

FDZ-Datenreport

Documentation of labour market data

01/2016

EN

lidA – leben in der Arbeit

German cohort study on work, age and health

Documentation for waves 1 and 2

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Die FDZ-Datenreporte beschreiben die Daten des FDZ im Detail. Diese Reihe hat somit eine doppelte Funktion: zum einen stellen Nutzerinnen und Nutzer fest, ob die angebotenen Daten für das Forschungsvorhaben geeignet sind, zum anderen dienen sie zur Vorbereitung der Auswertungen.

FDZ-Datenreporte (FDZ data reports) describe FDZ data in detail. As a result, this series of reports has a dual function: on the one hand, those using the reports can ascertain whether the data offered is suitable for their research task; on the other, the data can be used to prepare evaluations.

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Abstract

The study “lidA – leben in der Arbeit. German cohort study on work, age and health” was a two-wave panel study funded by the Federal Ministry of Education and Research and examines the relationship between work, health and work participation among aging employees from an interdisciplinary perspective (www.lida-studie.de). The lidA study was carried out by an interdisciplinary consortium consisting of the Institute for Safety Technology at Bergische University Wuppertal, the Institute for Employment Research (IAB), Nuremberg, the Institute of Social Medicine and Health Economics at Otto-von-Guericke-University Magdeburg, the Institute of the History, Philosophy and Ethics of Medicine at Ulm University, infas Institute for Applied Social Sciences, Bonn and the Federal Institute for Occupational Safety and Health (BAuA), Berlin, as an associated partner. lidA contains a representative sample of persons belonging to the 1959 and 1965 birth cohorts and employed on the reference date for sampling, 31 December 2009. They were interviewed personally (CAPI) in 2011 (wave 1; N=6,585) and 2014 (wave 2; N=4,244). The data contain information about work and current employment relationship characteristics, work demands, workloads, subjective health indicators, socioeconomic status, household context and allow both cross-sectional and longitudinal analysis. This dataset is now available as a Scientific Use File for the scientific community via the Research Data Centre of the Federal Employment Agency at the Institute for Employment Research. The report contains information on data collection, data editing, anonymisation and the description of the variables of the two waves.

Keywords: employment, working conditions, workloads, subjective health, age, data documentation, cohort study

The lidA project was funded by the Federal Ministry of Education and Research (Bundesministerium für Bildung und Forschung (BMBF); funding codes 01ER0825, 01ER0826, 01ER0827 and 01ER0806). We would like to thank our colleagues at the IAB for their advice and support and our cooperation partners, especially infas, for their assistance with the data preparation. Our thanks also go to the coders whose work made the open-ended responses on occupations accessible for analysis. We also express our thanks to Pearson Assessment and Information GmbH for their permission to use the BDI-V questionnaire. And last but not least we would like to thank the respondents for participating in the study and for their willingness to disclose information. The respective authors are responsible for the contents of the FDZ data reports and method reports.

Zusammenfassung

"lidA - leben in der Arbeit. Kohortenstudie zu Gesundheit und Älterwerden in der Arbeit" war eine vom Bundesministerium für Bildung und Forschung geförderte Panelstudie in zwei Wellen zur Untersuchung verschiedenster Zusammenhänge zwischen Arbeit und Gesundheit (www.lida-studie.de). Sie war ein Kooperationsprojekt zwischen dem Institut für Sicherheitstechnik der Bergischen Universität Wuppertal, dem Institut für Sozialmedizin und Gesundheitsökonomie an der Otto-von-Guericke-Universität Magdeburg, dem Institut für Geschichte, Theorie und Ethik der Medizin an der Universität Ulm, dem infas Institut für angewandte Sozialwissenschaft GmbH, Bonn, dem Institut für Arbeitsmarkt- und Berufsforschung, Nürnberg und der Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, Berlin, als assoziiertem Partner. Ein repräsentatives Sample von Personen, die zum 31.12.2009 sozialversicherungspflichtig beschäftigt waren und 1959 und 1965 geboren sind, wurde in den Jahren 2011 (Welle 1; N=6.585) und 2014 (Welle 2; N=4.244) persönlich (CAPI) befragt. Die Daten enthalten Informationen zum aktuellen Arbeitsverhältnis und der Erwerbssituation, zu Arbeitsanforderungen und -belastungen, zur persönlichen Einschätzung der Gesundheit, zum sozio-ökonomischen Hintergrund und zum Haushaltskontext und erlauben Querschnittsbetrachtungen wie Längsschnittanalysen. Der im Rahmen der lidA-Studie erhobene Datensatz steht nun der Scientific Community als Scientific Use File über das Forschungsdatenzentrum der Bundesagentur für Arbeit im Institut für Arbeitsmarkt- und Berufsforschung zur Verfügung. Der vorliegende Report beschreibt die in den beiden Befragungswellen erhobenen Merkmale, die Datenaufbereitungs- und erforderlichen Anonymisierungsschritte.

Schlüsselwörter: Erwerbstätigkeit, Arbeitsbedingungen, Arbeitsbelastungen, subjektive Gesundheitseinschätzung, Alter, Datendokumentation, Kohortenstudie

1 Introduction

Demographic change is also changing the labour market. The supply of labour is shrinking and the age structure of the labour force is shifting (Fuchs 2013). Skill shortages are already visible in certain sectors of the economy, long-term forecasts show further manpower shortages in the future (Maier et al. 2014). The raising of the retirement age and the reduction of early retirement schemes can be seen as first policy responses to this. Irrespective of the current demographic developments with regard to immigration and migration, workers should remain economically active longer and stay healthy at the same time.

Against this background, the question as to the effects and interactions of the world of work on a healthy ageing process in working life is becoming more and more important. This applies in particular for those individuals who are at the threshold to a higher working age. The so-called baby boomers are the strongest group in the potential labour force (Tisch/Topfhoven 2011). Psychosocial work demands and workloads are increasingly becoming the focus of political debate and of discussion regarding the organisation of work (Rauch et al. 2015a).

The aim of the study "lidA – leben in der Arbeit. German cohort study on work, age and health" was to examine the relationship between work and health in an ageing labour force from an interdisciplinary perspective (Hasselhorn et al. 2014). It was a joint project carried out by the Institute for Safety Technology at Bergische University Wuppertal, the Institute of Social Medicine and Health Economics at Otto-von-Guericke-University Magdeburg, the Institute of the History, Philosophy and Ethics of Medicine at Ulm University, infas Institute for Applied Social Sciences, Bonn, the Institute for Employment Research (IAB), Nuremberg, and the Federal Institute for Occupational Safety and Health (BAuA), Berlin, as an associated partner. The study focused on two baby boomer cohorts, born in 1959 and 1965. For the analysis of the relationship between work, age, ageing and health a longitudinal design was chosen in order to identify age, period and cohort effects (Schaie/Caskie 2005). The data contain information on the current employment relationship and on the employment situation in general, on workloads, gratuity crises at work, subjective health, the socioeconomic background and the household context.

The sample for the survey was drawn from the administrative data of the German Federal Employment Agency (Bundesagentur für Arbeit - BA). The sampling process consisted of two steps: first, 222 sample points were selected as survey areas, then, in the second step, a random sample of employees covered by social security was drawn for each sample point (Schröder et al. 2013). The population comprised individuals who were in employment subject to social security on 31.12.2009 (incl. people in marginal part-time employment, without civil servants and self-employed persons). In the first wave in 2011, 6,585 individuals were interviewed using CAPI, in the second wave in 2014, 4,244 people were interviewed (Steinwede et al. 2015). The survey data are made available to the scientific community as Scientific Use Files via the Research Data Centre (FDZ) of the Federal Employment Agency (BA) at the Institute for Employment Research (IAB).

2 Outline and data access

2.1 Dataset

Content-related characteristics	
Topics/groups of variables	Individual characteristics: sociodemography, employment, further education and training, health, hand grip strength, work-life balance, job satisfaction, household context
Data unit	Employees covered by social security on the reference date of 31.12.2009, born in 1959 or 1965
Number of cases	1st wave: 6,585 interviews 2nd wave: 4,244 interviews
Period covered	2011 and 2014
Time reference	Cross-sectional and longitudinal data
Regional structure	Eastern and western Germany

Methodological characteristics	
Method of data collection	<p>Two-step random sample: In the first step, 222 sample points were selected, proportional to the population. In the second step a random sample of all employees born in 1959 or 1965 who were covered by social security on the reference date of 31.12.2009 was drawn for each sample point.</p> <p>The sample is disproportionately stratified for the birth cohorts of 1959 and 1965. For the initial survey the sample obtained was distributed as follows: 1959 cohort: N= 2,908 (44 %) 1965 cohort: N= 3,677 (56 %)</p>
File format and size	Stata (4 MB), SPSS (4 MB)
File architecture	lidA_v1.dta (Stata dataset); lidA_v1.sav (SPSS dataset)

Data access	
Data access	Scientific Use File
Degree of anonymisation	Factually anonymous data
Sensitive variables	none

2.2 Data access

The dataset described in this paper is accessible to the scientific community. The data from the two waves of the lidA study can be used for non-commercial research and are provided for this purpose by the Research Data Centre (FDZ). Researchers interested in using the data have to submit an application for data access. Further information regarding data access and how to apply for it can be found on the FDZ website (<http://fdz.iab.de>).

3 Data collection

3.1 Method and contents of the survey

The lidA study surveyed employees of the 1959 and 1965 birth cohorts (Schröder et al. 2013; Steinwede et al. 2015). The population comprised individuals who were in employment subject to social security contributions on 31.12.2009. This includes people in marginal part-time employment but does not include civil servants or self-employed individuals. The survey was conducted in two waves in 2011 and 2014. The survey used the method of computer-assisted personal interviews (CAPI) and was conducted by infas Institute for Applied Social Sciences GmbH. For certain batteries of items or complex questions, the respondents were given a booklet containing lists of possible responses. To record the current attitude towards life, a paper-pencil questionnaire to be filled in by the respondents themselves was used during the personal interview. The respondents also received a letter explaining the objectives of the study, a data protection statement and detailed participant information. They were allowed to refuse or withdraw their consent at any time.

