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**SOEP** Survey Papers  
Series D – Variable Descriptions and Coding

## SOEP-Core v41 – LEE2ESTAB: SOEP- LEE2 Employer Survey Data

SOEP Group

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# SOEP-Core v41 – LEE2ESTAB: SOEP-LEE2 Employer Survey Data

SOEP Group

2026

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## 1 General Information

The LEE2ESTAB dataset contains establishment-level data from the SOEP-LEE2 study. The data were collected from establishments employing SOEP-Core respondents. Currently, the dataset comprises two survey waves, primarily collected in 2022 and 2024. Observations are uniquely identified by the establishment identifier (EID) and the survey year variable (SYEAR). If an establishment was surveyed in multiple waves, its EID remains unchanged. To facilitate linkage with SOEP-Core, SYEAR is set to 2021 in the first wave and to 2023 in the second wave, corresponding to the years in which employer contact information was collected in the SOEP-Core person questionnaire. For linkage with SOEP-Core, the linkage file LEE2PERSON is required. The data can be linked in Stata as follows:

```
.
use pl.dta if inlist(syear, 2021, 2023), clear
merge 1:1 pid syear using lee2person.dta, keep(master match) nogen
merge m:1 eid syear using lee2estab.dta, keep(master match) nogen
.
```

LEE2ESTAB contains some variables that are only available in the SOEP-Core onsite edition, as indicated in each variable's description below. Other editions contain a categorized version of some of these variables as a replacement. They are identified by the suffixes `_cat` or `_cat2`. Additional information about all establishments that were contacted for the survey is provided in the dataset LEE2BRUTTO.

The SOEP-LEE2 study was a follow-up to the SOEP-LEE study of 2012. Data from the latter are provided in separate datasets, SLEE\_ESTAB and SLEE\_SAMPLE. It is generally not possible to use the establishment data from the two studies as a panel of establishments because the identity of the 2012 establishments was no longer known when SOEP-LEE2 was conceived. Although the two datasets partially use a similar set of EIDs, these do not identify the same establishments.

## 2 Identifiers

### eid – Current establishment identifier

---

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### syear – Survey year

---

2021	1003
2023	718

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### 3 Survey data

#### eab0001 – Personnel challenges: Other free text

---

? What personnel challenges are you facing in [Insertion1]? // Other, namely: *(from: soep-core/soep-core-2023-lee2estab/2:eab0001[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021, 2023

Edition: internal

#### eab0001\_cat – Personnel challenges: Other free text filled in

---

? What personnel challenges are you facing in [Insertion1]? // Other, namely: *(from: soep-core/soep-core-2023-lee2estab/2:eab0001[])*

1	Yes	152
-1	No answer / don't know	1569
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

#### eab0002 – Other selection procedures free-form text

---

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // Other selection procedures, namely: *(from: soep-core/soep-core-2021-lee2estab/20:auswpers\_sonst[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021

Edition: internal

### eab0002\_cat – Other selection procedures free-form text filled in

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // Other selection procedures, namely: (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_sonst[]*)

1	Yes	74
-1	No answer / don't know	929
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### eab0003 – Other qualification measures in 1st half of year form-free text

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // Other qualification measures, namely: (*from: soep-core/soep-core-2023-lee2estab/7:eab0003[]*)

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021, 2023

Edition: internal

### eab0003\_cat – Other qualification measures in 1st half of year form-free text filled in

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // Other qualification measures, namely: (*from: soep-core/soep-core-2023-lee2estab/7:eab0003[]*)

1	Yes	179
-1	No answer / don't know	1542
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

#### eab0004 – Other working time regulations free-form text

---

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_txt[])*

[-7]	Only available in less restricted edition (string omitted)	1721
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Waves: 2021

Edition: internal

#### eab0004\_cat – Other working time regulations free-form text filled in

---

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_txt[])*

1	Yes	37
-1	No answer / don't know	966
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

#### eab0005 – Incentives: Other free-form text

---

**?** Which of the following performance incentives does your establishment / public body offer employees? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/34:anreizso[])*

[-7]	Only available in less restricted edition (string omitted)	1721
------	--	------

Waves: 2021

Edition: internal

**eab0005\_cat** – Incentives: Other free-form text filled in

? Which of the following performance incentives does your establishment / public body offer employees? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/34:anreizso[])*

1	Yes	159
-1	No answer / don't know	1
-2	Does not apply	843
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**eab0006** – Company benefits: Other free-form text

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/35:zusatzso[])*

[-7]	Only available in less restricted edition (string omitted)	1721
------	--	------

Waves: 2021

Edition: internal

**eab0006\_cat** – Company benefits: Other free-form text filled in

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // [Other] namely: *(from: soep-core/soep-core-2021-lee2estab/35:zusatzso[])*

1	Yes	181
-1	No answer / don't know	1
-2	Does not apply	821
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**eab0007** – Reaction to Corona: Other free-form text

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // Other, namely: (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßnso[]*)

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021

Edition: internal

**eab0007\_cat** – Reaction to Corona: Other free-form text filled in

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // Other, namely: (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßnso[]*)

1	Yes	49
-1	No answer / don't know	954
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**eab0008** – Development of work from home rules: Other persons involved free text

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // [Other persons] namely: (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteureso[]*)

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021

Edition: internal

**eab0008\_cat** – Development of work from home rules: Other persons involved free text filled in

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // [Other persons] namely: (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteureso[]*)

1	Yes	59
-1	No answer / don't know	2
-2	Does not apply	942
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### eab0009\_v1 – Industry of establishment/public body

---

? In which economic sector / industry / public body is your establishment / public body mainly active? (from: soep-core/soep-core-2021-lee2estab/52:branche1[])

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021

Edition: internal

### eab0009\_v1\_cat – Industry of establishment/public body filled in

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? In which economic sector / industry / public body is your establishment / public body mainly active? (from: soep-core/soep-core-2021-lee2estab/52:branche1[])

1	Yes	662
-1	No answer / don't know	341
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### eab0009\_v2 – Industry of enterprise/public body

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? In which economic sector / industry / service sector is [Insertion2] mainly active? (from: soep-core/soep-core-2023-lee2estab/39:eab0009\_v2[])

1	Agriculture, forestry, fishing	11
2	Mining and quarrying, energy and water supply, wastewater and waste management	8

3	Food and beverages, consumer goods	8
4	Industrial goods, capital goods and durable goods	41
5	Construction	22
6	Wholesale, motor vehicle trade and repair	11
7	Retail, without motor vehicle trade	18
8	Transportation and storage	15
9	Hospitality industry	15
10	Information and communication, financial and insurance activities, economic, scientific and professional services	40
11	Public administration, defense, social insurance, education and teaching, health and social services	270
12	Other services	32
13	Other	136
-1	No answer / don't know	91
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

#### **eab0010** – Interviewee works in another field free-form text

---

**?** In which area or areas are you active? // [In another area] namely: *(from: soep-core/soep-core-2023-lee2estab/54:eab0010[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021, 2023

Edition: arch

#### **eab0011** – Highest educational qualification: Other educational qualification free text

---

**?** What is your highest educational qualification? // [Other educational qualification] namely: *(from: soep-core/soep-core-2021-lee2estab/63:bildungso[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021

Edition: arch

**eab0013** – Comments and suggestions

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? If you have further notes or comments with regard to this survey, you can provide them here or are welcome to contact the research team at Helmut-Schmidt-University or the DIW Berlin. The contact details for this are provided in the cover letter. *(from: soep-core/soep-core-2023-lee2estab/57:eab0013[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2021, 2023

Edition: arch

**eab0040** – Legal form of the enterprise/public body Other Free text

---

? What is the legal form of [Insertion2]? // [Other legal form] namely: *(from: soep-core/soep-core-2023-lee2estab/48:eab0040[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2023

Edition: internal

**eab0040\_cat** – Legal form of the enterprise/public body Other Free text [categories]

---

? What is the legal form of [Insertion2]? // [Other legal form] namely: *(from: soep-core/soep-core-2023-lee2estab/48:eab0040[])*

1	Yes	132
-1	No answer / don't know	8
-2	Does not apply	578
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**eab0041** – Challenge: Other free text

---

? Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // [Other] namely: *(from: soep-core/soep-core-2023-lee2estab/52:eab0041[])*

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2023

Edition: internal

**eab0041\_cat** – Challenge: Other free text [categories]

? Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // [Other] namely: (*from: soep-core/soep-core-2023-lee2estab/52:eab0041[]*)

1	Yes	41
-1	No answer / don't know	677
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**eab0042** – Establishment type Free text

? This interview regards – as mentioned – the following organization: [insert name thereof]. What type of organization is this? // [Other] namely: (*from: soep-core/soep-core-2023-lee2estab/1:eab0042[]*)

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2023

Edition: internal

**eab0043** – Recruitment: Other Free text

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Other, namely: (*from: soep-core/soep-core-2023-lee2estab/3:eab0043[]*)

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2023

Edition: internal

**eab0043\_cat** – Recruitment: Other Free text [categories]

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Other, namely: (*from: soep-core/soep-core-2023-lee2estab/3:eab0043[]*)

1	Yes	49
-1	No answer / don't know	669
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

#### eab0044 – Working time recording for other employee groups Free text

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**?** For which employees groups is working time recorded? // [Other employee group(s)]  
namely: *(from: soep-core/soep-core-2023-lee2estab/30:eab0044[])*

[-7]	Only available in less restricted edition (string omitted)	1721
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Waves: 2023

Edition: internal

#### eab0044\_cat – Working time recording for other employee groups Free text [categories]

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**?** For which employees groups is working time recorded? // [Other employee group(s)]  
namely: *(from: soep-core/soep-core-2023-lee2estab/30:eab0044[])*

1	Yes	24
-1	No answer / don't know	2
-2	Does not apply	692
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

#### eab0045 – Working time recording other method Free text

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**?** How is working time recorded? // [Other] namely: *(from: soep-core/soep-core-2023-lee2estab/31:eab0045[])*

[-7]	Only available in less restricted edition (string omitted)	1721
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Waves: 2023

Edition: internal

**eab0045\_cat** – Working time recording other method Free text [categories]

? How is working time recorded? // [Other] namely: (from: soep-core/soep-core-2023-lee2estab/31:eab0045[])

1	Yes	31
-1	No answer / don't know	2
-2	Does not apply	685
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**eab0046** – Branch of the enterprise/public body Other Free text

? In which economic sector / industry / service sector is [Insertion2] mainly active? // [Other] namely: (from: soep-core/soep-core-2023-lee2estab/39:eab0046[])

[-7] Only available in less restricted edition (string omitted) 1721

Waves: 2023

Edition: internal

**eab0046\_cat** – Branch of the enterprise/public body Other Free text [categories]

? In which economic sector / industry / service sector is [Insertion2] mainly active? // [Other] namely: (from: soep-core/soep-core-2023-lee2estab/39:eab0046[])

1	Yes	136
-1	No answer / don't know	0
-2	Does not apply	582
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0001\_v1** – Type of establishment/public body

? Is your establishment / public body ... (from: soep-core/soep-core-2021-lee2estab/1:art\_betr [36187])

1	Independent stand-alone company	460
2	Head office or main administration of a company	214
3	Branch of a larger company	237
4	Regional/specialist branch of a branched company	69
-1	No answer / don't know	23
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0001\_v2** – Type of enterprise/public body

? Is [Insertion1] ... (from: soep-core/soep-core-2023-lee2estab/36:elb0001\_v2[])

1	An independent, autonomous company or an independent organization without a branch elsewhere?	295
2	The headquarters or head office of a company or organization with branches of enterprises or public bodies elsewhere?	110
3	A branch or subsidiary of a company or a subordinate agency of a larger organization?	209
-1	No answer / don't know	104
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0002** – Publicly owned establishment/public body

? Is [Insertion2] majority or exclusively owned by the public sector? (from: soep-core/soep-core-2023-lee2estab/37:elb0002[])

1	Yes	572
2	No	1038
-1	No answer / don't know	111

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0003 – Majority owner present

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? Does [Insertion1] have a majority owner? (from: soep-core/soep-core-2023-lee2estab/38:elb0003  
[])

1	Yes	543
2	No	468
-1	No answer / don't know	27
-2	Does not apply	683
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0004 – Majority shareholding in %

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? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-core/soep-core-2021-lee2estab/4:betr\_eigent2[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0004\_cat** – Majority shareholding in % [categories]

? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-core/soep-core-2021-lee2estab/4:betr\_eigent2[])

1	0-99 percent	76
2	100 percent	175
-1	No answer / don't know	5
-2	Does not apply	747
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0005** – Majority shareholding in % don't know

1	Don't know	57
-1	No answer / don't know	5
-2	Does not apply	941
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0006** – Founding year of the establishment/public body

? In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // In the year: (from: soep-core/soep-core-2021-lee2estab/5:betr\_gruendung[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0006\_cat** – Founding year of the establishmen/public body [categories]

**?** In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // In the year: (*from: soep-core/soep-core-2021-lee2estab/5:betr\_gruendung[]*)

1	Before 1900	92
2	1900-1924	58
3	1925-1944	26
4	1945-1949	43
5	1950-1964	71
6	1965-1974	84
7	1975-1984	68
8	1985-1989	33
9	1990-1995	125
10	1996-2002	84
11	2003-2007	65
12	2008-2012	45
13	2013-2022	50
14	2018-2022	14
15	2023-2027	0
-1	No answer / don't know	42
-2	Does not apply	102
-3	Implausible value	1
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0007** – Founding year of the establishmen/public body don't know

**?** In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // Don't know (*from: soep-core/soep-core-2021-lee2estab/5:betr\_gruendung\_ka[]*)

1	Don't know	103
-1	No answer / don't know	43
-2	Does not apply	857
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0008\_v1 - HR strategies: Job descriptions

---

? Which of the following written strategies or guidelines are applied in your establishment / public body? // Job descriptions for the majority of jobs (from: soep-core/soep-core-2021-lee2estab/6:strat\_1[])

1	Mentioned	766
2	Not mentioned	201
-1	No answer / don't know	36
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0008\_v2 - HR strategies: Job descriptions

---

? Which of the following written strategies or guidelines are in place? // Job descriptions for the majority of jobs (from: soep-core/soep-core-2023-lee2estab/10:elb0008[])

1	Yes	547
2	No	93
-1	No answer / don't know	78
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0009\_v1** – HR strategies: Plans for personnel development/training

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Written plans for personnel development and further training (from: [soep-core/soep-core-2021-lee2estab/6:strat\\_2\[\]](#))

1	Mentioned	467
2	Not mentioned	500
-1	No answer / don't know	36
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0009\_v2** – HR strategies: Plans for personnel development/training

**?** Which of the following written strategies or guidelines are in place? // Written plans for personnel development and further training (from: [soep-core/soep-core-2023-lee2estab/10:elb0009\[\]](#))

1	Yes	351
2	No	283
-1	No answer / don't know	84
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0010\_v1** – HR strategies: Established procedures for staffing

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Formal procedures for filling vacancies (from: [soep-core/soep-core-2021-lee2estab/6:strat\\_3\[\]](#))

1	Mentioned	620
2	Not mentioned	347
-1	No answer / don't know	36

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0010\_v2 - HR strategies: Formal procedures for filling vacancies

? Which of the following written strategies or guidelines are in place? // Formal procedures for filling vacancies (from: [soep-core/soep-core-2023-lee2estab/10:elb0010\[\]](#))

1	Yes	453
2	No	182
-1	No answer / don't know	83
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0011\_v1 - HR strategies: Guidelines on equal opportunities/diversity/discrimination

? Which of the following written strategies or guidelines are applied in your establishment / public body? // Policies, rules or guidelines on equal opportunities, diversity or discrimination, regardless of legal requirements (from: [soep-core/soep-core-2021-lee2estab/6:strat\\_4\[\]](#))

1	Mentioned	491
2	Not mentioned	476
-1	No answer / don't know	36
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0011\_v2** – HR strategies: Guidelines on equal opportunities/diversity/discrimination

**?** Which of the following written strategies or guidelines are in place? // Policies, rules or guidelines on equal opportunities, diversity or discrimination, regardless of legal requirements (from: [soep-core/soep-core-2023-lee2estab/10:elb0011\[\]](#))

1	Yes	372
2	No	261
-1	No answer / don't know	85
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0012** – HR strategies: Nothing applies

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Nothing applies (from: [soep-core/soep-core-2021-lee2estab/6:strat\\_ka\[\]](#))

1	Mentioned	119
2	Not mentioned	848
-1	No answer / don't know	36
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0013** – Number of employees excluding marginally employed mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Blue- and white-collar employees, excluding those in marginal employment] Number of respective employees mid-2023 (from: [soep-core/soep-core-2023-lee2estab/40:elb0013\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0013\_cat – Number of employees excluding marginally employed mid-previous year [categories]

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**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Blue- and white-collar employees, excluding those in marginal employment] Number of respective employees mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0013[]*)

1	Existing	1392
2	Not existing	23
-1	No answer / don't know	306
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0014 – Number of trainees mid-previous year

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**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Apprentices] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0014[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0014\_cat** – Number of trainees mid-previous year [categories]

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Apprentices] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0014[]*)

1	Existing	873
2	Not existing	474
-1	No answer / don't know	374
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0015** – Number of civil servants and candidates mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Civil servants, including trainee civil servants] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0015[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0015\_cat** – Number of civil servants and candidates mid-previous year [categories].

