



Preface

This document includes an abstract in table form of the IAB-Establishment panel, a variable-time-matrix and lists of variables, that have been asked only once in the single waves. The variable-time-matrix offers an overview over the temporal consistency of the variables over all waves of the IAB-Establishment panel, which are available in the FDZ. For characteristics, which change over time in content, there is no complete correspondence given. Additional variables which are not determined by the questionnaire can be found at the end of the variable-time-matrix. In addition to the name of the variable, the tables include the label of the variable, a categorial classification and additional comments. If characteristics have been changed, but are still comparable over time, they have been marked in bold type. Variables that have been asked only once, can be found in the particular excel sheet of the year (add-on 93-add-on 11).

We can not rule out that there are mistakes in the tables. If you find a mistake, please inform us per E-Mail to the FDZ-box (iab.fdz@iab.de).

We recommend to use the original questionnaires as support parallel to the work with this document.



Content

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2. Additional Variables 1993-2011	1993-2011



[Outline](#)

Content characteristics

Topics	<p>Development of employment, business policy and development, investments, in-house innovations, government subsidies, personnel structure, vocational training and apprenticeship places, recruitments and dismissals, personnel search, wages, working hours, training programmes, general company information</p> <p>Main focus of each wave:</p> <p>1994: Contact with the employment agency</p> <p>1997: Business start-ups; recruitment of skilled labour</p> <p>1998: Investments abroad</p> <p>1999: Progressive retirement and pre-retirement; share of turnover in environmentally protective goods; revision of the DM 630 job</p> <p>2000: Skilled worker demand; elderly employees; financial incentives for employees</p> <p>2001: Computer and Internet equipment; staff shares and profit-sharing</p> <p>2002: Elderly employees; health protection; equal opportunities; contact with the employment agency</p> <p>2003: Operational flexibility</p> <p>2004: Personnel structure (senior management), working hours</p> <p>2005: Environmentally protective goods, personnel recruitment</p> <p>2006: Job security and locational security of industries</p> <p>2007: Future staffing for qualified employees</p> <p>2008: Safeguarding of Employment and Locational Competitiveness; Equality of Opportunity</p> <p>2009: Types of employment and the economic and financial crisis</p> <p>2010: Economic and financial crisis; agency workers, short time working and engagement abroad</p> <p>2011: Future staffing for qualified employees, industry-wide wage</p>
Data unit	Establishments
Number of cases	Between 4,265 and approx. 16,000 establishments per year
Period covered	West Germany: 1993 to 2011; East Germany: 1996 to 2011
Time reference	Reference date: 30th June
Regional structure	East/West Germany, German federal states (Bundesländer), further variables see below "sensitive variables"

Methodological characteristics

Method of data collection	representative random sample, stratified according to establishment size, industry and federal state
Institutions involved	<p>Commissioning authorities: IAB department 'Establishments and Employment', Federal Ministries and Regional Directorates</p> <p>Survey carried out by: TNS Infratest Sozialforschung GmbH in cooperation with SÖSTRA (Institute for Socio-economic Structural Analysis)</p> <p>Partner institutes</p>
Frequency of data collection	Annual questionnaire
File format and size	SPSS, STATA, SAS; all datasets max. 100 MB
File architecture	Data file per year
Data access	
Data access	Remote data access, on-site use
Degree of anonymisation	weakly anonymous
Sensitive variables	<p>districts, type of local authorities, classification of industries 1993 (waves 2000, 2001, 2003 5-digit, wave 2002 3-digit WZ93), classification of industries 2003 (from wave 2004 to wave 2008 WZ03, 5-digit), classification of industries 2008 (from wave 2009 WZ08, 5-digit)</p>

