

IAB, ZEW, U Köln infas

Employment and establishment – Employee survey

CATI

(Version 4; 27.11.2012)

Start of the interview

1.	<p>First of all could you please tell me when you were born? Please tell me the month and the year.</p> <p>Month: _____</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p> <p>Year: _____</p> <p><input type="checkbox"/> 9997: Refuse <input type="checkbox"/> 9998: Do not know</p>	
3.	<p>Sex</p> <p><input type="checkbox"/> 1: Male <input type="checkbox"/> 2: Female</p>	
3b.	<p>Are you still employed by the same establishment as in December 2011?</p> <p><i>INT: Do not read out!</i></p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>101 End</p> <p>End End</p>

100. Employment

101.	<p>What is your current employment situation?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Worker <input type="checkbox"/> 2: Employee <input type="checkbox"/> 3: Civil servant <input type="checkbox"/> 4: Self-employed/Freelancer <input type="checkbox"/> 5: Freelancer collaborator <input type="checkbox"/> 6: Family worker <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	<p>102a 102b End End End End</p> <p>102a 102a</p>
102a.	<p>Are you...</p> <p><i>INT: Only one answer possible!</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: ...an unskilled worker <input type="checkbox"/> 2: ...a semi-skilled worker <input type="checkbox"/> 3: ...a skilled worker <input type="checkbox"/> 4: ...a foreman/forewomen <input type="checkbox"/> 5: ...a master craftsman, foreman/forewoman, brigadier <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
102b.	<p>Do you supervise others?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	<p>102c 104</p>
102c.	<p>How many people work under your direction?</p> <p>_____ people</p> <ul style="list-style-type: none"> <input type="checkbox"/> 999997: Refuse <input type="checkbox"/> 999998: Do not know 	

104.	<p>Do you have a fixed-term or a permanent employment contract?</p> <p><input type="checkbox"/> 1: Permanent</p> <p><input type="checkbox"/> 2: Fixed-term</p> <p><input type="checkbox"/> 7: Refuse</p> <p><input type="checkbox"/> 8: Do not know</p>	
104a.	<p>Do you work full-time or part-time?</p> <p><input type="checkbox"/> 1: Full-time</p> <p><input type="checkbox"/> 2: Part-time</p> <p><input type="checkbox"/> 7: Refuse</p> <p><input type="checkbox"/> 8: Do not know</p>	
105.	<p>How many hours per week are stipulated in your contract?</p> <p>___ , ___ hours</p> <p><input type="checkbox"/> 995: No (fixed) contractual working time</p> <p><input type="checkbox"/> 996: more than 90 hours per week</p> <p><input type="checkbox"/> 997: Refuse</p> <p><input type="checkbox"/> 998: Do not know</p>	
106.	<p>How many hours <u>a week</u> do you normally work, including regular overtime and long hours?</p> <p>___ , ___ hours</p> <p><input type="checkbox"/> 994: Working hours strongly fluctuate</p> <p><input type="checkbox"/> 995: Very long working hours</p> <p><input type="checkbox"/> 997: Refuse</p> <p><input type="checkbox"/> 998: Do not know</p>	
107.	<p>Is working overtime/long hours compensated, paid for or not compensated at all in your establishment?</p> <p><input type="checkbox"/> 1: Compensated</p> <p><input type="checkbox"/> 2: Paid for</p> <p><input type="checkbox"/> 3: Partly paid for, partly compensated</p> <p><input type="checkbox"/> 4: Not compensated at all</p> <p><input type="checkbox"/> 7: Refuse</p> <p><input type="checkbox"/> 8: Do not know</p>	