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Civil servants,

including trainee civil servants] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0015[]*)

1	Existing	348
2	Not existing	882
-1	No answer / don't know	491
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0016 – Number of active owners mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Active owners] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0016[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0016\_cat – Number of active owners mid-previous year [categories]

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Active owners] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0016[]*)

1	Existing	330
2	Not existing	898
-1	No answer / don't know	493
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0017 – Number of helping family members mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Assisting family members] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0017[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0017\_cat – Number of helping family members mid-previous year [categories]

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Assisting family members] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0017[]*)

1	Existing	95
2	Not existing	1093
-1	No answer / don't know	533
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0018** – Number of marginally employed persons mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Employees in marginal employment, e.g. 520EUR jobs, short-term employees, mini-jobbers] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0018[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0018\_cat** – Number of marginally employed persons mid-previous year [categories]

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Employees in marginal employment, e.g. 520EUR jobs, short-term employees, mini-jobbers] Number of respective employees as of mid-2023 (*from: soep-core/soep-core-2023-lee2estab/40:elb0018[]*)

1	Existing	851
2	Not existing	455
-1	No answer / don't know	415
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0019** – Number of temporary employees mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Temporary workers] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0019[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0019\_cat – Number of temporary workers mid-previous year [Categories]

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Temporary workers] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0019[]*)

1	Existing	218
2	Not existing	957
-1	No answer / don't know	546
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0020 – Number of freelancers with work/service contracts mid-previous year

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Freelancers with contracts for work or services] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0020[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0020\_cat – Number of freelancers with work/service contracts mid-previous year [categories]

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**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Freelancers with contracts for work or services] Number of respective employees (*from: soep-core/soep-core-2023-lee2estab/40:elb0020[]*)

1	Existing	203
2	Not existing	958
-1	No answer / don't know	560
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0021\_v1 – Total number of employees on June 30

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**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Total number of respective employees on June 30, 2021 (*from: soep-core/soep-core-2021-lee2estab/7:summe\_besch[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0021\_v1\_cat2** – Total number of employees on June 30 [categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Total number of respective employees on June 30, 2021 (from: soep-core/soep-core-2021-lee2estab/7:summe\_besch[])

0	0	9
1	1-9	68
2	10-15	69
3	16-25	63
4	26-45	99
5	46-75	82
6	76-119	100
7	120-199	72
8	200-399	97
9	400-999	89
10	1000 and more	83
-1	No answer / don't know	172
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0021\_v2** – Total number of employees excluding temporary workers and freelancers mid-2023

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Total] Number: \_\_\_ (Prog.: Calculate from the above information) (from: soep-core/soep-core-2023-lee2estab/40:elb0021\_v2[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0021\_v2\_cat2 – Total number of employees excluding temporary workers and freelancers mid-2023 [categories]

? Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Total] Number: \_\_\_ (Prog.: Calculate from the above information) (from: soep-core/soep-core-2023-lee2estab/40:elb0021\_v2[])

0	0	6
1	1-9	46
2	10-15	51
3	16-25	54
4	26-45	67
5	46-75	53
6	76-119	80
7	120-199	62
8	200-399	52
9	400-999	57
10	1000 and more	63
-1	No answer / don't know	127
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0022 – Share of women among employees excluding marginally employed in %

? Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Blue- and white-collar employees, excluding those in marginal employment] Of which share of women (in %) (from: soep-core/soep-core-2023-lee2estab/40:elb0022[])

0	15
1	3
2	5
3	3
4	6
5	11
6	3
7	8
8	14
9	7

10	36
11	3
12	11
13	5
14	7
... (75 rows omitted)	1043
93	3
94	2
95	23
97	4
98	11
99	9
100	77
-1 No answer / don't know	85
-2 Does not apply	326
-3 Implausible value	1
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0023 - Share of women among trainees in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Apprentices] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/40:elb0023[])*

0	128
1	9
2	7
3	2
4	5
5	4
6	2
7	3
8	2
10	15
11	2
12	5
13	3
15	5
16	2
... (51 rows omitted)	414
86	2
90	27

95	1
97	1
98	3
99	2
100	150
-1 No answer / don't know	81
-2 Does not apply	846
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0024 - Share of women among civil servants and candidates in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Civil servants, including trainee civil servants] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/40:elb0024[])*

0	26
1	4
2	2
3	1
5	2
6	2
10	4
12	2
14	1
15	2
17	1
18	1
20	7
21	1
24	2
... (42 rows omitted)	234
83	1
85	4
88	1
90	6
91	1
98	1
100	18
-1 No answer / don't know	26
-2 Does not apply	1371

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0025 - Share of women among active owners in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Active owners] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/40:elb0025[])*

0		155
0.5		1
1		2
2		1
3		1
5		1
10		1
15		1
25		1
30		1
33		6
50		36
52		1
60		1
66		2
75		2
80		2
100		61
-1	No answer / don't know	55
-2	Does not apply	1390
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0026** – Share of women among helping family members in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Assisting family members] Of which share of women (in %) (*from: soep-core/soep-core-2023-lee2estab/40:elb0026[]*)

0	17
1	2
2	2
25	1
30	1
33	1
50	17
66	1
100	40
-1 No answer / don't know	14
-2 Does not apply	1625
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0027** – Share of women among marginally employed in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Employees in marginal employment, e.g. 520EUR jobs, short-term employees, mini-jobbers] Of which share of women (in %) (*from: soep-core/soep-core-2023-lee2estab/40:elb0027[]*)

0	110
1	9
2	6
3	5
4	3
5	3
6	1
7	2
8	1
9	2
10	9
11	2
14	1
15	4

16		2
...	(56 rows omitted)	412
94		1
95		6
96		1
97		1
98		2
99		5
100		176
-1	No answer / don't know	88
-2	Does not apply	869
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0028 - Share of women among temporary workers in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Temporary workers] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/40:elb0028[])*

0		55
1		4
2		3
3		3
5		5
8		1
10		6
13		2
15		1
20		8
25		1
28		1
30		7
32		1
33		2
...	(12 rows omitted)	48
75		3
78		1
80		6
85		1
90		3
95		1

100		19
-1	No answer / don't know	38
-2	Does not apply	1501
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0029 - Share of women among freelancers in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Freelancers ] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/40:elb0029[])*

0		42
1		2
2		3
4		1
5		4
10		3
16		1
19		1
20		5
25		2
26		1
30		6
33		3
35		1
40		7
...	(11 rows omitted)	51
70		9
75		3
76		1
80		6
85		1
90		2
100		23
-1	No answer / don't know	28
-2	Does not apply	1515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 0

Waves: 2021, 2023

Edition: international

### e1b0030\_v1 - Share of women among total number of employees in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Of which share of women [...] % (from: soep-core/soep-core-2021-lee2estab/7:ant\_summe\_frauen [])

0	9
3	2
4	1
5	1
6	4
7	2
8	2
9	6
10	10
11	2
12	4
13	1
14	4
15	7
16	3
... (70 rows omitted)	340
92	1
94	3
95	6
97	2
98	2
99	4
100	21
-1 No answer / don't know	385
-2 Does not apply	181
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0030\_v2** - Share of women in total employees in %

**?** Now we turn to the workforce structure. Not all organizations have the same employee groups. How many employees did [Insertion2] have as of mid-2023, broken down by the employee categories mentioned? And what was the share of women? // [Total] Of which share of women (in %) (*from: soep-core/soep-core-2023-lee2estab/40:elb0030\_v2[]*)

0		5
1		1
2		1
3		1
7		1
8		3
9		2
10		2
12		1
13		1
14		3
15		4
16		4
17		1
18		4
...	(48 rows omitted)	167
89		1
90		6
92		1
95		4
98		2
99		1
100		25
-1	No answer / don't know	471
-2	Does not apply	6
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0031\_v1** - Part-time employees in the establishment on June 30

**?** Were there any part-time employees, including marginal part-time employees earning a maximum of EUR 450 per month, among the employees on June 30, 2021? (*from: soep-core/soep-core-2021-lee2estab/8:teilzeit[36196]*)

1	Yes	703
2	No	157

-1	No answer / don't know	143
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0031\_v2 – Part-time employees in the enterprise mid-2023

**?** Were any employees subject to social security contributions employed part-time? (from: [soep-core/soep-core-2023-lee2estab/43:elb0031\\_v2\[\]](#))

1	Yes	549
2	No	64
-1	No answer / don't know	105
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0032 – Number of employees in large part-time mid-previous year

**?** Of the part-time employees as of mid-2023, how many were in... // [Large part-time] Number of part-time employees (from: [soep-core/soep-core-2023-lee2estab/44:elb0032\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0032\_cat2** – Number of employees in large part-time mid-previous year [categories]

**?** Of the part-time employees as of mid-2023, how many were in... // [Large part-time]  
 Number of part-time employees (from: soep-core/soep-core-2023-lee2estab/44:elb0032[])

0	0	106
1	1-9	364
2	10-15	108
3	16-25	79
4	26-45	106
5	46-75	95
6	76-119	73
7	120-199	42
8	200-399	39
9	400-999	28
10	1000 and more	19
-1	No answer / don't know	193
-2	Does not apply	469
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0033** – Number of employees in small part-time mid-previous year

**?** Of the part-time employees as of mid-2023, how many were in... // [Small part-time]  
 Number of part-time employees (from: soep-core/soep-core-2023-lee2estab/44:elb0033[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0033\_cat2** – Number of employees in small part-time mid-previous year [categories]

**?** Of the part-time employees as of mid-2023, how many were in... // [Small part-time]  
 Number of part-time employees (from: soep-core/soep-core-2023-lee2estab/44:elb0033[])

0	0	226
1	1-9	444
2	10-15	90
3	16-25	78
4	26-45	71
5	46-75	44
6	76-119	25
7	120-199	15
8	200-399	25
9	400-999	10
10	1000 and more	14
-1	No answer / don't know	210
-2	Does not apply	469
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

#### elb0034 – Share of women in large part-time in %

? Of the part-time employees as of mid-2023, how many were in... // [Large part-time] Of which share of women (in %) (from: soep-core/soep-core-2023-lee2estab/44:elb0034[])

0	13
1	4
2	1
3	3
4	3
6	1
8	2
9	2
10	5
12	2
14	1
15	1
16	1
17	1
18	1
...	(54 rows omitted)
93	8
94	3
95	28
97	2
98	8
99	4

100		306
-1	No answer / don't know	35
-2	Does not apply	767
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0035 - Share of women in small part-time in %

**?** Of the part-time employees as of mid-2023, how many were in... // [Small part-time] Of which share of women (in %) *(from: soep-core/soep-core-2023-lee2estab/44:elb0035[])*

0		54
1		3
2		4
3		2
4		2
5		3
8		1
10		2
13		1
15		3
17		1
20		6
22		1
23		1
24		1
...	(50 rows omitted)	353
94		2
95		24
96		3
97		2
98		6
99		7
100		303
-1	No answer / don't know	32
-2	Does not apply	904
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0036** – Share of employees in activities without required vocational train. group 1 in %

**?** How were the employees of [Insertion3] distributed among the following employee groups as of mid-2023? // [No vocational training] Share of employees [...] % (from: soep-core/soep-core-2023-lee2estab/6:elb0036[])

0	529
1	58
2	34
3	27
4	7
5	105
6	10
7	11
8	13
9	6
10	119
11	4
12	5
13	4
14	3
... (43 rows omitted)	385
80	7
85	6
90	10
93	1
95	3
98	1
100	18
-1 No answer / don't know	355
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0037** – Share of employees in jobs with required vocational train./exper. group 2 in %

**?** How were the employees of [Insertion3] distributed among the following employee groups as of mid-2023? // [Qualified training] Share of employees [...] % (from: soep-core/soep-core-2023-lee2estab/6:elb0037[])

0	59
1	7
2	8
3	4
4	1
5	20
6	4
7	1
8	11
9	5
10	45
12	4
13	5
14	2
15	27
... (73 rows omitted)	1033
94	5
95	18
96	4
97	5
98	8
99	5
100	92
-1 No answer / don't know	348
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0038** – Share of employees in occupations with requ. technical/uni. degree group 3 in %

**?** How were the employees of[Insertion3] distributed among the following employee groups as of mid-2023? // [University degree] Share of employees [...] % (from: soep-core/soep-core-2023-lee2estab/6:elb0038[])

0	248
1	20
2	17
3	13
4	9
5	63
6	7
7	5

8	6
9	12
10	134
11	1
12	4
13	7
14	4
... (76 rows omitted)	724
93	5
94	1
95	15
97	5
98	4
99	5
100	41
-1 No answer / don't know	371
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0039 – Share of foreign employees mid-previous year in %

**?** What was the share of foreign employees in [Insertion1] as of mid-2023? This includes all persons that do not have German citizenship. // Share of foreign employees among all employees ...[%] (from: [soep-core/soep-core-2023-lee2estab/46:elb0039\[\]](#))

0	505
0.05	2
0.3	1
0.5	2
1	85
2	55
2.3	1
3	34
4	14
4.5	1
5	107
6	14
7	25
8	27
9	5
... (35 rows omitted)	412
70	6

75		4
80		5
85		3
90		6
95		1
100		2
-1	No answer / don't know	404
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

#### elb0040 – Share of foreign employees in group 1 activities in %

? What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Simple activities] Share of foreign employees [...] % (from: soep-core/soep-core-2021-lee2estab/11a:ant\_einf\_ausl[])

0		174
1		10
2		12
3		9
4		1
5		15
6		1
7		5
8		4
9		1
10		11
11		1
12		1
14		1
15		7
...	(18 rows omitted)	70
70		3
75		2
80		8
85		1
90		4
98		1
100		48
-1	No answer / don't know	41
-2	Does not apply	572
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0041 – Share of foreign employees in group 2 activities in %

**?** What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Qualified training] Share of foreign employees [...] % *(from: soep-core/soep-core-2021-lee2estab/11a:ant\_aub\_ausl[])*

0		123
1		25
2		18
3		11
4		3
5		22
6		5
7		9
8		3
9		2
10		20
11		1
12		1
13		1
15		5
...	(22 rows omitted)	89
80		8
90		4
94		1
95		1
98		1
99		1
100		38
-1	No answer / don't know	39
-2	Does not apply	572
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0042** - Share of foreign employees in group 3 activities in %

? What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [University degree] Share of foreign employees [...] % (from: soep-core/soep-core-2021-lee2estab/11a:ant\_hochsch\_ausl[])

0	194
1	22
2	8
3	9
4	8
5	12
6	2
7	3
8	3
10	15
11	1
12	2
13	1
15	6
18	2
... (22 rows omitted)	49
90	3
92	1
95	2
96	1
98	1
99	2
100	25
-1 No answer / don't know	59
-2 Does not apply	572
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0043** - Share of foreign employees among owners/executives/managing directors in %

? What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Management Board] Share of foreign employees [...] % (from: soep-core/soep-core-2021-lee2estab/11a:ant\_leitung\_ausl[])

0	322
1	4
2	1

4		1
5		1
7		1
9		1
10		2
12		1
20		1
25		2
33		1
40		1
50		1
100		1
-1	No answer / don't know	90
-2	Does not apply	572
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

#### elb0044\_v1 – Personnel challenges: High headcount

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**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Staffing levels too high (*from: soep-core/soep-core-2021-lee2estab/12:herausf1[]*)

1	No challenge	578
2	Minor challenge	80
3	Medium challenge	61
4	Big challenge	35
5	Very big challenge	9
-1	No answer / don't know	240
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

#### elb0044\_v2 – Personnel challenges: High staffing levels

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**?** What personnel challenges are you facing in [Insertion1]? // Staffing levels too high (*from: soep-core/soep-core-2023-lee2estab/2:elb0044[]*)

1	No challenge	415
2	Minor challenge	105
3	Medium challenge	76
4	Big challenge	41
5	Very big challenge	21
6	Cannot assess	12
-1	No answer / don't know	48
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

#### elb0045\_v1 – Personnel challenges: High staff turnover

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // High staff turnover (from: soep-core/soep-core-2021-lee2estab/12:herausf2[])

1	No challenge	253
2	Minor challenge	205
3	Medium challenge	202
4	Big challenge	76
5	Very big challenge	37
-1	No answer / don't know	230
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

#### elb0045\_v2 – Personnel challenges: High staff turnover

**?** What personnel challenges are you facing in [Insertion1]? // High staff turnover (from: soep-core/soep-core-2023-lee2estab/2:elb0045[])

1	No challenge	165
2	Minor challenge	193
3	Medium challenge	216
4	Big challenge	73

5	Very big challenge	16
6	Cannot assess	4
-1	No answer / don't know	51
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0046\_v1 – Personnel challenges: High workload

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**?** What personnel challenges are you currently facing in your establishment / public body?  
 // High workload for existing staff (*from: soep-core/soep-core-2021-lee2estab/12:herausf3[]*)

1	No challenge	46
2	Minor challenge	63
3	Medium challenge	263
4	Big challenge	292
5	Very big challenge	110
-1	No answer / don't know	229
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0046\_v2 – Personnel challenges: High workload

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**?** What personnel challenges are you facing in [Insertion1]? // High workload for existing staff (*from: soep-core/soep-core-2023-lee2estab/2:elb0046[]*)

1	No challenge	33
2	Minor challenge	59
3	Medium challenge	261
4	Big challenge	229
5	Very big challenge	89
6	Cannot assess	3
-1	No answer / don't know	44
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0047\_v1 – Personnel challenges: Difficulties in recruiting skilled workers

? What personnel challenges are you currently facing in your establishment / public body?  
 // Difficulties in finding the skilled workers needed (from: soep-core/soep-core-2021-lee2estab/  
 12:herausf4[])

1	No challenge	44
2	Minor challenge	42
3	Medium challenge	129
4	Big challenge	291
5	Very big challenge	275
-1	No answer / don't know	222
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0047\_v2 – Personnel challenges: Difficulties in recruiting skilled workers

? What personnel challenges are you facing in [Insertion1]? // Difficulties in finding skilled  
 workers (from: soep-core/soep-core-2023-lee2estab/2:elb0047[])

1	No challenge	31
2	Minor challenge	50
3	Medium challenge	135
4	Big challenge	241
5	Very big challenge	210
6	Cannot assess	6
-1	No answer / don't know	45
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0048\_v1 – Personnel challenges: Staff shortages

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**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Staff shortages (*from: soep-core/soep-core-2021-lee2estab/12:herausf5[]*)

1	No challenge	116
2	Minor challenge	112
3	Medium challenge	186
4	Big challenge	222
5	Very big challenge	142
-1	No answer / don't know	225
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0048\_v2 – Personnel challenges: Staff shortages

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**?** What personnel challenges are you facing in [Insertion1]? // Staff shortages (*from: soep-core/soep-core-2023-lee2estab/2:elb0048[]*)

1	No challenge	84
2	Minor challenge	122
3	Medium challenge	189
4	Big challenge	169
5	Very big challenge	103
6	Cannot assess	4
-1	No answer / don't know	47
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0049\_v1** – Personnel challenges: Ageing**?** What personnel challenges are you currently facing in your establishment / public body?// Ageing (*from: soep-core/soep-core-2021-lee2estab/12:herausf6[]*)

1	No challenge	211
2	Minor challenge	180
3	Medium challenge	237
4	Big challenge	125
5	Very big challenge	21
-1	No answer / don't know	229
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0049\_v2** – Personnel challenges: Ageing**?** What personnel challenges are you facing in [Insertion1]? // Aging workforce (*from:**soep-core/soep-core-2023-lee2estab/2:elb0049[]*)

1	No challenge	167
2	Minor challenge	167
3	Medium challenge	192
4	Big challenge	110
5	Very big challenge	28
6	Cannot assess	8
-1	No answer / don't know	46
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0050\_v1** – Personnel challenges: Great need for further training

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Great need for further training and qualification (from: soep-core/soep-core-2021-lee2estab/12:herausf7[])

1	No challenge	115
2	Minor challenge	224
3	Medium challenge	297
4	Big challenge	120
5	Very big challenge	17
-1	No answer / don't know	230
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0050\_v2** – Personnel challenges: Great need for further training

**?** What personnel challenges are you facing in [Insertion1]? // Great need for further training and qualification (from: soep-core/soep-core-2023-lee2estab/2:elb0050[])