1. Variable-Time-Matrix

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Category: Employment development																		
a01arb92	bz1arb93	cz1arb94	d01arb95	e01arb96	f01arb97	g01arb98	h01arb99	i01arb00	j01arb01	k01arb02	l01arb03	m01arb04	n01arb05	o01arb06	p01arb07	q01arb08	r01arb09	s01arb10
a01ang92	bz1ang93	cz1ang94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01aus92	bz1aus93	cz1aus94	d01aus95	e01aus96	f01aus97	g01aus98	h01aus99	i01aus00	j01aus01	k01aus02	l01aus03	m01aus04	n01aus05	o01aus06	p01aus07	q01aus08	r01aus09	s01aus10
a01svb92	b01svb93	c01svb94	d01svb95	e01svb96	f01svb97	g01svb98	h01svb99	i01svb00	j01svb01	k01svb02	l01svb03	m01svb04	n01svb05	o01svb06	p01svb07	q01svb08	r01svb09	s01svb10
-	bz1svb93	cz1svb94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01arb93	bz1arb94	cz1arb95	d01arb96	e01arb97	f01arb98	g01arb99	h01arb00	i01arb01	j01arb02	k01arb03	l01arb04	m01arb05	n01arb06	o01arb07	p01arb08	q01arb09	r01arb10	s01arb11
a01ang93	bz1ang94	cz1ang95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01aus93	bz1aus94	cz1aus95	d01aus96	e01aus97	f01aus98	g01aus99	h01aus00	i01aus01	j01aus02	k01aus03	l01aus04	m01aus05	n01aus06	o01aus07	p01aus08	q01aus09	r01aus10	s01aus11
a01svb93	b02svb94	c02svb95	d01svb96	e01svb97	f01svb98	g01svb99	h01svb00	i01svb01	j01svb02	k01svb03	l01svb04	m01svb05	n01svb06	o01svb07	p01svb08	q01svb09	r01svb10	s01svb11
-	bz1svb94	cz1svb95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d01a	e01a	f01a	g01a	h01a	i01a	j01a	k01a	l01a	m01a	n01a	o01a	p01a	q01a	r01a	s01a
a01bea92	bz1bea93	cz1bea94	d01bea95	e01bea96	f01bea97	g01bea98	h01bea99	i01bea00	j01bea01	k01bea02	l01bea03	m01bea04	n01bea05	o01bea06	p01bea07	q01bea08	r01bea09	s01bea10
a01inh92	bz1inh93	cz1inh94	d01inh95	e01inh96	f01inh97	g01inh98	h01inh99	i01inh00	j01inh01	k01inh02	l01inh03	m01inh04	n01inh05	o01inh06	p01inh07	q01inh08	r01inh09	s01inh10
a01fam92	bz1fam93	cz1fam94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01son92	bz1son93	cz1son94	d01son95	e01son96	f01son97	g01son98	h01son99	i01son00	j01son01	k01son02	l01son03	m01son04	n01son05	o01son06	p01son07	q01son08	r01son09	s01son10
													n01ger05	o01ger06	p01ger07	q01ger08	r01ger09	s01ger10
a01bea93	bz1bea94	cz1bea95	d01bea96	e01bea97	f01bea98	g01bea99	h01bea00	i01bea01	j01bea02	k01bea03	l01bea04	m01bea05	n01bea06	o01bea07	p01bea08	q01bea09	r01bea10	s01bea11
a01inh93	bz1inh94	cz1inh95	d01inh96	e01inh97	f01inh98	g01inh99	h01inh00	i01inh01	j01inh02	k01inh03	l01inh04	m01inh05	n01inh06	o01inh07	p01inh08	q01inh09	r01inh10	s01inh11
a01fam93	bz1fam94	cz1fam95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01son93	bz1son94	cz1son95	d01son96	e01son97	f01son98	g01son99	h01son00	i01son01	j01son02	k01son03	l01son04	m01son05	n01son06	o01son07	p01son08	q01son09	r01son10	s01son11
													n01ger06	o01ger07	p01ger08	q01ger09	r01ger10	s01ger11
a01ges92	b01ges93	c01ges94	d01ges95	e01ges96	f01ges97	g01ges98	h01ges99	i01ges00	j01ges01	k01ges02	l01ges03	m01ges04	n01ges05	o01ges06	p01ges07	q01ges08	r01ges09	s01ges10
-	bz1ges93	cz1ges94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a01ges93	b02ges94	c02ges95	d01ges96	e01ges97	f01ges98	g01ges99	h01ges00	i01ges01	j01ges02	k01ges03	l01ges04	m01ges05	n01ges06	o01ges07	p01ges08	q01ges09	r01ges10	s01ges11
-	bz1ges94	cz1ges95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d01b	e01b	f01b	g01b	h01b	i01b	j01b	k01b	l01b	m01b	n01b	o01b	p01b	q01b	r01b	s01b
-	b03a	c03a	d02a	e02a	f02a	g02a	h02a	i02a	j02a	k02a	l02a	m02aa	n02aa	o02a	p02a	q02a	r02a	s02a
-	b03b	c03b	d02b	e02b	f02b	g02b	h02b	i02b	j02b	k02b	l02b	m02ab	n02ab	o02b	p02b	q02b	r02b	s02b
-	b03c	c03c	d02c	e02c	f02c	g02c	h02c	i02c	j02c	k02c	l02c	m02ac	n02ac	o02d	p02c	q02c	r02d	s02c
-	b03d	c03d	d02d	e02d	f02d	g02d	h02d	i02d	j02d	k02d	l02d	m02ad	n02ad	o02e	p02d	q02d	r02e	s02d
-	-	-	d02ka	e02ka	f02ka	g02ka	-	-	-	-	-	-	-	-	-	-	-	-
-	b04	c04	d03	e03	f03	-	-	-	-	-	-	m02b	n02b	o03	-	-	-	-
-	b05	c05	d04	e04	f04	g03	h03	i03	j03	k03	l03	m03	n03	o04	p03	q03	r03	s03
-	b06	c06	d05	e05	f05	-	-	-	-	-	-	-	-	-	-	-	-	-
a03a	b07a	c07a	d06a	e06a	f06a	g04a	h04a	i04a	j04a	k04a	l04a	m04a	n04a	o05a	p04a	q04a	r04a	s04a
a03b	b07b	c07b	d06b	e06b	f06b	g04b	h04b	i04b	j04b	k04b	l04b	m04b	n04b	o05b	p04b	q04b	r04b	s04b
Category: Business policy and performance																		
a04a	b08a	c08a	-	e08a	-	g06a	h05a	-	-	-	l05a	-	n05a	-	p05a	-	r08a	-
a04b	b08b	c08b	-	e08b	-	g06b	h05b	-	-	-	l05b	-	n05b	-	p05b	-	r08b	-
a04c	b08c	c08c	-	e08c	-	g06c	h05c	-	-	-	l05c	-	n05c	-	p05d	-	r08d	-
a04d	b08d	c08d	-	e08d	-	g06d	h05d	-	-	-	l05d	-	n05d	-	-	-	-	-
a04e	b08e	c08e	-	e08e	-	g06e	h05e	-	-	-	l05e	-	n05e	-	-	-	-	-
a04f	b08f	c08f	-	e08f	-	g06f	h05f	-	-	-	l05f	-	n05f	-	p05c	-	r08c	-
a04g	b08g	c08g	-	e08g	-	g06g	h05g	-	-	-	l05g	-	n05g	-	p05e	-	r08e	-
a04h	b08h	c08h	-	e08h	-	g06h	h05h	-	-	-	l05i	-	n05h	-	-	-	-	-
a04i	b08i	c08i	-	e08i	-	g06i	h05i	-	-	-	l05j	-	n05i	-	p05f	-	r08f	-
a04j	b08j	c08j	-	e08j	-	g06j	h05j	-	-	-	l05k	-	n05j	-	p05g	-	r08g	-
a04k	b08k	c08	-	e08k	-	g06k	h05k	-	-	-	l05l	-	n05k	-	p05h	-	r08h	-
-	b09	c09	d07	-	-	-	-	i05	-	k05	-	m05	-	o06	-	-	-	-
-	-	c08l	-	e08l	-	g06l	h05l	-	-	-	l05m	-	n05l	-	p05i	-	r08i	-