108.	<p>Which of the following applies to your occupation with regard to your working hours?</p> <p><i>INT: Several answers possible!</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: You work in shifts. <input type="checkbox"/> 2: You have fixed times for the beginning and the end of work. <input type="checkbox"/> 3: You have flexible working hours. <input type="checkbox"/> 4: You have no fixed working hours. <input type="checkbox"/> 5: Other <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
110.	<p>Do you also work on weekends?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Yes, regularly <input type="checkbox"/> 2: Yes, sometimes <input type="checkbox"/> 3: No <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
111.	<p>Do you work from home for your employer – even if only occasionally?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	<p>112 115</p> <p>115 115</p>
112.	<p>How many hours a week on average do you work from home?</p> <p>_____ hours</p> <ul style="list-style-type: none"> <input type="checkbox"/> 95: Irregularly <input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know 	
113.	<p>Is this home or teleworking agreed on by contract?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	<p>115 114</p> <p>115 115</p>

114.	<p>Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?</p> <p><i>INT: Several answers possible!</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Financial compensation <input type="checkbox"/> 2: Time credit <input type="checkbox"/> 3: Covered by salary <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
115.	<p>How often do you receive business phone calls during your leisure time or how often do you answer business e-mails?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Daily <input type="checkbox"/> 2: A few times a week <input type="checkbox"/> 3: A few times a month <input type="checkbox"/> 4: A few times a year <input type="checkbox"/> 5: Never <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	

200. HR development

201.	<p>Have you taken part in any courses of further vocational training since 1 January 2012?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>202 203a</p> <p>203a 203a</p>
202.	<p>Have you been released from work by your employer for several courses or has he/she (partly) borne the costs?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>203 203a</p> <p>203a 203a</p>
203.	<p>How many days in 2012 did you take part in further vocational training for which your employer released you from work or bore all costs?</p> <p>_____ days</p> <p><input type="checkbox"/> 997: Refuse <input type="checkbox"/> 998: Do not know</p>	
203a.	<p>Besides the courses, have you taken part in any in-house further training or qualification activities in the past 12 months?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
204.	<p>Did you have an appraisal interview with your superior last year (e.g. on your professional growth or staff assessment)? Please consider only appraisal interviews for which an appointment was made.</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>205 208</p> <p>208 208</p>

205.	<p>How many minutes did the appraisal interview approximately last?</p> <p>_____ minutes</p> <p><input type="checkbox"/> 996: There was no appraisal interview with an appointment</p> <p><input type="checkbox"/> 997: Refuse</p> <p><input type="checkbox"/> 998: Do not know</p>	<p>206</p> <p>208</p> <p>208</p> <p>208</p>
206.	<p>Did your superior agree with you on the objectives fixed in writing during the appraisal interview?</p> <p><input type="checkbox"/> 1: Yes</p> <p><input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse</p> <p><input type="checkbox"/> 8: Do not know</p>	
208.	<p>To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively.</p> <p>A: Our establishment is palpably interested in further development of my professional knowledge and competences.</p> <p>B: In our establishment, employees expected to fit the new position best are predominantly promoted.</p> <p>C: In our establishment, employees characterised by outstanding job performance are predominantly promoted.</p> <p>D: In our establishment, promotion is mostly not related to professional criteria or performances.</p> <p>E: In the past two years with this establishment, I have been disadvantaged in personnel decisions, such as promotion, raise in salary, performance appraisal or further training.</p> <p><input type="checkbox"/> 1: Strongly agree</p> <p><input type="checkbox"/> 2: Somewhat agree</p> <p><input type="checkbox"/> 3: Neither agree nor disagree</p> <p><input type="checkbox"/> 4: Somewhat disagree</p> <p><input type="checkbox"/> 5: Strongly disagree</p> <p><input type="checkbox"/> 7: Refuse</p> <p><input type="checkbox"/> 8: Do not know</p>	

209.	Do you have worries about your job security? <input type="checkbox"/> 1: Great worries <input type="checkbox"/> 2: Some worries <input type="checkbox"/> 3: No worries <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know	
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300. Work conditions and workloads

