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SOEP Survey Papers
Series D – Variable Descriptions and Coding

SOEP-LEE2-Compare v39 – ESTAB2022: Codebook for the 2022 Establish- ment Survey

SOEP Group and IPA Institute for Employment Relations and Labour of the Helmut Schmidt University / University of the Federal Armed Forces Hamburg

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SOEP-LEE2-Compare v39 – ESTAB2022: Codebook for the 2022 Establishment Survey

SOEP Group and IPA Institute for Employment Relations and Labour of the Helmut Schmidt
University / University of the Federal Armed Forces Hamburg

2024

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1 General Information

As part of the SOEP-LEE2 project, the SOEP-LEE2-Compare study collects establishment data in several waves. The 2022 wave data are included in the ESTAB2022 dataset and are presented in this codebook. For data privacy reasons, some variables are only available in the onsite edition of the dataset, as indicated in each variable's description below. In the international edition, i.e. the scientific use file, a categorized version of these variables is included as a replacement. These are identified by the suffixes `_cat` or `_cat2`. While the ESTAB2022 dataset contains the survey data, additional information from fieldwork is provided in the dataset BRUTTO2022. In both datasets, establishments are uniquely identified by the establishment identifier, EID.

In SOEP-LEE2-Compare, establishments were asked the same survey questions as those establishments in the linkable SOEP-Core employer survey of the SOEP-LEE2 project (see the documentation of SOEP-Core's LEE2ESTAB dataset for a reference). The two studies use the same variable names and encodings, allowing researchers to compare the respective datasets. Note that the same EIDs may appear in both studies, however, they do not refer to the same establishments.

Additional information about the study and its data is available in the further data documentation and in:

Matiaske, Wenzel, Schmidt, Torben Dall, Halbmeier, Christoph, Maas, Martina, Holtmann, Doris, Schröder, Carsten, Böhm, Tamara, Liebig, Stefan and Kritikos, Alexander S.: "SOEP-LEE2: Linking Surveys on Employees to Employers in Germany" *Jahrbücher für Nationalökonomie und Statistik*, 2023. <https://doi.org/10.1515/jbnst-2023-0031>

2 Identifiers

eid – Current establishment identifier

Waves: 2022

Edition: international

syear – Survey year

2022 2026

Waves: 2022

Edition: international

3 Survey data

elb0001 – Type of establishment/public body

? Is your establishment / public body ... (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/1:elb0001\[\]](#))

1	Independent stand-alone company	1401
2	Head office or main administration of a company	273
3	Branch of a larger company	257
4	Regional/specialist branch of a branched company	70

-1	No answer	25
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0002 – Publicly owned establishment/public body

? Is your establishment / public body majority or exclusively owned by the public sector?
(from: soep-lee2-compare/soep-lee2-compare-2022-estab/2:elb0002[])

1	Yes	269
2	No	1734
-1	No answer	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 this year not part of survey	0

Waves: 2022

Edition: international

elb0003 – Majority owner present

? Does your establishment / public body have a majority owner?
(from: soep-lee2-compare/soep-lee2-compare-2022-estab/3:elb0003[])

1	Yes	782
2	No	921
-1	No answer	31
-2	Does not apply	292
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0004 – Majority shareholding in %

? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-lee2-compare/soep-lee2-compare-2022-estab/4:elb0004[])

Waves: 2022

Edition: onsite

elb0004_cat – Majority shareholding in % [categories]

? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-lee2-compare/soep-lee2-compare-2022-estab/4:elb0004[])

1	0-99 percent	204
2	100 percent	490
-1	No Answer	9
-2	Does not apply	1323
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0005 – Majority shareholding in % don't know

1	Don't know	79
-1	No answer	9
-2	Does not apply	1938
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0006 – Founding year of the establishmen/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-lee2-compare/soep-lee2-compare-2022-estab/5:elb0006[])

Waves: 2022

Edition: onsite

elb0006_cat – Founding year of the establishment/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-lee2-compare/soep-lee2-compare-2022-estab/5:elb0006[]*)

1	Before 1900	105
2	1900-1924	91
3	1925-1944	69
4	1945-1949	41
5	1950-1964	135
6	1965-1974	122
7	1975-1984	119
8	1985-1989	92
9	1990-1995	260
10	1996-2002	261
11	2003-2007	160
12	2008-2012	142
13	2013-2022	159
14		90
-1	No Answer	66
-2	Does not apply	114
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0007 – Founding year of the establishment/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-lee2-compare/soep-lee2-compare-2022-estab/5:elb0007[]*)

1	Don't know	114
-1	No answer	66
-2	Does not apply	1846
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0008 – 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-lee2-compare/soep-lee2-compare-2022-estab/6:elb0008[]*)

1	Applies	1286
2	No	664
-1	No answer	76
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0009 – 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-lee2-compare/soep-lee2-compare-2022-estab/6:elb0009[]*)

1	Applies	633
2	No	1317
-1	No answer	76
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0010 – 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-lee2-compare/soep-lee2-compare-2022-estab/6:elb0010[]*)

1	Applies	715
2	No	1235
-1	No answer	76

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

Waves: 2022

Edition: international

elb0011 – 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-lee2-compare/soep-lee2-compare-2022-estab/6:elb0011[]*)

1	Applies	575
2	No	1375
-1	No answer	76
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/6:elb0012[]*)

1	Applies	500
2	No	1450
-1	No answer	76
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0013 – Number of employees excluding marginally employed on 30.06.

? 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? // [Blue-collar and white-collar employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0013[]*)

Waves: 2022

Edition: onsite

elb0013_cat – Number of employees excluding marginally employed on 30.06.

[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? // [Blue-collar and white-collar employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0013[]*)

1	Existing	1763
2	Not existing	9
-1	No Answer	254
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0014 – Number of trainees on 30.06.

? 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? // [Apprentices] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0014[]*)

Waves: 2022

Edition: onsite

elb0014_cat – Number of trainees on 30.06. [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? // [Apprentices] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0014[]*)

1	Existing	830
2	Not existing	801
-1	No Answer	395
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0015 – Number of civil servants and candidates on 30.06.

? 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? // [Civil servants] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0015[]*)

Waves: 2022

Edition: onsite

elb0015_cat – Number of civil servants and candidates on 30.06. [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? // [Civil servants] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0015[]*)

1	Existing	118
2	Not existing	1316
-1	No Answer	592
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0016 – Number of active owners on 30.06.

? 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? // [Active

owners] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0016()*)

Waves: 2022

Edition: onsite

elb0016_cat – Number of active owners on 30.06. [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? // [Active owners] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0016()*)

1	Existing	879
2	Not existing	659
-1	No Answer	488
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0017 – Number of helping family members on 30.06.

? 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? // [Family members] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0017()*)

Waves: 2022

Edition: onsite

elb0017_cat – Number of helping family members on 30.06. [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? // [Family members] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0017()*)

1	Existing	276
2	Not existing	1154
-1	No Answer	596
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version 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: 2022

Edition: international

elb0018 – Number of marginally employed persons on 30.06.

? 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? // [Marginal employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0018[]*)

Waves: 2022

Edition: onsite

elb0018_cat – Number of marginally employed persons on 30.06. [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? // [Marginal employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0018[]*)

1	Existing	1273
2	Not existing	389
-1	No Answer	364
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0019 – Number of temporary employees on 30.06.

? 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? // [Temporary workers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0019[]*)

Waves: 2022

Edition: onsite

elb0019_cat – Number of temporary workers on 30.06. [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? // [Temporary workers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0019[]*)

1	Existing	134
2	Not existing	1275
-1	No Answer	617
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0020 – Number of freelancers with work/service contracts as at 30.06.

? 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? // [Freelancers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0020[]*)

Waves: 2022

Edition: onsite

elb0020_cat – Number of freelancers with work/service contracts on 30.06. [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? // [Freelancers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0020[]*)

1	Existing	186
2	Not existing	1207
-1	No Answer	633
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0021 – Total number of employees on 30.06.