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
					-	-	-	-	-	-	-	-	-	-	-	q68	-	-
-	-	-	-	e23	f33	g71	h38	i48	j72	k58	-	m73	-	o77ges	-	-	-	-
-	-	-	-	-	-	g72	h39	i49	j73	k59	-	m74	-	-	-	-	-	-
-	-	-	-	e25	f36	g74	h41	i51	j75	k61	-	m76	-	o80	-	q70	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o76b	-	q67c	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o76d	-	q67f	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o76g	-	q67j	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o76h	-	q67l	-	-
Category: Personnel Structure																		
-	-	-	d34fr1	e45fr1	f45fr1	g27fr1	h47fr1	i52fr1	j41fr1	k23fr1	l30fr1	m27fr1	n21fr1	o33fr1	p30fr1	q47fr1	r30fr1	s26fr1
a30aus	b40aus	c39aus	-	e45aus	f45aus	g27aus	h47aus	i52aus	j41aus	k23aus	l30aus	m27aus	n21aus	o33aus	p30aus	q47aus	r30aus	s26aus
a30ung	b40unge	c39unge	d34unge	e45unge	f45unge	g27unge	h47unge	i52unge	j41unge	k23unge	l30unge	m27unge	n21einf	o33einf	p30einf	q47einf	r30einf	s26einf
a30einf	b40einf	c39einf	d34einf	e45einf	f45einf	g27einf	h47einf	i52einf	j41einf	k23einf	l30einf	m27einf	n21ber	o33ber	p30ber	q47ber	r30ber	s26ber
a30fach	b40fach	c39fach	d34fach	e45fach	f45fach	g27fach	h47fach	i52fach	j41fach	k23fach	l30fach	m27fach	n21ber	o33ber	p30ber	q47ber	r30ber	s26ber
a30qual	b40qual	c39qual	d34qual	e45qual	f45qual	g27qual	h47qual	i52qual	j41qual	k23ber	l30ber	m27ber	n21uni	o33uni	p30uni	q47uni	r30uni	s26uni
-	-	-	-	-	-	-	-	-	-	k23uni	l30uni	m27uni	n21uni	o33uni	p30uni	q47uni	r30uni	s26uni
a30anw	b40anw	c39anw	d34anw	e45anw	f45anw	g27anw	h47anw	i52anw	j41anw	k23anw	l30anw	m27anw	n21anw	o33anw	p30anw	q47anw	r30anw	s26anw
a30inh	b40inh	c39inh	d34inh	e45inh	f45inh	g27inh	h47inh	i52inh	j41inh	k23inh	l30inh	m27inh	n21inh	o33inh	p30inh	q47inh	r30inh	s26inh
a30ges	b40ges	c39ges	d34ges	e45ges	f45ges	g27ges	h47ges	i52ges	j41ges	k23ges	l30ges	m27ges	n21ges	o33ges	p30ges	q47ges	r30ges	s26ges
a30aus_f	-	-	-	e45ausf	f45ausf	g27ausf	h47ausf	i52ausf	j41ausf	k23ausf	l30ausf	m27ausf	n21ausf	o33ausf	p30ausf	q47ausf	r30ausf	s26ausf
a30ung_f	-	-	-	e45ungef	f45ungef	g27ungef	h47ungef	i52ungef	j41ungef	k23ungef	l30ungef	m27ungef	n21einf	o33einf	p30einf	q47einf	r30einf	s26einf
a30einf	-	-	-	e45einf	f45einf	g27einf	h47einf	i52einf	j41einf	k23einf	l30einf	m27einf	n21einf	o33einf	p30einf	q47einf	r30einf	s26einf
a30fach	-	-	-	e45fach	f45fach	g27fach	h47fach	i52fach	j41fach	k23fach	l30fach	m27fach	n21ber	o33ber	p30ber	q47ber	r30ber	s26ber
a30qual	-	-	-	e45qual	f45qual	g27qual	h47qual	i52qual	j41qual	k23ber	l30ber	m27ber	n21ber	o33ber	p30ber	q47ber	r30ber	s26ber
-	-	-	-	-	-	-	-	-	-	k23unif	l30unif	m27unif	n21unif	o33unif	p30unif	q47unif	r30unif	s26unif
a30anw_f	-	-	-	e45anwf	f45anwf	g27anwf	h47anwf	i52anwf	j41anwf	k23anwf	l30anwf	m27anwf	n21anwf	o33anwf	p30anwf	q47anwf	r30anwf	s26anwf
a30inh_f	-	-	-	e45inhf	f45inhf	g27inhf	h47inhf	i52inhf	j41inhf	k23inhf	l30inhf	m27inhf	n21inhf	o33inhf	p30inhf	q47inhf	r30inhf	s26inhf
-	-	-	d34ka	e45ka	f45ka	g27ka	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	e45_fka	-	g27ka_f	-	-	-	-	-	-	-	-	-	-	-	-
a30ges_f	b41ges_f	c40ges_f	d35ges_f	e45ges_f	f45ges_f	g27ges_f	h47ges_f	i52ges_f	j41ges_f	k23ges_f	l30ges_f	m27ges_f	n21ges_f	o33ges_f	p30ges_f	q47ges_f	r30ges_f	s26ges_f
-	-	-	d36a	e46a	f46a	g28a	h48a	i53a	j42a	k24a	l31a	m28a	n22a	o34a	p31a	q48a	r31a	s27a
a31ges	b42tz	c41tz	d36tz	e46tz	f46tz	g28tz	h48tz	i53tz	j42tz	k24tz	l31tz	m28tz	n22tz	o34tz	p31tz	q48tz	r31tz	s27tz
a31frau	b42tz_f	c41tz_f	d36tz_f	e46tz_f	f46tz_f	g28tz_f	h48tz_f	i53tz_f	j42tz_f	k24tz_f	l31tz_f	m28tz_f	n22tz_f	o34tz_f	p31tz_f	q48tz_f	r31tz_f	s27tz_f
-	b42u20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b42u20_f	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d36b	e46b	f46b	g28b	h48b	i54a	j43a	k25a	l32a	m29a	n23a	o35a	p32a	q49a	r32a	s28
a32ges	b43bef	-	d36bef	e46bef	f46bef	g28bef	h48bef	i54bef	j43bef	k25bef	l32bef	m29bef	n23bef	o35bef	p32bef	q49bef	r32bef	s28bef
a32frau	b43bef_f	-	d36bef_f	e46bef_f	f46bef_f	g28bef_f	h48bef_f	i54bef_f	j43bef_f	k25bef_f	l32bef_f	m29bef_f	n23bef_f	o35bef_f	p32bef_f	q49bef_f	r32bef_f	s28bef_f
-	-	-	-	-	-	-	-	i54ca	-	-	l32ca	-	n23c	o35c	p32c	q50	r32c	s28c
-	-	-	-	-	-	-	-	i54cb	-	-	l32cb	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	i54cc	-	-	l32cc	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	k06a	l33a	m30a	n24a	o36a	p33a	q51a	r33a	s29a
-	-	-	-	-	-	-	-	-	-	k06ges	l33ges	m30ges	n24ges	o36ges	p33ges	q51ges	r33ges	s29ges
-	-	-	-	-	-	-	-	-	-	k06voll	l33voll	m30voll	n24voll	o36voll	p33voll	q51voll	r33voll	s29voll
a33	b44a	c43a	d37a	e47a	f47a	-	-	-	j44a	k26a	l34a	m31a	n25a	o37a	p34a	q52a	r34a	s30a
	b44b	c43b	d37b	e47b	f47b	-	-	-	j44b	k26b	l34b	m31b	n25b	o37b	p34b	q52b	r34b	s30b
a33aush	b44aush	c43aush	d37aush	e47aush	f47aush	-	-	-	j44aush	k26aush	l34aush	m31aush	n25pra	o37pra	p34pra	q52pra	r34pra	s30pra
	b44frei	c43frei	d37frei	e47frei	f47frei	-	-	-	j44frei	k26frei	l34frei	m31frei	n25frei	o37frei	p34frei	q52frei	r34frei	s30frei
a34	b44c	c43c	d37c	e47c	f47c	-	-	-	j44c	-	l34c	m31c	n25c	o37c	p34c	q52c	r34c	s30c
a34leih	b44leih	c43leih	d37leih	e47leih	f47leih	-	-	-	j44leih	k54	l34leih	m31leih	n25leih	o37leih	p34leih	q52leih	r34leih	s30leih
-	-	-	-	-	-	-	-	-	-	-	-	m86	n26	o38	p36	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	m32	n27a	o39a	p35a	q52d	r34d	s30d
-	-	-	-	-	-	-	-	-	-	-	-	m321eu	n27_1eu	o39_1eu	p35_1eu	q52_1eu	r34_1eu	s30_1eu
-	-	-	-	-	-	-	-	-	j49	-	-	-	n28	-	p37	-	-	-
-	-	-	-	-	-	-	-	-	j50a	-	-	-	n29a	-	p38a	-	-	s32a