The survey focused on questions regarding the employment situation, work demands and workloads, on health and sociodemographic characteristics (Rauch et al. 2015b). The questionnaire is divided into three overarching modules, each covering one topic:

- work
- health
- sociodemographics

As far as possible, scales to record attitudes towards work and health were used that are considered valid and reliable and have already been implemented frequently. The areas surveyed in the *work* module covered information on the present job, for example, type and duration, working hours, capacity for work, quantitative demands and pace, effort-reward imbalance and work motivation. The *health* module focused on questions about the personal assessment of the health-related quality of life (using the SOEP version of the SF 12), about sleep or health-relevant behaviour and the measurement of hand grip strength. The *sociodemographics* module contains questions from the Destatis and ZUMA Demographic Standards (Statistisches Bundesamt 2004) (taken over or adapted) as well as further details regarding the personal life situation and the household context, such as work-privacy conflict or the division of household chores.

As the sampling procedure was based on the status *in employment subject to social security contributions* on 31.12.2009, some of the respondents were not in employment at the time of the first and/or the second survey. This subgroup was not excluded from the survey, but questions were asked about the current status and certain information regarding the last job.

The majority of the variables were surveyed in both waves, so it is possible to measure a variety of changes. In the second wave of the survey, an additional module on retirement aspirations was included, however some variables or scales were not surveyed again in the second wave (e.g. the selection/optimisation/compensation model [SOC], which records basic processes for maintaining competences and quality of life). Some variables that were not expected to have changed were not surveyed again in the second wave, e.g. gender or school qualifications. In the second wave some information was also recorded by preloading the information from the first survey and carrying it forward or changing it (e.g. occupational status: "In our last interview we also noted that your occupational status at that time was 'display preload'. Is that still the same?"). Furthermore, in wave 2 some variables were only recorded again if there had been a change of employer (e.g. the type of employment contract). A correspondence table of all the variables and whether they were surveyed in both waves or only in wave 1 or wave 2 can be found at http://fdz.iab.de/de/FDZ_Individual_Data/lidA/Working_Tools.aspx.

3.2 Sampling and response rates

In order to implement the survey in the context of the lidA study, a representative sample of employees was drawn from the Employee History File (Beschäftigtenhistorik) of the Institute for Employment Research (IAB). The sampling was conducted in a two-step selection process. First, 222 sample points were selected as survey areas. The sample points were drawn in proportion to the population and are spread across the whole of Germany (Schröder et al. 2013). At that time the population consisted of 12,227 municipalities (Gemeinde, five-digit municipality code), and from this the district sample was drawn in proportion to the share of its target population in the overall population. It represents the overall population according to both federal state and district size class (BIK 10) (for additional tables see Schröder et al. 2013). In the second step, a random gross sample was drawn from the overall population of the target persons for each sample point.

For the first wave in 2011, it was planned to conduct 6,600 interviews with a disproportionate allocation of the two birth cohorts:

- cohort 1 (born in 1959): N=2,750 (approx. 42 percent)
- cohort 2 (born in 1965): N=3,850 (approx. 58 percent)

The disproportionate allocation was intended to ensure that – under the assumption of panel mortality, among other things – roughly the same number of interviews for the two cohorts are available over time in order to allow cohort comparisons.

In the first wave a main tranche and a replacement tranche with a total of 26,697 addresses were used. After correcting the tranches (e.g. due to target persons moving to other districts outside the sample points, address not being correct (any longer), person not belonging to the target group), the corrected sample to be used comprised 24,322 individuals. This included 17,685 cases of so-called systematic non-response, e.g. 3,950 people who either could not be contacted or could not be interviewed (for example due to illness or language difficulties) and 13,735 individuals who refused to take part in the survey either personally or via a third party. In total a response rate of 27.3 percent was achieved (standard definition according to AAPOR 2006) (Schröder et al. 2013) and therefore N=6,585 valid CAPI interviews were conducted.

The question regarding the willingness to participate in a panel was explained orally during each interview, was then actually asked and documented in writing (respondent's signature) at the end of the interview. 85.3 percent agreed in writing to a further interview.

In the second wave there were N=1,333 cases of systematic non-response; in 2.4 percent of cases it was not possible to establish a current address, 5.3 percent withdrew their willingness to take part in the panel, ordered a deletion of their address or refused in principle. The response rate was 75.7 percent. In the second wave N=4,244 valid CAPI interviews were therefore conducted.

During the personal interview, the respondents were given the self-completion questionnaire to record their current attitude to life, they were asked to fill it in and either to give it back to the interviewer in a sealed envelope or to send it to infas by post. Completed self-completion questionnaires were available for 89.7 percent of the respondents in the first wave and for 93.8 percent in the second wave.

Further detailed information about the survey, the field phases and selectivity analyses can be found in the method reports (Methodenreport) on the lidA study in Schröder et al. (2013) and Steinwede et al. (2015).

4 Data preparation

4.1 Data correction

In the course of the data preparation procedure, all variables were subjected to a plausibility check. If respondents had given clearly implausible information, this information was indicated by a specific missing value ("-8": implausible value; see 4.3.2). This was done, for example, with the BMI.

Detailed descriptions of the data correction procedures for the individual variables can be found in the respective descriptions of the variables in Chapter 6. In addition, the filters in the questionnaire programming were checked. Here, variables for certain individuals who should have answered certain questions according to the filtering process were set to "-4" (question accidentally omitted, question should have been asked, however). For further details on the missing values see 4.3.2.

4.2 Coding of the open-ended responses on occupation

The occupation was recorded in the questionnaire via three open-ended questions, analogous to the Demographic Standards (Statistisches Bundesamt 2004). The following questions were asked for this:

(1) What is your current occupation? Please tell me the precise title, in other words, for example, not electrician, but industrial electrician; not sales assistant, but sales assistant for shoes; not clerk, but e.g. work planner, accounting clerk.

(2) Please describe your occupation precisely!

(3) Does this occupation also have a special name?

These open-ended responses were translated into a numerical code in order to make the information usable for quantitative analyses. They were coded into the so-called documentation code number (Dokumentationskennziffer - DKZ) of the Federal Employment Agency (Drasch et al. 2012), which consists of eight digits. The first five digits correspond to the five-digit code from the Classification of Occupations 2010 (Klassifikation der Berufe 2010), the sixth digit distinguishes between jobs (value 1 and 2) and vocational training (value 8 and 9), the seventh and eighth digits are artificial and serve to differentiate the occupational titles more precisely (Paulus/Matthes 2013). On the basis of the documentation code number, various classified details about the occupation are made available in this SUF (see 6.3.3).

4.3 Data organisation

4.3.1 Variable names

A content-related orientation is made possible by allocating the first letter of the variable name to the three overarching modules of the questionnaire that were described earlier:

P: Person
W: Work
H: Health

The rest of the variable name takes into account, among other things, the question number in the questionnaire. In addition, some variables are already made available as scales or in aggregated form. In these cases the abbreviation of the scale was integrated into the variable name, e.g. H_BMI, H_BDI_V, H_SF12_pcs, H_SF12_mcs, P_PosAff, P_NegAff, Hhg_mean. Variables that were technically generated have descriptive names (e.g. welle).

4.3.2 Missing values

Furthermore, in the context of the data preparation process, uniform missing codes were allocated (these are not listed separately in the individual variable descriptions):

Value	Meaning
-1	don't know
-2	no response
-3	not applicable / question was not asked due to the filter
-4	question accidentally omitted (question should have been asked, however)
-5	question-specific missing value (if, when constructing scales, it is no longer possible to understand why the scale could not be constructed.)
-6	question was not asked due to the filter for employment or economic inactivity
-8	implausible value
-9	item not surveyed in wave

5 Anonymisation

Identifiers such as name, address and region are not contained in the dataset on principle.

For data protection reasons the individual survey data may only be passed on to external researchers in factually anonymous form, i.e. as Scientific Use Files. Data are understood to be factually anonymous if it is not possible to rule out the de-anonymisation of individual data entirely but this could only be achieved with a disproportionately large amount of time, expense and labour. The FDZ follows the standards laid down for the Federal Statistical Office and the Statistical Offices of the Federal States (§16 para. 6 Federal Statistics Law (BstatG)) here.

To ensure factual anonymity, a restrictive anonymisation concept was developed, which was used in the course of the data preparation process:

The risk of de-anonymisation increases with the level of detail in a dataset. As the lidA study is a study on work, age and health, the detailed factual information on work and health should be retained as far as possible. In exchange, the detailed regional structure was dispensed with as far as possible. This means that the data only reveal whether the place of residence is in eastern or western Germany.

Sensitive variables that increase the risk of de-anonymisation were removed from the dataset. These include, for example, details about the migration background. Only the information as

to whether the respondent is German or non-German is retained. Detailed information about the household composition or about the people for whom the respondent provides care within or outside of the household was also deleted from the dataset. Furthermore, all open-ended responses were removed from the dataset.

Subjective information and assessments are normally regarded as unproblematic with regard to the risk of de-anonymisation, as they are not direct identifiers. In contrast, individuals may be re-identified directly by combining sociodemographic variables or hard facts, so it was necessary to anonymise the data partially in this case by means of deletion or aggregation. As a general orientation it can be said that it is necessary to anonymise variables that are directly identifiable (i.e. variables that can permit conclusions regarding the identity of the data subject if they are disclosed) as soon as the number of individuals per variable, wave and cohort falls below a minimum of 20 – in certain cases also for combinations of variables.

Certain variables whose values do not reach the minimum number of cases were aggregated, for example the exact working hours. Certain scales containing sensitive information are only released as scale values (e.g. BDI-V; positive and negative affectivity).

The aggregations performed are reported in the respective descriptions of the variables.