? 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-lee2-compare/soep-lee2-compare-2022-estab/7:elb0021[]*)

Waves: 2022

Edition: onsite

elb0021_cat2 – Total number of employees on 30.06. [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-lee2-compare/soep-lee2-compare-2022-estab/7:elb0021[]*)

0	0	14
1	1-9	329
2	10-15	386
3	16-25	338
4	26-45	238
5	46-75	161
6	76-119	142
7	120-199	76
8	200-399	46
9	400-999	39
10	1000 and more	19
-1	No Answer	238
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0022 – Share of women among employees excluding marginally employed 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? // [Blue- and white-collar employees] Of which share of women [...] % (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0022[]*)

0	69
1	21
2	8
3	12

4	3
5	25
6	7
7	11
8	22
9	8
10	47
11	8
12	11
13	11
14	14
... (73 rows omitted)	1031
88	10
89	7
90	73
91	1
92	1
93	2
94	4
95	23
96	3
97	3
98	3
99	6
100	185
-1	134
-2	263

Waves: 2022

Edition: international

elb0023 - Share of women among trainees 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? // [Apprentices] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0023\[\]](#))

0	233
1	9
2	9
3	1
4	2
5	1
6	1
8	2
10	6
11	2
12	1
14	1

15	3
16	2
17	1
... (23 rows omitted)	159
67	9
68	1
70	6
71	1
75	16
80	12
83	2
85	1
88	1
90	10
92	2
95	2
100	234
-1	100
-2	1196

Waves: 2022

Edition: international

elb0024 - Share of women among civil servants and candidates 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? // [Civil servants] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0024\[\]](#))

0	26
1	1
10	1
14	1
16	1
20	2
25	1
30	1
32	1
33	6
34	1
35	1
40	4
42	1
45	1
... (8 rows omitted)	25
67	2
68	2
69	1
70	1

71	1
72	1
75	2
76	1
80	3
82	1
83	1
90	1
100	13
-1	14
-2	1908

Waves: 2022

Edition: international

elb0025 - Share of women among active owners 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? // [Active owners] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0025\[\]](#))

0	469
1	8
5	1
8	1
10	2
12	1
14	2
19	1
20	2
25	4
30	1
33	20
40	1
49	1
50	80
75	2
100	161
-1	122
-2	1147

Waves: 2022

Edition: international

elb0026 - Share of women among helping family members 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? // [Family

members] Of which share of women [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0026[])*

0	64
1	8
4	1
5	2
10	2
25	2
30	2
33	9
50	29
66	2
67	1
75	4
95	1
100	115
-1	34
-2	1750

Waves: 2022

Edition: international

elb0027 - Share of women among marginally employed 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? // [Marginal employees] Of which share of women [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0027[])*

0	183
1	14
2	6
3	3
4	2
5	3
7	3
9	1
10	6
11	1
12	2
13	2
14	3
15	3
16	1
... (37 rows omitted)	450
82	1
83	4
84	1
85	7

86	1
87	2
88	2
89	1
90	22
95	7
98	1
99	3
100	378
-1	160
-2	753

Waves: 2022

Edition: international

elb0028 - Share of women among temporary workers 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? // [Temporary workers] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0028\[\]](#))

0	59
1	2
3	1
9	1
10	4
12	1
20	3
21	1
25	1
30	2
34	1
43	1
50	9
53	1
55	2
60	2
75	4
80	1
85	1
100	22
-1	15
-2	1892

Waves: 2022

Edition: international

elb0029 – Share of women among freelancers 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? // [Freelancers] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0029\[\]](#))

0	81
2	1
6	1
13	1
16	1
20	2
30	3
33	2
34	1
35	1
40	4
50	15
57	1
60	3
65	1
66	1
70	1
75	3
80	5
85	3
90	2
99	1
100	38
-1	14
-2	1840

Waves: 2022

Edition: international

elb0030 – 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-lee2-compare/soep-lee2-compare-2022-estab/7:elb0030\[\]](#))

0	27
1	5
2	4
3	4
4	2
5	11
6	9

7	4
8	5
9	4
10	23
11	10
12	15
13	5
14	14
... (69 rows omitted)	629
87	3
88	11
89	6
90	38
91	7
92	7
93	4
94	3
95	11
96	4
98	3
99	5
100	74
-1	827
-2	252

Waves: 2022

Edition: international

elb0031 – Part-time employees in the establishment on 30.06.

? 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-lee2-compare/soep-lee2-compare-2022-estab/8:elb0031[])*

1	Yes	1461
2	No	306
-1	No answer	259
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0032 – Number of employees in large part-time on 30.06.

? Of the part-time employees, how many were working on June 30, 2021 ... // [Large part-time] Number of part-time employees (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0032[]*)

Waves: 2022

Edition: onsite

elb0032_cat2 – Number of employees in large part-time on 30.06. [categories]

? Of the part-time employees, how many were working on June 30, 2021 ... // [Large part-time] Number of part-time employees (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0032[]*)

0	0	275
1	1-9	671
2	10-15	98
3	16-25	59
4	26-45	40
5	46-75	24
6	76-119	20
7	120-199	12
8	200-399	10
9	400-999	3
10	1000 and more	1
-1	No Answer	248
-2	Does not apply	565
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0033 – Number of employees in small part-time on 30.06.

? Of the part-time employees, how many were working on June 30, 2021 ... // [Small part-time] Number of part-time employees (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0033[]*)

Waves: 2022

Edition: onsite

elb0033_cat2 – Number of employees in small part-time on 30.06. [categories]

? Of the part-time employees, how many were working on June 30, 2021 ... // [Small part-time] Number of part-time employees (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0033[]*)

0	0	213
1	1-9	915
2	10-15	66
3	16-25	42
4	26-45	19
5	46-75	22
6	76-119	13
7	120-199	7
8	200-399	12
9	400-999	0
10	1000 and more	0
-1	No Answer	152
-2	Does not apply	565
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

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

? Of the part-time employees, how many were working on June 30, 2021 ... // [Large part-time] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0034\[\]](#))

0	49
1	8
2	1
3	3
4	2
5	2
6	2
7	1
10	1
12	1
13	3
14	1
18	1
20	12
22	1
... (34 rows omitted)	236
86	5
87	1
88	4
89	5
90	35

92	4
93	2
94	5
95	16
96	5
98	3
99	1
100	500
-1	28
-2	1088

Waves: 2022

Edition: international

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

? Of the part-time employees, how many were working on June 30, 2021 ... // [Small part-time] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/9:elb0035\[\]](#))

0	126
1	13
2	7
3	2
4	2
5	1
7	1
8	1
9	1
10	1
12	1
14	1
16	1
17	1
18	1
... (35 rows omitted)	353
85	5
86	2
87	3
88	2
89	1
90	20
91	2
93	2
94	2
95	10
98	5
99	1
100	468
-1	60

-2 930

Waves: 2022

Edition: international

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

? How were the employees of your establishment/public body distributed among the following employee groups on June 30, 2021? Please do not include temporary workers and freelancers with contracts for work and services. // [Simple activities] Share of employees
(from: soep-lee2-compare/soep-lee2-compare-2022-estab/10:elb0036[])

0	624
1	20
2	30
3	15
4	14
5	43
6	11
7	10
8	17
9	6
10	105
11	10
12	12
13	9
14	13
... (50 rows omitted)	494
82	1
84	1
85	1
86	2
87	3
88	2
89	4
90	18
92	3
93	2
94	2
95	4
98	1
100	54
-1	495

Waves: 2022

Edition: international

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

? How were the employees of your establishment/public body distributed among the following employee groups on June 30, 2021? Please do not include temporary workers and freelancers with contracts for work and services. // [Qualified training] Share of employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/10:elb0037\[\]](#))

0	99
1	7
2	6
3	8
4	5
5	23
6	5
7	7
8	11
9	6
10	40
11	7
12	11
13	8
14	5
... (70 rows omitted)	870
87	8
88	11
89	8
90	79
91	3
92	17
93	7
94	5
95	17
96	9
97	6
98	9
99	8
100	282
-1	439

Waves: 2022

Edition: international

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

? How were the employees of your establishment/public body distributed among the following employee groups on June 30, 2021? Please do not include temporary workers and freelancers with contracts for work and services. // [University degree] Share of employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/10:elb0038\[\]](#))

0	575
1	25
2	36
3	16
4	17
5	49
6	6
7	11
8	22
9	6
10	113
11	5
12	11
13	8
14	9
... (57 rows omitted)	467
86	3
87	4
88	6
89	3
90	17
91	2
92	3
94	1
95	8
96	3
97	3
98	1
99	2
100	46
-1	548

Waves: 2022

Edition: international

elb0039 – Share of foreign employees on 30.06. in %

? What was the share of foreign employees in your establishment/public body on June 30, 2021? This includes all persons who do not have German citizenship. // Total share of foreign employees 100% (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/11:elb0039[]*)

0	852
1	50
2	37
3	25
4	22
5	65
6	23
7	17
8	24

9	11
10	95
11	12
12	11
13	10
14	11
... (33 rows omitted)	293
66	1
68	1
70	14
72	1
75	6
79	1
80	12
85	3
88	1
90	11
95	1
98	2
99	1
100	9
-1	404

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0040](#))

0	312
1	18
2	9
3	9
4	3
5	17
6	5
7	7
8	8
10	22
11	2
12	1
13	1
14	3
15	5
... (19 rows omitted)	110
62	1

64	1
65	2
66	6
70	8
71	1
75	5
79	1
80	16
85	3
90	11
95	3
100	113
-1	67
-2	1256

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0041\[\]](#))

0	276
1	18
2	15
3	4
4	7
5	24
6	3
7	8
8	8
9	1
10	47
11	2
12	3
13	4
14	1
... (19 rows omitted)	136
55	1
56	1
60	10
65	2
70	7
75	1
78	1
80	6
90	6
92	2