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
-	-	-	-	-	-	-	-	-	-	-	l81a	-	-	-	-	-	r65a	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	r65b	-
-	-	-	-	-	-	-	-	-	-	-	l81b	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	r65c	-
-	-	-	-	-	-	-	-	-	-	-	l81c	-	-	-	-	-	r65d	-
-	-	-	-	-	-	-	-	-	-	-	l81d	-	-	-	-	-	r65e	-
a39	b34	c31a	d29a	-	-	-	h28	-	-	-	-	-	-	-	-	-	-	-
a40	b35	c31b	d29b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c29	d28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c30ges	d28ges	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c30a	d28a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c30b	d28b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c30c	d28c	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a41	b36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a42c	-	c32e	d30e	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a42e	-	c32f	d30f	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c32a	d30a	-	-	-	-	-	-	-	l74	-	-	-	-	-	-	-
-	-	c32b	d30b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c32c	d30c	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c32d	d30d	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a42x	-	-	d30ka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l71	m62	n68	o66	p66	q78	r61	s64
-	-	-	-	-	-	-	-	-	-	-	l72a	m63a	n69a	o67a	p67a	q79a	r62a	s65a
-	-	-	-	-	f42dges	g67d	-	-	-	-	l72b	m63b	n69b	o67b	p67b	q79b	r62b	s65b
-	-	-	-	-	f43cges	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l73a	m64	n70	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l73b	m65	n71	-	-	-	-	-
-	-	c34a	d31a	e42a	f40a	g65a	h30a	i40a	j64	k65	l77	m66	n72	o68	p68	q80	r63	s66
a43	b37	c34b	d31b	e42b	f40b	g65b	h30b	i40b	j65a	k66a	l78a	m66ges	n73ges	o69ges	p69ges	q80ges	r63ges	s66ges
-	-	-	-	-	-	-	-	-	j65b	k66b	l78b	m66ges_f	n73ges_f	o69ges_f	p69ges_f	q80ges_f	r63ges_f	s66ges_f
-	-	-	-	e42c	f40c	g65c	h30c	i40c	j66a	k67a	l80a	m67ges	n75ges	o70ges	p71ges	q81ges	r64ges	s67ges
-	-	-	-	-	-	-	-	-	j66b	k67b	l80b	m67ges_f	n75ges_f	o70ges_f	p71ges_f	q81ges_f	r64ges_f	s67ges_f
-	-	c35	d32a	-	-	-	-	-	-	-	l79	m67a	n74	o70	p70	q81	r64	s67
-	-	c35ges	d32b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c35a	d32c1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c35b	d32c2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c35c	d32c3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c35d	d32c4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69a	h35a	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69b	h35b	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69c	h35c	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69d	h35d	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69e	h35e	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69f	h35f	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g69g	h35g	-	-	-	-	-	-	-	-	-	-	-
-	-	c38b	d33	e44	f44	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36a	-	-	-	l84a	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36b	-	-	-	l84b	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36d	-	-	-	l84c	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36h	-	-	-	l84d	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36i	-	-	-	l84f	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36k	-	-	-	l84e	-	-	-	-	-	-	-
-	-	-	-	-	-	-	h36l	-	-	-	l84g	-	-	-	-	-	-	-

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Category: Personnel movement and recruitment																		
a44a	b46a	c44a	d42a	e52a	f48a	g29a	h50	i55	j52	k39	l40	m34	n30	o40	p39	q53	r35	s38
a44b	b46b	c44b	d42b	e52b	f48b	g29b	h51	i56	j53	k40	l41	m35	n31	o41	p40	q54	r36	s39
a45ges	b47ages	c45ages	d43ages	e53ages	f49ages	g30ges	-	i57ges	j54ges	k41ages	l42ages	m36ages	n32ages	o42ges	p41ges	q55ges	r37ges	s40ges
a45ung	b47aunge	c45aunge	d43aunge	e53aunge	f49aunge	-	-	i57unge	j54unge	k41aunge	-	-	-	-	-	-	-	-
a45fach	b47afach	c45afach	d43afach	e53afach	f49afach	-	-	i57fach	j54fach	k41afach	-	-	-	-	-	-	-	-
a45einf	b47aeinf	c45aeinf	d43aeinf	e53aeinf	f49aeinf	-	-	i57einf	j54einf	k41aeinf	-	-	-	-	-	-	-	-
a45qual	b47aqual	c45aqual	d43aqual	e53aqual	f49aqual	-	-	i57qual	j54qual	k41aber	-	-	-	-	-	-	-	-
-	-	c45awn	d43awn	e53aka	f49aka	-	-	-	-	-	-	-	-	-	-	-	-	-
a45gesf	-	-	-	e53bges	f49bges	g30ges_f	-	i57ges_f	j54ges_f	k41c	l42afr	m36afr	n32afr	o42fr	p41fr	q55fr	r37fr	s40fr
a45ungf	-	-	-	e53bunge	f49bunge	-	-	-	-	-	-	-	-	-	-	-	-	-
a45fachf	-	-	-	e53bfach	f49bfach	-	-	-	-	-	-	-	-	-	-	-	-	-
a45einff	-	-	-	e53beinf	f49beinf	-	-	-	-	-	-	-	-	-	-	-	-	-
a45qualf	-	-	-	e53bqual	f49bqual	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	e53bka	f49bka	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47bges	c45bges	d43bges	e53cges	-	-	-	-	j55ges	k41bges	l42b	m36b	n32b	o44	-	-	-	-
-	b47bunge	c45bunge	d43bunge	e53cunge	-	-	-	-	j55unge	k41bunge	-	-	-	-	-	-	-	-
-	b47bfach	c45bfach	d43bfach	e53cfach	-	-	-	-	j55fach	k41bfach	-	-	-	-	-	-	-	-
-	b47beinf	c45beinf	d43beinf	e53ceinf	-	-	-	-	j55einf	k41beinf	-	-	-	-	-	-	-	-
-	b47bqual	c45bqual	d43bqual	e53cqual	-	-	-	-	j55qual	k41bber	-	-	-	-	-	-	-	-
-	b47bwn	c45bwn	d43bwn	e53cka	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	m36c	n32c	-	-	-	-	-
-	b47cges	c45cges	d43cges	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47cunge	c45cunge	d43cunge	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47cfach	c45cfach	d43cfach	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47ceinf	c45ceinf	d43ceinf	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47cqual	c45cqual	d43cqual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	b47cwn	c45cwn	d43cwn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	e53aka	f49aka	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	e53bka	f49bka	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	p44einf	q56einf	r38einf	s41einf
-	-	-	-	-	-	-	-	-	-	-	-	m40b	-	o43einf	p42ber	q56qual	r38qual	s41qual
a47ges	b49ges	c47ges	d45ges	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a47unge	b49unge	c47unge	d45unge	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a47fach	b49fach	c47fach	d45fach	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a47einf	b49einf	c47einf	d45einf	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a47qual	b49qual	c47qual	d45qual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a47x	-	-	d45ka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a48	b50	c48	d46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	i58	j56	k42	l43	m38	n34	o45	p45	q57	r39a	s42a
-	-	-	-	e54bef	f50bef	g31bef	-	i58bef	j56bef	k42bef	l43bef	m38bef	n34bef	o45bef	p45bef	q57bef	r39bef	s42bef
-	-	-	-	e54bef_f	f50bef_f	g31bef_f	-	i58bef_f	j56bef_f	k42bef_f	l43bef_f	m38bef_f	n34bef_f	o45bef_f	p45bef_f	q57bef_f	r39bef_f	s42bef_f
-	-	-	-	-	-	-	-	-	-	-	l44	m37	n33	o46	p46	q58	r40	s43
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o47a	p47a	q59a	r41a	s44a
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o47b	p47b	q59b	r41b	s44b
-	-	-	-	-	-	-	-	-	-	-	-	m42a	-	-	p48a	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	m42b	-	-	p48b	-	-	-
-	-	-	-	-	-	-	-	-	-	k43a	-	-	-	-	p49a	-	-	-
-	-	-	-	-	-	-	-	-	-	k43b	-	-	-	-	p49b	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	q61a	r43a	s46a
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	q61b	r43b	s46b
-	-	-	-	-	-	-	h49a	i59a	-	-	-	m45	n35	o48	p50	q60	r42	s45
-	-	-	-	-	-	-	h49b	i59b	-	-	-	m45ges	n35ges	o48ges	p50ges	q60ges	r42ges	s45ges
-	-	-	-	-	-	-	-	-	-	-	-	m45fr	n35fr	o48fr	p50fr	q60fr	r42fr	s45fr
a50	b56	-	d38	e48	f51	-	h60	i60	j59	k47	l38	m46	n39	o51	p51	q62	r44	s47

