## Appendix BIBB Report 2 (2022)

**Table A1: Employed persons by type of disability, age and qualification**

<table>
<thead>
<tr>
<th>Type of disability</th>
<th>&lt; 25 years</th>
<th>25-40 years</th>
<th>41-55 years</th>
<th>≥ 56 years</th>
<th>Without Vocational Education</th>
<th>Vocational Training Qualification</th>
<th>Vocational Training Qualification and further Education</th>
<th>Academic Degree</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>No disabilities(^a)</td>
<td>5.93</td>
<td>36.86</td>
<td>40.31</td>
<td>16.9</td>
<td>8.7</td>
<td>54.7</td>
<td>7.6</td>
<td>29.1</td>
<td>91.06</td>
</tr>
<tr>
<td>Disability(^a)</td>
<td>2.14</td>
<td>15.23</td>
<td>45.63</td>
<td>37.0</td>
<td>11.0</td>
<td>66.0</td>
<td>6.9</td>
<td>16.1</td>
<td>8.94</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Degree of disability (GdB)(^b)</th>
<th>&lt; 25 years</th>
<th>25-40 years</th>
<th>41-55 years</th>
<th>≥ 56 years</th>
<th>Without Vocational Education</th>
<th>Vocational Training Qualification</th>
<th>Vocational Training Qualification and further Education</th>
<th>Academic Degree</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>GdB 20 to &lt; 50 (recognized disability, no severity)</td>
<td>-</td>
<td>10.55</td>
<td>50.28</td>
<td>39.17</td>
<td>2.04</td>
<td>51.43</td>
<td>9.15</td>
<td>37.37</td>
<td>29.66</td>
</tr>
<tr>
<td>Legally equal (to GdB ≥50)</td>
<td>-</td>
<td>5.67</td>
<td>54.22</td>
<td>40.11</td>
<td>2.75</td>
<td>70.69</td>
<td>7.59</td>
<td>18.98</td>
<td>14.07</td>
</tr>
<tr>
<td>GdB ≥ 50 (recognized severe disability)</td>
<td>1.70</td>
<td>14.15</td>
<td>38.15</td>
<td>45.99</td>
<td>3.51</td>
<td>49.95</td>
<td>12.30</td>
<td>34.24</td>
<td>56.27</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Occurrence of the disability(^b)</th>
<th>&lt; 25 years</th>
<th>25-40 years</th>
<th>41-55 years</th>
<th>≥ 56 years</th>
<th>Without Vocational Education</th>
<th>Vocational Training Qualification</th>
<th>Vocational Training Qualification and further Education</th>
<th>Academic Degree</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth, childhood, youth</td>
<td>4.25</td>
<td>26.05</td>
<td>42.40</td>
<td>27.30</td>
<td>7.33</td>
<td>50.90</td>
<td>5.55</td>
<td>36.21</td>
<td>23.14</td>
</tr>
<tr>
<td>Adulthood</td>
<td>-</td>
<td>7.61</td>
<td>46.65</td>
<td>45.74</td>
<td>2.01</td>
<td>53.23</td>
<td>10.72</td>
<td>34.04</td>
<td>76.86</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Visibility of the disability(^b)</th>
<th>&lt; 25 years</th>
<th>25-40 years</th>
<th>41-55 years</th>
<th>≥ 56 years</th>
<th>Without Vocational Education</th>
<th>Vocational Training Qualification</th>
<th>Vocational Training Qualification and further Education</th>
<th>Academic Degree</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visible</td>
<td>1.41</td>
<td>12.18</td>
<td>42.15</td>
<td>44.25</td>
<td>5.25</td>
<td>50.61</td>
<td>10.14</td>
<td>34.00</td>
<td>33.88</td>
</tr>
<tr>
<td>Not visible</td>
<td>0.74</td>
<td>11.63</td>
<td>45.39</td>
<td>42.25</td>
<td>1.88</td>
<td>54.72</td>
<td>11.26</td>
<td>32.13</td>
<td>66.12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of disability</th>
<th>&lt; 25 years</th>
<th>25-40 years</th>
<th>41-55 years</th>
<th>≥ 56 years</th>
<th>Without Vocational Education</th>
<th>Vocational Training Qualification</th>
<th>Vocational Training Qualification and further Education</th>
<th>Academic Degree</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Severe illness and chronic disease</td>
<td>2.00</td>
<td>10.82</td>
<td>42.43</td>
<td>44.74</td>
<td>50.80</td>
<td>11.55</td>
<td>37.64</td>
<td>28.37</td>
<td></td>
</tr>
<tr>
<td>Physical disability</td>
<td>0.55</td>
<td>8.52</td>
<td>46.32</td>
<td>44.60</td>
<td>2.85</td>
<td>54.98</td>
<td>10.71</td>
<td>31.46</td>
<td>40.38</td>
</tr>
<tr>
<td>Neurological and psychological impairment</td>
<td>-</td>
<td>13.66</td>
<td>46.22</td>
<td>40.12</td>
<td>4.48</td>
<td>56.31</td>
<td>10.64</td>
<td>28.58</td>
<td>5.34</td>
</tr>
<tr>
<td>Sensory impairment</td>
<td>1.16</td>
<td>14.14</td>
<td>41.63</td>
<td>43.08</td>
<td>3.48</td>
<td>59.32</td>
<td>10.69</td>
<td>26.50</td>
<td>14.57</td>
</tr>
<tr>
<td>Other disability</td>
<td>1.90</td>
<td>10.51</td>
<td>32.34</td>
<td>55.25</td>
<td>9.12</td>
<td>56.01</td>
<td>12.74</td>
<td>22.14</td>
<td>11.35</td>
</tr>
</tbody>
</table>