301.	<p>Which of the following applies to your job? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively.</p> <p>A: At work I can make my own decisions. B: At work I do a lot of different things. C: The work of others directly depends on whether I do my job good or bad. D: My tasks strongly depend on the work of others. E: My work requires great physical effort. F: At work I am exposed to unpleasant ambient conditions such as noise, extreme temperature, unpleasant lightning or odours. G: I often have time pressure over a long period or I have to deal with several important tasks at the same time.</p> <p><input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
303.	<p>In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you.</p> <p>A: My work requirements disturb my private and family life. B: The time necessary for work makes it hard to attend to my domestic duties and family responsibilities. C: Through work-related stress it is hard to attend to my domestic duties and family responsibilities. D: I have to procrastinate at work because private requirements take up time. E: Through private requirements of my family or partner, tasks at work remain unfinished. F: My private life affects my professional duties, e.g. coming to work on time, plying my trade or doing overtime.</p> <p><input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	

400. Remuneration

401.	<p>Do you receive any performance-related bonuses or extra payments in addition to your basic salary or wage? Meant are bonuses, one-time payments, profit-sharing bonuses, premiums, gratifications etc.</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>401b 406</p> <p>406 406</p>
401a.	<p>Are these payments...</p> <p><i>INT: Only one answer possible!</i></p> <p><input type="checkbox"/> 1: based on a contractual commitment <input type="checkbox"/> 2: made without a contractual commitment <input type="checkbox"/> 3: a combination of both</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>401b 401d 401b</p> <p>406 406</p>
401b.	<p>What is the amount contractually agreed at <u>full target attainment</u>, measured as a percentage of the basic salary?</p> <p><i>INT: If precise answer is not possible, please estimate!</i></p> <p>_____ Percent</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	
401c.	<p>What was the actual amount of performance-related payments in 2011?</p> <p><i>INT: If precise answer is not possible, please estimate!</i></p> <p>_____ Euro</p> <p><input type="checkbox"/> 999995: No variable payments in 2011 <input type="checkbox"/> 999997: Refuse <input type="checkbox"/> 999998: Do not know</p>	<p>If 401a=3, go to 401d (Textvar2), else 406</p> <p>406 406 406</p>

401d.	<p>Textvar1 if 401a = 2: You have specified that you receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2011?</p> <p>Textvar2 if 401c and 401a=3: You have specified that you also receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2011?</p> <p><i>INT: If precise answer is not possible, please estimate!</i></p> <p>_____ Euro</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	
406.	<p>Does your establishment offer a company pension scheme? This might be in the form of a direct compensation, a direct insurance, a pension insurance, a pension fund or a supplemental pension for the public sector/service of church</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>407 501</p> <p>501 501</p>
407.	<p>Do you currently acquire claims to such a company pension plan? If so, since when? Just mention the year.</p> <p><input type="checkbox"/> 1: Yes, since _____</p> <p><input type="checkbox"/> 9996: No <input type="checkbox"/> 9997: Refuse <input type="checkbox"/> 9998: Do not know</p>	

500. Commitment, values and corporate culture

501.	<p>I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.</p> <p>A: The employees have a clear understanding of the establishment's business objectives. B: Every employee knows the long-term business objectives and plans. C: The superiors show their trust in their employees. D: Superiors guide their employees reliably. E: Superiors appreciate their employees. F: If the superiors of this establishment are dissatisfied with the personal performance of their employees, they talk openly with them about it. G: No one working here is discriminated because of his/her sex, age, nationality, religious affiliation, handicap, sexual orientation or skin color. H: The superiors clearly communicate requirements and objectives. I: The superiors plan contents and time requirements reasonably.</p> <p><input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
501a.	<p>What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.</p> <p>A: I would like to work in that establishment for the rest of my life. B: That establishment is of great personal relevance for me. C: Establishment problems are my problems. D: I do <u>not</u> feel strong affiliation to this establishment. E: I do <u>not</u> feel emotional belonging to this establishment. F: I do <u>not</u> feel like a "family member" in this establishment.</p> <p><input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	