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
a51ages	b57ages	c54ages	d39ages	e49ages	f52ages	-	h61ages	i61ages	j60ages	k48ages	l39ages	m47ages	n40ages	o51ages	p52ages	q63ages	r45ges	s48ges
a51aunge	b57aunge	c54aunge	d39aunge	e49aunge	f52aunge	-	h61aunge	i61aunge	j60aunge	k48aunge	l39aunge	m47aunge	n40aeinf	o51aeinf	p52aeinf	q63aeinf	r45einf	s48einf
a51afach	b57afach	c54afach	d39afach	e49afach	f52afach	-	h61afach	i61afach	j60afach	k48afach	l39afach	m47afach						
a51aeinf	b57aeinf	c54aeinf	d39aeinf	e49aeinf	f52aeinf	-	h61aeinf	i61aeinf	j60aeinf	k48aeinf	l39aeinf	m47aeinf						
a51aqual	b57aqual	c54aqual	d39aqual	e49aqual	f52aqual	-	h61aqual	i61aqual	j60aqual	k48aber	l39aber	m47aber	n40aber	o51aber	p52aber	q63aber	r45ber	s48ber
-	-	-	-	-	-	-	-	-	-	k48auni	l39auni	m47auni	n40auni	o51auni	p52auni	q63auni	r45uni	s48uni
a51bges	b57bges	c54bges	d39bges	e49bges	f52bges	-	h61bges	i61bges	j60bges	k48bges	l39bges	m47bges	n40bges	o51bges	p52bges	q63bges	-	-
a51bunge	b57bunge	c54bunge	d39bunge	e49bunge	f52bunge	-	h61bunge	i61bunge	j60bunge	k48bunge	l39bunge	m47bunge	n40beinf	o51beinf	o52beinf	q63beinf	-	-
a51bfach	b57bfach	c54bfach	d39bfach	e49bfach	f52bfach	-	h61bfach	i61bfach	j60bfach	k48bfach	l39bfach	m47bfach						
a51beinf	b57beinf	c54beinf	d39beinf	e49beinf	f52beinf	-	h61beinf	i61beinf	j60beinf	k48beinf	l39beinf	m47beinf						
a51bqual	b57bqual	c54bqual	d39bqual	e49bqual	f52bqual	-	h61bqual	i61bqual	j60bqual	k48bber	l39bber	m47bber	n40bber	o51bber	p52bber	q63bber	-	-
-	-	-	-	-	-	-	-	-	-	k48buni	l39buni	m47buni	n40buni	o51buni	p52buni	q63buni	-	-
-	-	-	d39aka	e49aka	f52aka	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d39bka	e49bka	f52bka	-	-	-	-	-	-	-	-	-	-	-	-	-
a52	b58	c55	d40	e50	f54	-	h62	i62	-	-	-	-	-	-	-	-	-	-
a53ages	b59ages	c56ages	d41ages	e51ges	f55ages	-	h63ages	i63ages	-	-	-	-	-	-	-	-	-	-
a53aunge	b59aunge	c56aunge	d41aunge	e51unge	f55aunge	-	h63aunge	i63aunge	-	-	-	-	-	-	-	-	-	-
a53afach	b59afach	c56afach	d41afach	e51fach	f55afach	-	h63afach	i63afach	-	-	-	-	-	-	-	-	-	-
a53aeinf	b59aeinf	c56aeinf	d41aeinf	e51einf	f55aeinf	-	h63aeinf	i63aeinf	-	-	-	-	-	-	-	-	-	-
a53aqual	b59aqual	c56aqual	d41aqual	e51qual	f55aqual	-	h63aqual	i63aqual	-	-	-	-	-	-	-	-	-	-
a53bges	b59bges	c56bges	d41bges	-	f55bges	-	h63bges	i63bges	-	-	-	-	-	-	-	-	-	-
a53bunge	b59bunge	c56bunge	d41bunge	-	f55bunge	-	h63bunge	i63bunge	-	-	-	-	-	-	-	-	-	-
a53bfach	b59bfach	c56bfach	d41bfach	-	f55bfach	-	h63bfach	i63bfach	-	-	-	-	-	-	-	-	-	-
a53beinf	b59beinf	c56beinf	d41beinf	-	f55beinf	-	h63beinf	i63beinf	-	-	-	-	-	-	-	-	-	-
a53bqual	b59bqual	c56bqual	d41bqual	-	f55bqual	-	h63bqual	i63bqual	-	-	-	-	-	-	-	-	-	-
a53x	-	-	d41aka	e51ka	f55aka	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d41bka	-	f55bka	-	-	-	-	-	-	-	-	-	-	-	-	-
a54	b51	c49	d47	e55	f57	g32	h64	i64	j57	k44	l49	m48	n36	o49	p53	q64	r46	s49
a55ges	b52ges	c50ges	d48ges	e56ges	f58ges	g33ges	h65ges	i65ges	j58ges	k45ges	l50ges	m49ges	n37ges	o50ges	p54ges	q65ges	r47ges	s50ges
-	-	-	-	e56ges_f	f58ges_f	g33ges_f	h65ges_f	i65ges_f	j58ges_f	k45ges_f	l50ges_f	m49ges_f	n37ges_f	o50ges_f	p54ges_f	q65ges_f	r47ges_f	s50ges_f
a55a	b52a	c50a	d48a	e56a	f58a	g33a	h65a	i65a	j58a	k45a	l50a	m49a	n37a	o50a	p54a	q65a	r47a	s50a
a55b	b52b	c50b	d48b	e56b	f58b	g33b	h65b	i65b	j58b	k45b	l50b	m49b	n37b	o50b	p54b	q65b	r47b	s50b
a55c	b52c	c50c	d48c	e56c	f58c	g33c	h65c	i65c	j58c	k45c	l50c	m49c	n37c	o50c	p54c	q65c	r47c	s50c
a55d	b52d	c50d	d48d	e56d	f58d	g33d	h65d	i65d	j58d	k45d	l50d	m49d	n37d	o50d	p54d	q65d	r47d	s50d
a55e	b52e	c50e	d48e	e56e	f58e	g33e	h65e	i65e	j58e	k45e	l50e	m49e	n37e	o50e	p54e	q65e	r47e	s50e
-	b52f	c50f	d48f	e56f	f58f	g33f	h65f	i65f	j58f	k45f	l50f	m49f	n37f	o50f	p54f	q65f	r47f	s50f
a55f	b52g	c50g	d48g	e56g	f58g	g33g	h65g	i65g	j58g	k45g	l50g	m49g	n37g	o50g	p54g	q65g	r47g	s50g
-	-	-	-	-	-	-	-	-	-	k45h	l50h	m49h	n37h	o50h	p54h	q65h	r47h	s50h
-	-	-	-	-	-	-	-	-	-	k45i	l50i	m49i	n37i	o50i	p54i	q65i	r47i	s50i
a55g	b52h	c50h	d48h	e56h	f58h	g33h	h65h	i65h	j58h	k45j	l50j	m49j	n37j	o50j	p54j	q65j	r47j	s50j
a55x	-	-	d48ka	e56ka	f58ka	g33ka	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	k46a	-	-	n38	-	-	-	-	-
Category: Equality of opportunity																		
-	-	-	-	-	-	-	-	-	-	-	l35a	-	-	-	p55a	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l35b	-	-	-	p55b	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l36a	-	-	-	p56a	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l36b	-	-	-	p56b	-	-	-
-	-	-	-	-	-	-	-	-	-	-	l36c	-	-	-	p56c	-	-	-
Category: Salaries and wages																		
-	-	c62	d49	e57	f59	g50	h42	i67	j30	k72	l64	m52	n79	o81	p59	q39	r50	s52
-	-	-	-	-	-	g51	h43	i68	j31	k75a	l65	m53	n80	o82	p60	q40	r51	s56a
a57	-	c63	d50	e58	f60	g52	h44	i69	j32	k73	l66	m54	n81	o83	p61	q41	r52	s53
a57proz	-	c63proz	d50proz	e58proz	f60proz	g52proz	h44proz	-	j33	k74	l67	-	n82	-	p62	q42	r53	s54
a60	b25	c64	d51	e59	f61	g53	h45	i71	j34	k77	l68	m59	n83	o85	p63	q43	r54	s58