1	No challenge	100
2	Minor challenge	168
3	Medium challenge	267
4	Big challenge	105
5	Very big challenge	23
6	Cannot assess	7
-1	No answer / don't know	48
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0051\_v1** – Personnel challenges: Lack of motivation to work

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Lack of motivation to work (from: soep-core/soep-core-2021-lee2estab/12:herausf8[])

1	No challenge	218
2	Minor challenge	335
3	Medium challenge	173
4	Big challenge	45
5	Very big challenge	7
-1	No answer / don't know	225
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0051\_v2 – Personnel challenges: Lack of motivation to work

**?** What personnel challenges are you facing in [Insertion1]? // Lack of motivation to work  
(from: [soep-core/soep-core-2023-lee2estab/2:elb0051\[\]](#))

1	No challenge	146
2	Minor challenge	295
3	Medium challenge	170
4	Big challenge	40
5	Very big challenge	11
6	Cannot assess	9
-1	No answer / don't know	47
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0052\_v1 – Personnel challenges: High absence times/sickness rate

**?** What personnel challenges are you currently facing in your establishment / public body?  
// High absenteeism / high sickness rate (from: [soep-core/soep-core-2021-lee2estab/12:herausf9](#)  
[])

1	No challenge	131
2	Minor challenge	223
3	Medium challenge	254

4	Big challenge	136
5	Very big challenge	34
-1	No answer / don't know	225
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0052\_v2 – Personnel challenges: High absenteeism/sickness rate

? What personnel challenges are you facing in [Insertion1]? // High absenteeism / high sickness rate (from: [soep-core/soep-core-2023-lee2estab/2:elb0052\[\]](#))

1	No challenge	78
2	Minor challenge	196
3	Medium challenge	245
4	Big challenge	114
5	Very big challenge	38
6	Cannot assess	3
-1	No answer / don't know	44
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0053\_v1 – Personnel challenges: High burden due to salary costs

? What personnel challenges are you currently facing in your establishment / public body? // High burden due to wage and salary costs (from: [soep-core/soep-core-2021-lee2estab/12:herausf10\[\]](#))

1	No challenge	150
2	Minor challenge	143
3	Medium challenge	262
4	Big challenge	168
5	Very big challenge	38
-1	No answer / don't know	242

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0053\_v2 – Personnel challenges: High burden due to salary costs

? What personnel challenges are you facing in [Insertion1]? // High burden due to wage and salary costs (from: soep-core/soep-core-2023-lee2estab/2:elb0053[])

1	No challenge	61
2	Minor challenge	89
3	Medium challenge	223
4	Big challenge	179
5	Very big challenge	62
6	Cannot assess	60
-1	No answer / don't know	44
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0054 – Human resources (HR) department in establishment/public body

? Does [insertion2] have a human resources department? (from: soep-core/soep-core-2023-lee2estab/11:elb0054[])

1	Yes	925
2	No	520
-1	No answer / don't know	276
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0055 – Full-time equivalents in the HR department

**?** How many full-time equivalents does the HR department have? // Total full-time equivalents: (from: soep-core/soep-core-2021-lee2estab/14:vollzeitäqu[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0055\_cat – Full-time equivalents in the HR department [categories]

**?** How many full-time equivalents does the HR department have? // Total full-time equivalents: (from: soep-core/soep-core-2021-lee2estab/14:vollzeitäqu[])

1	[0,1)	40
2	[1,3)	171
3	[3,10)	135
4	10 and more	95
-1	No answer / don't know	44
-2	Does not apply	518
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0056 – Head of HR part of top management level of the establishment/public body

**?** Is the HR manager a member of the top management level, board or management of [Insertion2]? (from: soep-core/soep-core-2023-lee2estab/12:elb0056[])

1	Yes	445
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2	No	462
-1	No answer / don't know	18
-2	Does not apply	796
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0057 – Position for HR tasks in establishment/public body

**?** Is there a position that deals primarily with personnel tasks? (from: soep-core/soep-core-2023-lee2estab/13:elb0057[])

1	Yes	355
2	No	162
-1	No answer / don't know	3
-2	Does not apply	1201
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0058 – HR department part of the top management level of company headquarters

**?** The following question is aimed at companies or public bodies that are part of a larger establishment or organization. a larger organization: Is the HR department in the head office or main administration a member of the top management level, the board of directors or the management? (from: soep-core/soep-core-2021-lee2estab/17:personalabt\_oberstvorst[])

1	Yes	244
2	No	208
3	Does not apply	274
4	Don't know	25
-1	No answer / don't know	252
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0059 – HR planning in the company/public body

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? Does your establishment / public body have a personnel planning system? (from: soep-core/soep-core-2021-lee2estab/18:personalplan[36207])

1	Yes	622
2	No	168
-1	No answer / don't know	213
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0060 – Planning horizon for HR planning

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? What planning horizon do you set for personnel planning? (from: soep-core/soep-core-2021-lee2estab/19:planungshor[36208])

1	Less than 1 year	86
2	1 year	191
3	2-3 years	183
4	4-5 years	100
5	More than 5 years	45
-1	No answer / don't know	17
-2	Does not apply	381
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0061** – Job interviews group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Job interviews / interviews with one or more interviewers (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_1[]*)

1	Mentioned	457
2	Not mentioned	315
-1	No answer / don't know	231
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0062** – Job interviews group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Job interviews / interviews with one or more interviewers (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_1[]*)

1	Mentioned	676
2	Not mentioned	96
-1	No answer / don't know	231
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0063** – Job interviews group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Job interviews / interviews with one or more interviewers (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_1[]*)

1	Mentioned	605
2	Not mentioned	167
-1	No answer / don't know	231
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0064 – Job interviews not used

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Job interviews / interviews with one or more interviewers (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_1[]*)

1	Mentioned	41
2	Not mentioned	731
-1	No answer / don't know	231
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0065 – Application forms group 1

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Application form (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_2[]*)

1	Mentioned	195
2	Not mentioned	534
-1	No answer / don't know	274
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0066 – Application forms group 2

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Application form (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_2[]*)

1	Mentioned	311
2	Not mentioned	418
-1	No answer / don't know	274
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0067 – Application forms group 3

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Application form (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_2[]*)

1	Mentioned	280
2	Not mentioned	449
-1	No answer / don't know	274
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0068** – Application forms not used

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Application form (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_2[]*)

1	Mentioned	387
2	Not mentioned	342
-1	No answer / don't know	274
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0069** – Psychometric tests group 1

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Psychometric test (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_3[]*)

1	Mentioned	8
2	Not mentioned	688
-1	No answer / don't know	307
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0070** – Psychometric tests group 2

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Psychometric test (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_3[]*)

1	Mentioned	31
2	Not mentioned	665
-1	No answer / don't know	307

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0071 – Psychometric tests group 3

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Psychometric test (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_3[]*)

1	Mentioned	58
2	Not mentioned	638
-1	No answer / don't know	307
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0072 – Psychometric tests not used

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Psychometric test (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_3[]*)

1	Mentioned	625
2	Not mentioned	71
-1	No answer / don't know	307
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0073** – Assessment center group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Assessment Center (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_4[]*)

1	Mentioned	12
2	Not mentioned	694
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0074** – Assessment center group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Assessment Center (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_4[]*)

1	Mentioned	48
2	Not mentioned	658
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0075** – Assessment center group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Assessment Center (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_4[]*)

1	Mentioned	120
2	Not mentioned	586
-1	No answer / don't know	297

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0076 – Assessment center not used

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Assessment Center (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_4[]*)

1	Mentioned	561
2	Not mentioned	145
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0077 – Social media group 1

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Profiles in social media (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_5[]*)

1	Mentioned	103
2	Not mentioned	603
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0078** – Social media group 2

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Profiles in social media (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_5[]*)

1	Mentioned	200
2	Not mentioned	506
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0079** – Social media group 3

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Profiles in social media (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_5[]*)

1	Mentioned	197
2	Not mentioned	509
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0080** – Social media not used

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Profiles in social media (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_5[]*)

1	Mentioned	465
2	Not mentioned	241

-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0081 – References group 1

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1]  
References (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_6[]*)

1	Mentioned	157
2	Not mentioned	567
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0082 – References group 2

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**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2]  
References (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_6[]*)

1	Mentioned	330
2	Not mentioned	394
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0083** – References group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] References (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_6[]*)

1	Mentioned	360
2	Not mentioned	364
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0084** – References not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] References (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_unge\_n\_6[]*)

1	Mentioned	270
2	Not mentioned	454
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0085** – Aptitude test/work trial group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Aptitude test / work trial (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_7[]*)

1	Mentioned	243
2	Not mentioned	488
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0086 - Aptitude test/work trial group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2]  
Aptitude test / work trial (from: [soep-core/soep-core-2021-lee2estab/20:auswpers\\_grp2\\_7\[\]](#))

1	Mentioned	375
2	Not mentioned	356
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0087 - Aptitude test/work trial group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3]  
Aptitude test / work trial (from: [soep-core/soep-core-2021-lee2estab/20:auswpers\\_grp3\\_7\[\]](#))

1	Mentioned	269
2	Not mentioned	462
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0088 – Aptitude test/work trial not used

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? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Aptitude test / work trial (*from: soep-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_7*)

1	Mentioned	248
2	Not mentioned	483
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0089 – Aptitude diagnostics according to DIN 33430

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? Do you use the quality criteria of DIN 33430 in aptitude testing? (*from: soep-core/soep-core-2021-lee2estab/21:din33430[36211]*)

1	Yes	0
2	No	0
3	Don't know	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0090** – Courses/seminars group 1 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Courses, training programs, seminars (*from: soep-core/soep-core-2023-lee2estab/7:elb0090[]*)

1	Mentioned	551
2	Not mentioned	932
-1	No answer / don't know	238
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0091** – Courses/seminars group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Courses, training programs, seminars (*from: soep-core/soep-core-2023-lee2estab/7:elb0091[]*)

1	Mentioned	1136
2	Not mentioned	347
-1	No answer / don't know	238
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0092** – Courses/seminars group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Courses, training programs, seminars (*from: soep-core/soep-core-2023-lee2estab/7:elb0092[]*)

1	Mentioned	998
2	Not mentioned	485
-1	No answer / don't know	238

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0093 – Courses/seminars not offered in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Courses, training programs, seminars (*from: soep-core/soep-core-2023-lee2estab/7:elb0093[]*)

1	Mentioned	154
2	Not mentioned	1329
-1	No answer / don't know	238
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0094 – Participation in lectures/conferences/trade fairs group 1 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Lectures, conferences, fairs, etc. (*from: soep-core/soep-core-2023-lee2estab/7:elb0094[]*)

1	Mentioned	244
2	Not mentioned	1207
-1	No answer / don't know	270
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0095** – Participation in lectures/conferences/trade fairs group 2 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Lectures, conferences, fairs, etc. (from: [soep-core/soep-core-2023-lee2estab/7:elb0095\[\]](#))

1	Mentioned	781
2	Not mentioned	670
-1	No answer / don't know	270
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0096** – Participation in lectures/conferences/trade fairs group 3 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Lectures, conferences, fairs, etc. (from: [soep-core/soep-core-2023-lee2estab/7:elb0096\[\]](#))

1	Mentioned	862
2	Not mentioned	589
-1	No answer / don't know	270
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0097** – Participation in lectures/conferences/trade fairs not offered in 1st half of y.

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Lectures, conferences, fairs, etc. (from: [soep-core/soep-core-2023-lee2estab/7:elb0097\[\]](#))

1	Mentioned	351
2	Not mentioned	1100
-1	No answer / don't know	270

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0098 - On-the-job training group 1 in the 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Workplace training, e.g. instruction, onboarding, on-the-job training (*from: soep-core/soep-core-2023-lee2estab/7:elb0098[]*)

1	Mentioned	706
2	Not mentioned	774
-1	No answer / don't know	241
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0099 - On-the-job training group 2 in the 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Workplace training, e.g. instruction, onboarding, on-the-job training (*from: soep-core/soep-core-2023-lee2estab/7:elb0099[]*)

1	Mentioned	1162
2	Not mentioned	318
-1	No answer / don't know	241
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0100 – On-the-job training group 3 in the 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Workplace training, e.g. instruction, onboarding, training on the job (from: soep-core/soep-core-2023-lee2estab/7:elb0100[])

1	Mentioned	946
2	Not mentioned	534
-1	No answer / don't know	241
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0101 – On-the-job training not offered in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Workplace training, e.g. instruction, onboarding, on-the-job training (from: soep-core/soep-core-2023-lee2estab/7:elb0101[])

1	Mentioned	138
2	Not mentioned	1342
-1	No answer / don't know	241
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0102** – Job change/job rotation group 1 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Job change / job rotation (from: soep-core/soep-core-2023-lee2estab/7:elb0102[])

1	Mentioned	254
2	Not mentioned	1180
-1	No answer / don't know	287
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0103** – Job change/job rotation group 2 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Job change / job rotation (from: soep-core/soep-core-2023-lee2estab/7:elb0103[])

1	Mentioned	455
2	Not mentioned	979
-1	No answer / don't know	287
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0104** – Job change/job rotation group 3 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Job change / job rotation (from: soep-core/soep-core-2023-lee2estab/7:elb0104[])

1	Mentioned	356
2	Not mentioned	1078
-1	No answer / don't know	287

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0105 – Job change/job rotation not offered in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Job change / job rotation (from: [soep-core/soep-core-2023-lee2estab/7:elb0105\[\]](#))

1	Mentioned	794
2	Not mentioned	640
-1	No answer / don't know	287
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0106 – Quality circle/workshop circle/learning workshop group 1 in first half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Quality circles, workshop circles, learning workshop (from: [soep-core/soep-core-2023-lee2estab/7:elb0106\[\]](#))

1	Mentioned	163
2	Not mentioned	1268
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0107** – Quality circle/workshop circle/learning workshop group 2 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Quality circles, workshop circles, learning workshop (from: soep-core/soep-core-2023-lee2estab/7:elb0107[])

1	Mentioned	356
2	Not mentioned	1075
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0108** – Quality circle/workshop circle/learning workshop group 3 in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Quality circles, workshop circles, learning workshop (from: soep-core/soep-core-2023-lee2estab/7:elb0108[])

1	Mentioned	320
2	Not mentioned	1111
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0109** – Quality circle/workshop circle/learning workshop not offered in first half of y.

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Quality circle, workshop circle, learning workshop (from: soep-core/soep-core-2023-lee2estab/7:elb0109[])

1	Mentioned	890
2	Not mentioned	541

-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0110 – Project teams group 1 in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_6[]*)

1	Mentioned	118
2	Not mentioned	608
-1	No answer / don't know	277
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0111 – Project teams group 2 in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_6[]*)

1	Mentioned	397
2	Not mentioned	329
-1	No answer / don't know	277
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0112** – Project teams group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_6[]*)

1	Mentioned	431
2	Not mentioned	295
-1	No answer / don't know	277
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0113** – Project teams not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_6[]*)

1	Mentioned	224
2	Not mentioned	502
-1	No answer / don't know	277
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0114** – Coaching/mentoring group 1 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Coaching / Mentoring (*from: soep-core/soep-core-2023-lee2estab/7:elb0114[]*)

1	Mentioned	229
2	Not mentioned	1220
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0115 - Coaching/mentoring group 2 in 1st half of year

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? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Coaching / Mentoring (*from: soep-core/soep-core-2023-lee2estab/7:elb0115()*)

1	Mentioned	557
2	Not mentioned	892
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0116 - Coaching/mentoring group 3 in 1st half of year

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? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Coaching / Mentoring (*from: soep-core/soep-core-2023-lee2estab/7:elb0116()*)

1	Mentioned	713
2	Not mentioned	736
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 0

Waves: 2021, 2023

Edition: international

### elb0117 – Coaching/mentoring not offered in 1st half of year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Coaching / Mentoring (from: soep-core/soep-core-2023-lee2estab/7:elb0117[])

1	Mentioned	514
2	Not mentioned	935
-1	No answer / don't know	272
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0118 – Career plans/succession planning group 1 in 1st half of the year

? Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 1] Career development planning / succession planning (from: soep-core/soep-core-2023-lee2estab/7:elb0118 [])

1	Mentioned	160
2	Not mentioned	1270
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0119** – Career plans/succession planning group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 2] Career development planning / succession planning (*from: soep-core/soep-core-2023-lee2estab/7:elb0119*)

1	Mentioned	473
2	Not mentioned	957
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0120** – Career plans/succession planning group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Group 3] Career development planning / succession planning (*from: soep-core/soep-core-2023-lee2estab/7:elb0120*)

1	Mentioned	526
2	Not mentioned	904
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

**elb0121** – Career plans/succession planning not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in [Insertion1] to the respective employee group in the first half of 2023? // [Measure not offered] Career development planning / succession planning (*from: soep-core/soep-core-2023-lee2estab/7:elb0121*)

1	Mentioned	719
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2	Not mentioned	711
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0122 – Number of persons in external training 1st half of year

**?** If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Total number of participants (*from: soep-core/soep-core-2021-lee2estab/23:anz\_weiterb[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0122\_cat – Number of persons in external training 1st half of year [categories]

**?** If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Total number of participants (*from: soep-core/soep-core-2021-lee2estab/23:anz\_weiterb[]*)

1	0-25	498
2	26-75	90
3	76 and more	92
-1	No answer / don't know	323
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0123 – Share of women in external training 1st half of year in %

**?** If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Of which share of women [...] %  
(from: soep-core/soep-core-2021-lee2estab/23:ant\_weiterb\_frauen[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0123\_cat – Share of women in external training 1st half of year in % [categories]

**?** If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Of which share of women [...] %  
(from: soep-core/soep-core-2021-lee2estab/23:ant\_weiterb\_frauen[])

1	0-25	134
2	26-50	128
3	51-75	118
4	76-100	143
-1	No answer / don't know	15
-2	Does not apply	465
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0124** – Number of employees with fixed working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Fixed working hours (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_1[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0124\_cat** – Number of employees with fixed working hours [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Fixed working hours (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_1[]*)

1	Existing	475
2	Not existing	190
-1	No answer / don't know	338
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0125** – Number of employees with flexitime

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Flexitime (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_2[]*)

-1	No answer / don't know	0
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0125\_cat – Number of employees with flexitime [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Flexitime (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_2[]*)

1	Existing	410
2	Not existing	231
-1	No answer / don't know	362
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0126 – Number of employees with trust-based working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Trust-based working hours (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_3[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0126\_cat** – Number of employees with trust-based working hours [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Trust-based working hours (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_3[]*)

1	Existing	308
2	Not existing	314
-1	No answer / don't know	381
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0127** – Number of employees with weekend work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Weekend work (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_4[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0127\_cat** – Number of employees with weekend work [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Weekend work (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_4[]*)

1	Existing	252
2	Not existing	343

-1	No answer / don't know	408
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0128 – Number of employees in shift work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Shift work (from: [soep-core/soep-core-2021-lee2estab/24:arbeitszt\\_5\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0128\_cat – Number of employees in shift work [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Shift work (from: [soep-core/soep-core-2021-lee2estab/24:arbeitszt\\_5\[\]](#))

1	Existing	223
2	Not existing	383
-1	No answer / don't know	397
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0129** – Number of employees with overtime/working time accounts w/ short-term comp.