502.	<p>The following questions refer to the relation to your colleagues and your superiors.</p> <p>A: How often do you receive help and support from colleagues if required? B: How often do you offer helping your colleagues? C: How often do you feel wrongly criticised, harassed or denounced by your colleagues or superiors?</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Always <input type="checkbox"/> 2: Often <input type="checkbox"/> 3: Sometimes <input type="checkbox"/> 4: Rarely <input type="checkbox"/> 5: (Almost) never <input type="checkbox"/> 6: I do not have superiors/colleagues <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
503.	<p>How satisfied are you currently with your job? Please answer on a scale from 0 to 10, where 0 means “completely dissatisfied” and 10 means “completely satisfied”.</p> <p>Scale from 0 to 10</p> <ul style="list-style-type: none"> <input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know 	
504.	<p>How satisfied are you currently with your income? Please answer on a scale from 0 to 10, where 0 means “completely dissatisfied” and 10 means “completely satisfied”.</p> <p>Scale from 0 to 10</p> <ul style="list-style-type: none"> <input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know 	

507.	<p>I will now read out three more statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.</p> <p>A: I think the income I earn in this establishment is fair. B: I think the formal rules and decision-making procedures in this establishment are fair. C: I think my direct supervisor always treats me fairly.</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	
508.	<p>How many times in the <u>past 12 months</u> have you thought about...</p> <p>A: changing your job?</p> <p>Was this...</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: daily <input type="checkbox"/> 2: a few times a week <input type="checkbox"/> 3: a few times a month <input type="checkbox"/> 4: a few times a year <input type="checkbox"/> 5: never <input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know 	

509.

I now read some statements about perceiving work. Please think about how often you feel like this.

A: At work I overflow with energy.

B: At work I feel fit and energetic.

C: I am enthusiastic about my work.

D: My work inspires me.

E: When getting up I am looking forward to my work.

F: I feel happy when working intensively.

G: I am proud of my work.

H: I lose myself in my work.

I: My work carries me along.

Was this...

- 1: daily
- 2: a few times a week
- 3: a few times a month
- 4: a few times a year
- 5: never

- 7: Refuse
- 8: Do not know

600. Personality and attitudes

602.	<p>We are now interested in your personality. Therefore I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.</p> <p>A: Nowadays you cannot rely on anyone. B: People can generally be trusted.</p> <ul style="list-style-type: none"><input type="checkbox"/> 1: Fully applies<input type="checkbox"/> 2: Largely applies<input type="checkbox"/> 3: Neutral<input type="checkbox"/> 4: Does rather not apply<input type="checkbox"/> 5: Does not apply at all <input type="checkbox"/> 7: Refuse<input type="checkbox"/> 8: Do not know	
603.	<p>A: It annoys <u>me</u> when <u>others</u> are undeserved better off than <u>me</u>.</p> <ul style="list-style-type: none"><input type="checkbox"/> 1: Fully applies<input type="checkbox"/> 2: Largely applies<input type="checkbox"/> 3: Neutral<input type="checkbox"/> 4: Does rather not apply<input type="checkbox"/> 5: Does not apply at all <input type="checkbox"/> 7: Refuse<input type="checkbox"/> 8: Do not know <p>B: I feel guilty when <u>I</u> am undeserved better off than <u>others</u>.</p> <ul style="list-style-type: none"><input type="checkbox"/> 1: Fully applies<input type="checkbox"/> 2: Largely applies<input type="checkbox"/> 3: Neutral<input type="checkbox"/> 4: Does rather not apply<input type="checkbox"/> 5: Does not apply at all <input type="checkbox"/> 7: Refuse<input type="checkbox"/> 8: Do not know	

605.	<p>I am...</p> <p>A: a thorough worker B: communicative, talkative C: sometimes a bit rude to others D: original, someone who comes up with new ideas E: a worrier F: forgiving G: somewhat lazy H: outgoing, sociable I: someone who values artistic, aesthetic experiences J: somewhat nervous K: effective and efficient in completing tasks L: reserved M: considerate and kind to others N: imaginative O: relaxed, able to deal with stress P: eager for knowledge</p> <p><input type="checkbox"/> 1: Fully applies <input type="checkbox"/> 2: Largely applies <input type="checkbox"/> 3: Neutral <input type="checkbox"/> 4: Does rather not apply <input type="checkbox"/> 5: Does not apply at all</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
606.	<p>Would you describe yourself as someone who tries to avoid risks (risk-averse) or as someone who is willing to take risks (risk-prone)? Please indicate your risk-taking on a scale from 0 to 10. 0 means „not risk-tolerant at all“ and 10 means „very risk-tolerant“. Choose the numbers in between to grade your statement.</p> <p>Scale from 0 to 10</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	