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Category: Operational working hours																		
a61	-	c57	d52	e60	f62	g38	-	i72	j20	-	l51	-	n52	-	p78	q28	r69	s59
a62	-	-	d56a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a62proz	-	-	d56b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a63	-	-	d57a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a63proz	-	-	d57b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64a	-	-	d58a	e67a	-	-	-	-	-	-	-	-	n63e	-	p85e	-	r76e	-
a64b	-	-	d58b	e67b2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64c	-	-	d58c	e67b3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64d	-	-	d58d	e67b4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64e	-	-	d58e	e67bs	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64bproz	-	-	d58bproz	e67b2pro	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64cproz	-	-	d58cproz	e67b3pro	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64dproz	-	-	d58dproz	e67b4pro	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64eproz	-	-	d58eproz	e67bspro	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a64x	-	-	d58ka	e67bka	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65a	-	-	d59a	e65a	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65b	-	-	d59b	e65b	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65c	-	-	d59c	e65c	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65d	-	-	d59d	e65d	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65bproz	-	-	d59bproz	e65bproz	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65cproz	-	-	d59cproz	e65cproz	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a65x	-	-	d59ka	e65ka	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66a	-	-	d60a	e66a	-	-	-	-	-	-	-	-	n63c	-	p85c	-	r76c	-
a66b	-	-	d60b	e66b	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66c	-	-	d60c	e66c	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66d	-	-	d60d	e66d	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66bproz	-	-	d60bproz	e66bproz	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66cproz	-	-	d60cproz	e66cproz	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a66x	-	-	d60ka	e66ka	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a67	b54	c61	d63	e62	f64	-	-	-	-	-	-	-	-	-	-	-	-	-
a68bez	b55bez	c61bez	d66b	e64b	f66b	-	-	-	-	-	-	-	-	-	-	-	-	-
a68freiz	b55freiz	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a68ges	b55ges	-	d66a	e64a	f66a	-	-	-	-	-	-	-	-	-	-	-	-	-
a69	b53	c60	d62a	-	-	-	-	-	-	k31a	-	-	n65a	-	-	q37a	r77a	-
-	-	-	-	-	-	-	-	-	-	k31b	-	-	n65b	-	-	q37b	r77b	-
a69std	b53std	c60std	d62b	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	c59	d54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d53a	e61a	f63a	g39a	-	i73a	j21a	k27a	-	-	n53a	-	p79a	-	r70a	-
-	-	-	d53b	e61b	f63b	g39b	-	i73b	j21b	k27b	-	-	n53b	-	p79b	-	r70b	-
-	-	-	d53c	e61c	f63c	g39c	-	i73c	j21c	k27c	-	-	n53c	-	p79c	-	r70c	-
-	-	-	d53d	e61d	f63d	g39d	-	i73d	j21d	k27d	-	-	n53d	-	p79d	-	r70d	-
-	-	-	d53e	e61e	f63e	g39e	-	i73e	j21e	k27e	-	-	n53e	-	p79e	-	r70e	-
-	-	-	d53ka	e61ka	f63ka	g39ka	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g40	-	-	j22	-	l60	-	n57	-	p82a	q30a	r73a	s61a
-	-	-	-	-	-	g41	-	-	j23	-	l61	-	n58	-	p82b	q30b	r73b	s61b
-	-	-	-	-	-	g43c	-	-	j25a	-	-	-	n59a	-	p83a	-	r74a	-
-	-	-	-	-	-	g43d	-	-	j25b	-	-	-	n59b	-	p83b	-	r74b	-
-	-	-	-	-	-	-	-	-	j25c	-	-	-	n59c	-	p83c	-	r74c	-
-	-	-	-	-	-	-	-	-	j25d	-	-	-	n59d	-	p83d	-	r74d	-
-	-	-	-	-	-	g43e	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	g43f	-	-	j25e	-	-	-	n59e	-	p83e	-	r74e	-
-	-	-	-	-	-	-	-	-	j26a	-	-	-	n60a	-	p84a	-	r75a	-
-	-	-	-	-	-	-	-	-	j26b	-	-	-	n60b	-	p84b	-	r75b	-
-	-	-	-	-	-	-	-	-	j26c	-	-	-	n60c	-	p84c	-	r75c	-

