out possible responses
And where exactly did you attend your further training?

1: full-time vocational school
2: school for public health related occupations
3: trade and technical school for social care or socio-pedagogic occupations
4: university (pedagogical or technical university, pedagogical institute)
5: company
6: with a Chamber
7: with the trade unions
8: technical college (engineering college)
9: with an independent or private education provider
10: somewhere else

INT: please don't read out possible responses, ask openly and then assign

Filter: all to F/G/H/I/J1216

From when to when did you attend this training? Please give me the year and month.

from month: _ _ year:____to month: _ _ year:____

1: beginning of the year
2: spring
3: summer, middle if the year
4: autumn
5: winter, end of the year

INT: if the TP can only remember the season, please enter corresponding numbers.

Check: if F/G/H/I/J1212=1 then display the following for the interviewer:
INT: if the further training to become a master craftsman consisted of several training stages, please treat the totality of all training stages as one course of further training.

Check: TP must have been at least 12 years old at the beginning. The end must be after the beginning.

This training period <display: of x months> is unusually short. Why was that?

1: that's common for this occupation
2: training abroad
3: training shortened, examination date pushed up
4: extern examination
5: internship
6: vocational preparation courses or measures
7: somewhere else

INT: Please don't read out possible responses, ask openly and then assign.

Check: wrong input => correct F/G/H/I/J1216

 ***99: not stated
F1219 | G,H,I,J
---|---
Considering all the vocational knowledge and skills you have acquired during your training, how much of it can you utilise in your current work as <display activity from F100-102>?

if F/G/H/I/J
1202>0  
1: very much  
2: quite a bit  
3: some of it  
4: little  
5: very little  
***6: nothing at all  
***9: not stated  

INT: please read out possible responses 1-5!

Check filtering: if loop = 1:
   if F1209 = 4 => continue with F1220B  
   if F1209 <> 4:
      if F1201 = 1,9 => continue with F1224  
      if F1201 = 2 => continue with G1202  
if loop > 1 and loop < 5 => continue with G/H/I1221  
if loop = 5 => continue with F1224

F1220B  Have you completed a course of study before starting this course of training?  
if F1209=4
1: yes => continue with G1202  
2: no => continue with G1202  
***9: not stated  

Check filtering for 2,9: if F1201 = 1,9 => continue with F1224  
if F1201 = 2 => continue with G1202

G1221  Have you completed another course of vocational education and training or a course of study afterwards?  
from 2nd loop onwards  
last question in loop
1: yes => continue with F1224  
2: no => continue with F1224  
***9: not stated => continue with F1224

start of 2nd loop

Starts with G1202.  
G1221/H1221 is the last question in loop 2 and 3.  
I1221 is the last question in loop 4 if I1221 = 2,9.  
Otherwise I1223 and I1224 are the last questions in loop 4.  
In the 5th loop, J1219 is the last question. From there it continues with F1224.

start of 3rd and subsequent loops

I1223  After that, how many additional vocational certificates or university degrees did you acquire?  
if I1223=1
/____number  
***99: not stated

I1224  Now please think of your last vocational training or the last course of study you have completed.  
if I1223>1 and <99
Filter: continue with J1202
Definition of display <last training> for questions F1224 and F1225:
1. In case of several completed courses of training, the course of training with the greatest year of completion is used.
2. The duration of training must be at least 12 months. There are two exceptions to this rule: if F,G,H,I,J1212=1 or if F,G,H,I,J1217=4

F1224 What was your overall score when you completed your <last training from F1203>: Very good, good, satisfactory or sufficient?

1: very good
2: good
3: satisfactory
4: sufficient

***7: qualification has no score
***9: not stated

Correlation between training occupation and vocational activity

F1225 If you now compare your current work as <display activity from F100-102> with your training as <last training from F1203>, what would you say?

1: the work corresponds to the activity this course of training usually prepares for, => continue with F1300
2: the work is related to the course of training => continue with F1300
3: or the current activity has nothing to do with this training

***9: not stated => continue with F1300

Filter for 3: if F1221 = 1 or F1201 = 2 or F1220B = 1 => continue with F1227, else go to F1228

INT: please read out all possible responses first.

F1227 Is your work related to <one of your previous courses of training> or is it not connected to <your previous courses of training> either?

1: the activity is related to <a previous course of training> => continue with F1300
2: the activity has nothing to do with <previous courses of training> => continue with F1228

***9: not stated => continue with F1300

Check: if there are two courses of training then use the singular form <your previous course of training>
**F1228**  Why do you currently perform a completely different activity? Which of the following statements apply?