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with short-term compensation within six months (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_6[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0129\_cat** – Number of employees with overtime/working time accounts w/ short-t. comp. [cat]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with short-term compensation within six months (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_6[]*)

1	Existing	325
2	Not existing	270
-1	No answer / don't know	408
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0130** – Number of employees with overtime/working time accounts w/ long-term comp.

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with long-term

compensation over a period of more than half a year, e.g. annual working time agreements  
(from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_7[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0130\_cat** – Number of employees with overtime/working time accounts w/ long-t. comp. [cat]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with long-term compensation over a period of more than half a year, e.g. annual working time agreements  
(from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_7[])

1	Existing	285
2	Not existing	321
-1	No answer / don't know	397
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0131** – Number of employees in stand-by service

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Stand-by service, in addition to regular attendance working hours (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_8[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0131\_cat – Number of employees in stand-by service [categories]

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**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Stand-by service, in addition to regular attendance working hours (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_8[]*)

1	Existing	246
2	Not existing	355
-1	No answer / don't know	402
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0132 – Number of employees on call

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**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // On-call service, where the location is usually determined by the employer (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_9[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0132\_cat** – Number of employees on call [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // On-call service, where the location is usually determined by the employer (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_9[]*)

1	Existing	87
2	Not existing	494
-1	No answer / don't know	422
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0133** – Number of employees with other working time arrangements

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Other (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0133\_cat** – Number of employees with other working time arrangements [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Other (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst[]*)

1	Existing	34
2	Not existing	283

-1	No answer / don't know	686
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0134 – Share of women among employees with fixed working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Fixed working hours] Share of women [...] % (from: [soep-core/soep-core-2021-lee2estab/24:arbeitszt\\_1\\_frauen\[\]](#))

0		29
1		5
2		8
3		1
4		1
5		6
6		4
7		3
8		2
9		3
10		14
11		2
12		3
13		2
14		1
...	(47 rows omitted)	282
91		1
94		1
95		10
97		3
98		4
99		4
100		59
-1	No answer / don't know	27
-2	Does not apply	528
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0135** – Share of women among employees with flexitime

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Flexitime] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_2\_frauen[])

0	8
2	1
3	2
4	1
5	4
6	1
7	2
8	1
9	3
10	9
11	1
12	3
13	1
14	2
15	5
... (57 rows omitted)	284
85	8
87	1
89	1
90	10
93	1
95	4
100	33
-1 No answer / don't know	24
-2 Does not apply	593
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0136** – Share of women among employees with trust-based working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the re-

spective working time regulation? // [Trust-based working hours] Share of women % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_3\_frauen[])

0	55
1	3
2	3
5	4
7	1
8	2
10	7
11	2
12	1
13	1
15	8
16	1
19	1
20	14
22	3
... (34 rows omitted)	135
83	1
85	4
87	1
89	1
90	9
95	1
100	38
-1 No answer / don't know	12
-2 Does not apply	695
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0137 – Share of women in employment with weekend work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Weekend work] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_4\_frauen[])

0	28
1	3
2	3
3	3
5	4

10	11
11	1
12	3
13	2
15	3
19	1
20	10
22	1
23	1
25	1
... (29 rows omitted)	122
87	2
88	1
90	14
91	1
95	4
99	1
100	18
-1 No answer / don't know	14
-2 Does not apply	751
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0138 - Share of women in shift work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Shift work] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_5\_frauen[])

0	33
1	3
2	3
4	1
5	11
7	1
9	1
10	13
12	1
13	3
15	5
18	1
19	3

20	7
25	2
... (21 rows omitted)	75
85	8
86	1
90	11
91	1
95	4
96	1
100	17
-1 No answer / don't know	17
-2 Does not apply	780
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0139 – Share of women in employees with overtime accounts (short-term)

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Short-term overtime compensation] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_6\_frauen[])

0	18
1	2
2	1
3	2
4	1
5	4
7	1
8	1
9	1
10	7
12	2
14	1
15	6
16	3
19	1
... (47 rows omitted)	191
90	13
93	1
94	1
95	3
98	4

99	3
100	35
-1 No answer / don't know	23
-2 Does not apply	678
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0140 – Share of women in employees with overtime accounts (long-term)

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Long-term overtime compensation] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_7\_frauen[])

0	18
1	1
2	4
4	1
5	1
6	2
8	1
9	2
10	8
11	1
12	4
14	1
15	7
17	1
19	2
... (50 rows omitted)	159
90	10
92	1
95	6
96	1
97	1
99	2
100	30
-1 No answer / don't know	21
-2 Does not apply	718
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0141 – Share of women in employees in standy-by service

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Stand-by service] Share of women [...] % (from: [soep-core/soep-core-2021-lee2estab/24:arbeitszt\\_8\\_frauen\[\]](#))

0		88
1		7
2		1
3		1
4		1
5		9
7		1
9		1
10		13
11		1
13		2
14		2
15		1
19		1
20		3
...	(18 rows omitted)	66
85		2
90		3
92		1
94		1
96		1
99		1
100		20
-1	No answer / don't know	19
-2	Does not apply	757
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0142** – Share of women in employees on call

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [On-call service] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_9\_frauen[])

0	26
1	3
5	4
7	1
10	2
11	1
13	1
14	1
20	1
25	2
30	2
40	2
50	9
60	1
65	1
... (3 rows omitted)	6
80	3
83	1
85	1
90	4
92	1
99	1
100	8
-1 No answer / don't know	5
-2 Does not apply	916
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0143** – Share of women in employees with other working time arrangements

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] Share of women [...] % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_frauen[])

0	3
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7	1
10	2
30	2
40	1
45	1
47	1
50	3
52	2
57	1
60	1
65	3
66	1
70	1
75	1
80	2
90	1
98	1
100	3
-1 No answer / don't know	3
-2 Does not apply	969
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0144 - Number of days absent per employee last year

**?** What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Average days of absence per employee in 2020: (*from: soep-core/soep-core-2021-lee2estab/25:fehltage[]*)

-1 No answer / don't know	0
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	1721
-8 Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0144\_cat** – Number of days absent per employee last year [categories]

? What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Average days of absence per employee in 2020: (from: soep-core/soep-core-2021-lee2estab/25:fehltage[])

1	[0, 5)	86
2	[5, 10)	135
3	[10, 15)	101
4	15 and more	147
-1	No answer / don't know	291
-2	Does not apply	243
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0145** – Days absent per employee don't know

? What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Don't know (from: soep-core/soep-core-2021-lee2estab/25:fehltage\_ka[])

1	Don't know	243
-1	No answer / don't know	291
-2	Does not apply	469
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0146\_v1** – Sectoral collective agreement in the establishment/public body

? Does your establishment / public body ... // ... a sectoral collective agreement? (from: soep-core/soep-core-2021-lee2estab/26:branchentarif[36217])

1	Yes	0
2	No	0
-1	No answer / don't know	0

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0146\_v2 – Sectoral collective agreement in the enterprise/public body

---

? Does [Insertion1] have... // ... a sectoral collective agreement? (from: soep-core/soep-core-2023-lee2estab/14:elb0146[])

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0147\_v1 – In-house or company agreement in the establishment/public body

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? Does your establishment / public body ... // ... an in-house or establishment contract? (from: soep-core/soep-core-2021-lee2estab/26:haustarif[36217])

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0147\_v2** – In-house or company agreement in the enterprise/public body

? Does [Insertion1] have... // ... an in-house or establishment contract? (from: [soep-core/soep-core-2023-lee2estab/14a:elb0147\[\]](#))

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

**elb0148** – Remuneration based on collective agreement

? Is the remuneration based on ... // ... a collective agreement? (from: [soep-core/soep-core-2023-lee2estab/15:elb0148\[\]](#))

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

**elb0149** – Remuneration based on standard industry pay scales

? Is the remuneration based on ... // ... remuneration regulations customary in the industry? (from: [soep-core/soep-core-2023-lee2estab/15:elb0149\[\]](#))

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0150 – Works council/staff council in the establishment/public body

? Does [Insertion1] have a works council or staff council elected in accordance with the Works Constitution Act or Staff Representation Act? (from: soep-core/soep-core-2023-lee2estab/16:elb0150[])

1	Yes	765
2	No	645
-1	No answer / don't know	311
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0151\_v1 – Works council/staff council cooperation with management

? How would you describe the cooperation between the works council or staff council and management? (from: soep-core/soep-core-2021-lee2estab/29:betriebsrat\_zsm[36220])

1	Very constructive	149
2	Quite constructive	163
3	Partly constructive	75
4	Little constructive	10
5	Not constructive at all	3
-1	No answer / don't know	8
-2	Does not apply	595
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0151\_v2** – Works council/staff council cooperation with management

? How would you describe the cooperation between the works council or staff council and management? (from: soep-core/soep-core-2023-lee2estab/17:elb0151\_v2[])

1	Not constructive at all	3
2	Not very constructive	22
3	Somewhat constructive	82
4	Quite constructive	127
5	Very constructive	113
-1	No answer / don't know	10
-2	Does not apply	361
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0152** – Committees for employee participation/employee representation in estab./publ. b.

? Does your establishment / public body have alternative employee participation bodies such as a staff spokesperson or employee representatives? (from: soep-core/soep-core-2021-lee2estab/30:mitarbeitervtr[36221])

1	Yes	62
2	No	297
-1	No answer / don't know	2
-2	Does not apply	642
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0153** – Committees for employee participation cooperation with management

? How would you describe the cooperation between the alternative committees and the management level? (from: soep-core/soep-core-2021-lee2estab/31:mitarbeitervtr\_zsm[36222])

1	Very constructive	28
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2	Quite constructive	22
3	Partly constructive	7
4	Little constructive	0
5	Not constructive at all	1
-1	No answer / don't know	4
-2	Does not apply	941
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0154** – Share of full-time empl. w/ gross monthly income below EUR 1900 on June 30 in %

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Under 1900EUR: Share of full-time employees [...] % (from: [soep-core/soep-core-2021-lee2estab/32:ant\\_brut\\_1\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0155** – Share of full-time empl. w/ gross monthly income below EUR 1900 does not apply

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-core/soep-core-2021-lee2estab/32:ant\\_brut\\_1\\_no\[\]](#))

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0156** – Share of full-time empl. w/ gross monthly income of EUR 1900-2500 on June 30 in %

---

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 1900EUR to under 2500EUR: Share of full-time employees [...] % (from: *soep-core/soep-core-2021-lee2estab/32:ant\_brut\_2[]*)

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0157** – Share of full-time empl. w/ gross monthly income 1900EUR-2500EUR does not apply

---

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: *soep-core/soep-core-2021-lee2estab/32:ant\_brut\_2\_no[]*)

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0158** – Share of full-time empl. w/ gross monthly income EUR 2500-3300 on June 30 in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 2500EUR to under 3300EUR: Share of full-time employees [...] % (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_3[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0159** – Share of full-time empl. w/ gross monthly income of EUR 2500-3300 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_3\_no[])

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0160** – Share of full-time empl. w/ gross monthly income EUR 3300-4000 on June 30 in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 3300EUR to under 4000EUR: Share of full-time employees [...] % (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_4[])

-1	No answer / don't know	0
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-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0161** – Share of full-time empl. w/ gross monthly income EUR3300-4000 does not apply

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_4\_no[])

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0162** – Share of full-time empl. w/ gross monthly income EUR4000-6000 on June 30 in %

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 4000EUR to under 6000EUR: Share of full-time employees [...] % (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_5[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0163** – Share of full-time empl. w/ gross monthly income EUR4000-6000 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_5\_no[])

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0164** – Share of full-time empl. w/ gross monthly income EUR6000-7800 on June 30 in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 6000EUR to under 7800EUR: Share of full-time employees [...] % (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_6[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0165** – Share of full-time empl. w/ gross monthly income EUR6000-7800 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: soep-core/soep-core-2021-lee2estab/32:ant\_brut\_6\_no[])

1	Does not apply	0
-1	No answer / don't know	0

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0166** – Share of full-time empl. w/ gross monthly income EUR 7800 and more on June 30 in %

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 7800EUR and more: Share of full-time employees [...] % (from: [soep-core/soep-core-2021-lee2estab/32:ant\\_brut\\_7\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0167** – Share of full-time empl. w/ gross monthly income EUR 7800 and more does not apply

**?** What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-core/soep-core-2021-lee2estab/32:ant\\_brut\\_7\\_no\[\]](#))

1	Does not apply	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0168** – Remuneration according to: Individual performance

**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Individual performance (*from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_1[36225]*)

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0169** – Remuneration according to: Team performance

**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Team performance (*from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_2[36225]*)

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0170** – Remuneration according to: Success of the establishment

**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Success of the entire establishment (*from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_3[36225]*)

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0171 – Remuneration according to: Length of service

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**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Length of service (from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_4[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0172 – Remuneration according to: Training/professional qualification

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**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Formal educational or professional qualification (from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_5[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0

5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0173 – Remuneration according to: Individual professional experience

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**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Individual professional experience (from: soep-core/soep-core-2021-lee2estab/33:krit\_entl\_6  
 [36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0174 – Remuneration according to: Social criteria

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**?** To what extent do you base the remuneration of your employees on the following criteria?  
 // Social criteria, e.g. number of children, place of residence (from: soep-core/soep-core-2021-  
 lee2estab/33:krit\_entl\_7[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-1	No answer / don't know	0
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0175\_v1 – Performance incentives: Equity participation

**?** Which of the following performance incentives does your establishment / public body offer employees? // Equity participation (*from: soep-core/soep-core-2021-lee2estab/34:anreiz1*  
[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0176 – Performance incentives: Profit sharing

**?** Which of the following performance incentives does your establishment / public body offer employees? // Profit-sharing (*from: soep-core/soep-core-2021-lee2estab/34:anreiz2*  
[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0177** – Performance incentives: Bonus payments

? Which of the following performance incentives does your establishment / public body offer employees? // Bonus payments (*from: soep-core/soep-core-2021-lee2estab/34:anreiz3[]*)

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0178** – Performance incentives: Share options

? Which of the following performance incentives does your establishment / public body offer employees? // Share options (*from: soep-core/soep-core-2021-lee2estab/34:anreiz4[]*)

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0179** – Performance incentives: Other

? Which of the following performance incentives does your establishment / public body offer employees? // Other (*from: soep-core/soep-core-2021-lee2estab/34:anreiz5[]*)

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0180 – Performance incentives: Nothing applies

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**?** Which of the following performance incentives does your establishment / public body offer employees? // Nothing applies (*from: soep-core/soep-core-2021-lee2estab/34:anreiznichts*  
[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0181 – Company benefits: Kindergarten places

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**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Kindergarten places (*from: soep-core/soep-core-2021-lee2estab/35:zusatz1*[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0182** – Company benefits: Career breaks/sabbaticals

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Career break/sabbatical programs (from: soep-core/soep-core-2021-lee2estab/35:zusatz2[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0183** – Company benefits: Company pension scheme above statutory entitlement

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Company pension scheme/company pension that exceeds the statutory entitlement (from: soep-core/soep-core-2021-lee2estab/35:zusatz3[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0184** – Company benefits: Release from work/covering of costs for training

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Release from work and/or covering of costs for further training measures (from: soep-core/soep-core-2021-lee2estab/35:zusatz4[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0185 – Company benefits: Health management/company sports

---

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Health management/establishment sports (from: [soep-core/soep-core-2021-lee2estab/35:zusatz5\(\)](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

### elb0186 – Company benefits: Other

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? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Other (from: [soep-core/soep-core-2021-lee2estab/35:zusatz6\(\)](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0187** – Company benefits: Nothing applies

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Nothing applies (from: soep-core/soep-core-2021-lee2estab/35:zusatznichts[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0188\_v1** – Number of employees who use PCs/laptops/tablets/digital devices

? Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Total number of employees who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control: (from: soep-core/soep-core-2021-lee2estab/36:anz\_pc[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0188\_v1\_cat2** – Number of employees who use PCs/laptops/tablets/digital devices [categories]

? Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Total number of employees who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control: (from: soep-core/soep-core-2021-lee2estab/36:anz\_pc[])

0	0	19
1	1-9	109
2	10-15	55
3	16-25	61
4	26-45	71
5	46-75	63
6	76-119	143
7	120-199	39
8	200-399	70
9	400-999	51
10	1000 and more	43
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0188\_v2 – Share of employees who use PCs/laptops/tablets/digital devices in %

**?** Please estimate the share of employees who use PCs, laptops, tablets / iPads or other digital devices, e.g. for machine control, to perform their daily tasks in [Insertion1]. // Share of employees who use PCs, laptops, tablets / iPads or other digital devices (e.g. for machine control) (from: [soep-core/soep-core-2023-lee2estab/18:elb0188\\_v2\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0188\_v2\_cat2 – Share of employees who use PCs/laptops/tablets/digital devices in % [categories]

**?** Please estimate the share of employees who use PCs, laptops, tablets / iPads or other digital devices, e.g. for machine control, to perform their daily tasks in [Insertion1]. // Share of employees who use PCs, laptops, tablets / iPads or other digital devices (e.g. for machine control) (from: [soep-core/soep-core-2023-lee2estab/18:elb0188\\_v2\[\]](#))

1	0-25	70
2	26-50	61
3	51-75	63
4	76-100	431
-1	No answer / don't know	93
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0189 – Share of women in employees who use PCs/laptops/tablets/digit. devices in %

**?** Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Of which share of women [...] %  
(from: soep-core/soep-core-2021-lee2estab/36:ant\_pc\_frauen[])

0	8	
2	1	
3	2	
4	1	
5	8	
6	1	
7	2	
8	1	
9	2	
10	9	
11	2	
12	5	
13	1	
14	5	
15	12	
... (65 rows omitted)	540	
92	1	
95	6	
96	1	
97	3	
98	4	
99	4	
100	70	
-1	No answer / don't know	16
-2	Does not apply	298
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0190 – Share of employees who use PC/laptop/tablets/digit. devices in group 1 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that do not require vocational training: [...] %  
(from: soep-core/soep-core-2021-lee2estab/37:ant\_pc\_grp1[])

0		343
1		7
2		3
3		3
4		2
5		19
7		2
10		24
11		4
12		1
15		4
20		14
23		1
25		4
30		4
...	(10 rows omitted)	38
80		8
85		2
90		12
97		1
98		4
99		2
100		83
-1	No answer / don't know	120
-2	Does not apply	298
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0191** – Share of employees who use PC/laptop/tablets/digit. devices in group 2 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience: [...] % (from: soep-core/soep-core-2021-lee2estab/37:ant\_pc\_grp2[])