Source: \(^a\)BIBB/BAuA-Employment Survey 2018, n=20,012; \(^b\)follow-up survey of the BIBB/BAuA-Employment Survey 2018, n=1,010, weighted; Italics: n<30 (it can be assumed that these results are not reliable).
<table>
<thead>
<tr>
<th>AV-Dimension</th>
<th>BIBB-/BAuA-Operationalization</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>sitKOM</strong> situational coping with complexity</td>
<td>How often does it happen in your work that … (often/sometimes/never)</td>
</tr>
<tr>
<td>F327_01 … you have to react to problems and solve them?</td>
<td>Formed from the arithmetic mean values of the assigned variables. Encoded as 0 and 1. 0 = situational handling of complexity never necessary 1 = Situational handling of complexity often or sometimes necessary</td>
</tr>
<tr>
<td>F327_02 … you have to make difficult decisions on your own?</td>
<td></td>
</tr>
<tr>
<td>F327_06 … you have to communicate with other people professionally?</td>
<td></td>
</tr>
</tbody>
</table>

| **sitUW** situational coping with imponderables * | How often does it happen in your work that … (often/sometimes/rarely/never) |
| F411_01 … you have to work under strong deadline or performance pressure? | Formed from the arithmetic mean values of the assigned variables. Encoded as 0 and 1. 0 = situational unpredictability never occurring frequently or sometimes 1 = situational unpredictability occurring frequently or sometimes |
| F411_06 … you are disturbed or interrupted at work, e.g. B. by colleagues, bad material, machine malfunctions or telephone calls? |
| F411_08 … things are asked of you that you have not learned or that you do not master? |
| F411_09 you have to keep an eye on different types of work or processes at the same time? |
| F411_13 … you have to work very quickly? |
| F700_09 … you do not receive all the necessary information to be able to carry out your work properly? |

<p>| <strong>strKOM</strong> structural increase in complexity | In the last two years, in your immediate work environment, have you been … (yes/no) |
| F1001_01 … introduced new manufacturing or process technologies? | Formed from the arithmetic mean values of the assigned variables. |
| F1001_02 … introduced new computer programs? (not just new versions) |
| F1001_03 … introduced new machines/equipment? |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>F1001_04</td>
<td>… used new or significantly modified products or materials?</td>
<td>variables. Encoded as 0 and 1. 0 = no increase in structural complexity 1 = increase in structural complexity</td>
</tr>
<tr>
<td>F1001_05</td>
<td>… provided new or significantly changed services?</td>
<td></td>
</tr>
<tr>
<td>F1001_06</td>
<td>… carried out significant restructuring or reorganization?</td>
<td></td>
</tr>
<tr>
<td>Change in the last two years (increased/stayed/decreased)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F1001_10</td>
<td>How have stress and work pressure changed?</td>
<td></td>
</tr>
</tbody>
</table>

**REL**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>F401</td>
<td>In order to be able to do the job, a longer period of induction is required. (Yes / No)</td>
<td>Is normalized from 0 and 1. 0 = no longer training necessary, 1 = longer training required in the company.</td>
</tr>
</tbody>
</table>

* Note: Originally, the situW dimension also included the item “that a minor mistake or slight inattention leads to greater financial losses” (PFEIFFER/SUPHAN 2015). After a validation of the AV index (PFEIFFER 2018), the variable is no longer used to form the index in more recent works by Pfeiffer (BACH et al. 2020).
<table>
<thead>
<tr>
<th>Ref. without disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents with disability</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. rare contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frequent contact with persons with disabilities …</td>
</tr>
<tr>
<td>… in the neighbourhood</td>
</tr>
<tr>
<td>… at work</td>
</tr>
<tr>
<td>… among friends</td>
</tr>
<tr>
<td>Health status</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. low educational status</th>
</tr>
</thead>
<tbody>
<tr>
<td>High educational status</td>
</tr>
<tr>
<td>Age</td>
</tr>
<tr>
<td>Age²</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. West Germany</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Germany</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. white-collar worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue-collar worker</td>
</tr>
<tr>
<td>Civil servant</td>
</tr>
<tr>
<td>Other</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ref. civil service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health- and social sector</td>
</tr>
</tbody>
</table>
### Table A4: Perception of the employment rate (ER) of people with disabilities (OLS-regressions)