Check: if F1225 = 3 and F1227 = 2 or if F1225 = 3 and (F1201 = 1, 9 or F1220B = 2, 9)

- F1228_01 I did not find a job in the profession for which I have trained
- F1228_02 my current job provides a better income
- F1228_03 I had other interests and wanted to change my occupation
- F1228_06 for other reasons, namely __ __ __ __ (TF1228s)
- F1228_09 not stated

INT: please don’t read out all possible responses first; instead, read them one after the other; multiple answers possible.

Filter: All continue with F1300

---

**Continuing training**

**F1300**  Check: if F510 <= 2009: **Now please think of the last 2 years.**

Check: if F510 > 2009: **Now please think of the time since you started working in your job at your present place of work.**

Check: if F510 = 9999: **Now please think of the last two years. If you have started working in your current job less than two years ago, please think of the time since you started working in your job at your present place of work.**

Did you attend one or several courses or seminars of continuing vocational training in this period? Please consider courses or seminars which are still ongoing, as well. This includes courses or seminars held in the company.

1: yes, one
2: yes, several
3: no
***9: not stated

**F1303**  Are you planning to attend continuing vocational training over the next two years?

1: yes
2: no
***8: don't know
***9: not stated

**F1304**  In which fields do you plan to improve your vocational qualifications? In the field of

if F1303=1

**F1304_01** information and communications technology and new software

1: yes
2: no
***9: not stated

**F1304_02** foreign languages

1: yes
2: no
***9: not stated
F1304_03 communication and personality training
1: yes
2: no
***9: not stated

F1304_04 project management, management training
1: yes
2: no
***9: not stated

F1304_05 preventive health care or health promotion
1: yes
2: no
***9: not stated

F1304_06 commercial or economic knowledge
1: yes
2: no
***9: not stated

F1304_07 other professional knowledge
1: yes
2: no
***9: not stated

F1304_08 other topics
1: yes, namely
2: no
***9: not stated

F1305 Would you attend continuing training with the primary intention of adopting a new activity, of staying in touch with professional developments or would it serve another purpose?

if F1303=1

1: adopting a new activity
2: staying in touch with professional developments
3: another purpose, namely

=> continue with F1306

***8: don't know
***9: not stated

F1306 Would you currently like your company to offer qualification and continuing training measures specifically targeted at older employees as well?

if STIB=1,2,3,9 & zpater45 (incl. KA)

1: yes
2: no

***9: not stated
We have a few more questions about your career path so far.

F1400

Check: if Azubi = 1 or Pra = 1

When was the first time you took up an occupational activity? Please tell me the year. We are not talking about summer jobs.

Else:

When was the first time you took up an occupational activity? Please tell me the year. We are not talking about periods of vocational training, summer jobs or internships.

/***

***9997: so far no occupational activity in that sense => continue with F1409
***9999: not stated => continue with F1407

Check: target person must have been at least 12 years old at the time.

F1401

Which occupational activity did you pursue back then <display year>? Once again, please state the exact job title.

/***(TF1401)

Check: if stated activity is included in the filed list of occupations, then display for the interviewer: => continue with F1402

Else: => continue with F1403

***97: same as my present activity => continue with F1403
***99: not stated => continue with F1407

F1402

if stated in F1401

Can you give me a more precise name of that occupational activity? Is there a more specific job title for what did back then?

/***(TF1402)

***97: no precise job title => continue with F1403
***99: not stated => continue with F1403

F1403

For how many different employers did you work since then, including your current job? Periods of self-employment and employment by a temporary work agency do also count.

/**__/employers

***99: not stated => continue with F1405

INT: temporary worker periods, the individual hiring company does not count as employer

INT: excluding periods of vocational training, summer jobs and internships

F1404

Did you leave your last employer at your own request?

if F1403>1 and F1403<99

1: yes
2: no

***9: not stated

F1405

Did you pursue an activity since <display year from F1400> for which a vocational certificate was not required?

if F400<4 & F-J1202 le 2 (at least 1 period of training le 2)

1: yes
2: no

***9: not stated
F1407 Did you at any time since <display year from F1400> interrupt your occupational activity?

1: yes, interrupted it
2: no, did not interrupt it
***9: not stated => continue with F1409

INT: counting as interruptions: periods of unemployment
childcare leave or parental leave
military or civilian service
voluntary social, ecological year
periods of training

not counting as interruptions: periods of further and continuing training
legal maternity protection
periods of sickness

Check: if F1400=9999 then don't display <year from F1400>.