0	40
1	1
2	3
3	1
4	2
5	4
9	2
10	10
12	2
14	2
15	3
16	1
17	1
18	1
20	14
... (42 rows omitted)	233
93	2
95	18
96	1
97	2
98	1
99	5
100	304
-1 No answer / don't know	52
-2 Does not apply	298
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0192** – Share of employees who use PC/laptop/tablets/digit. devices in group 3 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that require a technical or university degree: [...] % (from: soep-core/soep-core-2021-lee2estab/37:ant\_pc\_grp3[])

0		92
1		6
2		3
3		1
5		10
6		2
7		1
8		2
10		11
12		1
13		1
14		2
15		8
19		1
20		18
...	(30 rows omitted)	95
88		3
90		8
91		1
95		7
97		1
99		1
100		348
-1	No answer / don't know	82
-2	Does not apply	298
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0193\_v1 – Usage last 3 years: Customized software

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Customized software (*from: soep-core/soep-core-2021-lee2estab/38:techno1\_aender[]*)

1	Strongly increased	199
2	Increased	275
3	Remained roughly the same	180
4	Decreased	7
5	Strongly decreased	3
6	Technology is not used	64
-1	No answer / don't know	275
-2	Does not apply	0
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0193\_v2 – Current use: Customized software

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**?** Which digitalization technologies do you use in [Insertion1]? // Custom software, i.e., software that has been developed or adapted to meet the needs of [Insertion3]. (from: [soep-core/soep-core-2023-lee2estab/19:elb0193\\_v2\[\]](#))

1	Yes	562
2	No	66
3	Cannot assess	9
-1	No answer / don't know	81
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0194\_v1 – Usage last 3 years: Data analytics

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**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Data analytics (from: [soep-core/soep-core-2021-lee2estab/38:techno2\\_aender\[\]](#))

1	Strongly increased	115
2	Increased	227
3	Remained roughly the same	216
4	Decreased	4
5	Strongly decreased	1
6	Technology is not used	156
-1	No answer / don't know	284
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0194\_v2 – Current use: Data analytics

**?** Which digitalization technologies do you use in [Insertion1]? // Data analytics, refers to the use of digital tools to analyze data that [Insertion1] or other sources have collected. (from: [soep-core/soep-core-2023-lee2estab/19:elb0194\\_v2\[\]](#))

1	Yes	391
2	No	175
3	Cannot assess	67
-1	No answer / don't know	85
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0195\_v1 – Usage last 3 years: Big Data

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Big Data (from: [soep-core/soep-core-2021-lee2estab/38:techno3\\_aender\[\]](#))

1	Strongly increased	46
2	Increased	150
3	Remained roughly the same	189
4	Decreased	4
5	Strongly decreased	2
6	Technology is not used	325
-1	No answer / don't know	287
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0195\_v2** – Current use: Big Data

? Which digitalization technologies do you use in [Insertion1]? // Big data, i.e. the analysis of large datasets (from: soep-core/soep-core-2023-lee2estab/19:elb0195\_v2[])

1	Yes	206
2	No	336
3	Cannot assess	87
-1	No answer / don't know	89
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0196\_v1** – Usage last 3 years: Robots

? How has the use of the following technologies changed in your establishment/public body in the last three years? // Robots (from: soep-core/soep-core-2021-lee2estab/38:techno4\_aender[])

1	Strongly increased	17
2	Increased	58
3	Remained roughly the same	67
4	Decreased	2
5	Strongly decreased	2
6	Technology is not used	578
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0196\_v2** – Current use: Robots

? Which digitalization technologies do you use in [Insertion1]? // Robots, i.e., programmable machines that can automatically perform complex sequences of actions. (from: soep-core/soep-core-2023-lee2estab/19:elb0196\_v2[])

1	Yes	88
2	No	513
3	Cannot assess	32
-1	No answer / don't know	85
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0197\_v1 – Usage last 3 years: Virtual or augmented reality

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? How has the use of the following technologies changed in your establishment/public body in the last three years? // Virtual or augmented reality (from: [soep-core/soep-core-2021-lee2estab/38:techno5\\_aender\[\]](#))

1	Strongly increased	17
2	Increased	66
3	Remained roughly the same	58
4	Decreased	2
5	Strongly decreased	0
6	Technology is not used	575
-1	No answer / don't know	285
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0197\_v2 – Current use: Virtual or augmented reality

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? Which digitalization technologies do you use in [Insertion1]? // Virtual or augmented reality, i.e., the enhancement of images with objects that exist only virtually. (from: [soep-core/soep-core-2023-lee2estab/19:elb0197\\_v2\[\]](#))

1	Yes	56
2	No	518
3	Cannot assess	56
-1	No answer / don't know	88

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0198\_v1 – Usage last 3 years: Artificial intelligence

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Artificial intelligence (*from: soep-core/soep-core-2021-lee2estab/38:techno6\_aender[]*)

1	Strongly increased	18
2	Increased	74
3	Remained roughly the same	69
4	Decreased	3
5	Strongly decreased	2
6	Technology is not used	554
-1	No answer / don't know	283
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0198\_v2 – Current use: Artificial intelligence

**?** Which digitalization technologies do you use in [Insertion1]? // Artificial intelligence, i.e., computer programs that assist in optimizing goal achievement and learn autonomously. (*from: soep-core/soep-core-2023-lee2estab/19:elb0198\_v2[]*)

1	Yes	172
2	No	417
3	Cannot assess	44
-1	No answer / don't know	85
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0199\_v1 – Usage last 3 years: 3D printing

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // 3D printing (*from: soep-core/soep-core-2021-lee2estab/38:techno7\_aender*  
[])

1	Strongly increased	19
2	Increased	49
3	Remained roughly the same	55
4	Decreased	2
5	Strongly decreased	1
6	Technology is not used	598
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0199\_v2 – Current use: 3D printing

**?** Which digitalization technologies do you use in [Insertion1]? // 3D printing, i.e., a manufacturing process in which material is applied layer by layer to create a three-dimensional product. (*from: soep-core/soep-core-2023-lee2estab/19:elb0199\_v2*[])

1	Yes	83
2	No	509
3	Cannot assess	39
-1	No answer / don't know	87
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0200\_v1** – Usage last 3 years: Internet of things

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Internet of Things (from: *soep-core/soep-core-2021-lee2estab/38:techno8\_aender[]*)

1	Strongly increased	86
2	Increased	188
3	Remained roughly the same	129
4	Decreased	2
5	Strongly decreased	2
6	Technology is not used	317
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0200\_v2** – Current use: Internet of Things

**?** Which digitalization technologies do you use in [Insertion1]? // Internet of Things, i.e., the digital networking of devices and objects, as well as entire industrial plants or buildings. (from: *soep-core/soep-core-2023-lee2estab/19:elb0200\_v2[]*)

1	Yes	340
2	No	245
3	Cannot assess	46
-1	No answer / don't know	87
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0201\_v1** – Digitization technology: Well equipped with digitization technology

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Our establishment / public body is well equipped with digitalization technologies compared to other companies / public bodies in our industry (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung1[36232]*)

1	Fully agree	191
2	Tend to agree	235
3	Partly agree / partly disagree	176
4	Rather disagree	70
5	Disagree	29
6	Don't know	27
-1	No answer / don't know	275
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0201\_v3** – Digitization technology: Well equipped with digitization technology

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // [Insertion5] is well equipped with digitalization technologies compared to other [Insertion6] in our industry (*from: soep-core/soep-core-2023-lee2estab/20:elb0201\_v2[]*)

1	Do not agree	26
2	Somewhat disagree	68
3	Partially agree	161
4	Somewhat agree	221
5	Fully agree	123
6	Cannot assess	31
-1	No answer / don't know	88
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0202\_v1** – Digitization technology: Additional personnel requirements and new hires

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to additional personnel requirements, i.e. new hires (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung2[36232]*)

1	Fully agree	73
2	Tend to agree	107
3	Partly agree / partly disagree	94
4	Rather disagree	146
5	Disagree	286
6	Don't know	17
-1	No answer / don't know	280
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0202\_v3** – Digitization technology: Additional personnel requirements and new hires

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to additional personnel requirements, i.e. new hires (*from: soep-core/soep-core-2023-lee2estab/20:elb0202\_v2*)

1	Do not agree	259
2	Somewhat disagree	106
3	Partially agree	81
4	Somewhat agree	93
5	Fully agree	59
6	Cannot assess	31
-1	No answer / don't know	89
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0203\_v1** – Digitization technology: High demand for further training

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to a high demand for further training for employees (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung3[36232]*)

1	Fully agree	181
2	Tend to agree	201
3	Partly agree / partly disagree	152
4	Rather disagree	91
5	Disagree	84
6	Don't know	12
-1	No answer / don't know	282
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0203\_v3** – Digitization technology: High demand for further training

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to a high demand for further training of employees (*from: soep-core/soep-core-2023-lee2estab/20:elb0203\_v2[]*)

1	Do not agree	79
2	Somewhat disagree	76
3	Partially agree	138
4	Somewhat agree	192
5	Fully agree	123
6	Cannot assess	18
-1	No answer / don't know	92
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0204\_v1 - Digitization technology: Employees are critical

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Employees tend to be critical of the use of digitalization technologies (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung4 [36232]*)

1	Fully agree	35
2	Tend to agree	73
3	Partly agree / partly disagree	195
4	Rather disagree	196
5	Disagree	206
6	Don't know	16
-1	No answer / don't know	282
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0204\_v3 - Digitization technology: Employees are critical

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Employees tend to be critical of the use of digitalization technologies (*from: soep-core/soep-core-2023-lee2estab/20:elb0204\_v2[]*)

1	Do not agree	146
2	Somewhat disagree	162
3	Partially agree	206
4	Somewhat agree	76
5	Fully agree	26
6	Cannot assess	9
-1	No answer / don't know	93
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0205\_v1 – Digitization technology: Problems with data security or cyber attacks

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to problems with data security or cyberattacks (from: [soep-core/soep-core-2021-lee2estab/39:digitalisierung5\[36232\]](#))

1	Fully agree	55
2	Tend to agree	109
3	Partly agree / partly disagree	95
4	Rather disagree	156
5	Disagree	264
6	Don't know	43
-1	No answer / don't know	281
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0205\_v3 – Digitization technology: Problems with data security or cyber attacks

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to problems with data security or cyberattacks (from: [soep-core/soep-core-2023-lee2estab/20:elb0205\\_v2\[\[\]\]](#))

1	Do not agree	251
2	Somewhat disagree	115
3	Partially agree	80
4	Somewhat agree	71
5	Fully agree	36
6	Cannot assess	68
-1	No answer / don't know	97
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0206\_v1 - Digitization technology: Strong dependence on external service providers

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies leads to a strong dependence on external service providers (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung6[36232]*)

1	Fully agree	138
2	Tend to agree	180
3	Partly agree / partly disagree	148
4	Rather disagree	105
5	Disagree	126
6	Don't know	23
-1	No answer / don't know	283
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0206\_v3 - Digitization technology: Strong dependence on external service providers

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies leads to a strong dependence on external service providers (*from: soep-core/soep-core-2023-lee2estab/20:elb0206\_v2[[]]*)

1	Do not agree	94
2	Somewhat disagree	91
3	Partially agree	129
4	Somewhat agree	154
5	Fully agree	110
6	Cannot assess	47

-1	No answer / don't know	93
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0207\_v1 – Digitalization technology: Used to control employees

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Digitalization technologies are used in my establishment / public body to monitor employee performance (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung7[36232]*)

1	Fully agree	15
2	Tend to agree	35
3	Partly agree / partly disagree	56
4	Rather disagree	97
5	Disagree	497
6	Don't know	22
-1	No answer / don't know	281
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0207\_v3 – Digitalization technology: Used to control employees

**?** Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Digitalization technologies are used in [Insertion7] to monitor employee performance (*from: soep-core/soep-core-2023-lee2estab/20:elb0207\_v2[ ]*)

1	Do not agree	419
2	Somewhat disagree	98
3	Partially agree	54
4	Somewhat agree	28

5	Fully agree	12
6	Cannot assess	18
-1	No answer / don't know	89
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0208\_v1 – Digitalization technology: I am very familiar with its use in the company

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // I am very familiar with the digitalization technologies in my establishment / public body (*from: soep-core/soep-core-2021-lee2estab/39:digitalisierung8[36232]*)

1	Fully agree	187
2	Tend to agree	252
3	Partly agree / partly disagree	189
4	Rather disagree	60
5	Disagree	24
6	Don't know	12
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0209 – Corona impact for establishment/public body until June 30

**?** What impact did the coronavirus pandemic have on your establishment / public body up to June 30, 2021? (*from: soep-core/soep-core-2021-lee2estab/40:covidausw[36234]*)

1	Very positive effects	18
2	Positive effects	39
3	Partly positive / partly negative effects	320
4	Negative effects	208

5	Very negative effects	119
6	No effects	31
-1	No answer / don't know	268
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0210\_v1 – Change in headcount since the start of the coronavirus pandemic until June 30

? Compared to the headcount immediately before the coronavirus pandemic, how has the headcount in your establishment / public body changed by June 30, 2021? (from: [soep-core/soep-core-2021-lee2estab/41:covidperso\[36235\]](#))

1	Strongly increased	30
2	Slightly increased	149
3	Remained the same	432
4	Slightly decreased	97
5	Strongly decreased	26
6	Don't know	2
-1	No answer / don't know	266
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	1
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0211 – Reaction to Corona: Reduction of temporary staff in 1st half of year

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Reduction of temporary staff (from: [soep-core/soep-core-2021-lee2estab/42:covidpersoma\[sn1\[\]\]](#))

1	Mentioned	52
2	Not mentioned	678
-1	No answer / don't know	273

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0212 – Reaction to Corona: No retention of apprentices in 1st half of year

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // No retention of apprentices (*from: soep-core/soep-core-2021-lee2estab/42:covidpersoma*[\\$n2](#)*[]*)

1	Mentioned	21
2	Not mentioned	709
-1	No answer / don't know	273
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0213 – Reaction to Corona: Vacancies not filled in 1st half of year

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Vacancies not filled (*from: soep-core/soep-core-2021-lee2estab/42:covidpersoma*[\\$n3](#)*[]*)

1	Mentioned	106
2	Not mentioned	624
-1	No answer / don't know	273
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0214 – Reaction to Corona: Postponement of planned staff increase in 1st half of year

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Postponement of a planned increase in personnel (*from: soep-core/soep-core-2021-lee2estab/42:covidpersomaßn4[]*)

1	Mentioned	121
2	Not mentioned	609
-1	No answer / don't know	273
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0215 – Reaction to corona: Cancel. of planned hiring of apprent. pos. in 1st half of y.

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Cancellation of planned hiring of apprenticeship positions (*from: soep-core/soep-core-2021-lee2estab/42:covidpersomaßn5[]*)

1	Mentioned	38
2	Not mentioned	692
-1	No answer / don't know	273
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0216** – Reaction to Corona: None of the above

? Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // None of this (from: [soep-core/soep-core-2021-lee2estab/42:covidpersomaßn6](#) [])

1	Mentioned	531
2	Not mentioned	199
-1	No answer / don't know	273
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0217** – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 1

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (from: [soep-core/soep-core-2021-lee2estab/43:covidpersomaßn1\\_grp1](#) [])

1	Mentioned	220
2	Not mentioned	504
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0218** – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 2

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (from: [soep-core/soep-core-2021-lee2estab/43:covidpersomaßn1\\_grp2](#) [])

1	Mentioned	348
2	Not mentioned	376
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0219 – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_grp3[]*)

1	Mentioned	248
2	Not mentioned	476
-1	No answer / don't know	279
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0220 – Reaction to Corona: Reduction of working time surplus/incr. of deficit not done

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Action not taken] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_nichtang[]*)

1	Mentioned	349
2	Not mentioned	375
-1	No answer / don't know	279
-2	Does not apply	0

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0221 – Reaction to Corona: Mandatory use of holidays group 1

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Ordered use of leave (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[s]n2\_grp1[[]]*)

1	Mentioned	105
2	Not mentioned	607
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0222 – Reaction to Corona: Mandatory use of holidays group 2

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Ordered use of leave (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[s]n2\_grp2[[]]*)

1	Mentioned	158
2	Not mentioned	554
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0223 – Reaction to Corona: Mandatory use of holidays group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Ordered use of leave (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn2\_grp3[]*)

1	Mentioned	101
2	Not mentioned	611
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0224 – Reaction to Corona: Mandatory use of holidays not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Ordered use of leave (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn2\_nichtang[]*)

1	Mentioned	540
2	Not mentioned	172
-1	No answer / don't know	291
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0225** – Reaction to Corona: Reduction in working hours group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Temporary reduction in working hours (this does not refer to Kurzarbeit) (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn3\_grp1[]*)

1	Mentioned	69
2	Not mentioned	631
-1	No answer / don't know	303
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0226** – Reaction to Corona: Reduction in working hours group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Temporary reduction in working hours (this does not refer to Kurzarbeit) (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn3\_grp2[]*)

1	Mentioned	100
2	Not mentioned	600
-1	No answer / don't know	303
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0227** – Reaction to Corona: Reduction in working hours group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate

all that apply. // [Group 3] Temporary reduction in working hours (this does not refer to Kurzarbeit) (from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn3\_grp3[])

1	Mentioned	56
2	Not mentioned	644
-1	No answer / don't know	303
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0228 – Reaction to Corona: Reduction in working hours not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Temporary reduction in working hours (this does not refer to Kurzarbeit) (from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn3\_nichtang[])

1	Mentioned	589
2	Not mentioned	111
-1	No answer / don't know	303
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0229 – Reaction to Corona: Mandatory short-time work group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Arrangement of short-time work (from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn4\_grp1[])

1	Mentioned	128
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2	Not mentioned	585
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0230 – Reaction to Corona: Mandatory short-time work group 2

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Arrangement of short-time work (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma{sn4\_grp2[]}*)

1	Mentioned	177
2	Not mentioned	536
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0231 – Reaction to Corona: Mandatory short-time work group 3

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Arrangement of short-time work (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma{sn4\_grp3[]}*)

1	Mentioned	111
2	Not mentioned	602
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0232 – Reaction to Corona: Mandatory short-time work not carried out

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Order of short-time work (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaβn4\_nichtang[]*)

1	Mentioned	517
2	Not mentioned	196
-1	No answer / don't know	290
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0233 – Reaction to Corona: Reduction of fixed-term employment group 1

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction in temporary employment (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaβn5\_grp1[]*)

1	Mentioned	37
2	Not mentioned	666
-1	No answer / don't know	300
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0234** – Reaction to Corona: Reduction of fixed-term employment group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction in temporary employment (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[s]n5\_grp2[]*)