93	1
95	2
100	107
-1	66
-2	1256

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0042](#) [])

0	474
1	10
2	7
3	5
4	3
5	16
6	1
7	2
8	3
10	25
11	1
12	1
13	2
15	4
18	1
20	10
21	1
25	5
27	2
30	2
33	2
35	1
40	3
50	8
60	2
67	1
75	1
90	3
100	49
-1	125
-2	1256

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0043](#)[])

0	587
1	4
2	2
3	1
4	1
5	4
7	1
10	5
12	1
15	1
20	2
25	2
33	1
50	1
60	1
75	1
100	4
-1	151
-2	1256

Waves: 2022

Edition: international

elb0044 – Personnel challenges: High headcount

? What personnel challenges are you currently facing in your establishment / public body?
// Staffing levels too high (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0044](#)[])

1	No challenge	1195
2	Minor challenge	151
3	Medium challenge	153
4	Big challenge	71
5	Very big challenge	46
-1	No answer	410
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0045 – Personnel challenges: High staff turnover**?** What personnel challenges are you currently facing in your establishment / public body?// High staff turnover (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0045[]*)

1	No challenge	664
2	Minor challenge	431
3	Medium challenge	326
4	Big challenge	133
5	Very big challenge	66
-1	No answer	406
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0046 – Personnel challenges: High workload**?** What personnel challenges are you currently facing in your establishment / public body?// High workload for existing staff (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0046[]*)

1	No challenge	182
2	Minor challenge	213
3	Medium challenge	553
4	Big challenge	475
5	Very big challenge	221
-1	No answer	382
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0047 – 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-lee2-compare/soep-lee2-compare-2022-estab/12:elb0047[]*)

1	No challenge	132
2	Minor challenge	91
3	Medium challenge	260
4	Big challenge	474
5	Very big challenge	692
-1	No answer	377
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0048 – Personnel challenges: Staff shortages

? What personnel challenges are you currently facing in your establishment / public body?
 // Staff shortages (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0048[]*)

1	No challenge	311
2	Minor challenge	218
3	Medium challenge	349
4	Big challenge	388
5	Very big challenge	382
-1	No answer	378
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0049 – Personnel challenges: Ageing

? What personnel challenges are you currently facing in your establishment / public body?
 // Ageing (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0049[]*)

1	No challenge	567
2	Minor challenge	361
3	Medium challenge	432
4	Big challenge	203
5	Very big challenge	76
-1	No answer	387
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0050 – 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-lee2-compare/soep-lee2-compare-2022-estab/12:elb0050[])

1	No challenge	364
2	Minor challenge	466
3	Medium challenge	567
4	Big challenge	176
5	Very big challenge	61
-1	No answer	392
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0051 – 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-lee2-compare/soep-lee2-compare-2022-estab/12:elb0051[])

1	No challenge	546
2	Minor challenge	554
3	Medium challenge	387

4	Big challenge	111
5	Very big challenge	42
-1	No answer	386
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0052 – 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-lee2-compare/soep-lee2-compare-2022-estab/12:elb0052\[\]](#))

1	No challenge	325
2	Minor challenge	456
3	Medium challenge	479
4	Big challenge	274
5	Very big challenge	111
-1	No answer	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 this year not part of survey	0

Waves: 2022

Edition: international

elb0053 – 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-lee2-compare/soep-lee2-compare-2022-estab/12:elb0053\[\]](#))

1	No challenge	162
2	Minor challenge	209
3	Medium challenge	578
4	Big challenge	482
5	Very big challenge	214
-1	No answer	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 this year not part of survey	0

Waves: 2022

Edition: international

eab0001 – Personnel challenges: Other free text

? What personnel challenges are you currently facing in your establishment / public body?
 // [Other] namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:eab0001[])*

Waves: 2022

Edition: onsite

eab0001_cat – Personnel challenges: Other free text filled in

? What personnel challenges are you currently facing in your establishment / public body?
 // [Other] namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:eab0001[])*

1	Yes	210
2	No	0
-1	No Answer	1816
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

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

? Does your establishment / public body have a human resources department? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/13:elb0054[])*

1	Yes	556
2	No	1106
-1	No answer	364
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/14:elb0055[])*

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/14:elb0055[])*

1	[0,1)	82
2	[1,3)	351
3	[3,10)	71
4	10 and more	23
-1	No Answer	29
-2	Does not apply	1470
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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 / management of your establishment / public body? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/15:elb0056[])*

1	Yes	271
2	No	276
-1	No answer	9
-2	Does not apply	1470
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

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

Waves: 2022

Edition: international

elb0057 – Position for HR tasks in establishment/public body

? Is there a position that deals primarily with personnel tasks? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/16:elb0057\[\]](#))

1	Yes	571
2	No	528
-1	No answer	7
-2	Does not apply	920
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/17:elb0058\[\]](#))

1	Yes	268
2	No	280
3	Does not apply	943
4	Don't know	54
-1	No answer	481
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0059 – HR planning in the company/public body

? Does your establishment / public body have a personnel planning system? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/18:elb0059\[\]](#))

1	Yes	962
2	No	700
-1	No answer	364
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0060 – Planning horizon for HR planning

? What planning horizon do you set for personnel planning? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/19:elb0060\[\]](#))

1	Less than 1 year	222
2	1 year	320
3	2-3 years	257
4	4-5 years	90
5	More than 5 years	64
-1	No answer	9
-2	Does not apply	1064
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0061\[\]](#))

1	Applies	892
---	---------	-----

2	No	724
-1	No answer	410
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0062()*)

1	Applies	1331
2	No	285
-1	No answer	410
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0063()*)

1	Applies	930
2	No	686
-1	No answer	410
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

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

Waves: 2022

Edition: international

elb0064 – Job interviews 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] Job interviews / interviews with one or more interviewers (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0064[]*)

1	Applies	140
2	No	1476
-1	No answer	410
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0065 – Application forms 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] Application form (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0065[]*)

1	Applies	290
2	No	1223
-1	No answer	513
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0066 – Application forms 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] Application form ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0066\[\]](#))

1	Applies	495
2	No	1018
-1	No answer	513
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0067 – Application forms 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] Application form ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0067\[\]](#))

1	Applies	338
2	No	1175
-1	No answer	513
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0068\[\]](#))

1	Applies	952
2	No	561
-1	No answer	513

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0069[]*)

1	Applies	12
2	No	1454
-1	No answer	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 this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0070[]*)

1	Applies	38
2	No	1428
-1	No answer	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 this year not part of survey	0

Waves: 2022

Edition: international

elb0071 – Psychometric tests 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] Psychometric test (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0071[]*)

1	Applies	32
2	No	1434
-1	No answer	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 this year not part of survey	0

Waves: 2022

Edition: international

elb0072 – Psychometric tests 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] Psychometric test (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0072[]*)

1	Applies	1409
2	No	57
-1	No answer	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 this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0073[]*)

1	Applies	19
2	No	1448
-1	No answer	559

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0074[]*)

1	Applies	46
2	No	1421
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0075[]*)

1	Applies	64
2	No	1403
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0076 – Assessment center 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] Assessment Center (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0076[]*)

1	Applies	1373
2	No	94
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0077 – Social media 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] Profiles in social media (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0077[]*)

1	Applies	251
2	No	1234
-1	No answer	541
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0078[]*)

1	Applies	466
2	No	1019
-1	No answer	541

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0079[]*)

1	Applies	341
2	No	1144
-1	No answer	541
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0080[]*)

1	Applies	956
2	No	529
-1	No answer	541
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0081 – References 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]
References (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0081[]*)

1	Applies	387
2	No	1137
-1	No answer	502
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0082 – References 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]
References (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0082[]*)

1	Applies	804
2	No	720
-1	No answer	502
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0083[]*)

1	Applies	598
2	No	926
-1	No answer	502
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0084[]*)

1	Applies	531
2	No	993
-1	No answer	502
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0085[]*)

1	Applies	576
2	No	978
-1	No answer	472
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question this year not part of survey 0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0086\[\]](#))

1	Applies	888
2	No	666
-1	No answer	472
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:elb0087\[\]](#))

1	Applies	465
2	No	1089
-1	No answer	472
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

e1b0088 – Aptitude test/work trial 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] Aptitude test / work trial (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:e1b0088[]*)

1	Applies	496
2	No	1058
-1	No answer	472
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/20:eab0002[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/20:eab0002[]*)

1	Yes	153
2	No	0
-1	No Answer	1873
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0089 – Aptitude diagnostics according to DIN 33430

? Do you use the quality criteria of DIN 33430 in aptitude testing? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/21:elb0089[])*

Waves: 2022

Edition: onsite

elb0090 – Courses/seminars group 1 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 1] Courses, training programs, seminars *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0090[])*

1	Applies	442
2	No	1123
-1	No answer	461
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0091 – Courses/seminars group 2 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 2] Courses, training programs, seminars *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0091[])*