F1408 For how many years did you interrupt your occupational activity in total, given in approximate full years?

if F1407 =1

/ ______ year(s)
***97: less than half a year
***99: not stated

INT: please round up half years to full years.

F1409 Have you ever been unemployed in the course of your professional life?

if 1400=9997 or F1407=1 or F1407=9

1: yes
2: no
***9: not stated

F1410 For how long have you been unemployed in total, given in approximate full years?

if F1409=1

/ ______ year(s)
***97: less than half a year
***99: not stated

INT: please round up half years to full years.

F1411 How did you primarily acquire the knowledge and skills required for your work as <display activity from F100-102>? Through initial training, through continuing training, through professional experience or by other means?

1: through initial training
2: through continuing training,
3: through professional experience,
4: or by other means?

***8: I can't say
***9: not stated

INT: please read out possible responses and emphasise "primarily"; only one answer possible.

F1411a And how did you acquire your knowledge and skills?

if F1411=4

/ ________(TF1411s)
If you look at your whole working life, what would you say: Did you experience a career advancement, a career decline, no significant change in your professional status, or has it been an upward-and-downward movement?

1: career advancement
2: career decline
3: no significant change
4: or rather an upward-and-downward movement

***8: I can't say
***9: not stated

All in all, how satisfied are you with your working life so far? Very satisfied, satisfied, less satisfied or not satisfied?

1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied

***8: I can't say
***9: not stated

Have you ever moved house for professional reasons?

1: yes
2: no

***8: I can't say
***9: not stated

What do you think, how will your professional situation change in the coming two or three years? Will it become better, remain the same or become worse?

1: will become better,
2: remain the same
3: will become worse

***8: I can't say
***9: not stated

If you had a free choice: Would like to take early retirement, would you like to work until regular retirement age, or would you like to work beyond the regular retirement age?

if STIB=1,2,3,9 & zpaltering incl.
KA

1: would like to take early retirement
2: would like to work until regular retirement age
3: would like to work beyond the regular retirement age

***8: don't know
***9: not stated

And what would be your main reason for this?

if F1417=1

1: because work is very strenuous
2: for health reasons
3: to have time for private interests
4: or for other reasons, namely / _ _ _ _ 

***9: not stated

INT: please read out possible responses
F1418b  And what would be your main reason for this?
if F1417=3
1: for financial reasons
2: because I enjoy my work
3: to do something useful
4: or for other reasons, namely _ _ _ _
***9: not stated
INT: please read out possible responses

Job satisfaction

F1450  I will now concentrate on various aspects of your work. Regarding your work as <display activity from F100-102>, please tell me for each aspect whether you are very satisfied, satisfied, less satisfied or not satisfied with it. How satisfied are you...

F1450_01 with your income from this activity?
1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied
***9: not stated

F1450_02 with the present opportunities for advancement?
not if STIB=4,5
1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied
***7: there are none
***9: not stated

F1450_03 with your present working hours?
1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied
***9: not stated

F1450_04 with the working atmosphere?
not if STIB=4,5 and F515=1
1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied
***9: not stated

F1450_05 with your direct supervisor?
if STIB:4,5,6,7
1: very satisfied
2: satisfied
3: less satisfied
4: not satisfied
***9: not stated
<table>
<thead>
<tr>
<th>F1450_06</th>
<th>with the type and content of your work?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_08</th>
<th>with the opportunities for applying your skills?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_09</th>
<th>with the opportunities for educating yourself and learning more?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_10</th>
<th>with the work equipment, including furniture and software?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1450_11</th>
<th>with the physical working conditions?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>F1451</th>
<th>And now, as an overall summary: How satisfied are you with your work on the whole?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: very satisfied</td>
<td></td>
</tr>
<tr>
<td>2: satisfied</td>
<td></td>
</tr>
<tr>
<td>3: less satisfied</td>
<td></td>
</tr>
<tr>
<td>4: not satisfied</td>
<td></td>
</tr>
<tr>
<td>***9: not stated</td>
<td></td>
</tr>
</tbody>
</table>

INT: please read out possible responses
In the final part, we will talk about health complaints in connection with your present job.

Please tell me whether you have had the following health complaints during work or on working days in the last 12 months. We are interested in the frequently occurring ailments.