700. Health

701.	<p>How would you describe your current health?</p> <ul style="list-style-type: none"><input type="checkbox"/> 1: Very good<input type="checkbox"/> 2: Good<input type="checkbox"/> 3: Satisfactory<input type="checkbox"/> 4: Poor<input type="checkbox"/> 5: Bad <input type="checkbox"/> 7: Refuse<input type="checkbox"/> 8: Do not know	
702.	<p>How many days were you unable to work due to illness in the past 12 months? Please mention all days of illness even if you did not receive a medical certificate of incapacity for work.</p> <ul style="list-style-type: none"><input type="checkbox"/> A total of _____ days <input type="checkbox"/> 999: None<input type="checkbox"/> 997: Refuse<input type="checkbox"/> 998: Do not know	
703.	<p>The following statements concern your well-being in the last two weeks! Please indicate your feeling for each of the statements.</p> <p>In the last two weeks...</p> <p>A: ... I was happy and in good spirits B: ... I felt calm and relaxed. C: ... I felt energetic and active. D: ... I felt fresh and rested when I woke up E: ... my life was full of things that interest me</p> <ul style="list-style-type: none"><input type="checkbox"/> 1: All the time<input type="checkbox"/> 2: Mostly<input type="checkbox"/> 3: Slightly more than half the time<input type="checkbox"/> 4: A little less than half the time<input type="checkbox"/> 5: Now and then<input type="checkbox"/> 6: At no time <input type="checkbox"/> 7: Refuse<input type="checkbox"/> 8: Do not know	

800. Sociodemography

	<p>Now I have a few questions with regard to your school and employment career.</p>	
801.	<p>What is your <u>highest</u> level of education?</p> <p><i>INT: Only one answer possible!</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Left school without any qualification <input type="checkbox"/> 2: Lower secondary school leaving certificate <input type="checkbox"/> 3: Intermediate secondary school certificate, Realschule certificate of secondary education, entrance qualification for a technical college, intermediate secondary school in the former GDR (POS) <input type="checkbox"/> 4: University of applied sciences entrance qualification, vocational diploma <input type="checkbox"/> 5: General higher education entrance qualification (A level), extended secondary school certificate, EOS, vocational training with A-level <input type="checkbox"/> 8: Another level of education <input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know 	
802.	<p>What is your <u>highest</u> level of training qualification? Please indicate which of the following is most true for you.</p> <ul style="list-style-type: none"> <input type="checkbox"/> 1: Apprenticeship, in-firm training <input type="checkbox"/> 2: Vocational training within the educational system (vocational school, business school) <input type="checkbox"/> 3: Master craftsmen's or technical college, college of advanced vocational studies <input type="checkbox"/> 4: University of applied sciences degree <input type="checkbox"/> 5: University degree <input type="checkbox"/> 6: Another training qualification <input type="checkbox"/> 7: No training qualification <input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know 	

803.	<p>Are you in a serious/permanent relationship?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>804 806</p> <p>806 806</p>
804.	<p>Does your partner live in the same household?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>805 806</p> <p>806 806</p>
805.	<p>Is your partner currently gainfully employed? Please tick where appropriate.</p> <p><input type="checkbox"/> 1: Full-time employed <input type="checkbox"/> 2: Part-time employed <input type="checkbox"/> 3: Not gainfully employed</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
806.	<p>How many people live in your household, children and yourself included?</p> <p>Number: _____</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	<p>if 806>1: 807 if 806=1: 811</p> <p>811 811</p>
807.	<p>How many of these XX [question 806] people are children under the age of 14?</p> <p>Number: _____</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	