1	Applies	1087
2	No	478
-1	No answer	461
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0092 – Courses/seminars 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] Courses, training programs, seminars (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0092\[\]](#))

1	Applies	752
2	No	813
-1	No answer	461
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0093 – Courses/seminars 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] Courses, training programs, seminars (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0093\[\]](#))

1	Applies	360
2	No	1205
-1	No answer	461
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 1] Participation in lectures, conferences, trade fairs, etc. (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0094\[\]](#))

1	Applies	239
2	No	1290
-1	No answer	497

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

Waves: 2022

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 your company in the first half of 2021? // [Group 2] Participation in lectures, conferences, trade fairs, etc. (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0095\[\]](#))

1	Applies	836
2	No	693
-1	No answer	497
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 3] Participation in lectures, conferences, trade fairs, etc. (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0096\[\]](#))

1	Applies	700
2	No	829
-1	No answer	497
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Measure not offered] Participation in lectures, conferences, trade fairs, etc. (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0097[]*)

1	Applies	503
2	No	1026
-1	No answer	497
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 1] On-the-job training, e.g. instruction, onboarding, on-the-job training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0098[]*)

1	Applies	718
2	No	843
-1	No answer	465
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 2] On-the-job training, e.g. instruction, onboarding, on-the-job training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0099[]*)

1	Applies	1208
2	No	353
-1	No answer	465

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

Waves: 2022

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 your company in the first half of 2021? // [Group 3] On-the-job training, e.g. instruction, onboarding, training on the job (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0100\[\]](#))

1	Applies	748
2	No	813
-1	No answer	465
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Measure not offered] On-the-job training, e.g. instruction, onboarding, on-the-job training (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0101\[\]](#))

1	Applies	211
2	No	1350
-1	No answer	465
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 1] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0102[]*)

1	Applies	195
2	No	1285
-1	No answer	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 this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 2] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0103[]*)

1	Applies	340
2	No	1140
-1	No answer	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 this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 3] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0104[]*)

1	Applies	165
2	No	1315
-1	No answer	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 this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Measure not offered] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0105[]*)

1	Applies	1060
2	No	420
-1	No answer	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 this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 1] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0106[]*)

1	Applies	108
2	No	1367
-1	No answer	551
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question this year not part of survey 0

Waves: 2022

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 your company in the first half of 2021? // [Group 2] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0107[]*)

1	Applies	248
2	No	1227
-1	No answer	551
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 3] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0108[]*)

1	Applies	177
2	No	1298
-1	No answer	551
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Measure not offered] Quality circle, workshop circle, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0109[]*)

1	Applies	1183
2	No	292
-1	No answer	551
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0110 – Project teams group 1 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 1] Collaboration in project teams (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0110[]*)

1	Applies	162
2	No	1337
-1	No answer	527
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0111 – Project teams group 2 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 2] Collaboration in project teams (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0111[]*)

1	Applies	546
2	No	953
-1	No answer	527

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/22:elb0112[]*)

1	Applies	475
2	No	1024
-1	No answer	527
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/22:elb0113[]*)

1	Applies	835
2	No	664
-1	No answer	527
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0114 – Coaching/mentoring group 1 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 1] Coaching / Mentoring (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0114\[\]](#))

1	Applies	167
2	No	1323
-1	No answer	536
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0115 – Coaching/mentoring group 2 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 2] Coaching / Mentoring (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0115\[\]](#))

1	Applies	425
2	No	1065
-1	No answer	536
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0116 – Coaching/mentoring 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] Coaching / Mentoring (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0116\[\]](#))

1	Applies	368
2	No	1122
-1	No answer	536

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

Waves: 2022

Edition: international

elb0117 – Coaching/mentoring 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] Coaching / Mentoring (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0117[]*)

1	Applies	919
2	No	571
-1	No answer	536
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 1] Career plans / succession planning (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0118[]*)

1	Applies	90
2	No	1384
-1	No answer	552
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 2] Career plans / succession planning (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0119\[\]](#))

1	Applies	252
2	No	1222
-1	No answer	552
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Group 3] Career plans / succession planning (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0120\[\]](#))

1	Applies	242
2	No	1232
-1	No answer	552
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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 your company in the first half of 2021? // [Measure not offered] Career plans / succession planning (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0121\[\]](#))

1	Applies	1133
2	No	341
-1	No answer	552

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

Waves: 2022

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 your company in the first half of 2021? // Other qualification measures: (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:eab0003\[\]](#))

Waves: 2022

Edition: onsite

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 your company in the first half of 2021? // Other qualification measures: (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:eab0003\[\]](#))

1	Yes	166
2	No	0
-1	No Answer	1860
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/23:elb0122\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/23:elb0122\[\]](#))

1	0-25	1351
2	26-75	100
3	76 and more	37
-1	No Answer	538
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/23:elb0123\[\]](#))

0	198
1	10
2	9
3	5
4	1
5	8
6	6
7	1
10	21
12	2
13	4
14	3
15	4
16	4
17	3
...	(38 rows omitted) 438
83	1
84	3
85	7
88	4
89	1

90	36
92	2
93	1
95	8
96	2
97	3
99	1
100	263
-1	24
-2	953

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0124[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0124[]*)

1	Existing	1121
2	Not existing	327
-1	No Answer	578
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0125[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0125[]*)

1	Existing	635
2	Not existing	678
-1	No Answer	713
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0126[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0126[]*)

1	Existing	555
2	Not existing	733
-1	No Answer	738
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0127[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0127[]*)

1	Existing	530
2	Not existing	737
-1	No Answer	759
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0128[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0128[]*)

1	Existing	318
2	Not existing	935
-1	No Answer	773
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0129[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0129[]*)

1	Existing	691
2	Not existing	575
-1	No Answer	760
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0130\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0130\[\]](#))

1	Existing	481
2	Not existing	781
-1	No Answer	764
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0131\[\]](#))

Waves: 2022

Edition: onsite

elb0131_cat – Number of employees in stand-by service [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? // Stand-by service, in addition to regular attendance working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0131[]*)

1	Existing	350
2	Not existing	908
-1	No Answer	768
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0132 – Number of 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, where the location is usually determined by the employer (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0132[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0132[]*)

1	Existing	119
2	Not existing	1112
-1	No Answer	795
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0133[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0133[]*)

1	Existing	50
2	Not existing	610
-1	No Answer	1366
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:eab0004[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/24:eab0004[]*)

1	Yes	61
2	No	0
-1	No Answer	1965

-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0134\[\]](#))

0	85
1	14
2	6
3	4
4	7
5	18
6	11
7	3
8	5
9	3
10	32
11	6
12	7
13	7
14	7
... (62 rows omitted)	526
87	3
88	6
89	2
90	53
91	4
92	6
93	1
94	1
95	28
96	4
97	1
99	2
100	203
-1	66
-2	905

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0135[]*)

0	31
1	3
2	3
3	5
5	8
6	2
7	3
8	5
9	1
10	12
11	2
12	4
13	1
14	3
15	7
... (52 rows omitted)	354
82	2
83	6
85	9
87	3
88	2
89	3
90	18
91	1
92	2
93	3
95	2
98	1
100	114
-1	25
-2	1391

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0136[])

0	94
1	6
2	5
5	6
7	1
9	1
10	14
11	1
12	1
13	4
14	3
15	4
16	4
17	4
18	2
... (41 rows omitted)	227
80	21
81	1
82	3
83	1
85	5
88	2
89	2
90	12
93	1
94	1
95	4
99	1
100	96
-1	28
-2	1471

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0137[])

0	71
1	4
2	4
3	2
4	1

5	8
6	1
7	2
10	12
12	2
13	1
14	1
15	5
16	1
20	8
... (38 rows omitted)	245
85	13
86	1
88	4
90	25
91	3
92	4
93	2
94	4
95	12
97	1
98	2
99	1
100	62
-1	28
-2	1496

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0138\[\]](#))

0	51
1	2
2	4
3	1
4	4
5	6
8	3
10	7
13	1
15	2
18	1
20	6
22	1

25	4
26	1
... (26 rows omitted)	134
86	2
87	2
88	1
90	22
91	1
92	4
93	2
94	2
95	6
96	1
97	1
98	2
100	26
-1	18
-2	1708

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0139\[\]](#))

0	54
1	5
2	3
3	1
4	2
5	6
6	1
7	3
8	4
9	2
10	12
11	4
12	5
13	3
14	6
... (59 rows omitted)	375
88	6
89	1
90	29
91	3
92	4

93	2
94	2
95	18
96	2
97	1
98	1
99	3
100	92
-1	41
-2	1335

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0140\[\]](#))

0	55
1	3
3	4
4	1
5	2
6	2
8	1
9	2
10	9
11	1
12	6
13	2
14	2
15	8
17	5
... (49 rows omitted)	242
88	2
89	3
90	15
91	2
92	3
93	1
94	1
95	11
96	1
97	1
98	2
99	1
100	66