- low back pain, lumbago
- pain in the neck and shoulder region
- pain in the arms
- pain in the hands
- pain in the hips
- pain in the knees
- swollen legs
- pain in the legs, feet
- headaches
- heart pain, stabbing pain, pain or tightness in the chest
- shortness of breath
- coughing
- runny nose or urge to sneeze
- eye problems, i.e. burning sensation, pain, redness, itching, tears
- skin irritations, itching
- night-time sleeping disorders
- general tiredness, faintness or fatigue
- stomach and digestion complaints
- hearing deterioration, noise in ear
- nervousness or irritability
- depression
- dizziness
- physical exhaustion
- emotional exhaustion
- other complaints during or immediately after work?
I will read out your health complaints once again. For each of them, please tell me whether you have been treated by a physician or therapist for this condition in the last 12 months.

- low back pain, lumbago
- pain in the neck and shoulder region
- pain in the arms
- pain in the hands
- pain in the hips
- pain in the knees
- swollen legs
- pain in the legs, feet
- headaches
- heart pain, stabbing pain, pain or tightness in the chest
- shortness of breath
- coughing
- runny nose or urge to sneeze
- eye problems, i.e. burning sensation, pain, redness, itching, tears
- skin irritations, itching
- night-time sleeping disorders
- general tiredness, faintness or fatigue
- stomach and digestion complaints
- hearing deterioration, noise in ear
- nervousness or irritability
- depression
- dizziness
- physical exhaustion
- emotional exhaustion
- other complaints

**F1502**  How would you describe your general state of health?

- 1: excellent
- 2: very good
- 3: good
- 4: not so good
- 5: or bad
- ***9: not stated

INT: please read out possible responses

**F1503**  Did you stay home sick or have you called in sick in the last 12 months?

- 1: yes
- 2: no  => continue with F1506
- ***9: not stated => continue with F1506
F1504  How many times did that happen?
if F1503=1
    _________ times
***99: not stated

F1505  How many workdays were that all in all?
if F1503=1
    _________ workdays
***999: not stated

F1506  In the last 12 months, did you ever go to work although you should better have called
    in sick due to your state of health?
    Check: if STIB = 4 then please display:
    In the last 12 months, did you ever go to work although you should better have stayed
    home due to your state of health?
1: yes
2: no  => continue with F1512
***9: not stated => continue with F1512

F1507  How many times did that happen?
if F1506=1
    _________ times
***99: not stated

F1508  How many workdays were that all in all?
if F1506=1
    _________ workdays
***999: not stated

F1512  Have any health promotion measures been carried out in your enterprise within the last
        2 years?
not if
        STIB=4,5 and
        F515=1
1: yes
2: no
***8: don't know
***9: not stated

F1513  Did you participate in them?
if F1512=1
1: yes
2: no
***9: not stated
To conclude, I would like to ask you for a few personal details.

**F1600 What is your marital status?**

1: married  
2: single  
3: divorced  
4: widowed  
5: domestic partnership  
***9: not stated => continue with F1602  

INT: please read out possible responses

**F1601 Do you live together with <your><text>?>**

if F1600=1,5  
1: yes  
2: no  
***9: not stated  

Check: if F1600=1...partner..., control depending on gender of TP

**F1602 Do you live together with a partner?**

if F1600=2,3,4,9 or F1601=2  
1: yes  
2: no  
***9: not stated

**F1603 Is your partner currently employed?**

if F1601=1 or F1602=1  
1: yes  
2: no  
***9: not stated

**F1603a What is the monthly net income of your partner? We are talking about the amount after deduction of taxes and social-security contributions.**

if F1603=1  
1: less than 1500 euros  
2: 1500 to less than 2500 euros  
3: more than 2500 euros  
***8: don't know  
***9: not stated

**F1604 Do you have children? By this we mean your own children as well as adopted children.**

1: yes  
2: no  
***9: not stated

**F1605 Are there children under 18 years of age living in your household?**

1: yes  
2: no  
***9: not stated  
=> continue with F1606

**F1606 Do you have children? By this we mean your own children as well as adopted children.**

1: yes  
2: no  
***9: not stated  
=> continue with F1606
F1605a  How many are they?
if F1605a = 1
   / __________
***99: not stated

F1605b  How old is the youngest child in the household? ...
if F1605a > 1
   / __________years
***99: not stated
INT: if child under 1 year of age then please enter 0.

F1605c  And how old is it? ...
if F1605a = 1
   / __________years
***99: not stated
INT: if child under 1 year of age then please enter 0.