6 Description of variables

6.1 Technically generated variables

6.1.1 Artificial personal identifier

Variable label	Artificial personal identifier
Variable name	persnr
Question	-
Values, detailed description	Using the artificial personal identifier it is possible to identify the information pertaining to an individual.
Origin	Generated
Notes	-

6.1.2 Survey wave

Variable label	Survey wave
Variable name	welle
Question	-
Values, detailed description	1 1st wave 2 2nd wave This variable indicates the wave in which an interview was conducted.
Origin	Generated
Notes	-

6.1.3 Weighting factors

Variable label	Weighting factor wave 1, weighting factor wave 2
Variable name	weight_w1, weight_w2
Question	-
Values, detailed description	<p>A detailed description of the weighting factors can be found in the FDZ method reports (FDZ-Methodenreport) on the respective wave.</p> <p>References:</p> <p>Schröder, Helmut; Kersting, Anne; Gilberg, Reiner; Steinwede, Jacob (2013): Methodenbericht zur Haupterhebung lidA – leben in der Arbeit, FDZ-Methodenreport 01/2013, Nuremberg.</p> <p>Steinwede, Jacob; Kleudgen, Martin; Häring, Amando; Schröder, Helmut (2015): Methodenbericht zur Haupterhebung lidA – leben in der Arbeit, 2.Welle, FDZ-Methodenreport 07/2015, Nuremberg.</p>
Origin	Generated
Notes	-

6.1.4 Identifier: working vs. economically inactive

Variable label	Identifier: working vs. economically inactive
Variable name	W_erwerb
Question	-
Values, detailed description	<p>0 No 1 Yes</p> <p>This variable indicates whether the questions on employment or those on economic inactivity are answered.</p>
Origin	Generated
Notes	-

6.2 Variables on the person (person)

6.2.1 Sociodemographic variables

6.2.1.1 Year of birth

Variable label	Cohort
Variable name	P_gebjahr
Question	-
Values, detailed description	1959 1965
Origin	Questionnaire
Notes	-

6.2.1.2 Gender

Variable label	Gender
Variable name	P_geschl
Question	-
Values, detailed description	1 Male 2 Female
Origin	Questionnaire
Notes	-

6.2.1.3 Place of residence: eastern / western Germany

Variable label	Place of residence: eastern / western Germany
Variable name	P_ostwest
Question	-
Values, detailed description	0 West Germany 1 East Germany (incl. Berlin) This variable reports whether the respondent's place of residence is in eastern or western Germany. Berlin was assigned to eastern Germany as a federal state.
Origin	Generated
Notes	Aggregated

6.2.1.4 Highest general education qualification achieved

Variable label	Highest general education qualification achieved
Variable name	Psd010
Question	10 What is the highest general education qualification you have achieved?
Values, detailed description	1 No qualification 2 Lower secondary school leaving certificate 3 Intermediate secondary school leaving certificate 4 Polytechnic secondary school 5 Entrance qualification for university of applied sciences (Fachhochschulreife) 6 Upper secondary school leaving certificate (general) 7 Other school qualification
Origin	Questionnaire
Notes	Only asked in wave 1

6.2.1.5 Highest vocational qualification achieved

Variable label	Highest vocational qualification achieved
Variable name	Psd011
Question	11 And what is your highest vocational qualification?
Values, detailed description	1 Qualification from a company vocational training programme/ apprenticeship 2 Qualification from a school-based vocational training course 3 Qualification from a technical college or a master craftsmen's college 4 Degree from a university of applied sciences (Fachhochschule) 5 University degree 6 Other qualification 7 No vocational qualification
Origin	Questionnaire
Notes	-

6.2.1.6 Marital status

Variable label	Marital status
Variable name	Psd148
Question	148 What is your marital status?
Values, detailed description	1 Married 2 Registered life partnership 3 Single 4 Divorced 5 Widowed
Origin	Questionnaire
Notes	-

6.2.1.7 Partnership

Variable label	Partnership
Variable name	Psd149
Question	149 Do you have a partner?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.2.1.8 Joint household

Variable label	Joint household
Variable name	Psd150
Question	150 Do you live together with your partner or spouse?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.2.1.9 Partner's occupational situation

Variable label	Partner's occupational situation
Variable name	Psd151
Question	151 What is your partner's current occupational situation?
Values, detailed description	1 In full-time employment working at least 35 hours per week 2 In part-time employment 3 In marginal part-time, casual or irregular employment 4 Unemployed, jobseeker, participating in measure 5 Long-term sick 6 Early retirement, retirement 7 Other
Origin	Questionnaire
Notes	Aggregated

6.2.1.10 Partner's general state of health

Variable label	Personal assessment: partner's general state of health
Variable name	Psd151b
Question	151b And how would you assess your partner's state of health in general? As...
Values, detailed description	1 very good 2 good 3 satisfactory 4 not so good 5 poor
Origin	Questionnaire
Notes	Only asked in wave 2

6.2.1.11 Household size

Variable label	Household size
Variable name	Psd152
Question	152 How many people live here in your household, including children and yourself?
Values, detailed description	1 1 person 2 2 people 3 3 people 4 4 people 5 5 people 6 6 or more people
Origin	Questionnaire
Notes	Aggregated

6.2.1.12 Children under the age of 14 in the household

Variable label	Children under the age of 14 in the household
Variable name	Psd153
Question	153 How many of those people are children under the age of 14?
Values, detailed description	0 No children under 14 in household 1 1 child under 14 in household 2 2 children under 14 in household 3 3 or more children under 14 in household
Origin	Questionnaire
Notes	Aggregated

6.2.1.13 Net monthly earned income

Variable label	Net monthly earned income
Variable name	Psd155
Question	155 Please tell me your current net monthly income from your job.
Values, detailed description	<p>1 Up to 400 (wave 1)/450 (wave 2) euros</p> <p>2 Between 400 (wave 1)/450 (wave 2) and 800 (wave 1)/850 (wave 2) euros</p> <p>3 800 (wave 1)/850 (wave 2) to under 1000 euros</p> <p>4 1000 to under 1500 euros</p> <p>5 1500 to under 2000 euros</p> <p>6 2000 to under 2500 euros</p> <p>7 2500 to under 3000 euros</p> <p>8 3000 to under 4000 euros</p> <p>9 4000 to under 5000 euros</p> <p>10 5000 euros or more</p> <p>The response categories were changed slightly between waves 1 and 2.</p>
Origin	Questionnaire
Notes	-

6.2.1.14 Types of income in the household

Variable label	Types of income in the household
Variable name	Psd156A, Psd156B, Psd156C, Psd156D, Psd156E, Psd156F, Psd156G, Psd156H, Psd156I, Psd156J, Psd156K, Psd156L
Question	<p>156 In the following I would like to know what types of income your household currently has.</p> <p>A Wages or salaries from gainful employment</p> <p>B Income from self-employment</p> <p>C Unemployment benefit 1</p> <p>D Unemployment benefit 2</p> <p>E Other benefits from the Federal Employment Agency (Bundesagentur für Arbeit) or from another welfare provider</p> <p>F Income from an old-age pension or social assistance in old-age</p> <p>G Child benefit/parental allowance</p> <p>H Private maintenance payments</p> <p>I Private financial contributions from relatives</p> <p>J Payments from long-term care insurance/ nursing allowance/ sickness benefit</p> <p>K Income from rent/ interest earnings</p> <p>L Other</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Notes	-

6.2.1.15 Net monthly household income

Variable label	Net monthly household income
Variable name	Psd157
Question	157 If you now put together all the types of income that you just reported: How high is the total net monthly income of your household at present?
Values, detailed description	3 Up to 1000 euros 4 1000 to under 1500 euros 5 1500 to under 2000 euros 6 2000 to under 2500 euros 7 2500 to under 3000 euros 8 3000 to under 4000 euros 9 4000 to under 5000 euros 10 5000 to under 8000 euros 11 8000 euros or more
Origin	Questionnaire
Notes	Aggregated

6.2.1.16 Country of birth

Variable label	Country of birth
Variable name	Psd165
Question	165 Were you born in Germany?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 1

6.2.1.17 Nationality

Variable label	Nationality (D / nD)
Variable name	Psd168
Question	168 What is your nationality?
Values, detailed description	1 German 2 Other
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.2.1.18 Languages spoken at home

Variable label	Languages spoken at home (D / nD)
Variable name	Psd174
Question	174 And what language do you normally speak at home? In other words the language that you speak most of the time with guests, friends and your family.
Values, detailed description	1 Only German 2 Mainly German 3 Mainly another language 4 Only another language
Origin	Questionnaire
Notes	Only asked in wave 1

6.2.2 Other household characteristics

6.2.2.1 Responsibilities in the household

Variable label	Responsibilities in the household
Variable name	Phh159A, Phh159B, Phh159C, Phh159D
Question	159 Please tell me whether each of the following tasks is performed by you or by someone else, or whether you share the work equally with someone else. A Who mainly runs errands, e.g. shopping, visits to authorities? B Who mainly does the housework, e.g. cooking, washing, cleaning? C Who mainly does the repairs in the home, on the car or also the gardening? D Who mainly looks after the children?
Values, detailed description	1 Mainly myself 2 Mainly someone else 3 I share the jobs roughly equally with someone else
Origin	Questionnaire
Notes	Phh159D is a filter question that was only asked of people with children under the age of 14 in the household.

6.2.2.2 Care

6.2.2.2.1 Care in the personal environment

Variable label	Care in the personal environment
Variable name	Phh159a
Question	159a Do you care for someone in your personal environment?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 2

6.2.2.2.2 Hours of care

Variable label	Care in the personal environment: hours
Variable name	Phh159b
Question	159b How many hours per week do you usually do that?
Values, detailed description	1 Up to 5 hours per week 2 6 to 10 hours per week 3 More than 10 hours per week
Origin	Questionnaire
Notes	Only asked in wave 2; aggregated

6.2.2.2.3 Care in the household

Variable label	Care in the household
Variable name	Phh160
Question	160 Do you care for someone in your household?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 1

6.2.2.2.4 Care outside the household

Variable label	Care outside the household
Variable name	Phh162
Question	162 Do you care for someone outside your household?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 1

6.2.3 Personal assistance

Variable label	Personal assistance
Variable name	Pre164A, Pre164B, Pre164C, Pre164D, Pre164E
Question	<p>164 Sometimes we need support from other people. Using the categories in the list, please tell me whether you know someone who could support you in the situations described.</p> <p>A ... someone to talk to about your worries and problems? B ...someone to do small jobs for you? C ...someone who could help you when dealing with authorities? D ...someone who would lend you money? E ...someone who visits you or invites you to visit them?</p>
Values, detailed description	<p>1 Nobody 2 One or two people 3 Three or four people 4 More than four people</p> <p>Questions analogous to the study "Life Situation and Social Security 2005 (LSS 2005)"</p> <p>References: Meßmann, Susanne; Bender, Stefan; Rudolph, Helmut; Hirseland, Andreas; Bruckmeier, Kerstin; Wübbecke, Christina; Dundler, Agnes; Städele, Daniela; Schels, Brigitte (2008): Lebenssituation und Soziale Sicherheit 2005 (LSS 2005). IAB-Querschnittsbefragung SGB II. Handbuch-Version 1.0.0, FDZ-Datenreport 04/2008, Nuremberg.</p>
Origin	Questionnaire
Notes	-