1	Mentioned	43
2	Not mentioned	660
-1	No answer / don't know	300
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0235** – Reaction to Corona: Reduction of fixed-term employment group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction in temporary employment (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[s]n5\_grp3[]*)

1	Mentioned	23
2	Not mentioned	680
-1	No answer / don't know	300
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0236** – Reaction to Corona: Reduction of fixed-term employment not carried out

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Reduction in temporary employment (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn5\_nichtang[]*)

1	Mentioned	648
2	Not mentioned	55
-1	No answer / don't know	300
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0237** – Reaction to Corona: Layoffs for operational reasons Group 1

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Dismissals for operational reasons (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn6\_grp1[]*)

1	Mentioned	14
2	Not mentioned	684
-1	No answer / don't know	305
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0238** – Reaction to Corona: Layoffs for operational reasons Group 2

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all

that apply. // [Group 2] Dismissals for operational reasons (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[sn6\_grp2[]]*)

1	Mentioned	20
2	Not mentioned	678
-1	No answer / don't know	305
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0239 – Reaction to Corona: Layoffs for operational reasons Group 3

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Dismissals for operational reasons (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[sn6\_grp3[]]*)

1	Mentioned	9
2	Not mentioned	689
-1	No answer / don't know	305
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0240 – Reaction to Corona: Layoffs for operational reasons not carried out

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**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Dismissals for operational reasons (*from: soep-core/soep-core-2021-lee2estab/43:covidpersoma[sn6\_nichtang[]]*)

1	Mentioned	670
2	Not mentioned	28

-1	No answer / don't know	305
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### **elb0241** – Reaction to Corona: Reduction in vocational training/further training group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction in vocational education and training (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_grp1[]*)

1	Mentioned	111
2	Not mentioned	595
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### **elb0242** – Reaction to Corona: Reduction in vocational training/further training group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction in vocational education and training (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_grp2[]*)

1	Mentioned	195
2	Not mentioned	511
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0243 – Reaction to Corona: Reduction in vocational training/further training group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction in vocational education and training (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomajsn7\_grp3[]*)

1	Mentioned	156
2	Not mentioned	550
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0244 – Reaction to Corona: Reduction in vocational training/further train. not done

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Reduction in vocational education and training (*from: soep-core/soep-core-2021-lee2estab/43:covidpersomajsn7\_nichtang[]*)

1	Mentioned	495
2	Not mentioned	211
-1	No answer / don't know	297
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0245\_v1** – Number of employees working from home on June 30

? What was the total number of employees who worked from home on June 30, 2021 (home office)? (from: soep-core/soep-core-2021-lee2estab/44a:anz\_homeoffice[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0245\_v1\_cat2** – Number of employees working from home on June 30 [categories]

? What was the total number of employees who worked from home on June 30, 2021 (home office)? (from: soep-core/soep-core-2021-lee2estab/44a:anz\_homeoffice[])

0	0	228
1	1-9	131
2	10-15	48
3	16-25	45
4	26-45	48
5	46-75	52
6	76-119	30
7	120-199	31
8	200-399	36
9	400-999	36
10	1000 and more	31
-1	No answer / don't know	287
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0245\_v2** – Number of employees working from home in %

? Among the remotely working employees, what was the share working in telework or from home? // Share of remote workers in home office: \_\_\_\_\_% (from: soep-core/soep-core-2023-lee2estab/28:elb0245\_v2[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0245\_v2\_cat2 – Number of employees working from home in % [categories]

**?** Among the remotely working employees, what was the share working in telework or from home? // Share of remote workers in home office: \_\_\_\_\_% (from: soep-core/soep-core-2023-lee2estab/28:elb0245\_v2[])

1	0-25	184
2	26-50	54
3	51-75	33
4	76-100	192
-1	No answer / don't know	25
-2	Does not apply	229
-3	Implausible value	1
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0246 – Share of women working from home on June 30 in %.

**?** What was the share of women who worked from home (home office) on June 30, 2021? (from: soep-core/soep-core-2021-lee2estab/44b:ant\_homeoffice\_frauen[])

0	21
1	3
2	1
3	2
4	1
5	8
7	1
10	11
11	1
15	4

16		1
17		3
18		2
19		1
20		18
...	(40 rows omitted)	295
85		7
87		1
90		18
93		1
95		7
98		2
100		64
-1	No answer / don't know	15
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0247 - Share of employees working from home in group 1 on June 30 in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 1: Employees in jobs that do not require vocational training [...] % (from: [soep-core/soep-core-2021-lee2estab/45:ant\\_homeoffice\\_grp1\[\]](#))

0		344
1		3
2		2
4		1
5		9
10		4
20		6
30		2
40		4
50		6
70		1
75		2
80		4
90		4
95		2
98		2
100		6
-1	No answer / don't know	86
-2	Does not apply	515

-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0248 - Share of employees working from home in group 2 on June 30 in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 2: Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience [...] % (from: soep-core/soep-core-2021-lee2estab/45:ant\_homeoffice\_grp2[])

0		48
1		3
2		3
3		2
4		3
5		14
6		1
7		2
8		1
10		26
11		1
12		1
14		1
15		11
17		1
...	(27 rows omitted)	226
85		5
90		18
95		10
97		1
98		1
99		1
100		78
-1	No answer / don't know	30
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0249** – Share of employees working from home in group 3 on June 30 in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 3: Employees in jobs that require a technical or university degree [...] %  
 (from: *soep-core/soep-core-2021-lee2estab/45:ant\_homeoffice\_grp3[]*)

0	57
1	4
2	5
3	2
4	3
5	8
6	1
10	16
12	1
14	2
15	3
20	24
24	1
25	11
28	1
... (18 rows omitted)	137
80	37
85	9
90	20
92	1
95	11
98	1
100	92
-1 No answer / don't know	41
-2 Does not apply	515
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0250\_v1** – Share of empl. working from home: Change since the corona pandemic to June 30

**?** Think back to the time immediately before the coronavirus pandemic. How has the share of employees working from home (home office) changed by June 30, 2021? (from: *soep-core/soep-core-2021-lee2estab/46:ant\_homeofficeaender[]*)

1	Strongly increased	391
2	Slightly increased	56
3	Remained the same	34
4	Slightly decreased	1
5	Strongly decreased	1
6	Don't know	2
-1	No answer / don't know	3
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0251\_v1 - Working hours in home office: Change since corona pandemic until June 30

**?** How did the number of working hours that employees worked from home (home office) change by June 30, 2021? (*from: soep-core/soep-core-2021-lee2estab/47:homeofficezeit[36242]*)

1	Strongly increased	267
2	Slightly increased	68
3	Remained the same	137
4	Slightly decreased	5
5	Strongly decreased	2
6	Don't know	6
-1	No answer / don't know	3
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0252 - Rules introduced for working from home during the coronavirus pandemic

**?** Have you introduced binding regulations for working from home (home office) in your establishment / public body for all employees or individual employment groups during the coronavirus pandemic? (*from: soep-core/soep-core-2021-lee2estab/48:homeofficeregel[36243]*)

1	Yes for all employees	240
2	Yes for some employment groups	104

3	No	144
-1	No answer / don't know	0
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0253 – Development of work from home rules: Upper management/executive board involved

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Senior management / Executive Board  
(from: [soep-core/soep-core-2021-lee2estab/49:homeofficeakteure1\[\]](#))

1	Mentioned	288
2	Not mentioned	54
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0254 – Development of work from home rules: HR department involved

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Personnel department (from: [soep-core/soep-core-2021-lee2estab/49:homeofficeakteure2\[\]](#))

1	Mentioned	268
2	Not mentioned	74
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### **elb0255** – Development of work from home rules: Works council/staff council involved

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Works Council / Staff Council (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteure3[]*)

1	Mentioned	220
2	Not mentioned	122
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### **elb0256** – Development of work from home rules: Alternat. Committees Empl. particip. inv.

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Alternative employee participation bodies such as employee spokespersons, employee representatives or similar (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteure4[]*)

1	Mentioned	64
2	Not mentioned	278
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0257** – Development of work from home rules: External consultant involved

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // External consultant (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteure5[]*)

1	Mentioned	22
2	Not mentioned	320
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0258** – Development of work from home rules: Other persons involved

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Other persons (*from: soep-core/soep-core-2021-lee2estab/49:homeofficeakteure6[]*)

1	Mentioned	61
2	Not mentioned	281
-1	No answer / don't know	2
-2	Does not apply	659
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0259** – Who decides on work from home hours

? Who decides when the employee works at home (in the home office)? (*from: soep-core/soep-core-2021-lee2estab/50:homeofficeentsch[36245]*)

1	Exclusively the employer	42
2	Especially the employer	47
3	Employer and employee together	337
4	Especially the employee	46

5	Exclusively the employee	13
-1	No answer / don't know	3
-2	Does not apply	515
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0260 - Use of coworking office spaces last 3 years

? Has your establishment / public body used or considered using coworking spaces within the last three years? (from: soep-core/soep-core-2021-lee2estab/51:coworking[36238])

1	Coworking space used	24
2	Coworking space considered	33
3	Coworking space neither used nor considered	665
-1	No answer / don't know	281
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0261\_v1 - Legal form of the establishment/public body

? What is the legal form of [Insertion2]? (from: soep-core/soep-core-2023-lee2estab/48:elb0261  
[])

1	Sole proprietorship with full liability of one person	0
2	Partnership, i.e. KG, OHG or GbR	0
3	Limited liability company as GmbH, UG or Ltd.	0
4	Public limited company, i.e. AG, SE	0
5	Mixed forms, i.e. GmbH & Co. KG, KGaA	0
6	Corporation under public law without foundations of the ö.R.	0
7	Foundation etc	0
8	Other legal form	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: onsite

### elb0262\_v1 – Profit situation of the establishment/public body 2019

? What was the earnings situation of your establishment/public body in the 2019 and 2020 financial years? // 2019 (from: soep-core/soep-core-2021-lee2estab/54:ertraglag2019[36250])

1	Very good	90
2	Good	203
3	Satisfactory	89
4	Sufficient	44
5	Unsatisfactory	27
6	Don't know	58
-1	No answer / don't know	20
-2	Does not apply	472
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0262\_v3 – Profit situation of the enterprise/public body 2021

? What was the earnings situation of [Insertion3] in the 2021 and 2022 financial years? // 2021 (from: soep-core/soep-core-2023-lee2estab/49:elb0262\_v2[[]])

1	Unsatisfactory	50
2	Sufficient	51
3	Satisfactory	61
4	Good	110
5	Very good	40
6	Cannot assess	75
-1	No answer / don't know	183
-2	Does not apply	148
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0263\_v1 – Profit situation of the establishment/public body 2020

? What was the earnings situation of your establishment/public body in the 2019 and 2020 financial years? // 2020 (from: soep-core/soep-core-2021-lee2estab/54:ertraglag2020[36250])

1	Very good	77
2	Good	158
3	Satisfactory	83
4	Sufficient	60
5	Unsatisfactory	72
6	Don't know	55
-1	No answer / don't know	26
-2	Does not apply	472
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0263\_v3 – Profit situation of the enterprise/public body 2022

? What was the earnings situation of [Insertion3] in the 2021 and 2022 financial years? // 2022 (from: soep-core/soep-core-2023-lee2estab/49:elb0263\_v2[])

1	Unsatisfactory	51
2	Sufficient	47
3	Satisfactory	67
4	Good	109
5	Very good	38
6	Cannot assess	71
-1	No answer / don't know	187
-2	Does not apply	148
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0264** – Turnover of the establishment in 2019 in euros

**?** What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2019 [...] Euro (from: soep-core/soep-core-2021-lee2estab/55:umsatz2019[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0264\_cat2** – Turnover of the establishment 2019 in euros [categories]

**?** What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2019 [...] Euro (from: soep-core/soep-core-2021-lee2estab/55:umsatz2019[])

0	0	3
1	(0, 1,000)	1
2	[1,000, 5,000)	1
3	[5,000, 10,000)	0
4	[10,000, 50,000)	1
5	[50,000, 100,000)	1
6	[100,000, 500,000)	25
7	[500,000, 1,000,000)	30
8	[1,000,000, 5,000,000)	64
9	[5,000,000, 20,000,000)	48
10	20,000,000 and more	59
-1	No answer / don't know	298
-2	Does not apply	472
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0265** – Turnover 2019 not specified

? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: [soep-core/soep-core-2021-lee2estab/55:umsatz2019\\_ka\[\]](#))

1	Applies	272
-1	No answer / don't know	26
-2	Does not apply	705
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0266** – Turnover of the establishment 2020 in euros

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2020 [...] Euro (from: [soep-core/soep-core-2021-lee2estab/55:umsatz2020\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0266\_cat2** – Turnover of the establishment 2020 in euros [categories]

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2020 [...] Euro (from: [soep-core/soep-core-2021-lee2estab/55:umsatz2020\[\]](#))

0	0	2
1	(0, 1,000)	1
2	[1,000, 5,000)	1
3	[5,000, 10,000)	0
4	[10,000, 50,000)	1
5	[50,000, 100,000)	0
6	[100,000, 500,000)	28
7	[500,000, 1,000,000)	32
8	[1,000,000, 5,000,000)	62

9	[5,000,000, 20,000,000)	51
10	20,000,000 and more	57
-1	No answer / don't know	296
-2	Does not apply	472
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0267 – Turnover 2020 not specified

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? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: [soep-core/soep-core-2021-lee2estab/55:umsatz2020\\_ka\[\]](#))

1	Applies	271
-1	No answer / don't know	25
-2	Does not apply	707
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0268\_v1 – Staffing of public bodies 2019

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? How was the staffing of your public body in 2019 and 2020 measured against the tasks to be performed? // The staffing level in 2019 measured against the tasks was... (from: [soep-core/soep-core-2021-lee2estab/56:persausst2019\[36252\]](#))

1	Very well equipped	7
2	Well equipped	35
3	Adequately equipped	90
4	Under-equipped	61
5	Severely under-equipped	4
6	Don't know	3
-1	No answer / don't know	11
-2	Does not apply	792
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0268\_v2 – Staffing of public bodies 2021

**?** How was the staffing of your public body in 2021 and 2022 measured against the tasks to be performed? // 2021 (from: [soep-core/soep-core-2023-lee2estab/51:elb0268\\_v2\[\]](#))

1	Severely under-equipped	5
2	Under-equipped	56
3	Adequately equipped	60
4	Well equipped	17
5	Very well equipped	3
6	Cannot assess	5
-1	No answer / don't know	2
-2	Does not apply	570
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0269\_v1 – Staffing of public bodies 2020

**?** How was the staffing of your public body in 2019 and 2020 measured against the tasks to be performed? // Staffing levels in 2020 in relation to the tasks were... (from: [soep-core/soep-core-2021-lee2estab/56:persausst2020\[36252\]](#))

1	Very well equipped	6
2	Well equipped	37
3	Adequately equipped	79
4	Under-equipped	64
5	Severely under-equipped	10
6	Don't know	4
-1	No answer / don't know	11
-2	Does not apply	792
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question not part of the survey program this year 718

Waves: 2021

Edition: international

### elb0269\_v2 - Staffing of public bodies 2022

? How was the staffing of your public body in 2021 and 2022 measured against the tasks to be performed? // 2022 (from: [soep-core/soep-core-2023-lee2estab/51:elb0269\\_v2\[\]](#))

1	Severely under-equipped	6
2	Under-equipped	55
3	Adequately equipped	58
4	Well equipped	17
5	Very well equipped	4
6	Cannot assess	4
-1	No answer / don't know	4
-2	Does not apply	570
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0270\_v1 - Share of staff costs in operating costs 2020 in %

? What was the percentage share of personnel costs in total operating costs in 2020? // Percentage of operating costs [...] % (from: [soep-core/soep-core-2021-lee2estab/57:perskost\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: onsite

**elb0270\_v1\_cat** – Share of staff costs in operating costs 2020 in % [categories]

? What was the percentage share of personnel costs in total operating costs in 2020? // Percentage of operating costs [...] % (*from: soep-core/soep-core-2021-lee2estab/57:perskost[]*)

1	0-25	82
2	26-50	126
3	51-75	130
4	76-100	94
-1	No answer / don't know	285
-2	Does not apply	286
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0270\_v2** – Share of staff costs in operating costs 2022 in %

? What was the percentage share of personnel costs in total operating costs in 2022? (*from: soep-core/soep-core-2023-lee2estab/50:elb0270\_v2[]*)

1	0-20 %	31
2	21-40 %	84
3	41-60 %	83
4	61-80 %	86
5	81 % and above	30
6	Cannot assess	145
-1	No answer / don't know	111
-2	Does not apply	148
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0271** – Share of staff costs in operating costs 2020 does not apply

? What was the percentage share of personnel costs in total operating costs in 2020? // Does not apply (*from: soep-core/soep-core-2021-lee2estab/57:perskostno[]*)

1	Does not apply	14
-1	No answer / don't know	285
-2	Does not apply	704
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0272 - Share of staff costs in operating costs 2020 don't know

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**?** What was the percentage share of personnel costs in total operating costs in 2020? // Don't know (from: [soep-core/soep-core-2021-lee2estab/57:perskostka\[\]](#))

1	Don't know	273
-1	No answer / don't know	285
-2	Does not apply	445
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0273\_v1 - Change in staff costs compared to 2019

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**?** How has the percentage share of personnel costs in total operating costs changed in 2020 compared to 2019? (from: [soep-core/soep-core-2021-lee2estab/58:perskostaend\[36254\]](#))

1	Share has decreased	69
2	Share remained the same	284
3	Share increased	221
4	Does not apply	13
5	Don't know	134
-1	No answer / don't know	282
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0274 – Financial support claimed due to corona

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**?** Did you receive financial support from the federal government, the federal states or local authorities in 2020 due to economic difficulties caused by the coronavirus pandemic? (from: [soep-core/soep-core-2021-lee2estab/59:covidhelp\[\]](#))

1	Yes	209
2	No	506
-1	No answer / don't know	288
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

### elb0275 – Several people involved in answering the questionnaire

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**?** Were several people or departments involved in answering the questionnaire? (from: [soep-core/soep-core-2023-lee2estab/53:elb0275\[\]](#))

1	Yes	105
2	No	1242
-1	No answer / don't know	374
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

### elb0276\_v1 – Interviewee works in management

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**?** In which area or areas are you active? // In the management (from: [soep-core/soep-core-2021-lee2estab/61:taetig\\_1\[\]](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: arch

### elb0276\_v2 - Interviewee works in management

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**?** In which area or areas are you active? // In the management (from: soep-core/soep-core-2023-lee2estab/54:elb0276\_v2[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: arch

### elb0277 - Interviewee works in human resources

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**?** In which area or areas are you active? // In the personnel area (from: soep-core/soep-core-2023-lee2estab/54:elb0277[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: arch

**elb0278\_v1** - Interviewee works in public relations

**?** In which area or areas are you active? // In the area of public relations, i.e. PR (from: [soep-core/soep-core-2021-lee2estab/61:taetig\\_3\[\]](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: arch