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Category: Employee participation in profits and capital																		
-	-	-	-	-	-	-	h46ab	i66a	-	-	-	m84a	-	o16a	-	q44a	-	s51a
-	-	-	-	-	-	-	h46bb	i66aproz	-	-	-	m84aproz	-	-	-	q44aproz	-	s51aproz
-	-	-	-	-	-	-	-	i66b	-	-	-	m84b	-	o16b	-	q44b	-	s51b
-	-	-	-	-	-	-	-	i66bproz	-	-	-	m84bproz	-	-	-	q44bproz	-	s51bproz
Category: General informations on the establishment/ office																		
a26	-	-	d67	-	-	-	-	-	j77	-	-	-	-	-	-	-	-	-
-	-	-	d68	-	-	-	-	-	j78	-	-	-	-	-	-	-	-	-
-	-	-	-	e68	f68	g76	-	i78	j79	k81	-	m87	n90	-	p88	-	r85	s82
-	-	-	-	-	-	-	-	-	j45a	-	l85a	-	-	-	p57a	q85	-	-
-	-	-	-	-	-	-	-	-	j45b	-	l85b	-	-	-	p57b	-	-	-
-	-	-	-	-	-	-	-	-	j45c	-	l85c	-	-	-	p57c	-	-	-
-	-	-	-	-	-	-	-	-	j45d	-	l85d	-	-	-	p57d	-	-	-
-	-	-	-	-	-	-	-	-	j46a	-	l86a	-	-	-	p58a	-	-	-
-	-	-	-	-	-	-	-	-	j46e	-	l86b	-	-	-	p58b	-	-	-
-	-	-	-	-	-	-	-	-	j46h	-	l86c	-	-	-	p58c	-	-	-
-	-	-	-	-	-	-	-	-	j46i	-	l86d	-	-	-	p58d	-	-	-
-	-	-	-	-	-	-	-	-	j46j	-	l86e	-	-	-	p58e	-	-	-
-	-	-	-	-	-	-	-	-	j47a	-	l87a	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	j47b	-	l87b	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	j47c	-	l87c	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	j47d	-	l87d	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	j47e	-	l87e	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	j47f	-	l87f	-	-	-	-	-	-	-
a73	bz04	cz04	d78	e69	f79	g77	h77	i79	j80	k82	l89	m88	n86	o90	p91	q88	r83	s84
-	-	-	-	e69g	-	-	-	-	-	-	-	-	-	-	-	-	-	-
a74	bz05	cz05	d79	e70	f69	g78	h78	i80	j81	k83	l90	m89	n91	o87	p89	q86	r80	s78
-	-	-	-	e70g	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o88	p90	q87	r81	s79
-	-	-	d70	-	f70	g80	h68	i84	-	-	-	-	-	-	-	-	-	-
-	-	-	d71a	-	f71	g81	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d71b	-	f71j	g81j	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	e72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	bz03	cz03	d72	-	f72	-	h75a	i91a	j86a	k88a	l94a	m94a	n95a	o95a	p96a	q93a	r89a	s86a
-	-	-	-	-	-	-	h75b	i91b	j86b	k88b	l94b	m94b	n95b	o95b	p96b	q93b	r89b	s86b
-	-	-	-	-	-	-	h75c	i91c	j86c	k88c	l94c	m94c	n95c	o95c	p96c	q93c	r89c	s86c
-	-	-	-	-	-	-	h73	i89	j84	k86	l92	m92	n93	o93	p95a	q92a	r88a	s85a
-	-	-	-	-	-	-	h74	i90	j85	k87	l93	m93	n94	o94	p95b	q92b	r88b	s85b
-	-	-	-	ez1	f73	g82	h69	i85	-	-	-	-	-	-	-	-	-	-
-	-	-	-	ez2	f74	g83	h70	i86	-	-	-	-	-	-	-	-	-	-
-	bz02	cz02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d74a	ez5a	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	d74b	ez5b	f77	g86	h72	i88	-	-	-	-	-	-	-	-	-	-
-	-	-	d75	ez3	f75	g84	h71	i87	-	-	-	-	-	-	-	-	-	-
-	-	-	d77	ez4	f76	g85	h80	i81	j82	k84	l91	m91	n92	o92	p94	q91	r87	s80b
a75	bz06	cz06	d80	e71 / e71g	f67	g79	h79	i82	j76	k80	l88a	m85a	n84a	o86a	p86a	q84a	r79a	s77a
-	-	-	-	-	-	-	-	-	-	-	l88b	m85b	n84b	o86b	p86b	q84b	r79b	s77b
-	-	-	-	-	-	-	-	-	-	k79	-	-	-	-	p87	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	o89	p93	q90	r82	s81
a76a	bz07a	cz07a	d81a	e76a	f78a	g87a	h81a	i92a	j87a	k89a	l95a	m95a	n96a	o96a	p97a	q94a	r90a	s87a
a76b	bz07b	cz07b	d81b	e76b	f78b	g87b	h81b	i92b	j87b	k89b	l95b	m95b	n96b	o96b	p97b	q94b	r90b	s87b
-	b65	c66	d83	e79	f86	g90	h85	i95	j90	k92	l98	m98	n99	o99	p100	q97	r93	s90

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Additional informations																		
-	-	-	-	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum	idnum
bula1993	bula1994	bula1995	bula1996	bula1997	bula1998	bula1999	bula2000	bula2001	bula2002	bula2003	bula2004	bula2005	bula2006	bula2007	bula2008	bula2009	bula2010	bula2010
well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993	well1993
-	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994	well1994
-	-	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995	well1995
-	-	-	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996	well1996
-	-	-	-	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997	well1997
-	-	-	-	-	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998	well1998
-	-	-	-	-	-	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999	well1999
-	-	-	-	-	-	-	well2000	well2000	well2000	well2000	well2000	well2000	well2000	well2000	well2000	well2000	well2000	well2000
-	-	-	-	-	-	-	-	well2001	well2001	well2001	well2001	well2001	well2001	well2001	well2001	well2001	well2001	well2001
-	-	-	-	-	-	-	-	-	well2002	well2002	well2002	well2002	well2002	well2002	well2002	well2002	well2002	well2002
-	-	-	-	-	-	-	-	-	-	well2003	well2003	well2003	well2003	well2003	well2003	well2003	well2003	well2003
-	-	-	-	-	-	-	-	-	-	-	well2004	well2004	well2004	well2004	well2004	well2004	well2004	well2004
-	-	-	-	-	-	-	-	-	-	-	-	well2005	well2005	well2005	well2005	well2005	well2005	well2005
-	-	-	-	-	-	-	-	-	-	-	-	-	well2006	well2006	well2006	well2006	well2006	well2006
-	-	-	-	-	-	-	-	-	-	-	-	-	-	well2007	well2007	well2007	well2007	well2007
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	well2008	well2008	well2008	well2008
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	well2009	well2009	well2009
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	well2010	well2010
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	well2011
-	-	-	wo1996	wo1997	wo1998	wo1999	wo2000	wo2001	wo2002	wo2003	wo2004	wo2005	wo2006	wo2007	wo2008	wo2009	wo2010	wo2011
quer1993	quer1994	quer1995	quer1996	quer1997	quer1998	quer1999	quer2000	quer2001	quer2002	quer2003	quer2004	quer2005	quer2006	quer2007	quer2008	quer2009	quer2010	quer2011
hr1993q	hr1994q	hr1995q	hr1996q	hr1997q	hr1998q	hr1999q	hr2000q	hr2001q	hr2002q	hr2003q	hr2004q	hr2005q	hr2006q	hr2007q	hr2008q	hr2009q	hr2010q	hr2011q
br16fb93	br16fb94	br16fb95	br16fb96	br16fb97	br16fb98	br16fb99	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	br20fb00	br20fb01	br20fb02	br20fb03	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	br17fb04	br17fb05	br17fb06	br17fb07	br17fb08	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	br18fb09	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	br19fb10	br19fb11
grkl1993	grkl1994	grkl1995	grkl1996	grkl1997	grkl1998	grkl1999	grkl2000	grkl2001	grkl2002	grkl2003	grkl2004	grkl2005	grkl2006	grkl2007	grkl2008	grkl2009	grkl2010	grkl2011
-	pan93_94	pan93_95	pan93_96	pan93_97	pan93_98	pan93_99	pan93_00	pan93_01	pan93_02	pan93_03	pan93_04	pan93_05	pan93_06	-	-	-	-	-
-	-	-	-	pan96_97	pan96_98	pan96_99	pan96_00	pan96_01	pan96_02	pan96_03	pan96_04	pan96_05	pan96_06	-	-	-	-	-
-	-	-	-	-	-	-	-	pan00_01	pan00_02	pan00_03	pan00_04	pan00_05	pan00_06	pan00_07	pan00_08	pan00_09	pan00_10	pan00_11
-	-	-	-	-	-	-	-	-	-	-	pan03_04	pan03_05	pan03_06	pan03_07	pan03_08	pan03_09	pan03_10	pan03_11
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	pan07_08	pan07_09	pan07_10	pan07_11
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	pan09_10	pan09_11
-	hr93_94p	hr93_95p	hr93_96p	hr93_97p	hr93_98p	hr93_99p	hr93_00p	hr93_01p	hr93_02p	hr93_03p	hr93_04p	hr93_05p	hr93_06p	-	-	-	-	-
-	-	-	-	hr96_97p	hr96_98p	hr96_99p	hr96_00p	hr96_01p	hr96_02p	hr96_03p	hr96_04p	hr96_05p	hr96_06p	-	-	-	-	-
-	-	-	-	-	-	-	-	hr00_01p	hr00_02p	hr00_03p	hr00_04p	hr00_05p	hr00_06p	hr00_07p	hr00_08p	hr00_09p	hr00_10p	hr00_11p
-	-	-	-	-	-	-	-	-	-	-	hr03_04p	hr03_05p	hr03_06p	hr03_07p	hr03_08p	hr03_09p	hr03_10p	hr03_11p
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	hr07_08p	hr07_09p	hr07_10p	hr07_11p
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	hr09_10p	hr09_11p
-	-	-	-	-	neu1998	neu1999	neu2000	neu2001	neu2002	neu2003	neu2004	neu2005	neu2006	neu2007	neu2008	neu2009	neu2010	neu2011
-	-	-	-	-	kkz1998	kkz1999	kkz2000	kkz2001	kkz2002	kkz2003	kkz2004	kkz2005	kkz2006	kkz2007	kkz2008	kkz2009	kkz2010	kkz2011
-	-	-	-	-	-	bik1999	bik2000	bik2001	bik2002	bik2003	bik2004	bik2005	bik2006	bik2007	bik2008	bik2009	bik2010	bik2011
-	-	-	-	-	-	-	wz93_00	wz93_01	wz93_02	wz93_03	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	wz03_04	wz03_05	wz03_06	wz03_07	wz03_08	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	wz08_09	wz08_10	wz08_11
-	-	-	-	-	-	-	-	-	bay2002	-	-	bay2005	bay2006	bay2007	bay2008	bay2009	bay2010	bay2011
-	-	-	-	-	-	-	-	-	bayreg02	-	-	bayreg05	bayreg06	bayreg07	bayreg08	bayreg09	bayreg10	bayreg11
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	bay_reg2	baystr09	baystr10	baystr11
-	-	-	-	-	-	-	-	-	brem2002	-	-	brem2005	brem2006	brem2007	brem2008	brem2009	brem2010	brem2011
-	-	-	-	-	-	-	-	-	hess2002	-	-	hess2005	hess2006	hess2007	hess2008	hess2009	hess2010	hess2011
-	-	-	-	-	-	-	-	-	nrw2002	-	-	nrw2005	nrw2006	nrw2007	nrw2008	nrw2009	nrw2010	nrw2011
-	-	-	-	-	-	-	-	-	rlpf2002	-	-	rlpf2005	rlpf2006	rlpf2007	rlpf2008	rlpf2009	rlpf2010	rlpf2011
-	-	-	-	-	-	-	-	-	saar2002	-	-	saar2005	saar2006	saar2007	saar2008	saar2009	saar2010	saar2011
-	-	-	-	-	-	-	-	-	sach2002	-	-	sach2005	sach2006	sach2007	sach2008	sach2009	sach2010	sach2011
-	-	-	-	-	-	-	-	-	-	-	-	bran2006	bran2007	bran2008	bran2009	bran2010	bran2011	bran2011
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	nireg09	nireg2010	nireg2011
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	niraum09	niraum2010	niraum2011