6.2.4 Positive/ negative affectivity

Variable label	Scale average: positive affectivity Scale average: negative affectivity
Variable name	P_PosAff P_NegAff
Question	<p>82/108 This list contains a number of words that describe different feelings and emotions. For each word, please indicate on a scale of 1 to 5 how often you feel like that in general. 1 means that you never feel like that, 5 says that you feel like that all the time. You can graduate your assessment with the values in between.</p> <p>A angry B hostile C alert D ashamed E inspired F nervous G determined H attentive I afraid J active</p>

<p>Values, detailed description</p>	<p>This variable indicates the value of the negative or positive affectivity scale.</p> <p>1 Never</p> <p>2</p> <p>3</p> <p>4</p> <p>5 All the time</p> <p>The response categories were modified compared to the original version.</p> <p>In accordance with the literature by Watson et al. (1988) and that by Krohne et al. (1996) the analysis is made available at scale level.</p> <p>References:</p> <p>Krohne, Heinz Walter; Egloff, Boris; Kohlmann, Carl-Walter; Tausch, Anja (1996): Untersuchungen mit einer deutschen Version der "Positive and Negative Affective Schedule" (PANAS). Diagnostica, Vol. 42 (2), pp. 139-156.</p> <p>Watson, David; Clark, Lee A.; Tellegen, Auke (1988): Development and validation of brief measures of positive and negative affect: The PANAS scales. Journal of personality and social psychology, Vol. 54 (6), pp. 1063-1070.</p>
<p>Origin</p>	<p>Generated</p>
<p>Notes</p>	<p>Only asked in wave 1; question was asked with the same wording for people in employment and economically inactive people in different parts of the questionnaire</p>

6.3 Variables on the employment situation (work)

6.3.1 Current employment

Variable label	Current employment
Variable name	Wde012
Question	12 Are you currently ...?
Values, detailed description	1 in full-time employment working at least 35 hours per week 2 in part-time employment 3 in marginal part-time, casual or irregular employment 4 unemployed, a jobseeker, participating in a measure 5 long-term sick 6 in early retirement, retirement 7 something else
Origin	Questionnaire
Notes	Aggregated

6.3.2 Follow-up question: economically active according to ILO definition

Variable label	Follow-up question: economically active according to ILO definition
Variable name	Wde014
Question	14 Do you currently work for at least one hour for pay, as an employee, as a self-employed person or as a family member assisting in a family business?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.3.3 Occupation

6.3.3.1 One-digit code KIdB2010

Variable label	Classification of Occupations 2010 (KIdB2010) – one-digit code
Variable name	W_KLDB2010
Question	15 What is your current occupation? 16 Please describe your occupation precisely! 17 Does this occupation also have a special name?
Values, detailed description	1 Agriculture, forestry, animal production, horticulture 2 Mining and quarrying, production and manufacturing 3 Construction, architecture, surveying and building technology 4 Natural science, geography and information technology 5 Transport, logistics, protection and security 6 Commercial services, goods trade, sales and marketing, hotel trade and tourism 7 Company organisation, accounting, law and administration 8 Health, social work, education 9 Philology, literature, humanities, social sciences and economics, media, art, culture and design Three-step query conducted analogous to the Demographic Standards See also Section 4.2 on the coding of occupations. References: Paulus, Wiebke; Matthes, Britta (2013): Klassifikation der Berufe. Struktur, Codierung und Umsteigeschlüssel, FDZ-Methodenreport 08/2013, Nuremberg.
Origin	Questionnaire
Notes	Generated

6.3.3.2 Level of activity of current occupation

Variable label	Level of activity based on the Classification of Occupations 2010 (KldB2010)
Variable name	W_ANF
Question	15 What is your current occupation? 16 Please describe your occupation precisely! 17 Does this occupation also have a special name?
Values, detailed description	1 Unskilled and semi-skilled activities 2 Skilled activities 3 Complex specialist activities 4 Highly complex activities Last digit of the KldB2010 See also Section 4.2 on the coding of occupations. References: See 6.3.3.1
Origin	Questionnaire
Notes	Generated

6.3.3.3 Occupational segments

Variable label	Occupational segments based on the Classification of Occupations 2010 (KldB2010)
Variable name	W_SEG
Question	15 What is your current occupation? 16 Please describe your occupation precisely! 17 Does this occupation also have a special name?
Values, detailed description	<p>11 Occupations in agriculture, forestry and horticulture 12 Occupations in manufacturing 13 Occupations in manufacturing technology 14 Occupations in construction and building completion 21 Food-related occupations, occupations in hotels and restaurants 22 Medical and non-medical health occupations 23 Occupations in the humanities and art 31 Commercial occupations 32 Occupations in corporate management and organisation 33 Occupations in business services 41 Occupations in IT and scientific services 51 Security occupations 52 Occupations in transport and logistics 53 Cleaning occupations</p> <p>See also Section 4.2 on the coding of occupations.</p> <p>References: Paulus, Wiebke; Matthes, Britta (2013): Klassifikation der Berufe. Struktur, Codierung und Umsteigeschlüssel, FDZ-Methodenreport 08/2013, Nuremberg. Matthes, Britta; Meinken, Holger; Neuhauser, Petra (2015): Berufssektoren und Berufssegmente auf Grundlage der KldB 2010, Methodenbericht der Statistik der BA, Nuremberg.</p>
Origin	Questionnaire
Notes	Generated

6.3.3.4 Occupational sectors

Variable label	Occupational sectors based on the Classification of Occupations 2010 (KIdB2010)
Variable name	W_SEK
Question	15 What is your current occupation? 16 Please describe your occupation precisely! 17 Does this occupation also have a special name?
Values, detailed description	1 Occupations in manufacturing 2 Occupations in personal services 3 Occupations in commercial and business services 4 Occupations in IT and scientific services 5 Occupations in other administrative and support service activities See also Section 4.2 on the coding of occupations. References: See 6.3.3.3
Origin	Questionnaire
Notes	Generated

6.3.3.5 Blossfeld classification of occupations

Variable label	Blossfeld classification of occupations
Variable name	W_BLOSS
Question	15 What is your current occupation? 16 Please describe your occupation precisely! 17 Does this occupation also have a special name?
Values, detailed description	<p>1 Agricultural occupations 2 Unskilled, manual occupations 3 Skilled, manual occupations 4 Technicians 5 Engineers 6 Unskilled services 7 Skilled services 8 Semiprofessions 9 Professions 10 Unskilled commercial and admin. occupations 11 Skilled commercial and admin. occupations 12 Managers</p> <p>See also Section 4.2 on the coding of occupations.</p> <p>References: Schimpl-Neimanns, Bernhard (2003): Mikrodaten-Tools: Umsetzung der Berufsklassifikation von Blossfeld auf die Mikrozensen 1973-1998, ZUMA-Methodenbericht, Mannheim.</p>
Origin	Questionnaire
Notes	Generated

6.3.4 Variables on the current job

6.3.4.1 Duration of current job

Variable label	Duration of current job
Variable name	Wce018
Question	18 Since when have you performed this job?
Values, detailed description	0 Less than one year to 31 more than 30 years
Origin	Questionnaire
Notes	Aggregated

6.3.4.2 Occupational status

Variable label	Occupational status
Variable name	Wce019
Question	19 What is your occupational status? 20 Please look at this list and tell me which of the responses apply to you.
Values, detailed description	11 Blue-collar worker, unskilled 12 Blue-collar worker, semi-skilled 13 Skilled worker 14 Foreman/forewoman, crew supervisor, master craftsman, work team leader 21 White-collar worker with an operative job 22 White-collar worker with a skilled job 23 White-collar worker with autonomous performance in a job with responsibility 24 White-collar worker with managerial tasks/ decision-making powers 50 Other
Origin	Questionnaire
Notes	Aggregated

6.3.4.3 Change of employer

Variable label	Change of employer since last interview
Variable name	Wce021a
Question	21a Have you changed your employer since the last interview?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.4.4 Reason for change of employer

Variable label	Reason for change of employer
Variable name	Wce021b
Question	21b How did it come about that you changed your employer?
Values, detailed description	1 You quit the job yourself. 2 The employer terminated the contract (also bankruptcy, plant closure) 3 Another reason
Origin	Questionnaire
Notes	Only asked in wave 2; aggregated

6.3.4.5 Duration of employment with the current employer

Variable label	Duration of employment with the current employer
Variable name	Wce021
Question	21 How long have you worked for your current employer?
Values, detailed description	Contains information about the duration of employment with the current employer to date. 0 Less than one year to 31 More than 30 years
Origin	Questionnaire
Notes	Aggregated

6.3.4.6 Employment subject to social security

Variable label	Employment subject to social security
Variable name	Wce022
Question	22 Are you covered by social security in this job?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.3.4.7 Type of employment contract

Variable label	Type of employment contract
Variable name	Wce023
Question	23 Is your current employment contract ...?
Values, detailed description	1 permanent 2 fixed-term 3 other
Origin	Questionnaire
Notes	Aggregated

6.3.4.8 Contract period

Variable label	Contract period
Variable name	Wce025
Question	25 How long exactly is the contract period in years and months?
Values, detailed description	0 Less than one year 1 Between 1 and 2 years 2 2 years or longer
Origin	Questionnaire
Notes	Aggregated

6.3.4.9 Remaining contract period

Variable label	Remaining contract period
Variable name	Wce026
Question	26 How long does your contract still have to run?
Values, detailed description	0 Less than 1 year 1 Longer than 1 year
Origin	Questionnaire
Notes	Aggregated

6.3.4.10 Weekly working hours

Variable label	Weekly working hours
Variable name	Wce028
Question	28 How many hours do you normally work per week?
Values, detailed description	Actual weekly working hours including regular overtime and overtime in excess of statutory maximum working hours: 5 Up to 5 hours per week to 48 48 hours per week 50 49 to 50 hours per week 55 51 to 55 hours per week 60 56 to 60 hours per week 61 More than 60 hours per week 62 Working hours vary considerably Formulation of question changed slightly between waves 1 and 2.
Origin	Questionnaire
Notes	Aggregated, rounded to full hours

6.3.4.11 Contractually agreed weekly working hours

Variable label	Contractually agreed weekly working hours
Variable name	Wce028a
Question	28a What are your contractually agreed weekly working hours without overtime?
Values, detailed description	<p>Contractually agreed weekly working hours:</p> <p>5 Up to 5 hours per week</p> <p>10 6 to 10 hours per week</p> <p>15 11 to 15 hours per week</p> <p>20 16 to 20 hours per week</p> <p>25 21 to 25 hours per week</p> <p>30 26 to 30 hours per week</p> <p>35 31 to 35 hours per week</p> <p>40 36 to 40 hours per week</p> <p>41 More than 40 hours per week</p> <p>42 No working hours agreed in contract</p>
Origin	Questionnaire
Notes	Only asked in wave 2; aggregated