<table>
<thead>
<tr>
<th></th>
<th>Model 1</th>
<th>Model 2</th>
<th>Model 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ER with disabilities</td>
<td>ER with disabilities</td>
<td>ER with disabilities</td>
</tr>
<tr>
<td><strong>Ref. without disabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents with disability</td>
<td>5.166***</td>
<td>6.633***</td>
<td>6.449***</td>
</tr>
<tr>
<td></td>
<td>(1.331)</td>
<td>(1.402)</td>
<td>(1.409)</td>
</tr>
<tr>
<td><strong>Ref. rare contact</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Frequent contact with persons</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>with disabilities ...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>… in the neighbourhood</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>0.168</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(1.502)</td>
</tr>
<tr>
<td>… at work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3.008**</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(1.403)</td>
</tr>
<tr>
<td>… among friends</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>0.552</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(1.469)</td>
</tr>
<tr>
<td><strong>Control variables</strong></td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Observations</td>
<td>931</td>
<td>931</td>
<td>931</td>
</tr>
<tr>
<td><strong>R²</strong></td>
<td>0.016</td>
<td>0.051</td>
<td>0.057</td>
</tr>
</tbody>
</table>

Notes: Weighted results with robust standard errors. The dependent variable is the perceived employment rate gap between persons with and without disabilities. ***p<0.01. **p<0.05. *p<0.1.

Table A5: Perception of the employment rate (ER) of people without disabilities (OLS-regressions)

<table>
<thead>
<tr>
<th></th>
<th>Model 1</th>
<th>Model 2</th>
<th>Model 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ER without disabilities</td>
<td>ER without disabilities</td>
<td>ER without disabilities</td>
</tr>
<tr>
<td>Ref. without disabilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respondents with disability</td>
<td>-2.592*** (0.988)</td>
<td>-1.353 (1.044)</td>
<td>-1.219 (1.050)</td>
</tr>
<tr>
<td>Ref. rare contact</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Frequent contact with people with disabilities …</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>… in the neighbourhood</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.792* (1.081)</td>
<td></td>
</tr>
<tr>
<td>… at work</td>
<td></td>
<td>-0.911 (1.070)</td>
<td></td>
</tr>
<tr>
<td>… among friends</td>
<td></td>
<td>-0.607 (1.085)</td>
<td></td>
</tr>
<tr>
<td>Control variables</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Observations</td>
<td>931</td>
<td>931</td>
<td>931</td>
</tr>
<tr>
<td>R²</td>
<td>0.008</td>
<td>0.050</td>
<td>0.054</td>
</tr>
</tbody>
</table>

Notes: Weighted results with robust standard errors. The dependent variable is the perceived employment rate of persons without disabilities. The control variables are health, gender, education, age, age squared, region (East vs. West Germany), occupational status and sector. ***p<0.01. **p<0.05. *p<0.1.


Table A6: Randomisation test for respondents with disabilities

<table>
<thead>
<tr>
<th></th>
<th>Control group</th>
<th>Treatment group</th>
<th>Difference</th>
<th>P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>ER with disabilities</td>
<td>44.162</td>
<td>43.666</td>
<td>0.497</td>
<td>0.680</td>
</tr>
<tr>
<td>ER without disabilities</td>
<td>70.678</td>
<td>72.547</td>
<td>-1.868</td>
<td>0.265</td>
</tr>
<tr>
<td>Gap</td>
<td>26.516</td>
<td>28.881</td>
<td>-2.365</td>
<td>0.228</td>
</tr>
<tr>
<td>Health status</td>
<td>3.353</td>
<td>3.305</td>
<td>0.048</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>0.543</td>
<td>0.469</td>
<td>0.074</td>
<td>0.110</td>
</tr>
<tr>
<td>Education</td>
<td>0.432</td>
<td>0.459</td>
<td>-0.027</td>
<td>0.691</td>
</tr>
<tr>
<td>Age</td>
<td>52.500</td>
<td>51.523</td>
<td>0.977</td>
<td>0.320</td>
</tr>
<tr>
<td>East Germany</td>
<td>0.216</td>
<td>0.194</td>
<td>0.022</td>
<td>0.497</td>
</tr>
<tr>
<td>Contact in the neighbourhood</td>
<td>0.338</td>
<td>0.343</td>
<td>-0.005</td>
<td>0.951</td>
</tr>
<tr>
<td>Contact at work</td>
<td>0.592</td>
<td>0.560</td>
<td>0.031</td>
<td>0.487</td>
</tr>
<tr>
<td>Contact among friends</td>
<td>0.426</td>
<td>0.476</td>
<td>-0.05</td>
<td>0.251</td>
</tr>
</tbody>
</table>

Notes: Weighted averages for a selection of variables (perceived employment rate (ER) of persons with and without disabilities, perceived gap in the employment rate, health, gender, education, age, region (East vs. West Germany), contact with persons with disabilities in the neighbourhood, at work, among friends. P-values are the result of t-Tests to test significant differences between control and treatment group for respondents with disabilities.