-1	27
-2	1545

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0141\[\]](#))

0	158
1	1
2	1
3	3
4	1
5	4
6	1
7	1
8	2
10	7
15	2
17	1
18	2
20	5
21	1
... (9 rows omitted)	60
66	1
67	4
70	6
74	1
75	2
80	8
84	1
85	2
88	1
90	9
95	4
98	2
100	47
-1	12
-2	1676

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0142[]*)

0	43
3	2
4	1
5	1
8	1
10	3
15	1
21	1
25	1
30	1
32	1
33	3
40	1
42	2
45	1
50	6
52	1
60	1
65	1
67	3
70	1
75	4
76	1
80	8
84	1
85	2
87	1
90	3
100	16
-1	7
-2	1907

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/24:elb0143[]*)

0	7
---	---

7	1
10	1
12	1
20	1
24	1
27	1
30	1
33	2
37	1
40	1
43	2
50	3
55	1
60	1
65	1
67	1
70	1
75	1
80	3
83	3
85	1
95	1
100	9
-1	4
-2	1976

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/25:elb0144[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/25:elb0144[]*)

1	[0, 5)	185
2	[5, 10)	291
3	[10, 15)	239
4	15 and more	257

-1	No Answer	488
-2	Does not apply	566
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/25:elb0145()*)

1	Don't know	566
-1	No answer	488
-2	Does not apply	972
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0146 – Sectoral collective agreement in the establishment/public body

? Does your establishment / public body ... // ... a sectoral collective agreement? (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/26:elb0146()*)

Waves: 2022

Edition: onsite

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

? Does your establishment / public body ... // ... an in-house or establishment contract? (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/26:elb0147()*)

Waves: 2022

Edition: onsite

elb0148 – Remuneration based on collective agreement

? Is the remuneration based on ... // ... a collective agreement? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/27:elb0148\[\]](#))

Waves: 2022

Edition: onsite

elb0149 – Remuneration based on standard industry pay scales

? Is the remuneration based on ... // ... remuneration regulations customary in the industry? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/27:elb0149\[\]](#))

Waves: 2022

Edition: onsite

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

? Does your establishment / public body have a works council or staff council elected in accordance with the Works Constitution Act or Staff Representation Act? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/28:elb0150\[\]](#))

1	Yes	297
2	No	1279
-1	No answer	450
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0151 – Works council/staff council cooperation with management

? How would you describe the cooperation between the works council or staff council and management? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/29:elb0151\[\]](#))

1	Very constructive	100
2	Quite constructive	117
3	Partly constructive	54
4	Little constructive	16
5	Not constructive at all	4
-1	No answer	6
-2	Does not apply	1729
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/30:elb0152\[\]](#))

1	Yes	141
2	No	1132
-1	No answer	6
-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 this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/31:elb0153\[\]](#))

1	Very constructive	87
2	Quite constructive	39
3	Partly constructive	13
4	Little constructive	1
5	Not constructive at all	0
-1	No answer	1
-2	Does not apply	1885
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0154 – Share of full-time empl. w/ gross monthly income below EUR 1900 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0154\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0155\[\]](#))

Waves: 2022

Edition: onsite

elb0156 – Share of full-time empl. w/ gross monthly income of EUR 1900-2500 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0156\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0157\[\]](#))

Waves: 2022

Edition: onsite

elb0158 – Share of full-time empl. w/ gross monthly income EUR 2500-3300 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0158\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0159\[\]](#))

Waves: 2022

Edition: onsite

elb0160 – Share of full-time empl. w/ gross monthly income EUR 3300-4000 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0160\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0161\[\]](#))

Waves: 2022

Edition: onsite

elb0162 – Share of full-time empl. w/ gross monthly income EUR4000-6000 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0162\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0163\[\]](#))

Waves: 2022

Edition: onsite

elb0164 – Share of full-time empl. w/ gross monthly income EUR6000-7800 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0164\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0165\[\]](#))

Waves: 2022

Edition: onsite

elb0166 – Share of full-time empl. w/ gross monthly income EUR 7800 and more on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0166\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/32:elb0167\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/33:elb0168\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/33:elb0169[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/33:elb0170[]*)

Waves: 2022

Edition: onsite

elb0171 – Remuneration according to: Length of service

? To what extent do you base the remuneration of your employees on the following criteria?
// Length of service (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0171[]*)

Waves: 2022

Edition: onsite

elb0172 – Remuneration according to: Training/professional qualification

? To what extent do you base the remuneration of your employees on the following criteria?
// Formal educational or professional qualification (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0172[]*)

Waves: 2022

Edition: onsite

elb0173 – Remuneration according to: Individual professional experience

? To what extent do you base the remuneration of your employees on the following criteria?
// Individual professional experience (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0173[]*)

Waves: 2022

Edition: onsite

elb0174 – Remuneration according to: Social criteria

? 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-lee2-compare/soep-lee2-compare-2022-estab/33:elb0174[]*)

Waves: 2022

Edition: onsite

elb0175 – Performance incentives: Equity participation

? Which of the following performance incentives does your establishment / public body offer employees? // Equity participation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0175[]*)

Waves: 2022

Edition: onsite

elb0176 – Performance incentives: Profit sharing

? Which of the following performance incentives does your establishment / public body offer employees? // Profit-sharing (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0176[]*)

Waves: 2022

Edition: onsite

elb0177 – Performance incentives: Bonus payments

? Which of the following performance incentives does your establishment / public body offer employees? // Bonus payments (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0177[]*)

Waves: 2022

Edition: onsite

elb0178 – Performance incentives: Share options

? Which of the following performance incentives does your establishment / public body offer employees? // Share options (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0178[]*)

Waves: 2022

Edition: onsite

elb0179 – Performance incentives: Other

? Which of the following performance incentives does your establishment / public body offer employees? // Other (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0179[]*)

Waves: 2022

Edition: onsite

eab0005 – Incentives: Other free-form text

? Which of the following performance incentives does your establishment / public body offer employees? // [Other] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:eab0005[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/34:eab0005[])

1	Yes	278
2	No	0
-1	No Answer	5
-2	Does not apply	1743
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0180 – Performance incentives: Nothing applies

? Which of the following performance incentives does your establishment / public body offer employees? // Nothing applies (from: soep-lee2-compare/soep-lee2-compare-2022-estab/34:elb0180[])

Waves: 2022

Edition: onsite

elb0181 – Company benefits: Kindergarten places

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Kindergarten places (from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0181[])

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/35:elb0182[])

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/35:elb0183[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/35:elb0184[]*)

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/35:elb0185[]*)

Waves: 2022

Edition: onsite

elb0186 – Company benefits: Other

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Other (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0186[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/35:eab0006[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/35:eab0006[])

1	Yes	337
2	No	0
-1	No Answer	3
-2	Does not apply	1686
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

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-lee2-compare/soep-lee2-compare-2022-estab/35:elb0187[])

Waves: 2022

Edition: onsite

elb0188 – 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-lee2-compare/soep-lee2-compare-2022-estab/36:elb0188[])

Waves: 2022

Edition: onsite

elb0188_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-lee2-compare/soep-lee2-compare-2022-estab/36:elb0188[])

0	0	81
1	1-9	499

2	10-15	253
3	16-25	178
4	26-45	127
5	46-75	97
6	76-119	203
7	120-199	21
8	200-399	24
9	400-999	20
10	1000 and more	7
-1	No Answer	516
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/36:elb0189\[\]](#))

0	51
1	13
2	5
3	6
5	8
6	2
7	1
8	5
9	2
10	30
11	2
12	7
13	3
14	11
15	19
... (66 rows omitted)	880
88	9
89	3
90	58
91	4
92	4
93	5

94	1
95	23
96	3
97	2
98	4
99	5
100	237
-1	26
-2	597

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/37:elb0190\[\]](#))

0	743
1	3
2	8
3	4
4	2
5	18
6	1
7	3
8	1
9	1
10	33
11	4
12	2
14	1
15	9
... (21 rows omitted)	127
65	1
66	3
70	7
75	6
76	1
80	16
83	1
85	1
90	7
95	1
98	2
99	1
100	176
-1	246

-2 597

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/37:elb0191\[\]](#))

0	106
1	4
2	4
3	5
4	2
5	8
6	2
7	2
8	1
9	2
10	19
11	6
12	3
13	3
14	4
... (55 rows omitted)	407
88	4
89	3
90	32
91	1
92	2
93	3
94	1
95	11
96	1
97	3
98	4
99	2
100	675
-1	109
-2	597

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/37:elb0192\[\]](#))

0	402
1	3
2	7
3	8
4	4
5	12
6	3
7	1
8	1
9	2
10	42
11	2
12	3
13	2
14	3
... (37 rows omitted)	203
85	1
86	1
87	1
88	1
89	1
90	8
91	2
94	1
95	6
97	2
98	2
99	1
100	479
-1	225
-2	597