6.3.4.12 Working time model

Variable label	Working time model
Variable name	Wce029A, Wce029B , Wce029C , Wce029D , Wce029E
Question	29 What applies to your job as regards working time? A You work shifts B You have fixed times for starting and ending work C You have flexible working hours D You do not have fixed hours of work E Other Formulation of question changed slightly between waves 1 and 2.
Values, detailed description	0 No 1 Yes
Origin	Questionnaire
Notes	-

6.3.4.13 Shift work: shift system

Variable label	Type of shift work
Variable name	Wce030
Question	30 So do you work...
Values, detailed description	1 Mainly the early shift 2 Mainly the late/night shift 3 Alternating or rotating shifts 4 Another form of shift work
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.3.4.14 Night work: nights per month

Variable label	Average number of nights per month
Variable name	Wce031
Question	31 How many nights do you currently work per month on average?
Values, detailed description	0 None 5 1 to 5 nights per month 10 6 to 10 nights per month 11 11 or more nights per month
Origin	Questionnaire
Notes	Aggregated

6.3.4.15 Secondary job

Variable label	Secondary job
Variable name	Wce034
Question	34 Do you have other paid jobs besides your main job?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.3.4.16 Number of secondary jobs

Variable label	Number of secondary jobs
Variable name	Wce035
Question	35 How many other jobs do you have besides your main job?
Values, detailed description	1 One 2 Two or more
Origin	Questionnaire
Notes	Aggregated

6.3.4.17 Working hours of secondary job

Variable label	Weekly working hours of secondary job
Variable name	Wce036
Question	36 And how many hours do you normally work there per week? If you have more than one secondary job, please add up the working hours!
Values, detailed description	5 Up to 5 hours per week 10 6 to 10 hours per week 11 11 or more hours per week 12 Working hours vary considerably Formulation of question changed slightly between waves 1 and 2.
Origin	Questionnaire
Notes	Aggregated

6.3.4.18 Way to work

Variable label	Way to work
Variable name	Whh032
Question	32 Roughly how many minutes does it take you to get from your home to your place of work on a normal working day (one-way)?
Values, detailed description	0 Under 10 minutes 10 About 10 minutes 20 About 20 minutes 30 About 30 minutes 40 About 40 minutes 50 About 50 minutes 60 About 60 minutes 70 About 70 minutes 80 About 80 minutes 90 About 90 minutes 100 More than 90 minutes
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.3.4.19 Weekend commuter

Variable label	Weekend commuter
Variable name	Whh033
Question	33 Are you a weekend commuter?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Aggregated

6.3.4.20 Participation in further training

Variable label	Participation in further training
Variable name	Wre064A, Wre064B, Wre064C, Wre064D, Wre064E, Wre064F, Wre064G, Wre064H
Question	<p>64 Please tell me what you have done to further your professional development since 2008/ since the last interview.</p> <p>A ...participated in seminars, training courses or training sessions aimed at further vocational training that were <u>not</u> run by your company but by an external provider?</p> <p>B ...participated in in-house seminars, training courses or training sessions aimed at further vocational training that were run by your company?</p> <p>C ...attended specialist lectures, conferences, congresses, exhibition events, colloquiums or symposiums to further your professional development?</p> <p>D ... participated in a course of further training at your workplace? This includes, e.g. organised induction training or instruction by an instructor or colleagues at the workplace.</p> <p>E ...participated in a quality circle or a workshop circle, a workshop, a subject-specific workshop or a study group?</p> <p>F ...participated in vocational orientation measures (e.g. coaching, supervision, mentoring system, trainee programmes)?</p> <p>G ...participated in a company exchange programme with other companies or in a systematic job-rotation scheme?</p> <p>H ...continued your education and training by means of self-directed learning at the workplace (e.g. via distance learning, audiovisual aids such as videos, computer-assisted learning)?</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p> <p>Questions analogous to those in the study "Further Training as a Part of Lifelong Learning" (WeLL)</p> <p>References: Huber, Martina; Möller, Sabrina; Schmucker, Alexandra (2009): Panel "WeLL". Arbeitnehmerbefragung für das Projekt "Berufliche Weiterbildung als Bestandteil Lebenslangen Lernens", FDZ-Datenreport 05/2009, Nuremberg.</p>
Origin	Questionnaire
Notes	Wre064E to Wre064H only asked in wave 1

6.3.4.21 Work at the computer

Variable label	Physical exposure at work: work at the computer
Variable name	Wco043a
Question	43a Please tell me how often you work at a computer in your work. How often does this apply: ...
Values, detailed description	1 Never 2 Up to a quarter of the time 3 Up to half of the time 4 Up to three quarters of the time 5 More than three quarters of the time, i.e. almost all the time
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.5 Physical exposures at work

Variable label	Physical exposure
Variable name	Wco043A, Wco043B, Wco043C, Wco043D, Wco043E, Wco043F, Wco043G
Question	<p>43 I am now going to read out to you some possible forms of occupational stress at your workplace. Please assess in each case how often these circumstances apply in your job.</p> <p>A Working standing up</p> <p>B Working sitting down</p> <p>C Cold, heat, wet conditions, dampness or draught</p> <p>D Noise</p> <p>E Working in a bending, squatting or kneeling position, lying down or above your head</p> <p>F Lifting and/or carrying heavy loads</p> <p>G One-sided movements, in the sense of one-sided physical activity</p>
Values, detailed description	<p>1 Never</p> <p>2 Up to a quarter of the time</p> <p>3 Up to half of the time</p> <p>4 Up to three quarters of the time</p> <p>5 More than three quarters of the time, i.e. almost all the time</p> <p>Questions similar to those in the BIBB/BAuA employee survey 2006 (BiBB/BAuA-Erwerbstätigenbefragung 2006)</p> <p>References:</p> <p>Hall, Anja (2009): Die BIBB/BAuA-Erwerbstätigenbefragung 2006. Methodik und Frageprogramm im Vergleich zur BIBB/IAB-Erhebung 1998, Schriftenreihe des Bundesinstituts für Berufsbildung Bonn, Bonn.</p>
Origin	Questionnaire
Notes	Wco043A, Wco043C, Wco043D only asked in wave 1

6.3.6 Effort-reward imbalance questionnaire

6.3.6.1 Effort-reward imbalance: efforts

Variable label	ERI (efforts)
Variable name	Wco050A, Wco050B, Wco050C, Wco050D, Wco050E, Wco050F
Question	<p>50 I am now going to read out to you some more possible forms of stress that may occur at work. For each statement, please tell me whether it applies to your personal work situation.</p> <p>A I have many interruptions and disturbances while performing my job.</p> <p>B I have constant time pressure due to a heavy work load.</p> <p>C I have a lot of responsibility in my job.</p> <p>D I am often pressured to work overtime.</p> <p>E My job is physically demanding.</p> <p>F Over the past few years, my job has become more and more demanding.</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p> <p>E is no longer an ERI standard item in the German version.</p> <p>The effort scale consists of the total score from 6 items of the effort-reward imbalance model. High scores indicate a high level of stress due to occupational demands.</p> <p>References:</p> <p>Heinrich-Heine-Universität Düsseldorf, Institut für Medizinische Soziologie: The ERI Model - Stress and Health http://www.uniklinik-duesseldorf.de/startseite/institute/institut-fuer-medizinische-soziologie/forschung-research/the-eri-model-stress-and-health/ (Status: 05.10.2015).</p> <p>Rödel, Andreas; Siegrist, Johannes; Hessel, Aike; Brähler, El-mar (2004): Fragebogen zur Messung beruflicher Gratifikationskrisen. Zeitschrift für Differentielle und Diagnostische Psychologie, Vol. 25 (4), pp. 227-238.</p> <p>Siegrist, Johannes (1996): Adverse Health Effects of High-Effort/Low-Reward Conditions. Journal of Occupational Health Psychology, Vol. 1 (1), pp. 27-41.</p> <p>Siegrist, Johannes; Starke, Dagmar; Chandola, Tarani; Godin, Isabelle; Marmot, Michael; Niedhammer, Isabelle; Peter, Richard (2004): The measurement of effort-reward imbalance at work: European comparisons. In: Social Science & Medicine, Vol. 58 (8), pp. 1483-1499. Questionnaire</p>

Origin	Questionnaire
Notes	-

6.3.6.2 Effort-reward imbalance: efforts – follow-up question

Variable label	ERI (efforts – follow-up question)
Variable name	Wco051A ,Wco051B, Wco051C, Wco051D, Wco051EWco051F
Question	<p>51 How strongly affected or stressed are you by the fact that ...</p> <p>A ...you are often interrupted and disturbed while you are working.</p> <p>B ...there is often a lot of time pressure due to the considerable workload.</p> <p>C ...you have a lot of responsibility in your work.</p> <p>D ... you often have to work overtime.</p> <p>E ... your work is physically demanding.</p> <p>F ... your work has increased over the last few years.</p>
Values, detailed description	<p>1 Not at all</p> <p>2 Moderately</p> <p>3 Strongly</p> <p>4 Very strongly</p> <p>References: See 6.3.6.1</p>
Origin	Questionnaire
Notes	-

6.3.6.3 Effort-reward imbalance: rewards

Variable label	ERI (rewards)
Variable name	Wcl052A, Wcl052B, Wcl052C, Wcl052D, Wcl052E, Wcl052F, Wcl052G, Wcl052H, Wcl052I, Wcl052J, Wcl052K
Question	<p>52 Now we want to discuss your social working environment in more detail. Do the following circumstances apply to your current work situation?</p> <p>A I receive the respect that I deserve from my superior. Is that true?</p> <p>B I receive the recognition that I deserve from my colleagues. Is that true?</p> <p>C I experience adequate support in difficult situations.</p> <p>D I am treated unfairly at work.</p> <p>E My job promotion prospects are poor.</p> <p>F I have experienced or I expect to experience an undesirable change in my work situation.</p> <p>G My employment security is poor.</p> <p>H My current occupational position adequately reflects my education and training.</p> <p>I Considering all my efforts and achievements, I receive the respect and prestige I deserve at work.</p> <p>J Considering all my efforts and achievements, my job promotion prospects are adequate.</p> <p>K Considering all my efforts and achievements, my salary / income is adequate.</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p> <p>The reward scale consists of the total score from 11 items of reward from the effort-reward imbalance model. High scores indicate a low level of stress due to a lack of or low levels of reward.</p> <p>References: See 6.3.6.1</p>
Origin	Questionnaire
Notes	-