808.	<p><i>If F807 = 1: How old is your child?</i></p> <p>_____ years</p> <p><i>If F807 > 1: How old are your children? Please start with the oldest child.</i></p> <p>_____ years (age of oldest child) _____ years (age if second child) _____ years (age of third child) etc.</p> <p><input type="checkbox"/> 97: Refuse <input type="checkbox"/> 98: Do not know</p>	
810.	<p><i>If F807 > 0: How satisfied are you with your current situation of childcare relating to your job? Please rate the satisfaction with the current care situation of your children on a scale from 0 to 10. 0 means "completely dissatisfied", 10 "completely satisfied"</i></p> <p>Scale from 0 to 10</p>	
811.	<p>What nationality do you have?</p> <p><input type="checkbox"/> 1: Just the German citizenship <input type="checkbox"/> 2: The German and another citizenship <input type="checkbox"/> 3: Another citizenship</p> <p><input type="checkbox"/> 6: Stateless</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
812.	<p>Were you born in Germany?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	<p>815 813 813 813</p>
813.	<p>In which country were you born?</p> <p>Country: _____</p> <p><input type="checkbox"/> 997: Refuse <input type="checkbox"/> 998: Do not know</p>	

814.	<p>When did you come to Germany to live here? Name the year.</p> <p>Year: _____</p> <p><input type="checkbox"/> 9997: Refuse <input type="checkbox"/> 9998: Do not know</p>	
815.	<p>Was your father born in Germany?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
817.	<p>Was your mother born in Germany?</p> <p><input type="checkbox"/> 1: Yes <input type="checkbox"/> 2: No</p> <p><input type="checkbox"/> 7: Refuse <input type="checkbox"/> 8: Do not know</p>	
818.	<p>What was the amount of your earnings last month? Please exclude any bonuses or extra pay (e.g. Christmas bonus, holiday bonus or back pays) and include payments for overtime. Please specify your gross pay before any tax deductions and social security contributions.</p> <p>Gross pay: _____</p> <p><input type="checkbox"/> 999997: Refuse <input type="checkbox"/> 999998: Do not know</p>	
819.	<p>What was your total net income in the last month? (Net income means after deduction of tax and social security contributions, such as pension, unemployment and health insurance)</p> <p>Net pay: _____</p> <p><input type="checkbox"/> 999997: Refuse <input type="checkbox"/> 999998: Do not know</p>	

900. Panel participation and merging of data

901.

**We have now arrived at the end of the interview. Thank you for answering the questions.
We would appreciate if the survey was interesting for you. Just one final question to conclude.
To find out, if anything and, if yes, what has changed in the world of work within a few years, it is necessary that we can carry out a second interview with all the respondents in two years.
If you can resolve to do this, this would be very valuable to the success of the research project.
For the purpose of the further survey in the context of this study we must keep your address.
Hereby the Data Protection Law requires your agreement.
The data will be used in this research project only.
A further use of your data for other purposes is not permitted.
Your address will be stored separately from the questionnaire and can never be associated with the answers you provided. Your information will remain completely anonymous.
After completion of the research project, your address will be permanently deleted.**

Do you agree?

- 1: I agree.
- 2: I do not agree.

<p>902.</p>	<p><i>Textvar if 901 = 1:</i> In order to not have to query all your professional career information in the next interview again and not needlessly increase its length, we would like to include excerpts from other data in the analysis of the survey. These data are available at the Institute for Employment Research in Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p><i>Textvar if 901 = 2:</i> Even if you disagree with the saving of your address, we still have a request for you that is very important for the research: In order to complete the interview, we would like to include excerpts from other data in the analysis of the survey. These are available at the Institute for Employment Research in Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p>For the purpose of merging these data with the survey data, the Data Protection Law requires your agreement, for which I kindly ask you. When evaluating this information, it is absolutely certain that all data protection regulations are strictly adhered to.</p> <p>Of course, your agreement is voluntary. You can withdraw it at any time.</p> <p>1: Yes, agreement granted 2: No, agreement not granted</p>	
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