**elb0278\_v2** - Interviewee works in public relations

**?** In which area or areas are you active? // In the area of public relations or corporate communications (from: [soep-core/soep-core-2023-lee2estab/54:elb0278\\_v2\[\]](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: arch

**elb0279** - Interviewee works in accounting/controlling

**?** In which area or areas are you active? // In the area of accounting and/or controlling (from: [soep-core/soep-core-2023-lee2estab/54:elb0279\[\]](#))

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: arch

### elb0280 – Interviewee works in another field

**?** In which area or areas are you active? // In another area (from: soep-core/soep-core-2023-lee2estab/54:elb0280[])

1	Mentioned	0
2	Not mentioned	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: arch

### elb0281 – Interviewee is a high-ranking HR manager in the establishment/public body

**?** Are you the most senior HR manager? (from: soep-core/soep-core-2023-lee2estab/55:elb0281[])

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: arch

**elb0282** – Highest educational qualification of interviewee

? What is your highest educational qualification? (from: soep-core/soep-core-2021-lee2estab/63:bildung[])

1	Secondary I school certificate (Hauptschulabschluss)	0
2	Secondary I school certificate (e.g. Realschule)	0
3	Secondary II entrance quali. for uni. of applied sciences	0
4	Secondary II entrance quali. for uni (Abitur)	0
5	University (of applied sciences) degree	0
6	Doctorate	0
7	Other educational qualification	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021

Edition: arch

**elb0283** – Establishment/organization has website

? Does your establishment / public body or the establishment or organization to which it belongs have a website? (from: soep-core/soep-core-2021-lee2estab/64:websitelyn[])

1	Yes	647
2	No	73
-1	No answer / don't know	283
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

Edition: international

**elb0284** – Interest in study results

? As a thank-you for your participation, we would like to provide you with an exclusive insight after the completion of our study and send you a brief presentation of the results via e-mail. Are you interested in these results? (from: soep-core/soep-core-2023-lee2estab/57a:elb0284[])

1	Yes	0
2	No	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: internal

### elb0700 – Establishment type

? This interview regards – as mentioned – the following organization: [insert name thereof]. What type of organization is this? (from: soep-core/soep-core-2023-lee2estab/1:elb0700[])

1	Enterprise	255
2	Public body	108
3	Establishment	113
4	Practice	10
5	Law firm	7
6	Workshop	4
7	Branch office	61
8	Other	155
-1	No answer / don't know	4
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	1
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0701 – Personnel challenges: Recruitment of trainees

? What personnel challenges are you facing in [Insertion1]? // Recruitment of apprentices (from: soep-core/soep-core-2023-lee2estab/2:elb0701[])

1	No challenge	143
2	Minor challenge	108
3	Medium challenge	146
4	Big challenge	122
5	Very big challenge	66

6	Cannot assess	84
-1	No answer / don't know	49
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0702 – Recruitment: Employment agency

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Federal employment agency (from: soep-core/soep-core-2023-lee2estab/3:elb0702[])

1	Not at all	224
2	Rarely	135
3	Occasionally	104
4	Often	95
5	Very often	89
-1	No answer / don't know	71
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0703 – Recruitment: Participation in job or career fairs

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Participation in job and career fairs (from: soep-core/soep-core-2023-lee2estab/3:elb0703[])

1	Not at all	294
2	Rarely	100
3	Occasionally	113
4	Often	117
5	Very often	27
-1	No answer / don't know	67
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0704 – Recruitment: Job advertisements in newspapers

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**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Job advertisements in newspapers (*from: soep-core/soep-core-2023-lee2estab/3:elb0704[]*)

1	Not at all	298
2	Rarely	131
3	Occasionally	115
4	Often	71
5	Very often	38
-1	No answer / don't know	65
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0705 – Recruitment: Job advertisements on online job exchanges e.g. StepStone

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**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Job postings on job boards, e.g. StepStone (*from: soep-core/soep-core-2023-lee2estab/3:elb0705 []*)

1	Not at all	152
2	Rarely	47
3	Occasionally	87
4	Often	176
5	Very often	192
-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0706** – Recruitment: Social networks e.g. Facebook, LinkedIn

**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Social networks, e.g. Facebook, LinkedIn (from: [soep-core/soep-core-2023-lee2estab/3:elb0706](#) [])

1	Not at all	169
2	Rarely	64
3	Occasionally	109
4	Often	206
5	Very often	109
-1	No answer / don't know	61
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0707** – Recruitment: Recruitment agencies

**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Recruitment agencies (from: [soep-core/soep-core-2023-lee2estab/3:elb0707](#) [])

1	Not at all	422
2	Rarely	117
3	Occasionally	64
4	Often	36
5	Very often	10
-1	No answer / don't know	69
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0708** – Recruitment: Search for personnel abroad

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Search for personnel abroad (*from: soep-core/soep-core-2023-lee2estab/3:elb0708[]*)

1	Not at all	479
2	Rarely	68
3	Occasionally	57
4	Often	37
5	Very often	13
-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0709** – Recruitment: hiring of career changers

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Hiring of career changers (*from: soep-core/soep-core-2023-lee2estab/3:elb0709[]*)

1	Not at all	153
2	Rarely	137
3	Occasionally	186
4	Often	140
5	Very often	39
-1	No answer / don't know	63
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0710** – Recruitment: Vocational training

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Vocational training (*from: soep-core/soep-core-2023-lee2estab/3:elb0710[]*)

1	Not at all	203
2	Rarely	59
3	Occasionally	106
4	Often	187
5	Very often	91
-1	No answer / don't know	72
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0711 – Recruitment: qualification or further training

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**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Qualification or further training (from: [soep-core/soep-core-2023-lee2estab/3:elb0711\[\]](#))

1	Not at all	113
2	Rarely	79
3	Occasionally	174
4	Often	232
5	Very often	54
-1	No answer / don't know	66
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0712 – Recruitment: Temporary work

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**?** Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Temporary work (from: [soep-core/soep-core-2023-lee2estab/3:elb0712\[\]](#))

1	Not at all	450
2	Rarely	87
3	Occasionally	55
4	Often	44
5	Very often	18

-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0713 – Recruitment: Employee referrals

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Employee referrals (from: soep-core/soep-core-2023-lee2estab/3:elb0713[])

1	Not at all	120
2	Rarely	152
3	Occasionally	210
4	Often	138
5	Very often	34
-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0714 – Recruitment: employment beyond retirement age

? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Employment beyond retirement age (from: soep-core/soep-core-2023-lee2estab/3:elb0714[])

1	Not at all	227
2	Rarely	223
3	Occasionally	146
4	Often	54
5	Very often	5
-1	No answer / don't know	63
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0715 – Recruitment: expansion of part-time employment

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? Which means and ways for recruitment has [Insertion2] used in the first half of 2023? // Expansion of part-time employment (from: soep-core/soep-core-2023-lee2estab/3:elb0715[])

1	Not at all	139
2	Rarely	146
3	Occasionally	174
4	Often	164
5	Very often	31
-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0716 – Importance of personnel marketing 2021

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? What importance did personnel marketing have for [Insertion4] in 2021? And what is the importance in 2023? // 2021 (from: soep-core/soep-core-2023-lee2estab/4:elb0716[])

1	No importance	65
2	Minor importance	142
3	Moderate importance	203
4	High importance	130
5	Very high importance	53
6	Cannot assess	63
-1	No answer / don't know	62
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0717** – Importance of personnel marketing 2023

**?** What importance did personnel marketing have for [Insertion4] in 2021? And what is the importance in 2023? // 2023 (from: soep-core/soep-core-2023-lee2estab/4:elb0717[])

1	No importance	45
2	Minor importance	65
3	Moderate importance	142
4	High importance	201
5	Very high importance	160
6	Cannot assess	40
-1	No answer / don't know	65
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0718** – Number of employees mid-2023

**?** Approximately how many people were employed at [Insertion1] as of mid-2023? // Total number: (from: soep-core/soep-core-2023-lee2estab/5:elb0718[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

**elb0718\_cat2** – Number of employees mid-2023 [categories]

**?** Approximately how many people were employed at [Insertion1] as of mid-2023? // Total number: (from: soep-core/soep-core-2023-lee2estab/5:elb0718[])

0	0	2
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1	1-9	57
2	10-15	65
3	16-25	62
4	26-45	64
5	46-75	63
6	76-119	65
7	120-199	67
8	200-399	54
9	400-999	71
10	1000 and more	84
-1	No answer / don't know	64
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

#### elb0719 – Share of employees Total in %

**?** How were the employees of [Insertion3] distributed among the following employee groups as of mid-2023? // [Total] Total share of employees [...] % (from: *soep-core/soep-core-2023-lee2estab/6:elb0719[[]]*)

0		3
5		1
6		1
14		1
15		1
18		1
36		1
60		1
62		1
90		1
96		1
100		630
-1	No answer / don't know	75
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0720** – Suitable further training courses from external providers

**?** Are training programs from external providers suitable for the needs of [Insertion3]?  
 (from: [soep-core/soep-core-2023-lee2estab/8:elb0720\[\]](#))

1	Not suitable at all	29
2	Not very suitable	81
3	Somewhat suitable	225
4	Quite suitable	217
5	Very suitable	81
-1	No answer / don't know	85
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0721** – Share of training and further education costs in annual payroll in 2022 in %

**?** Approximately how high was the share of training and further education costs in the total annual wages and salaries in 2022? (from: [soep-core/soep-core-2023-lee2estab/9:elb0721\[\]](#))

1	0 %	33
2	1-2 %	182
3	3-4 %	97
4	5-6 %	45
5	7 % and above	30
6	Cannot assess	251
-1	No answer / don't know	80
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0722** – Personnel strategies: IT security or cybersecurity guidelines

? Which of the following written strategies or guidelines are in place? // Policies, rules or guidelines on IT-security or cybersecurity (*from: soep-core/soep-core-2023-lee2estab/10:elb0722*)

1	Yes	552
2	No	86
-1	No answer / don't know	80
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0723** – Digitization technology: Lower personnel requirements due to digitization technologies

? Think about the digitalization technologies that are used in [Insertion1]. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The digitalization technologies have led to a decreased personnel requirement (*from: soep-core/soep-core-2023-lee2estab/20:elb0723*)

1	Do not agree	386
2	Somewhat disagree	107
3	Partially agree	65
4	Somewhat agree	33
5	Fully agree	8
6	Cannot assess	30
-1	No answer / don't know	89
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0724** – Risk of serious IT security incident in the next 12 months

? In your opinion, how great is the risk of a serious IT security incident in [Insertion1] within the next 12 months? (*from: soep-core/soep-core-2023-lee2estab/21:elb0724*)

1	No risk	58
2	Minor risk	297
3	Moderate risk	177
4	High risk	32
5	Very high risk	20
6	Cannot assess	47
-1	No answer / don't know	87
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0725 – Person for IT security or cyber defense in the company

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**?** Do you have someone who deals with IT security or cyber defense issues? *(from: soep-core/soep-core-2023-lee2estab/22:elb0725[])*

1	Yes	539
2	No	90
-1	No answer / don't know	89
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0726 – Measures to improve IT security in 2022

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**?** Did you implement measures to improve IT security in 2022? *(from: soep-core/soep-core-2023-lee2estab/23:elb0726[])*

1	Yes	492
2	No	119
-1	No answer / don't know	107
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0727 – IT security measures: Advice from external experts

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? Which measures did you implement? // Consulting by external experts (from: soep-core/soep-core-2023-lee2estab/24:elb0727[])

1	Yes	361
2	No	100
-1	No answer / don't know	31
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0728 – IT security measures: Training of employees

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? Which measures did you implement? // Training of employees (from: soep-core/soep-core-2023-lee2estab/24:elb0728[])

1	Yes	414
2	No	64
-1	No answer / don't know	14
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0729** – IT security measures: Increased exchange of information

? Which measures did you implement? // Increased exchange of information, e.g. networking with partners and associations (from: [soep-core/soep-core-2023-lee2estab/24:elb0729](#)[])

1	Yes	282
2	No	179
-1	No answer / don't know	31
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0730** – IT security measures: Special training for IT employees

? Which measures did you implement? // Specific training of IT employees (from: [soep-core/soep-core-2023-lee2estab/24:elb0730](#)[])

1	Yes	312
2	No	149
-1	No answer / don't know	31
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0731** – IT security measures: Strategic alliances and partner networks

? Which measures did you implement? // Strategic alliances and partner networks, e.g. for support in case of need (from: [soep-core/soep-core-2023-lee2estab/24:elb0731](#)[])

1	Yes	144
2	No	296
-1	No answer / don't know	52
-2	Does not apply	226
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0732 – IT security measures: Recruitment of IT experts

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**?** Which measures did you implement? // Hiring of IT-experts (from: [soep-core/soep-core-2023-lee2estab/24:elb0732\[\]](#))

1	Yes	212
2	No	251
-1	No answer / don't know	29
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0733 – IT security measures: Security testing from an attacker's perspective

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**?** Which measures did you implement? // Security assessment from an attacker's perspective (penetration test) (from: [soep-core/soep-core-2023-lee2estab/24:elb0733\[\]](#))

1	Yes	200
2	No	230
-1	No answer / don't know	62
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0734** – IT security measures: Introduction of IT security-relevant certifications

? Which measures did you implement? // Implementation of IT-security-relevant certifications (from: [soep-core/soep-core-2023-lee2estab/24:elb0734\[\]](#))

1	Yes	213
2	No	217
-1	No answer / don't know	62
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0735** – IT security measures: Implementation of emergency drills

? Which measures did you implement? // Performance of emergency drills (from: [soep-core/soep-core-2023-lee2estab/24:elb0735\[\]](#))

1	Yes	146
2	No	302
-1	No answer / don't know	44
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0736** – IT security measures: Other

? Which measures did you implement? // Other (from: [soep-core/soep-core-2023-lee2estab/24:elb0736\[\]](#))

1	Yes	79
2	No	313
-1	No answer / don't know	100
-2	Does not apply	226
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0737 – Remote work possible

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**?** Does [Insertion2] offer employees the possibility to work outside the premises [Einblendung8], i.e. to work remotely? (from: soep-core/soep-core-2023-lee2estab/25:elb0737[])

1	Yes	489
2	No	142
-1	No answer / don't know	87
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0738 – Remote work: Teleworking

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**?** Which types of remote work does [Insertion2] offer? // Telework (from: soep-core/soep-core-2023-lee2estab/26:elb0738[])

1	Yes	131
2	No	324
-1	No answer / don't know	34
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0739** – Remote work: Mobile work

? Which types of remote work does [Insertion2] offer? // Mobile work (from: soep-core/soep-core-2023-lee2estab/26:elb0739[])

1	Yes	378
2	No	100
-1	No answer / don't know	11
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0740** – Remote work: Home office

? Which types of remote work does [Insertion2] offer? // Home office (from: soep-core/soep-core-2023-lee2estab/26:elb0740[])

1	Yes	381
2	No	94
-1	No answer / don't know	14
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0741** – Remote work: Coworking space

? Which types of remote work does [Insertion2] offer? // Coworking space (from: soep-core/soep-core-2023-lee2estab/26:elb0741[])

1	Yes	42
2	No	409
-1	No answer / don't know	38
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0742 – Number of employees working remotely mid-2023

**?** How high was the number of employees working remotely as of mid-2023? This includes teleworking, home office, mobile working and co-working // Number of employees in remote work: ([from: soep-core/soep-core-2023-lee2estab/27:elb0742\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0742\_cat2 – Number of employees working remotely mid-2023 [categories]

**?** How high was the number of employees working remotely as of mid-2023? This includes teleworking, home office, mobile working and co-working // Number of employees in remote work: ([from: soep-core/soep-core-2023-lee2estab/27:elb0742\[\]](#))

0	0	16
1	1-9	136
2	10-15	50
3	16-25	38
4	26-45	38
5	46-75	49
6	76-119	44
7	120-199	16
8	200-399	35
9	400-999	24
10	1000 and more	27
-1	No answer / don't know	16
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0743 – Proportion of remote workers in teleworking in %

? Among the remotely working employees, what was the share working in telework or from home? // Share of remote workers in telework: \_\_\_\_\_% (from: soep-core/soep-core-2023-lee2estab/28:elb0743[])

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0743\_cat2 – Proportion of remote workers in teleworking in % [categories]

? Among the remotely working employees, what was the share working in telework or from home? // Share of remote workers in telework: \_\_\_\_\_% (from: soep-core/soep-core-2023-lee2estab/28:elb0743[])

1	0-25	359
2	26-50	40
3	51-75	10
4	76-100	27
-1	No answer / don't know	53
-2	Does not apply	229
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0744** – Working time recording in the organization

? For which employees is working time recorded? (from: [soep-core/soep-core-2023-lee2estab/29:elb0744\[\]](#))

1	Working time is recorded for all employees	477
2	Working time is recorded for some employee groups	97
3	Working time is not recorded	53
-1	No answer / don't know	91
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0745** – Working time recording for managers

? For which employees groups is working time recorded? // Managers (from: [soep-core/soep-core-2023-lee2estab/30:elb0745\[\]](#))

1	Mentioned	27
2	Not mentioned	69
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0746** – Working time recording for full-time employees

? For which employees groups is working time recorded? // Full-time employees (from: [soep-core/soep-core-2023-lee2estab/30:elb0746\[\]](#))

1	Mentioned	77
2	Not mentioned	19
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0747 – Working time recording for employees in large part-time positions

**?** For which employees groups is working time recorded? // For employees in large part-time (from: soep-core/soep-core-2023-lee2estab/30:elb0747[])

1	Mentioned	70
2	Not mentioned	26
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0748 – Working time recording for employees in small part-time positions

**?** For which employees groups is working time recorded? // For employees in small part-time (from: soep-core/soep-core-2023-lee2estab/30:elb0748[])

1	Mentioned	67
2	Not mentioned	29
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0749** – Working time recording for marginally employed persons

**?** For which employees groups is working time recorded? // Employees in minor employment, e.g. 520EUR jobs, short-term employees, mini-jobbers (*from: soep-core/soep-core-2023-lee2estab/30:elb0749[]*)

1	Mentioned	56
2	Not mentioned	40
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0750** – Working time recording for temporary workers

**?** For which employees groups is working time recorded? // Temporary workers (*from: soep-core/soep-core-2023-lee2estab/30:elb0750[]*)

1	Mentioned	23
2	Not mentioned	73
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0751** – Working time recording for other employee groups

**?** For which employees groups is working time recorded? // Other employee group(s) (*from: soep-core/soep-core-2023-lee2estab/30:elb0751[]*)

1	Mentioned	26
2	Not mentioned	70
-1	No answer / don't know	1
-2	Does not apply	621
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0752 - Working time recording with a system