6.3.6.4 Effort-reward imbalance: rewards – follow-up question

Variable label	ERI (rewards – follow-up question)
Variable name	Wcl053A, Wcl053B, Wcl053C, Wcl053D, Wcl053E, Wcl053F, Wcl053G, Wcl053H, Wcl053I, Wcl053J, Wcl053K
Question	<p>53 How strongly affected or stressed are you by the fact that ...</p> <p>A ... you do not receive from your superior the recognition that you deserve?</p> <p>B ...you do not receive from your colleagues the recognition that you deserve?</p> <p>C ... you do not receive adequate support in difficult situations?</p> <p>D ... you are treated unfairly at work?</p> <p>E ... the advancement prospects are poor in your field?</p> <p>F ... your work situation is going to deteriorate?</p> <p>G ... your job is at risk?</p> <p>H ... you do not consider your occupational status to be appropriate.</p> <p>I ... you do not consider the recognition that you receive to be appropriate.</p> <p>J ... you do not consider your personal prospects of career advancement to be appropriate.</p> <p>K ... you do not consider your salary/wages to be appropriate.</p>
Values, detailed description	<p>1 Not at all</p> <p>2 Moderately</p> <p>3 Strongly</p> <p>4 Very strongly</p> <p>References: See 6.3.6.1</p>
Origin	Questionnaire
Notes	-

6.3.6.5 Effort-reward imbalance: overcommitment

Variable label	ERI (overcommitment)
Variable name	Wre068A, Wre068B, Wre068C, Wre068D, Wre068E, Wre068F
Question	<p>68 Please tell me in addition to what extent you agree with or reject the following statements.</p> <p>A I get easily overwhelmed by time pressure at work.</p> <p>B As soon as I get up in the morning I start thinking about work problems.</p> <p>C When I get home, I can easily relax and 'switch off' work.</p> <p>D People close to me say I sacrifice too much for my job.</p> <p>E Work rarely lets me go, it is still in my mind when I go to bed.</p> <p>F If I postpone something that I was supposed to do today I'll have trouble sleeping at night.</p>
Values, detailed description	<p>1 Strongly agree</p> <p>2 Agree</p> <p>3 Disagree</p> <p>4 Strongly disagree</p> <p>References: See 6.3.6.1</p>
Origin	Questionnaire
Notes	-

6.3.7 Selection, optimisation, compensation

6.3.7.1 Work goals – energy

Variable label	Pursuit of work goals: energy
Variable name	Wre070
Question	70 When you think about pursuing your work goals, how do you go about it?
Values, detailed description	1 I concentrate all my energy on a few things 2 I divide my energy among many things References: Baltes, Paul B.; Baltes, Margret M. (1989): Optimierung durch Selektion und Kompensation. Ein psychologisches Modell erfolgreichen Alterns. Zeitschrift für Pädagogik, Vol. 35, pp. 85-105. Freund, Alexandra M.; Baltes, Paul B. (2002): Life-management strategies of selection, optimization and compensation: Measurement by self-report and construct validity. Journal of personality and social psychology, Vol. 82 (4), pp. 642-662.
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.2 Work goals – plans

Variable label	Pursuit of work goals: plans
Variable name	Wre071
Question	71 Continue to think about pursuing your work goals ...
Values, detailed description	1 I always focus on the one most important goal at a given time 2 I am always working on several goals at once References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.3 Work goals – goals

Variable label	Pursuit of work goals: goals
Variable name	Wre072
Question	72 Continue to think about pursuing your work goals ...
Values, detailed description	1 When I think about what I want in life, I commit myself to one or two important goals 2 Even when I really consider what I want in life, I do not commit myself to just one or two particular goals References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.4 Work goals – failure

Variable label	Work goals: failure
Variable name	Wre073
Question	73 If it isn't possible to achieve your work goals easily, how do you then proceed? If I don't succeed in something the way I imagined, ...
Values, detailed description	1 ...I try out so many different possibilities until I really achieve my goal 2 ...I don't try out other possibilities very long References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.5 Work goals – obstacles

Variable label	Work goals: obstacles
Variable name	Wre074
Question	74 Think about achieving your work goals... If I come across obstacles,
Values, detailed description	1 ...I make every effort to achieve a given goal 2 ...I prefer to wait for a while and see if things will work out by themselves References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.6 Work goals – dedication

Variable label	Work goals: dedication
Variable name	Wre075
Question	75 Think about achieving your work goals... If something is important to me,
Values, detailed description	1 ...I devote myself fully and completely to it 2 ...I still do not devoting myself fully and completely to it References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.7 Work goals – continuing as before

Variable label	Work goals: continuing as before
Variable name	Wre076
Question	76 If you no longer find some things at work, also important things, as easy as you used to, how do you proceed? If things are no longer going as well as they used to,
Values, detailed description	1 ...I choose one or two important goals 2 ...I still try to keep all my goals References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.8 Work goals – new ways at work

Variable label	Work goals: new ways at work
Variable name	Wre077
Question	77 Think about important things at work that you no longer find as easy as you used to ... If I can no longer do something important the way I used to do it,
Values, detailed description	1 ...I look for a new goal 2 ...I distribute my time and energy among many other things References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.9 Work goals – succeeding like before

Variable label	Work goals: succeeding like before
Variable name	Wre078
Question	78 Think about important things at work that you no longer find as easy as you used to ... If I no longer manage to do something like I did before,
Values, detailed description	1 ...I think about what exactly is important to me 2 ...I wait and see what comes References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.10 Work goals – new ways in the job

Variable label	Work goals: new ways in the job
Variable name	Wre079
Question	79 Think about important things at work that you no longer find as easy as you used to ... If things are no longer going as well in my job as they used to,
Values, detailed description	1 ...I keep trying other ways until I can achieve the same result I used to 2 ...I accept it References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.11 Work goals – advice and help

Variable label	Work goals: advice and help
Variable name	Wre080
Question	80 Think about important things at work that you no longer find as easy as you used to ... If something does not work out as well as it used to,
Values, detailed description	1 ...I ask others for help or advice 2 ...I decide what to do about it myself, without involving other people References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.7.12 Work goals – prevented from continuing

Variable label	Work goals: prevented from continuing
Variable name	Wre081
Question	81 Think about important things at work that you no longer find as easy as you used to ... If something prevents me from continuing as before,
Values, detailed description	1 ...I keep trying harder until I can do it as well as before 2 ...it is time to let go of that expectation References: See 6.3.7.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.8 COPSQ

6.3.8.1 Quantitative demands and pace

Variable label	Quantitative demands and pace
Variable name	Wco049A, Wco049B, Wco049C, Wco049D, Wco049E, Wco049F, Wco049G
Question	<p>49 In the following we would like to know how you assess the various demands in your work.</p> <p>A Is your workload unevenly distributed so it piles up?</p> <p>B How often do you not have time to complete all your work tasks?</p> <p>C Do you get behind with your work?</p> <p>D Do you have enough time for your work tasks?</p> <p>E Do you have to work very fast?</p> <p>F Do you have to relate to other people's personal problems as part of your work?</p> <p>G To what extent does your work demand that you deal with strong emotions of customers, clients or other people who are not your colleagues, for example with grief, anger, despair and frustration.</p>
Values, detailed description	<p>1 Always</p> <p>2 Often</p> <p>3 Sometimes</p> <p>4 Seldom</p> <p>5 Never or hardly ever</p> <p>Wco049a to Wco049e: Copenhagen Psychosocial Questionnaire (COPSQ);</p> <p>Wco049f + Wco049g: Copenhagen Psychosocial Questionnaire (COPSQ)</p> <p>References:</p> <p>Kristensen, Tage S.; Hannerz, Harald; Haan, Peter; Høgh, Annie; Borg, Vilhelm (2005): The Copenhagen Psychosocial Questionnaire-a tool for the assessment and improvement of the psychosocial work environment. <i>Scandinavian Journal of Work, Environment & Health</i>, Vol. 31 (6), pp. 438-449.</p> <p>Pejtersen, Jan Hyld; Kristensen, Tage S.; Borg, Vilhelm; Bjorner, Jakob B. (2010): The second version of the Copenhagen Psychosocial Questionnaire. <i>Scandinavian Journal of Public Health</i>, Vol. 38 (3) suppl., pp. 8-24.</p> <p>Nübling, Matthias; Stößel, Ulrich; Hasselhorn, Hans Martin; Michaelis, Martina; Hofmann, Friedrich (2005): Methoden zur Erfassung psychischer Belastungen. Erprobung eines Messinstrumentes (COPSQ), Fb 1058 Schriftenreihe der Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, Dortmund/Berlin/Dresden</p>

Origin	Questionnaire
Notes	Wco049D only asked in wave 1; Wco049F and Wco049G only asked in wave 2

6.3.8.2 Social support from colleagues

Variable label	Social support from colleagues
Variable name	Wcl054A, Wcl054B, Wcl054C
Question	<p>54 In the following, we would like to discuss your colleagues in more detail.</p> <p>A How often do you get help and support from your colleagues?</p> <p>B How often are your colleagues willing to listen to your problems at work?</p> <p>C How often do your colleagues talk with you about how well you carry out your work?</p> <p>Please tell me using this list!</p>
Values, detailed description	<p>1 Always</p> <p>2 Often</p> <p>3 Sometimes</p> <p>4 Seldom</p> <p>5 Never or hardly ever</p> <p>Copenhagen Psychosocial Questionnaire (COPSOQ)</p> <p>References: See 6.3.8.1</p>
Origin	Questionnaire
Notes	-

6.3.8.3 Management quality

Variable label	Immediate superior
Variable name	Wcl060A, Wcl060B, Wcl060C, Wcl060D, Wcl060E
Question	<p>60 Please look at this list!</p> <p>A To what extent does your immediate superior make sure that the individual member of staff has good development opportunities?</p> <p>B To what extent does your immediate superior give high priority to job satisfaction?</p> <p>C To what extent is your immediate superior good at work planning?</p> <p>D To what extent is your immediate superior good at solving conflicts?</p> <p>E To what extent can you trust the information that comes from your immediate superior?</p>
Values, detailed description	<p>1 To a very large extent</p> <p>2 To a large extent</p> <p>3 Somewhat</p> <p>4 To a small extent</p> <p>5 To a very small extent</p> <p>Copenhagen Psychosocial Questionnaire (COPSOQ)</p> <p>References: See 6.3.8.1</p>
Origin	Questionnaire
Notes	Wcl060C only asked in wave 1; Wcl060E only asked in wave 2