F1606  When you were a child, what language or languages did you learn as your mother tongue?
F1606_01 German
F1606_02 English
F1606_03 French
F1606_04 Russian
F1606_05 Spanish
F1606_06 Turkish
F1606_07 Italian
F1606_08 Greek
F1606_09 Portuguese
F1606_10 Polish
F1606_11 Arabic
F1606_12 Japanese
F1606_13 Chinese
F1606_17 other language / _ _ _ (TF1606s)
F1606_99 not stated
INT: please don't read out possible responses, multiple answers possible

F1607  What is your nationality?
F1607_01 Germany
F1607_02 Italy
F1607_03 Turkey
F1607_04 Austria
F1607_05 Belgium, Luxemburg, the Netherlands
F1607_06 Denmark, Finland, Sweden
F1607_07 France
F1607_08 United Kingdom, Ireland
F1607_09 Greece
F1607_10 Portugal, Spain
F1607_11 Poland
F1607_12 Estonia, Latvia, Lithuania, Malta, Slovak Republic, Slovenia, Czech Republic, Hungary, Cyprus
F1607_13 Russia
F1607_14 other
F1607_15 stateless
F1607_99 not stated
INT: please don't read out possible responses, multiple answers possible
F1608  Finally, I would like to ask you for a few details about your father's or your mother's occupation.

Did you live together with your father all the time between birth and age 15?

1: yes
2: no

***7: I'm an orphan  => continue with Anzmobilf
***8: don't know  => continue with Anzmobilf
***9: not stated  => continue with Anzmobilf

INT: If TP asks for explanation: it shall be analyzed to what extent the parents influence the child's career opportunities

F1609  Which occupational activity did your father pursue in his main profession when you were 15 years of age?

if F1608=1
D/____________________

***7: was not gainfully employed  => continue with Anzmobilf
***8: don't know  => continue with Anzmobilf
***9: not stated  => continue with Anzmobilf

F1610  Which occupational activity did your mother pursue in her main profession when you were 15 years of age?

if F1608=2
D/____________________

***7: was not gainfully employed  => continue with Anzmobilf
***8: don't know  => continue with Anzmobilf
***9: not stated  => continue with Anzmobilf

F1611  What was <his/her> vocational position when you were 15 years of age? Blue collar worker, white collar worker, civil servant, or was <he/she> self-employed?

1: blue collar worker, e.g. in manufacturing, the crafts, construction, agriculture
2: white collar worker or civil servant
3: self-employed person

***8: don't know
***9: not stated

Check: if F1608 = 1 <he>, else she

F1612  To how many colleagues did <he/she> act as a superior?

if F1611=2,3
1: none
2: 1 to 9 colleagues
3: 10 colleagues and more

***8: don't know
***9: not stated

Check: if F1608 = 1 <he>, else she

Anzmobilf  Are you personally using a mobile phone? If so, how many of them?

for all
0: don't use a mobile phone
1: 1 mobile phone
2: 2 mobile phones
3: 3 or more mobile phones
9: not stated
### Anztelf
**for all**

How many landline numbers does your household have?

1: 1 landline number  
2: 2 landline numbers  
3: 3 or more landline numbers  
9: not stated

*** INT: phone numbers used exclusively for fax machines do not count

### ISDN
**for all**

Is your telephone connection an ISDN connection?

1: yes  
2: no  
8: don't know  
9: not stated

*** INT: ISDN makes it possible to use several devices, e.g. fax and phone, at the same time. The Telekom currently uses the term "Universal" for ISDN connections in its accounting.

### Netz1
**for all**

Are you personally using the Internet, at least from time to time? If yes, are you using it for professional reasons or for private reasons or both?

1: yes, professionally  
2: yes, privately  
3: no  
9: not stated

*** INT: multiple answers possible

### Netz2
**if Netz1 < 3**

How many days per week do you normally use the Internet?

96: less than once per week  
97: less than once per month  
99: not stated

Many thanks for your friendly response. Finally, allow me to make a request.

### F1620
**(erlaub)**

The Federal Institute for Vocational Education and Training and the Federal Institute for Occupational Safety and Health would perhaps like to interview you again at a later point in time on these or similar issues. Would it be okay if we contact you again for that purpose?

We would keep your name and telephone number until then, but separately from the responses you were so nice to give us today. We would use the responses you gave us today in evaluating a later interview. This evaluation would take place anonymously, just like the evaluation of today’s interview.

1: TP grants permission  
2: TP refuses permission

**INT:** If TP asks: the stored addresses will be deleted by the end of 2013 at the latest.
May I please write down your name so that I can address you properly the next time?

D/

8: permission granted but name not given in spite of intensive efforts
9: as it turns out, permission not granted after all

INT: if TP does not want to give the surname, please record just the given name
If TP asks: the stored addresses will be deleted by the end of 2013 at the latest.

We would like to thank you very much for this interview!