1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
-	-	-	-	-	-	-	-	-	ausbet02	-	-	ausbet05	ausbet06	ausbet07	ausbet08	ausbet09	ausbet10	ausbet11
-	-	-	-	-	-	-	-	-	ausdif02	-	-	ausdif05	ausdif06	ausdif07	ausdif08	ausdif09	ausdif10	ausdif11

Operational Investment																
h21	h22a	h22b	h22c	h22d	h22e											
Vocational Training and Traineeship																
h36c	h36e	h36f	h36g	h36j												
Salaries and Wages																
h46aa	h46ac	h46ad	h46ae	h46af	h46ba	h46bc	h46bd	h46be								
Demand for Qualified Employees and Personnel																
h5201	h5202	h5203	h5204	h5205	h5206	h5207	h5208	h5209	h5210	h53	h5401	h5402	h5403	h5404	h5405	h5406
h5407	h5408	h5409	h5410	h55b	h55c	h55d	h56ba	h56bb	h56bc	h56bd	h56be	h56bf	h56bg	h56ca	h56cb	h56cc
h56cd	h56ce	h56cf	h56cg	h56da	h56db	h56dc	h56dd	h56de	h56df	h56dg	h57ba	h57bb	h57bc	h57bd	h57be	h57bf
h57bg	h57bh	h57bi	h57bj	h57bk	h57ca	h57cb	h57cc	h57cd	h57ce	h57cf	h57cg	h57ch	h57ci	h57cj	h57ck	h57da
h57db	h57dc	h57dd	h57de	h57df	h57dg	h57dh	h57di	h57dj	h57dk	h58ba	h58bb	h58bc	h58bd	h58be	h58bf	h58bg
h58bh	h58ca	h58cb	h58cc	h58cd	h58ce	h58cf	h58cg	h58ch	h58da	h58db	h58dc	h58dd	h58de	h58df	h58dg	h58dh
h59ba	h59bb	h59bc	h59bd	h59be	h59bf	h59bg	h59bh	h59bi	h59bj	h59ca	h59cb	h59cc	h59cd	h59ce	h59cf	h59cg
h59ch	h59ci	h59cj	h59da	h59db	h59dc	h59dd	h59de	h59df	h59dg	h59dh	h59di	h59dj				
In-Company Training																
h67a	h67b	h67c	h67d	h67e	h67f	h67g										
2001																
Innovations in the establishment																
i18a	i18b	i18c	i18d	i18e	i19	i20	i23h	i23i	i23j	i23k						
Operational Investment																
i31a	i31b	i31c	i31d													
In-Company Training																
i32a	i32b	i32c	i36aa	i36ab	i36ac	i36ad	i36ae	i36ba	i36bb	i36bc	i36bd	i36be				
Vocational Training and Traineeship																
i39c	i42c	i45	i46a	i46b												
Salaries and Wages																
i70a	i70b	i70c	i70d	i70aproz	i70bproz	i70cproz	i70dproz	i70ka								
2002																
Operational Working Hours																
j24a	j24b	j24c	j24d	j24e	j24f	j24g	j29unge	j29fach	j29einf	j29qual						
Contact with Employment Center																
j35a	j35ba	j35bb	j35bc	j35bd	j35be	j35c	j36a	j36ba	j36bb	j36bc	j36bd	j36be	j36c	j37a	j37ba	j37bb
j37bc	j37bd	j37be	j37c	j38a	j38ba	j38bb	j38bc	j38bd	j38c	j39a	j39b	j39c	j39d	j39e	j39f	
Personnel Structure																
j46b	j46c	j46d	j46f	j46g	j48aa	j48ab	j48ac	j48ad	j48ae	j48af	j48ag	j48ah	j48ai	j48aj	j48ak	j48al
j48ba	j48bb	j48bc	j48bd	j48be	j48bf	j48bg	j48bh	j48bi	j48bj	j48bk	j48bl	j51a	j51b	j51c	j51d	j51e
j51f	j51g															
2003																
Employment Development																
k07a	k07ba	k07bb	k07bc	k07bd	k07be											
Short-Time Work in the first half of 2003																
k32a	k32b	k33														
Personnel Recruitment in the first half of 2003																
k43																
Personell Outflow in the first half of 2003																
k46b																
Current Personnel Recruitment																
k49aa	k49ab	k49ac	k49ad	k49ae	k49af	k49ag	k49ah	k49ai	k49ba	k49bb	k49bc	k49bd	k49be	k49bf	k49bg	k49bh
k49bi																
Temporary Employment in the first half of 2003																
k51a	k51b	k51c	k51ges	k52unge	k52fach	k52einf	k52ber	k52uni	k52ges	k53a	k53b	k53c	k53d	k53e	k53ges	
Fluctuations in the Business Activity																
k55	k56aa	k56ab	k56ac	k56ad	k56ae	k56af	k56ag	k56ah	k56ai	k56aj	k56ak	k56al	k56b			