6.3.8.4 Influence at work

Variable label	Influence at work
Variable name	Wwo062A, Wwo062B, Wwo062C
Question	62 Do you have any influence concerning... A...who you work with? B...the amount of work assigned to you? C...what you do at work?
Values, detailed description	1 Always 2 Often 3 Sometimes 4 Seldom 5 Never or hardly ever Copenhagen Psychosocial Questionnaire (COPSOQ); References: See 6.3.8.1
Origin	Questionnaire
Notes	-

6.3.8.5 Development possibilities

Variable label	Development possibilities
Variable name	Wwo063A, Wwo063B, Wwo063C, Wwo063D
Question	<p>63 Please look at this list and tell me to what extent each of the following things applies to your current work situation.</p> <p>A Does your work require you to take the initiative?</p> <p>B Do you have the possibility of learning new things through your work?</p> <p>C Can you use your skills or expertise in your work?</p> <p>D Does your work give you the opportunity to develop your skills?</p>
Values, detailed description	<p>1 To a very large extent</p> <p>2 To a large extent</p> <p>3 Somewhat</p> <p>4 To a small extent</p> <p>5 To a very small extent</p> <p>Copenhagen Psychosocial Questionnaire (COPSOQ)</p> <p>References: See 6.3.8.1</p>
Origin	Questionnaire
Notes	Wwo063A only asked in wave 1

6.3.8.6 Intention to leave

Variable label	Intention to leave
Variable name	Wto039A, Wto039B, Wto039C
Question	39 How often in the last 12 months have you considered... A leaving your current employer? B changing your current occupation? C giving up working altogether?
Values, detailed description	1 Never 2 A few times during the year 3 A few times a month 4 A few times per week 5 Every day Copenhagen Psychosocial Questionnaire (COPSOQ) References: See 6.3.8.1
Origin	Questionnaire
Notes	Wto039A and Wto039B only asked in wave 1

6.3.8.7 Work-privacy conflict

Variable label	Work-privacy conflict
Variable name	Wof158A, Wof158B
Question	<p>158 Now we will turn to how your work affects your private life. Please look at this list and tell me to what extent the following statements apply to you:</p> <p>A My work drains so much of my <u>energy</u> that it has a negative effect on my private life.</p> <p>B My work takes so much of my <u>time</u> that it has a negative effect on my private life.</p>
Values, detailed description	<p>1 No, not at all</p> <p>2 Yes, but only very little</p> <p>3 Yes, to a certain degree</p> <p>4 Yes, certainly</p> <p>Copenhagen Psychosocial Questionnaire (COPSOQ)</p> <p>References: See 6.3.8.1</p>
Origin	Questionnaire
Notes	Additional response "does not apply" only in wave 2

6.3.9 Retirement

6.3.9.1 Up to what age would you like to work?

Variable label	Up to what age would you like to work?
Variable name	Wto182
Question	182 Irrespective of the statutory provisions concerning retirement, up to what age would you like to work?
Values, detailed description	1 50-54 2 55-59 3 60-64 4 65-67 5 Beyond the statutory retirement age
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.9.2 Up to what age can you work?

Variable label	Up to what age can you work?
Variable name	Wto183
Question	183 And up to what age do you think you will be able to work?
Values, detailed description	1 50-54 2 55-59 3 60-64 4 65-67 5 Beyond the statutory retirement age
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.9.3 Retirement not dependent on finances

Variable label	Retirement not dependent on finances
Variable name	Wto184
Question	184 To what extent do you agree with the following statement: In financial terms I could afford to retire from working life before the statutory retirement age.
Values, detailed description	1 Agree completely 2 Agree somewhat 3 Rather disagree 4 Disagree completely
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.9.4 Preference for early retirement prevails in the environment

Variable label	Preference for early retirement prevails in the environment
Variable name	Wto185
Question	185 To what extent do you agree with the following statement: In my personal environment there is a preference for retiring earlier rather than later.
Values, detailed description	1 Agree completely 2 Agree somewhat 3 Rather disagree 4 Disagree completely
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.10 Work-ability index

6.3.10.1 Type of work: mental vs. physical

Variable label	WAI: Type of work: mental vs. physical
Variable name	Wwa041
Question	41 And in your work are you...
Values, detailed description	<p>1 mainly mentally active 2 mainly physically active 3 roughly equally mentally and physically active</p> <p>Work-ability index</p> <p>References: Hasselhorn, Hans Martin; Freude, Gabriele (2007): Der Work Ability Index - ein Leitfaden, Schriftenreihe der Bundesanstalt für Arbeitsschutz und Arbeitsmedizin: Sonderschrift, Dortmund/Berlin/Dresden.</p>
Origin	Questionnaire
Notes	-

6.3.10.2 Assessment of ability to work

Variable label	WAI: ability to work
Variable name	Wwa042A, Wwa042B
Question	<p>42 Please look at this list!</p> <p>A And how do you assess your current ability to work with regard to the <u>physical</u> job requirements?</p> <p>B And how do you assess your current ability to work with regard to the <u>mental</u> job requirements?</p>
Values, detailed description	<p>1 Very good</p> <p>2 Fairly good</p> <p>3 Moderate</p> <p>4 Fairly bad</p> <p>5 Very bad</p> <p>Work-ability index</p> <p>References: See 6.3.10.1</p>
Origin	Questionnaire
Notes	-

6.3.11 Changes in the company

Variable label	Changes in the company
Variable name	Wwo047A, Wwo047B
Question	<p>47 Now think about your immediate work environment: please tell me whether the following changes have been undertaken in the <u>last two years</u>.</p> <p>A Have any significant restructuring or reorganisation processes been implemented which affected your immediate work environment?</p> <p>B Have there been any job cuts or dismissals in your immediate work environment?</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p> <p>References:</p> <p>Hall, Anja (2009): Die BIBB/BAuA-Erwerbstätigenbefragung 2006. Methodik und Frageprogramm im Vergleich zur BIBB/IAB-Erhebung 1998, Schriftenreihe des Bundesinstituts für Berufsbildung Bonn, Bonn.</p>
Origin	Questionnaire
Notes	-

6.3.12 Important aspects of working life

Variable label	Work aspects
Variable name	Wwo066A, Wwo066B, Wwo066C, Wwo066D, Wwo066E, Wwo066F, Wwo066G, Wwo066H, Wwo066I
Question	<p>66 I am now going to read out to you various aspects of working life. Please tell me how important they are for you personally. Please respond to each statement using this list.</p> <p>A A secure occupational status B A high income C Good career development prospects D An interesting job E A job in which you can work independently F An occupation in which you can help other people G An occupation that is useful for society H A job in which you can specify your working hours or days of work yourself I A job in which you have contact with people</p>
Values, detailed description	<p>1 Very important 2 Important 3 Neither nor 4 Not important 5 Not at all important</p> <p>These items are used to record the importance of various job characteristics. This query is orientated towards that used regularly in the German General Social Survey (Allgemeine Bevölkerungsumfrage - ALLBUS) to record the importance of various job characteristics. The items surveyed and the response categories were changed compared to the ALLBUS.</p> <p>References: Zentralarchiv für empirische Sozialforschung; Zentrum für Umfragen, Methoden und Analysen e.V. (2014): Wichtigkeit verschiedener Berufsmerkmale. In: Danner, Daniel; Glöckner-Rist, Angelika (Ed.) (2014): Zusammenstellung sozialwissenschaftlicher Items und Skalen.</p>
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.13 Work motivation

Variable label	Work motivation
Variable name	Wwo067A, Wwo067B, Wwo067C
Question	<p>67 Please tell me how true the following statements are with regard to yourself and your present work situation. Please respond using the options on this list!</p> <p>A The work I do means a lot to me. B I feel considerable personal satisfaction when I do my work well. C I feel a large degree of personal responsibility for the work I do.</p>
Values, detailed description	<p>1 Not true at all 2 Not true 3 Slightly true 4 Undecided 5 Fairly true 6 True 7 Completely true</p> <p>Job Diagnostic Survey (JDS) sub-scales</p> <p>References: Schmidt, Klaus-H.; Kleinbeck, Uwe (1999): Job diagnostic survey (JDS–deutsche Fassung). In: Dunckel, Heiner (Ed.) (1999): Handbuch psychologischer Arbeitsanalyseverfahren. Zürich: vdf Hochschulverlag, pp. 205-230.</p>
Origin	Questionnaire
Notes	-

6.3.14 Workplace bullying

6.3.14.1 Bullying by colleagues

Variable label	Unfairly criticised by colleagues
Variable name	Wcl055
Question	55 Do you often feel unfairly criticised, harassed or ridiculed in front of others by your colleagues?
Values, detailed description	1 Yes 2 No Based on questions from the BIBB/IAB survey 1999 References: BIBB/IAB-questionnaire: https://www.bibb.de/dokumente/pdf/a22_bibb-iab-1998-1999_fragebogen.pdf
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.14.2 Bullying by colleagues: frequency

Variable label	Bullying by colleagues: frequency
Variable name	Wcl056
Question	56 And how often has this happened in the last 6 months? Was it...
Values, detailed description	2 Every day / at least once a week 3 At least once per month 4 Less than once per month References: Eisermann, Jens; de Costanzo, Elisabetta (2011): Die Erfassung von Mobbing – Eine Konstruktvalidierung aktueller Datenerhebungsverfahren. Dortmund/Berlin/Dresden: Bundesanstalt für Arbeitsschutz und Arbeitsmedizin.
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.3.14.3 Bullying by superiors

Variable label	Unfairly criticised by superiors
Variable name	Wcl057
Question	57 Now to your superiors. Do you often feel unfairly criticised, harassed or ridiculed in front of others by your superiors?
Values, detailed description	1 Yes 2 No Based on questions from the BIBB/IAB survey 1999 References: See 6.3.14.1
Origin	Questionnaire
Notes	-

6.3.14.4 Bullying by superiors: frequency

Variable label	Bullying by superiors: frequency
Variable name	Wcl058
Question	58 And how often has this happened in the last 6 months? Was it...
Values, detailed description	2 Every day / at least once a week 3 At least once per month 4 Less than once per month References: See 6.3.14.2
Origin	Questionnaire
Notes	Aggregated

6.3.14.5 Gender of immediate superior

Variable label	Gender of immediate superior
Variable name	Wcl059
Question	59 Now to your immediate superior. Is it a man or a woman?
Values, detailed description	1 Man 2 Woman
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.15 Age discrimination