Waves: 2022

Edition: international

elb0193 – 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0193\[\]](#))

1	Strongly increased	383
2	Increased	458

3	Remained roughly the same	457
4	Decreased	10
5	Strongly decreased	5
6	Technology is not used	198
-1	No answer	515
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0194 – Usage last 3 years: Data analytics

? How has the use of the following technologies changed in your establishment/public body in the last three years? // Data analytics (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0194[]*)

1	Strongly increased	156
2	Increased	350
3	Remained roughly the same	514
4	Decreased	6
5	Strongly decreased	3
6	Technology is not used	466
-1	No answer	531
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0195 – 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0195[]*)

1	Strongly increased	82
2	Increased	161
3	Remained roughly the same	367

4	Decreased	5
5	Strongly decreased	3
6	Technology is not used	867
-1	No answer	541
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0196 – 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0196\[\]](#))

1	Strongly increased	23
2	Increased	45
3	Remained roughly the same	128
4	Decreased	4
5	Strongly decreased	4
6	Technology is not used	1286
-1	No answer	536
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0197 – Usage last 3 years: Virtual or augmented reality

? 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0197\[\]](#))

1	Strongly increased	22
2	Increased	78
3	Remained roughly the same	113
4	Decreased	3

5	Strongly decreased	2
6	Technology is not used	1273
-1	No answer	535
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0198 – 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0198\[\]](#))

1	Strongly increased	35
2	Increased	97
3	Remained roughly the same	95
4	Decreased	3
5	Strongly decreased	3
6	Technology is not used	1256
-1	No answer	537
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0199 – 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0199\[\]](#))

1	Strongly increased	21
2	Increased	48
3	Remained roughly the same	81
4	Decreased	1
5	Strongly decreased	5

6	Technology is not used	1336
-1	No answer	534
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0200 - 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-lee2-compare/soep-lee2-compare-2022-estab/38:elb0200[]*)

1	Strongly increased	162
2	Increased	284
3	Remained roughly the same	286
4	Decreased	4
5	Strongly decreased	6
6	Technology is not used	754
-1	No answer	530
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0201[]*)

1	Fully agree	381
2	Tend to agree	451
3	Partly agree / partly disagree	381
4	Rather disagree	130

5	Disagree	83
6	Don't know	68
-1	No answer	532
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0202[]*)

1	Fully agree	91
2	Tend to agree	135
3	Partly agree / partly disagree	165
4	Rather disagree	287
5	Disagree	751
6	Don't know	60
-1	No answer	537
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0203[]*)

1	Fully agree	230
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2	Tend to agree	356
3	Partly agree / partly disagree	305
4	Rather disagree	207
5	Disagree	332
6	Don't know	56
-1	No answer	540
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0204*)

1	Fully agree	94
2	Tend to agree	159
3	Partly agree / partly disagree	371
4	Rather disagree	317
5	Disagree	479
6	Don't know	64
-1	No answer	542
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0205[]*)

1	Fully agree	103
2	Tend to agree	189
3	Partly agree / partly disagree	196
4	Rather disagree	282
5	Disagree	626
6	Don't know	89
-1	No answer	541
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0206[]*)

1	Fully agree	365
2	Tend to agree	362
3	Partly agree / partly disagree	298
4	Rather disagree	143
5	Disagree	259
6	Don't know	59
-1	No answer	540
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0207[]*)

1	Fully agree	50
2	Tend to agree	84
3	Partly agree / partly disagree	147
4	Rather disagree	203
5	Disagree	927
6	Don't know	80
-1	No answer	535
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/39:elb0208[]*)

1	Fully agree	446
2	Tend to agree	462
3	Partly agree / partly disagree	367
4	Rather disagree	84
5	Disagree	85
6	Don't know	48
-1	No answer	534
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0209 – Corona impact for establishment/public body until 30.06.

? What impact did the coronavirus pandemic have on your establishment / public body up to June 30, 2021? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/40:elb0209[])*

1	Very positive effects	46
2	Positive effects	117
3	Partly positive / partly negative effects	554
4	Negative effects	398
5	Very negative effects	277
6	No effects	117
-1	No answer	517
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0210_v1 – Change in headcount since the start of the coronavirus pandemic until 30.06.

? 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-lee2-compare/soep-lee2-compare-2022-estab/41:elb0210[])*

1	Strongly increased	30
2	Slightly increased	211
3	Remained the same	961
4	Slightly decreased	226
5	Strongly decreased	68
6	Don't know	11
-1	No answer	519
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0211[]*)

1	Applies	62
2	No	1435
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0212[]*)

1	Applies	55
2	No	1442
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0213[]*)

1	Applies	171
2	No	1326
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0214[]*)

1	Applies	243
2	No	1254
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0215[]*)

1	Applies	112
2	No	1385
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/42:elb0216[]*)

1	Applies	1108
2	No	389
-1	No answer	529
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0217[]*)

1	Applies	345
2	No	1122
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0218[]*)

1	Applies	606
2	No	861
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0219[]*)

1	Applies	327
2	No	1140
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0220\[\]](#))

1	Applies	803
2	No	664
-1	No answer	559
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0221 – Reaction to Corona: Mandatory use of holidays 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] Ordered use of leave (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0221\[\]](#))

1	Applies	252
2	No	1194
-1	No answer	580
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0222 – Reaction to Corona: Mandatory use of holidays 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] Ordered use of leave (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0222\[\]](#))

1	Applies	380
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2	No	1066
-1	No answer	580
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0223[]*)

1	Applies	181
2	No	1265
-1	No answer	580
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0224[]*)

1	Applies	1035
2	No	411
-1	No answer	580
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0225[]*)

1	Applies	140
2	No	1292
-1	No answer	594
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0226[]*)

1	Applies	230
2	No	1202
-1	No answer	594
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0227[]*)

1	Applies	120
2	No	1312
-1	No answer	594
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0228 []*)

1	Applies	1156
2	No	276
-1	No answer	594
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0229[]*)

1	Applies	267
2	No	1181
-1	No answer	578
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0230 – Reaction to Corona: Mandatory short-time work 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] Arrangement of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0230[]*)

1	Applies	430
2	No	1018
-1	No answer	578
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0231 – Reaction to Corona: Mandatory short-time work 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] Arrangement of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0231[]*)

1	Applies	190
2	No	1258
-1	No answer	578
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0232 – Reaction to Corona: Mandatory short-time work 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] Order of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0232[]*)

1	Applies	965
2	No	483
-1	No answer	578
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0233 – Reaction to Corona: Reduction of fixed-term employment 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 temporary employment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0233[]*)

1	Applies	44
2	No	1368

-1	No answer	614
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0234[]*)

1	Applies	46
2	No	1366
-1	No answer	614
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0235[]*)

1	Applies	13
2	No	1399
-1	No answer	614
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0236[]*)

1	Applies	1346
2	No	66
-1	No answer	614
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0237[]*)

1	Applies	19
2	No	1392
-1	No answer	615
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0238[]*)

1	Applies	41
2	No	1370
-1	No answer	615
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0239 – Reaction to Corona: Layoffs for operational reasons 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] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0239[]*)

1	Applies	8
2	No	1403
-1	No answer	615
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0240 – Reaction to Corona: Layoffs for operational reasons 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] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0240[]*)

1	Applies	1355
2	No	56
-1	No answer	615
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0241[]*)

1	Applies	166
2	No	1256
-1	No answer	604
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0242[]*)

1	Applies	325
2	No	1097

-1	No answer	604
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0243[]*)

1	Applies	206
2	No	1216
-1	No answer	604
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:elb0244[]*)

1	Applies	1072
2	No	350
-1	No answer	604
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/43:eab0007[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/43:eab0007[]*)

1	Yes	100
2	No	0
-1	No Answer	1926
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0245 – Number of employees working from home on 30.06.

? What was the total number of employees who worked from home on June 30, 2021 (home office)? (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/44a:elb0245[]*)

Waves: 2022

Edition: onsite

elb0245_cat2 – Number of employees working from home on 30.06. [categories]

? What was the total number of employees who worked from home on June 30, 2021 (home office)? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/44a:elb0245[])*

0	0	788
1	1-9	394
2	10-15	101
3	16-25	66
4	26-45	48
5	46-75	35
6	76-119	22
7	120-199	10
8	200-399	6
9	400-999	6
10	1000 and more	3
-1	No Answer	547
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0246 – Share of women working from home on 30.06. in %.