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**?** How is working time recorded? // Working time is recorded with a system. This includes, for example, a time clock or electronic timekeeping. (from: [soep-core/soep-core-2023-lee2estab/31:elb0752\[\]](#))

1	Mentioned	402
2	Not mentioned	171
-1	No answer / don't know	1
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0753 - Working time recording manually

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**?** How is working time recorded? // Working time is recorded manually. This includes, for example, recording in an Excel spreadsheet or on paper. (from: [soep-core/soep-core-2023-lee2estab/31:elb0753\[\]](#))

1	Mentioned	225
2	Not mentioned	348
-1	No answer / don't know	1
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0754** – Working time recording other method

? How is working time recorded? // Other (from: soep-core/soep-core-2023-lee2estab/31:elb0754[])

1	Mentioned	33
2	Not mentioned	541
-1	No answer / don't know	0
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0755** – When was this form of working time recording introduced

? When was this form of working time recording introduced in [Insertion1]? (from: soep-core/soep-core-2023-lee2estab/32:elb0755[])

1	Before 2022	495
2	In 2022 or after	70
-1	No answer / don't know	9
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0756** – Working time recording by the employer

? Who documents working time? // The employer documents working time (from: soep-core/soep-core-2023-lee2estab/33:elb0756[])

1	Mentioned	175
2	Not mentioned	396
-1	No answer / don't know	3
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0757 – Working time recording by employees themselves

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**?** Who documents working time? // Employees document working time themselves (from: [soep-core/soep-core-2023-lee2estab/33:elb0757\[\]](#))

1	Mentioned	471
2	Not mentioned	102
-1	No answer / don't know	1
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0758 – Employer checks employees' working time recording

---

**?** Is the employee's documentation regularly checked by the employer? (from: [soep-core/soep-core-2023-lee2estab/34:elb0758\[\]](#))

1	Yes	400
2	No	59
-1	No answer / don't know	12
-2	Does not apply	247
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0759 – Regulations on recording working hours for employees working from home or in mobile work

---

? Do you have specific regulations for recording working hours for employees working from home or remotely? (from: [soep-core/soep-core-2023-lee2estab/35:elb0759\[\]](#))

1	Yes	209
2	No	247
3	Does not apply	117
-1	No answer / don't know	1
-2	Does not apply	144
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0760 – Employees with fixed-term employment contracts mid-2023

---

? As of mid-2023, were there any employees with fixed-term contracts among those subject to social insurance contributions? (from: [soep-core/soep-core-2023-lee2estab/41:elb0760\[\]](#))

1	Yes	355
2	No	261
-1	No answer / don't know	102
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0761 – Proportion of temporary employees in %

---

? Approximately what was the share of fixed-term employees as of mid-2023? // Share of fixed-term employees: \_\_\_\_\_% (from: [soep-core/soep-core-2023-lee2estab/42:elb0761\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0

-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0761\_cat2 – Proportion of temporary employees in % [categories]

? Approximately what was the share of fixed-term employees as of mid-2023? // Share of fixed-term employees: \_\_\_\_\_% (from: soep-core/soep-core-2023-lee2estab/42:elb0761[])

1	0-25	270
2	26-50	41
3	51-75	17
4	76-100	7
-1	No answer / don't know	20
-2	Does not apply	363
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0762 – On-call work or on-call duty in the organization

? Does [Insertion1] use on-call work or standby duty? (from: soep-core/soep-core-2023-lee2estab/45:elb0762[])

1	Yes	241
2	No	373
-1	No answer / don't know	104
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0763** – Number of severely disabled persons mid-2023

? How many severely disabled persons, including equivalent and other eligible persons, were employed in [Insertion1] as of mid-2023? Of these, how many were apprentices? // Number: *(from: soep-core/soep-core-2023-lee2estab/47:elb0763[])*

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

**elb0763\_cat2** – Number of severely disabled persons mid-2023 [categories]

? How many severely disabled persons, including equivalent and other eligible persons, were employed in [Insertion1] as of mid-2023? Of these, how many were apprentices? // Number: *(from: soep-core/soep-core-2023-lee2estab/47:elb0763[])*

0	0	178
1	1-24	308
2	25-49	31
3	50-74	22
4	75-99	6
5	100 and more	32
-1	No answer / don't know	141
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

**elb0764** – Number of severely disabled trainees mid-2023

? How many severely disabled persons, including equivalent and other eligible persons, were employed in [Insertion1] as of mid-2023? Of these, how many were apprentices? // of these, number of apprentices: *(from: soep-core/soep-core-2023-lee2estab/47:elb0764[])*

0	502
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1		32
2		9
3		2
5		5
8		1
10		2
27		1
-1	No answer / don't know	163
-2	Does not apply	0
-3	Implausible value	1
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0765 – Challenge: Rapid technological change

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**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Rapid technological change (*from: soep-core/soep-core-2023-lee2estab/52:elb0765[]*)

1	No challenge	107
2	Minor challenge	170
3	Medium challenge	180
4	Big challenge	116
5	Very big challenge	21
6	Does not apply	17
-1	No answer / don't know	107
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0766 – Challenge: Legal framework

---

**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Legal framework (*from: soep-core/soep-core-2023-lee2estab/52:elb0766[]*)

1	No challenge	30
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2	Minor challenge	90
3	Medium challenge	179
4	Big challenge	231
5	Very big challenge	76
6	Does not apply	3
-1	No answer / don't know	109
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0767 – Challenge: Relationships with suppliers

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**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Relationships with suppliers (from: [soep-core/soep-core-2023-lee2estab/52:elb0767\[\]](#))

1	No challenge	144
2	Minor challenge	180
3	Medium challenge	133
4	Big challenge	71
5	Very big challenge	12
6	Does not apply	68
-1	No answer / don't know	110
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0768 – Challenge: Fluctuations in workload

---

**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Fluctuations in workload (from: [soep-core/soep-core-2023-lee2estab/52:elb0768\[\]](#))

1	No challenge	95
2	Minor challenge	157

3	Medium challenge	182
4	Big challenge	130
5	Very big challenge	19
6	Does not apply	20
-1	No answer / don't know	115
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### **elb0769** – Challenge: High costs for raw materials, intermediate products or procurement

**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // High costs for raw materials, intermediate products or procurement  
(from: [soep-core/soep-core-2023-lee2estab/52:elb0769\[\]](#))

1	No challenge	107
2	Minor challenge	83
3	Medium challenge	122
4	Big challenge	152
5	Very big challenge	49
6	Does not apply	97
-1	No answer / don't know	108
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### **elb0770** – Challenge: Raising external capital

**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Raising external capital (from: [soep-core/soep-core-2023-lee2estab/52:elb0770\[\]](#))

1	No challenge	208
2	Minor challenge	92
3	Medium challenge	46

4	Big challenge	30
5	Very big challenge	7
6	Does not apply	212
-1	No answer / don't know	123
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0771 – Challenge: Budget cuts or reductions

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? Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Budget cuts or reductions (*from: soep-core/soep-core-2023-lee2estab/52:elb0771[]*)

1	No challenge	135
2	Minor challenge	127
3	Medium challenge	124
4	Big challenge	110
5	Very big challenge	23
6	Does not apply	86
-1	No answer / don't know	113
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0772 – Challenge: Competitive pressure

---

? Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Competitive pressure (*from: soep-core/soep-core-2023-lee2estab/52:elb0772[]*)

1	No challenge	143
2	Minor challenge	126
3	Medium challenge	130
4	Big challenge	108

5	Very big challenge	38
6	Does not apply	62
-1	No answer / don't know	111
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0773 – Challenge: Corona pandemic

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**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Corona pandemic (*from: soep-core/soep-core-2023-lee2estab/52:elb0773[]*)

1	No challenge	125
2	Minor challenge	135
3	Medium challenge	114
4	Big challenge	138
5	Very big challenge	85
6	Does not apply	12
-1	No answer / don't know	109
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0774 – Challenge: Inflation

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**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Inflation (*from: soep-core/soep-core-2023-lee2estab/52:elb0774[]*)

1	No challenge	79
2	Minor challenge	83
3	Medium challenge	204
4	Big challenge	158
5	Very big challenge	54
6	Does not apply	26
-1	No answer / don't know	114

-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0775a – Challenge: Climate change

**?** Considering the situation [Insertion3] in 2023: To what extent did the following aspects pose a challenge? // Climate change (*from: soep-core/soep-core-2023-lee2estab/52:elb0775a[]*)

1	No challenge	154
2	Minor challenge	191
3	Medium challenge	149
4	Big challenge	53
5	Very big challenge	14
6	Does not apply	44
-1	No answer / don't know	113
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

### elb0780 – Employee capital participation

**?** Do you have any form of equity participation for your employees? This includes employee shares, silent partnerships or employee loans. (*from: soep-core/soep-core-2023-lee2estab/48a:elb0780[]*)

1	Yes	0
2	No	0
3	Don't know	0
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0781 – Share of employees with debt financing in %

---

? What is the share of employees participating in the respective forms of equity participation? // [Debt financing] share of employees (in %) (from: [soep-core/soep-core-2023-lee2estab/48b:elb0781\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0782 – Share of employees with hybrid capital participation in %

---

? What is the share of employees participating in the respective forms of equity participation? // [Hybrid capital] share of employees (in %) (from: [soep-core/soep-core-2023-lee2estab/48b:elb0782\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0783 – Share of employees with equity participation in %

---

? What is the share of employees participating in the respective forms of equity participation? // [Equity] share of employees (in %) (from: [soep-core/soep-core-2023-lee2estab/48b:elb0783\[\]](#))

-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	1721
-8	Question not part of the survey program this year	0

Waves: 2023

Edition: onsite

### elb0784 – Equity participation for groups of persons

**?** Which groups of people do you offer participation to? (from: soep-core/soep-core-2023-lee2estab/48c:elb0784[])

1	Only for employees at the leadership and management level	1
2	Only for selected employee groups, which may be part of the management or the broader workforce	4
3	In principle, participation is open to all employees	24
-1	No answer / don't know	0
-2	Does not apply	689
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1003

Waves: 2023

Edition: international

## 4 Generated and additional variables

### ebula – Establishment: Federal state

1	Schleswig-Holstein	67
2	Hamburg	44
3	Lower Saxony	149
4	Bremen	28
5	North Rhine-Westphalia	327
6	Hesse	116
7	Rhineland-Palatinate	63
8	Baden-Wuerttemberg	227
9	Bavaria	279
10	Saarland	18
11	Berlin	82

12	Brandenburg	62
13	Mecklenburg-Western Pomerania	29
14	Saxony	102
15	Saxony-Anhalt	56
16	Thuringia	61
-1	No answer / don't know	11
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

EBULA contains the federal state of the establishment. The variable was derived from the employer address data provided by SOEP-Core participants in the person questionnaire. Edition: eu

#### ebula\_ew – Establishment: Federal state (East-West)

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21	West-Germany	1318
22	East-Germany (including Berlin)	392
-1	No answer / don't know	11
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

EBULA\_EW was derived from EBULA. Berlin is assigned to East Germany. Edition: international

#### wz08abs – Industry NACE Rev. 2 Sections (1-digit) [2021]

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1	A: Agriculture, forestry and fishing (01 - 03)	5
2	B: Mining and quarrying (05 - 09)	0
3	C: Manufacturing (10 - 33)	133
4	D: Electricity, gas, steam and air-conditioning supply (35)	9
5	E: Water supply, sewerage, waste management and remediation (36 - 39)	12
6	F: Construction (41 - 43)	32
7	G: Wholesale and retail trade, repair of motor vehicles and motorcycles (45 - 47)	88
8	H: Transportation and storage (49 - 53)	32
9	I: Accommodation and food service activities (55 - 56)	14
10	J: Information and communication (58 - 63)	29

11	K: Financial and insurance activities (64 - 66)	20
12	L: Real estate and housing (68)	6
13	M: Professional, scientific and technical activities (69 - 75)	52
14	N: Administrative and support service activities (77 - 82)	22
15	O: Public administration and defence; compulsory social security (84)	131
16	P: Education (85)	138
17	Q: Human health and social work activities (86 - 88)	176
18	R: Arts, entertainment and recreation (90 - 93)	0
19	S: Other service activities (94 - 96)	28
20	T: Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (97 - 98)	22
21	U: Activities of extraterritorial organisations and bodies (99)	0
-1	No answer / don't know	54
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

*Waves: 2021*

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. If an establishment did not provide its industry, we use the industry code that employees stated in the SOEP-Core person questionnaire. Edition: international

**wz08abt** – Industry NACE Rev. 2 Divisions (2-digit) [2021]

1	Crop and animal production, hunting and related service activities	3
2	Forestry and logging	2
3	Fisheries and aquaculture	0
5	Mining of coal and lignite	0
6	Extraction of crude petroleum and natural gas	0
7	Mining of metal ores	0
8	Other mining and quarrying	0
9	Mining support service activities	0
10	Manufacture of food products	8
11	Manufacture of beverages	2
12	Manufacture of tobacco products	0
13	Manufacture of textiles	1
14	Manufacture of wearing apparel	0
15	Manufacture of leather and related products	0
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4
...	(66 rows omitted)	894
93	Sports activities and amusement and recreation activities	7
94	Activities of membership organisations	18
95	Repair of computers and personal and household goods	2
96	Other personal service activities	8

97	Activities of households as employers of domestic personnel	0
98	Undifferentiated goods-and services-producing activities of private households for own use	0
99	Activities of extraterritorial organisations and bodies	0
-1	No answer / don't know	54
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	718

Waves: 2021

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. If an establishment did not provide its industry, we use the industry code that employees stated in the SOEP-Core person questionnaire. Edition: international

### wz08grp\_12 - Industry NACE Rev. 2 (12 groups) [2021, 2023]

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1	Agriculture, forestry, fishing (1-3)	13
2	Mining and quarrying, energy and water supply, wastewater and waste management (5-9;35-39)	31
3	Food and beverages, consumer goods (10-18)	35
4	Industrial goods, capital goods and durable goods (19-33)	190
5	Construction (41-43)	56
6	Wholesale, motor vehicle trade and repair (45-46)	49
7	Retail, without motor vehicle trade (47)	86
8	Transportation and storage (49-53)	53
9	Hospitality industry (55-56)	31
10	Information and communication, financial and insurance activities, economic, scientific and professional services (58-82)	234
11	Public administration, defense, social insurance, education and teaching, health and social services (84-88)	765
12	Other services (90-96)	88
-1	No answer / don't know	90
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. If an establishment did not provide its industry, we use the industry code that employees stated in the SOEP-Core person questionnaire. Edition: international

**dauer** – Interview duration (minutes)

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0.115299999713898		1
0.161783337593079		1
0.215433329343796		1
0.286916673183441		1
0.293500006198883		1
0.343650013208389		1
0.377033323049545		1
0.384433329105377		1
0.41496667265892		1
0.425599992275238		1
0.427616655826569		1
0.441116660833359		1
0.468066662549973		1
0.469233334064484		1
0.529916644096375		1
...	(1626 rows omitted)	1626
112.848831176758		1
115.199798583984		1
127.209968566895		1
133.38410949707		1
143.64990234375		1
157.399795532227		1
201.486480712891		1
-1	No answer / don't know	0
-2	Does not apply	72
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1

Waves: 2021, 2023

The interview duration is missing for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intcomplete** – Interview complete

---

1	Yes	1461
2	No	260
-1	No answer / don't know	0
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

An interview is marked as complete if at least one of the last five questions of the questionnaire was answered. Edition: international

#### intid – Interviewer ID

---

-1	No answer / don't know	0
-2	Does not apply	829
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

Edition: international

#### intstarty – Start of interview: Year

---

2021	127	
2022	833	
2023	9	
2024	679	
-1	No answer / don't know	0
-2	Does not apply	72
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1

Waves: 2021, 2023

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI). Edition: international

#### intstartm – Start of interview: Month

---

1	230
2	209
3	221
4	163

5		109
6		276
7		133
8		127
9		26
11		16
12		138
-1	No answer / don't know	0
-2	Does not apply	72
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1

Waves: 2021, 2023

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

#### intstartd – Start of interview: Day

---

1		49
2		52
3		73
4		66
5		53
6		46
7		51
8		46
9		57
10		78
11		48
12		49
13		47
14		54
15		56
...	(9 rows omitted)	496
25		60
26		44
27		56
28		62
29		43
30		28
31		34
-1	No answer / don't know	0
-2	Does not apply	72
-3	Implausible value	0
-4	Inadmissible multiple response	0

-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1

Waves: 2021, 2023

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).  
Edition: international

#### intstarth – Start of interview: Hour

---

0		2
6		10
7		26
8		106
9		222
10		253
11		234
12		143
13		173
14		210
15		124
16		63
17		34
18		19
19		11
20		8
21		6
22		2
23		1
-1	No answer / don't know	1
-2	Does not apply	72
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	1

Waves: 2021, 2023

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).  
Edition: international

#### intstartmin – Start of interview: Minute

---

0		86
1		115
2		80

3	61
4	54
5	35
6	36
7	17
8	24
9	27
10	24
11	29
12	20
13	28
14	18
... (38 rows omitted)	852
53	16
54	20
55	14
56	21
57	23
58	15
59	32
-1 No answer / don't know	1
-2 Does not apply	72
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	1

Waves: 2021, 2023

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

### intendy – End of interview: Year

---

2021	113
2022	881
2023	9
2024	718
-1 No answer / don't know	0
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

#### intendm – End of interview: Month

---

1	204
2	221
3	232
4	175
5	120
6	286
7	152
8	145
9	37
10	4
11	13
12	132
-1 No answer / don't know	0
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

#### intendd – End of interview: Day

---

1	48
2	58
3	78
4	70
5	53
6	46
7	52
8	52
9	55
10	76
11	51
12	47
13	39
14	58
15	56
... (9 rows omitted)	533

25	59
26	44
27	53
28	63
29	45
30	41
31	44
-1 No answer / don't know	0
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0
-7 Only available in less restricted edition	0
-8 Question not part of the survey program this year	0

Waves: 2021, 2023

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

**intendh** – End of interview: Hour

---

0	8
3	1
5	1
6	2
7	22
8	62
9	195
10	259
11	262
12	168
13	154
14	197
15	174
16	112
17	37
18	26
19	19
20	4
21	8
22	7
23	1
-1 No answer / don't know	2
-2 Does not apply	0
-3 Implausible value	0
-4 Inadmissible multiple response	0
-5 Not included in this version of the questionnaire	0
-6 Version of questionnaire with modified filtering	0

-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

#### intendmin – End of interview: Minute

---

0		38
1		34
2		28
3		23
4		25
5		23
6		19
7		28
8		29
9		18
10		34
11		24
12		23
13		15
14		29
...	(38 rows omitted)	1119
53		40
54		34
55		22
56		31
57		21
58		37
59		25
-1	No answer / don't know	2
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question not part of the survey program this year	0

Waves: 2021, 2023

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international