? What was the share of women who worked from home (home office) on June 30, 2021? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/44b:elb0246[])*

0	70
1	3
2	7
3	3
4	3
5	3
6	2
7	1
8	2
10	12
11	1
12	2
13	2
15	5
16	3
...	(37 rows omitted) 299
75	19

76	1
78	1
80	43
85	6
86	1
88	2
89	1
90	16
92	1
95	6
99	1
100	169
-1	6
-2	1335

Waves: 2022

Edition: international

elb0247 – Share of employees working from home in group 1 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/45:elb0247\[\]](#))

0	467
3	1
4	1
5	2
9	1
10	12
20	3
25	1
30	3
33	1
40	3
50	5
60	3
80	2
82	1
90	1
100	26
-1	158
-2	1335

Waves: 2022

Edition: international

elb0248 – Share of employees working from home in group 2 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/45:elb0248\[\]](#))

0	106
1	11
2	7
3	6
4	5
5	17
6	4
7	5
8	5
9	3
10	26
11	1
12	1
14	1
15	4
... (35 rows omitted)	229
80	21
84	1
85	3
86	1
88	1
89	2
90	6
91	1
92	1
95	3
97	1
99	1
100	153
-1	65
-2	1335

Waves: 2022

Edition: international

elb0249 – Share of employees working from home in group 3 on 30.06. 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-lee2-compare/soep-lee2-compare-2022-estab/45:elb0249\[\]](#))

0	159
1	6

2	10
3	4
5	7
6	1
7	1
8	2
9	1
10	17
11	3
12	1
15	8
16	3
17	2
... (19 rows omitted)	152
66	3
67	3
70	12
75	8
80	18
83	2
85	1
86	1
90	8
95	5
97	1
98	1
100	162
-1	89
-2	1335

Waves: 2022

Edition: international

elb0250_v1 – Share of empl. working from home: Change since the corona pandemic to 30.06.

? 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-lee2-compare/soep-lee2-compare-2022-estab/46:elb0250[]*)

1	Strongly increased	421
2	Slightly increased	134
3	Remained the same	109
4	Slightly decreased	5
5	Strongly decreased	3
6	Don't know	11
-1	No answer	8
-2	Does not apply	1335
-3	Implausible value	0
-4	Inadmissible multiple response	0

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

Waves: 2022

Edition: international

elb0251_v1 – Working hours in home office: Change since corona pandemic until 30.06.

? How did the number of working hours that employees worked from home (home office) change by June 30, 2021? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/47:elb0251[])*

1	Strongly increased	304
2	Slightly increased	124
3	Remained the same	217
4	Slightly decreased	12
5	Strongly decreased	8
6	Don't know	21
-1	No answer	5
-2	Does not apply	1335
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/48:elb0252[])*

1	Yes for all employees	240
2	Yes for some employment groups	131
3	No	315
-1	No answer	5
-2	Does not apply	1335
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0253\[\]](#))

1	Applies	334
2	No	33
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0254\[\]](#))

1	Applies	225
2	No	142
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0255\[\]](#))

1	Applies	138
2	No	229
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0256\[\]](#))

1	Applies	56
2	No	311
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0257\[\]](#))

1	Applies	28
2	No	339
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0

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

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:elb0258[]*)

1	Applies	53
2	No	314
-1	No answer	4
-2	Does not apply	1655
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/49:eab0008[]*)

Waves: 2022

Edition: onsite

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-lee2-compare/soep-lee2-compare-2022-estab/49:eab0008[]*)

1	Yes	52
2	No	0
-1	No Answer	1
-2	Does not apply	1973
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0259 – Who decides on work from home hours

? Who decides when the employee works at home (in the home office)? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/50:elb0259[])*

1	Exclusively the employer	74
2	The employer in particular	56
3	Employer and employee together	446
4	Above all, the employee	83
5	Exclusively the employee	25
-1	No answer	7
-2	Does not apply	1335
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/51:elb0260[])*

1	Coworking space used	31
2	Coworking space under consideration	23
3	Coworking space neither used nor considered	1405
-1	No answer	567
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

eab0009 – Industry of establishment/public body

? In which economic sector / industry / public body is your establishment / public body mainly active? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/52:eab0009\[\]](#))

Waves: 2022

Edition: onsite

eab0009_cat – Industry of establishment/public body filled in

? In which economic sector / industry / public body is your establishment / public body mainly active? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/52:eab0009\[\]](#))

1	Yes	1289
2	No	0
-1	No Answer	737
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0261 – Legal form of the establishment/public body

? What is the legal form of your establishment / public body? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/53:elb0261\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/54:elb0262\[\]](#))

1	Very good	234
2	Good	573
3	Satisfactory	243
4	Sufficient	95
5	Unsatisfactory	63
6	Don't know	107
-1	No answer	22
-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 this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/54:elb0263\[\]](#))

1	Very good	187
2	Good	478
3	Satisfactory	244
4	Sufficient	133
5	Unsatisfactory	173
6	Don't know	89
-1	No answer	33
-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 this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/55:elb0264\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/55:elb0264\[\]](#))

0	0	5
1	(0, 1,000)	2
2	[1,000, 5,000)	1
3	[5,000, 10,000)	1
4	[10,000, 50,000)	2
5	[50,000, 100,000)	3
6	[100,000, 500,000)	108

7	[500,000, 1,000,000)	151
8	[1,000,000, 5,000,000)	305
9	[5,000,000, 20,000,000)	99
10	20,000,000 and more	37
-1	No Answer	623
-2	Does not apply	689
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0265 – Turnover 2019 not specified

? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0265\[\]](#))

1	Applies	591
-1	No answer	32
-2	Does not apply	1403
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266\[\]](#))

Waves: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266\[\]](#))

0	0	6
1	(0, 1,000)	3
2	[1,000, 5,000)	0

3	[5,000, 10,000)	1
4	[10,000, 50,000)	2
5	[50,000, 100,000)	6
6	[100,000, 500,000)	109
7	[500,000, 1,000,000)	146
8	[1,000,000, 5,000,000)	317
9	[5,000,000, 20,000,000)	93
10	20,000,000 and more	38
-1	No Answer	616
-2	Does not apply	689
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0267 – Turnover 2020 not specified

? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0267\[\]](#))

1	Applies	586
-1	No answer	30
-2	Does not apply	1410
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0268 – Staffing of public bodies 2019

? 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-lee2-compare/soep-lee2-compare-2022-estab/56:elb0268\[\]](#))

1	Very well equipped	7
2	Well equipped	38
3	Adequately equipped	73
4	Under-equipped	26
5	Severely under-equipped	4

6	Don't know	4
-1	No answer	5
-2	Does not apply	1869
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0269 - 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-lee2-compare/soep-lee2-compare-2022-estab/56:elb0269\[\]](#))

1	Very well equipped	9
2	Well equipped	34
3	Adequately equipped	61
4	Under-equipped	38
5	Severely under-equipped	6
6	Don't know	3
-1	No answer	6
-2	Does not apply	1869
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0270 - 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-lee2-compare/soep-lee2-compare-2022-estab/57:elb0270\[\]](#))

Waves: 2022

Edition: onsite

elb0270_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-lee2-compare/soep-lee2-compare-2022-estab/57:elb0270\[\]](#))

1	0-25	201
2	26-50	413
3	51-75	307
4	76-100	154
-1	No Answer	559
-2	Does not apply	392
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

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-lee2-compare/soep-lee2-compare-2022-estab/57:elb0271\[\]](#))

1	Does not apply	19
-1	No answer	559
-2	Does not apply	1448
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0272 – Share of staff costs in operating costs 2020 don't know

? What was the percentage share of personnel costs in total operating costs in 2020? // Don't know (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/57:elb0272\[\]](#))

1	Don't know	377
-1	No answer	559
-2	Does not apply	1090
-3	Implausible value	0

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

Waves: 2022

Edition: international

elb0273_v1 - Change in staff costs compared to 2019

? How has the percentage share of personnel costs in total operating costs changed in 2020 compared to 2019? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/58:elb0273\[\]](#))

1	Share has decreased	115
2	Share remained the same	632
3	Share increased	531
4	Does not apply	27
5	Don't know	167
-1	No answer	554
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0274 - Financial support claimed due to corona

? 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-lee2-compare/soep-lee2-compare-2022-estab/59:elb0274\[\]](#))

1	Yes	507
2	No	961
-1	No answer	558
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0275 – Several people involved in answering the questionnaire

? Were several people or departments involved in answering the questionnaire? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/60:elb0275\[\]](#))

1	Yes	71
2	No	1411
-1	No answer	544
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: international

elb0276 – Interviewee works in management

? In which area or areas are you active? // In the management (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/61:elb0276\[\]](#))

Waves: 2022

Edition: onsite

elb0277 – Interviewee works in human resources

? In which area or areas are you active? // In the personnel area (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/61:elb0277\[\]](#))

Waves: 2022

Edition: onsite

elb0278 – Interviewee works in public relations

? In which area or areas are you active? // In the area of public relations, i.e. PR (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/61:elb0278\[\]](#))

Waves: 2022

Edition: onsite

elb0279 – Interviewee works in accounting/controlling

? In which area or areas are you active? // In the field of accounting and/or controlling (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/61:elb0279\[\]](#))

Waves: 2022

Edition: onsite

elb0280 – Interviewee works in another field

? In which area or areas are you active? // In another area, namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/61:elb0280[])*

Waves: 2022

Edition: onsite

eab0010 – Interviewee works in another field free-form text

? In which area or areas are you active? // [Other area] namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/61:eab0010[])*

Waves: 2022

Edition: onsite

elb0281 – Interviewee is a high-ranking HR manager in the establishment/public body

? Are you the most senior HR manager in your establishment / public body? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/62:elb0281[])*

Waves: 2022

Edition: onsite

elb0282 – Highest educational qualification of interviewee

? What is your highest educational qualification? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/63:elb0282[])*

Waves: 2022

Edition: onsite

eab0011 – Highest educational qualification: Other educational qualification free text

? What is your highest educational qualification? // [Other educational qualification] namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/63:eab0011[])*

Waves: 2022

Edition: onsite

elb0283 – Establishment/organization has website

? Does your establishment / public body or the establishment or organization to which it belongs have a website? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/64:elb0283[])*

1	Yes	1230
2	No	234
-1	No answer	562
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0

-8 Question this year not part of survey 0

Waves: 2022

Edition: international

eab0012_cat – Domain of website [categories]

? Does your establishment / public body or the establishment or organization to which it belongs have a website? // [Yes] Please enter the website: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/64:eab0012[])*

1	Yes	1097
2	No	0
-1	No Answer	695
-2	Does not apply	234
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

elb0284 – Interest in study results

? As a thank you for your participation, we would like to offer you an exclusive insight into the results of our study once it is completed and send you a brief summary of the findings via email. Are you interested in receiving these results? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/67:elb0284[])*

1	Yes	3
2	No	1
-1	No answer	2022
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

Edition: internal

eab0013_cat – Comments [categories]

? If you have any further comments or suggestions regarding the survey, you can share them with us here. (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/66:eab0013[]*)

1	Yes	168
2	No	39
-1	No Answer	1819
-2	Does not apply	0
-3	Answer improbable	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

zuspiel – Record linkage consent IAB

? Thank you very much for answering our questions about the current situation of your establishments/public body. We have just one more request.

In addition to the current situation of the surveyed establishments/public bodies, we would also like to include the development of the past years in our later analyses. To take these factors into account, we would like to use statistical data that is available for your establishment/public body at the IAB, the Institute for Employment Research of the Federal Employment Agency, for some analyses. This information is based on the social security reports that your establishment/public body submits annually for its employees. We are interested in data such as the number of employees and the employee structure for the past years. We kindly ask for your consent to link this data with the survey data. The linkage of this statistical data will be carried out by the IAB. The linked data will then be fully anonymized and will remain exclusively with the Research Data Centre at the IAB. The analysis will be conducted according to strict data protection regulations under the supervision of the IAB.

The linkage of this data requires your consent. We kindly ask you for this consent. Your agreement is, of course, voluntary and can be revoked by you at any time. (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/65:zuspiel[]*)

1	Yes, I agree to record linkage	912
2	No, I don't agree to record linkage	539
-1	No Answer	575
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version 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: 2022

Edition: international

4 Generated and additional variables

wz08abt – Industry NACE Rev. 2 Divisions (2-digit)

1	Crop and animal production, hunting and related service activities	11
2	Forestry and logging	0
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	1
9	Mining support service activities	0
10	Manufacture of food products	28
11	Manufacture of beverages	1
12	Manufacture of tobacco products	0
13	Manufacture of textiles	4
14	Manufacture of wearing apparel	0
15	Manufacture of leather and related products	1
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	5
...	(66 rows omitted)	1176
93	Sports activities and amusement and recreation activities	7
94	Activities of membership organisations	20
95	Repair of computers and personal and household goods	0
96	Other personal service activities	28
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	744
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. Edition: international

wz08abs – Industry NACE Rev. 2 Sections (1-digit)

1	A: Agriculture, forestry and fishing (01 - 03)	11
2	B: Mining and quarrying (05 - 09)	1
3	C: Manufacturing (10 - 33)	175

4	D: Electricity, gas, steam and air-conditioning supply (35)	8
5	E: Water supply, sewerage, waste management and remediation (36 - 39)	10
6	F: Construction (41 - 43)	125
7	G: Wholesale and retail trade, repair of motor vehicles and motorcycles (45 - 47)	185
8	H: Transportation and storage (49 - 53)	39
9	I: Accommodation and food service activities (55 - 56)	67
10	J: Information and communication (58 - 63)	44
11	K: Financial and insurance activities (64 - 66)	27
12	L: Real estate and housing (68)	16
13	M: Professional, scientific and technical activities (69 - 75)	103
14	N: Administrative and support service activities (77 - 82)	55
15	O: Public administration and defence; compulsory social security (84)	53
16	P: Education (85)	77
17	Q: Human health and social work activities (86 - 88)	217
18	R: Arts, entertainment and recreation (90 - 93)	21
19	S: Other service activities (94 - 96)	48
20	T: Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (97 - 98)	0
21	U: Activities of extraterritorial organisations and bodies (99)	0
-1	No answer	744
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	0
-5	Not included in this version of the questionnaire	0
-6	Version of questionnaire with modified filtering	0
-7	Only available in less restricted edition	0
-8	Question this year not part of survey	0

Waves: 2022

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. Edition: international

intcomplete - Interview complete

1	Yes	1501
2	No	525
-1	No answer	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 this year not part of survey	0

Waves: 2022

An interview is marked as complete if at least one of the last four questions of the questionnaire was answered. Edition: international

intid – Interviewer ID

Waves: 2022

Edition: international

dauer – Interview duration (minutes)

0.292183339595795	1
0.30746665596962	1
0.383316665887833	1
0.384999990463257	1
0.388599991798401	1
0.436850011348724	1
0.501316666603088	1
0.588033318519592	1
0.591000020503998	1
0.596316695213318	1
0.626666665077209	1
0.641216695308685	1
0.6678666472435	1
0.6690833568573	1
0.670283317565918	1
... (1996 rows omitted)	1996
74.2571640014648	1
75.4320678710938	1
76.0398864746094	1
77.1340637207031	1
78.0254669189453	1
78.2615356445312	1
80.263786315918	1
80.6725692749023	1
81.7064666748047	1
83.8194351196289	1
84.7054824829102	1
92.5259017944336	1
93.7993698120117	1
94.1597137451172	1
99.6669158935547	1

Waves: 2022

Edition: international

intstartd – Interview start: Day

1	38
2	62
3	81
4	47
5	48

6	76
7	73
8	71
9	67
10	67
11	42
12	47
13	91
14	71
15	52
16	94
17	93
18	50
19	55
20	83
21	74
22	58
23	85
24	70
25	34
26	42
27	98
28	64
29	44
30	65
31	84

Waves: 2022

Edition: international

intstartm - Interview start: Month

1	371
2	369
3	549
4	27
9	18
10	224
11	260
12	208

Waves: 2022

Edition: international

intstarty - Interview start: Year

2022	710
2023	1316

Waves: 2022

Edition: international

intstarth – Interview start: Hour

1	1
5	1
6	7
7	31
8	147
9	275
10	269
11	243
12	187
13	172
14	234
15	179
16	111
17	54
18	33
19	19
20	15
21	31
22	10
23	4
-1	3

Waves: 2022

Edition: international

intstartmin – Interview start: Minute

0	138
1	115
2	90
3	53
4	49
5	35
6	42
7	37
8	26
9	20
10	35
11	34
12	32
13	29
14	25

...	(31 rows omitted)	915
46		26
47		25
48		26
49		21
50		35
51		23
52		19
53		21
54		20
55		26
56		21
57		26
58		17
59		42
-1		3

Waves: 2022

Edition: international

intendd - Interviewer: Day

1	43
2	60
3	75
4	47
5	47
6	75
7	75
8	69
9	64
10	66
11	45
12	49
13	92
14	70
15	56
16	97
17	94
18	46
19	49
20	75
21	73
22	50
23	90
24	79
25	32
26	47
27	94

28	70
29	45
30	63
31	89

Waves: 2022

Edition: international

intendm - Interviewer: Month

1	366
2	359
3	586
4	32
9	14
10	213
11	250
12	206

Waves: 2022

Edition: international

intendy - Interviewer: Year

2022	683
2023	1343

Waves: 2022

Edition: international

intendh - Interviewer: Hour

1	2
3	1
6	4
7	20
8	104
9	217
10	281
11	244
12	194
13	163
14	228
15	188
16	162
17	78

18	44
19	23
20	21
21	27
22	11
23	10
-1	4

Waves: 2022

Edition: international

intendmin - End of interview: Minute

0	36
1	32
2	34
3	28
4	29
5	33
6	32
7	33
8	36
9	18
10	30
11	31
12	34
13	31
14	28
... (31 rows omitted)	1048
46	40
47	35
48	38
49	33
50	40
51	41
52	39
53	49
54	25
55	31
56	40
57	38
58	31
59	29
-1	4

Waves: 2022

Edition: international