Variable label	Age discrimination
Variable name	Wcl061
Question	61 Have you been discriminated against at work due to your age compared to younger colleagues in the last 6 months? Using this list, please tell me how seriously this was the case. 1 means that it was not the case at all, 6 means that it was very much the case. You can graduate your assessment with the values in between.
Values, detailed description	1 Not at all 2 3 4 5 6 Very seriously
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.16 Relevance of maintaining status (RELSTER)

Variable label	On avoiding unemployment
Variable name	Wof069A, Wof069B, Wof069C, Wof069D
Question	<p>69 The following questions refer to possible developments in job security <u>in the future</u>. How strongly do you agree with the following statements? Please respond using the options on this list!</p> <p>A ...accept reductions in wages or salary. B ...accept a longer journey to work. C ...accept moving to live in a different area. D ...accept a position that is below my level of education or training.</p>
Values, detailed description	<p>1 Agree completely 2 Agree somewhat 3 Rather disagree 4 Disagree completely</p>
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.17 New job in the case of unemployment

Variable label	New job in the case of unemployment
Variable name	Wre068b
Question	68b And imagine you lose your job: how likely do you think it is that you would find another job?
Values, detailed description	<p>1 Very likely 2 Fairly likely 3 Rather unlikely 4 Very unlikely</p>
Origin	Questionnaire
Notes	Only asked in wave 2

6.3.18 Questions in the case of economic inactivity

6.3.18.1 Time when employment ended

Variable label	When: end of employment
Variable name	Wne088
Question	88 When did your last job end?
Values, detailed description	1 About 1 year ago 2 About 2 years ago or longer
Origin	Questionnaire
Notes	Aggregated

6.3.18.2 Reason for end of employment

Variable label	Reason: end of last employment
Variable name	Wne089
Question	89 Why did your last job end?
Values, detailed description	1 Dismissal 2 Sickness, incapacity for work/ occupational invalidity 3 Fixed-term contract ended 5 Other
Origin	Questionnaire
Notes	Aggregated

6.3.18.3 Working hours of last job

Variable label	Working hours of last job
Variable name	Wne090
Question	90 In your last job, were...?
Values, detailed description	1 in full-time employment working at least 35 hours per week 2 in part-time employment 3 something else
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.3.18.4 Occupational status – last job

Variable label	Occupational status – last job
Variable name	Wne095
Question	95 What was your occupational status?
Values, detailed description	1 Blue-collar worker 2 White-collar worker
Origin	Questionnaire
Notes	Only asked in wave 1; aggregated

6.3.18.5 Taking up job within 2 weeks

Variable label	Taking up job within 2 weeks
Variable name	Wne098
Question	98 If you were offered a job today, would you be able to start work within the next 2 weeks?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.3.18.6 Job-search in the last 4 weeks

Variable label	Job-search in the last 4 weeks
Variable name	Wne100
Question	100 Have you looked for a job in the last 4 weeks?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.3.18.7 Willingness to take up new job

Variable label	New job
Variable name	Wne105A, Wne105B, Wne105C, Wne105D
Question	<p>105 Please tell me for each of the following statements whether you agree completely, agree somewhat, rather disagree or disagree completely.</p> <p>A For a new job I am willing to accept reductions in wages or salary. B For a new job I am willing to accept a longer journey to work. C For a new job I am willing to move to live in a different area. D For a new job I am willing to accept a position that is below my level of education or training.</p>
Values, detailed description	<p>1 Agree completely 2 Agree somewhat 3 Rather disagree 4 Disagree completely</p>
Origin	Questionnaire
Notes	Only asked in wave 1

6.3.18.8 Likelihood of new job

Variable label	Estimated likelihood of new job
Variable name	Wne106
Question	106 When you think about the future, how likely do you think it is that you will get another job?
Values, detailed description	<p>1 Very likely 2 Fairly likely 3 Rather unlikely 4 Very unlikely</p>
Origin	Questionnaire
Notes	-

6.4 Variables on health

6.4.1 Days of absence due to sickness

Variable label	Days of absence due to sickness
Variable name	Hhi087
Question	87 On how many working days in the last 12 months did you not go to work because you were sick?
Values, detailed description	Reported days of absence due to sickness 0 None 1 Between 1 and 10 2 Between 11 and 20 3 Between 21 and 30 4 Between 31 and 40 5 Between 41 and 50 5 Between 51 and 60 7 More than 60
Origin	Questionnaire
Notes	Aggregated

6.4.2 Personal assessment: permanent health problems or disabilities

Variable label	Personal assessment of permanent health problems
Variable name	Hhi112A, Hhi112B, Hhi112C, Hhi112DE; Hhi112FH, Hhi112G, Hhi112I, Hhi112J
Question	112 Do you have one or more of the following permanent health problems or disabilities? Do you have... A a physical disability/limitation B a visual impairment C a hearing impairment DE an internal disease / seizures FH a mental disability / learning disability G a psychological disorder I an allergy J another health problem or disability
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Aggregated

6.4.3 Officially registered disability

Variable label	Disability: official registration
Variable name	Hhi113
Question	113 Since the last interview (wave 2) / have you been officially registered as disabled or have you applied to register as disabled?
Values, detailed description	1 No, no officially registered disability 2 Yes, application submitted but not yet received official notification 3 Yes, notification from the pension office, statement of severe disability, other official notification
Origin	Questionnaire
Notes	-

6.4.4 Degree of disability

Variable label	Disability: degree of disability
Variable name	Hhi114
Question	114 What degree of disability has been established officially?
Values, detailed description	20 Up to 20 30 30 40 40 50 50 or higher
Origin	Questionnaire
Notes	Aggregated

6.4.5 Year in which disability recognised

Variable label	Disability: year of recognition
Variable name	Hhi115
Question	115 In which year was your disability recognised officially?
Values, detailed description	1 Under the age of 40 2 Aged 40 to under 50 3 Aged 50 or older
Origin	Questionnaire
Notes	Aggregated

6.4.6 Reduced capacity for work / occupational invalidity

Variable label	Reduced capacity for work / occupational invalidity
Variable name	Hhi116
Question	116 Since the last interview (wave 2) / have you been classified as having a reduced capacity for work or occupational invalidity?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.4.7 Use of medical rehabilitation measures

Variable label	Use of medical rehabilitation measures
Variable name	Hut130
Question	130 Since 2008 / since the last interview (wave 2) have you taken advantage of a medical rehabilitation measure?
Values, detailed description	1 No 2 Yes, an in-patient measure with accommodation in the rehabilitation clinic 3 Yes, an outpatient measure
Origin	Questionnaire
Notes	-

6.4.8 Use of occupational rehabilitation measures

Variable label	Use of occupational rehabilitation measures
Variable name	Hut131
Question	131 Since 2008 / since the last interview (wave 2) have you taken advantage of one or more occupational rehabilitation measures?
Values, detailed description	1 No 2 Yes, once 3 Yes, more than once
Origin	Questionnaire
Notes	-

6.4.9 Hospital stays

6.4.9.1 Hospital stays

Variable label	Hospital stays
Variable name	Hdi136a
Question	136a And what about hospital stays since the last interview? Have you spent one or more nights in hospital as a patient since then?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 2

6.4.9.2 Number of hospital stays

Variable label	Number of hospital stays
Variable name	Hdi136b
Question	136b And how often have you spent at least one night in hospital as a patient since the last interview?
Values, detailed description	1 Once 2 Twice 3 3 times 4 4 or more times
Origin	Questionnaire
Notes	Only asked in wave 2; aggregated

6.4.10 Health insurance membership

Variable label	Health insurance member
Variable name	Hdi137
Question	137 Are you a member of a health insurance scheme?
Values, detailed description	1 Yes, a compulsory paying member of a statutory health insurance scheme 2 Yes, a voluntary paying member of a statutory health insurance scheme 3 Yes, covered by a family member's statutory health insurance 4 Yes, privately insured
Origin	Questionnaire
Notes	Aggregated

6.4.11 Change of health insurance provider

Variable label	Change of health insurance provider
Variable name	Hdi138
Question	138 Have you changed your health insurance provider in the last 12 months / since the last interview (wave 2)?
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	-

6.4.12 Personal assessment: existing illnesses

6.4.12.1 Existing illnesses

Variable label	Personal assessment: (existing illnesses)
Variable name	Hdi135ABCDI, Hdi135E, Hdi135FGHJ Hdi135KL, Hdi135M, Hdi135NO, Hdi135PQR, Hdi135S
Question	135 Have you (ever – wave 1) been diagnosed by a doctor as having one of the illnesses or health problems listed here / since the last interview (wave 2)? ABCDI Cardiovascular diseases E Respiratory diseases FGHJ Internal diseases KL Joint diseases M Migraine / tension headache NO Psychological limitations PQR Allergies / skin diseases S Other
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Aggregated

6.4.12.2 Illnesses: last occurrence

Variable label	Personal assessment (illnesses): ...in the last 12 months
Variable name	Hdi136ABCDI, Hdi136E, Hdi136FGHJ, Hdi136KL, Hdi136M, Hdi136NO, Hdi136PQR, Hdi136S
Question	136 When did this last occur? ABCDI Cardiovascular diseases E Respiratory diseases FGHJ Internal diseases KL Joint diseases M Migraine / tension headache NO Psychological limitations PQR Allergies / skin diseases S Other
Values, detailed description	1 Within the last twelve months 2 More than 12 months ago Formulation of question changed slightly between waves 1 and 2
Origin	Questionnaire
Notes	Aggregated

6.4.13 Personal assessment: pain

6.4.13.1 Types of pain

Variable label	Personal assessment: pain
Variable name	Hpa133A, Hpa133B , Hpa133C , Hpa133D , Hpa133E , Hpa133F , Hpa133G , Hpa133H ,Hpa133I
Question	<p>133 Have you at any time during the last 12 months had discomfort or pain in the following parts of the body?</p> <p>Please indicate this using this diagram!</p> <p>What is the situation with pain in...</p> <p>A the neck area</p> <p>B the shoulder area</p> <p>C the elbow area</p> <p>D the wrists or hands</p> <p>E the upper back or the thoracic spine</p> <p>F the lower back, the so-called small of the back</p> <p>G one or both hips or thighs</p> <p>H one or both knees</p> <p>I one or both ankles or feet</p>
Values, detailed description	<p>1 Yes</p> <p>2 No</p> <p>References:</p> <p>Kuorinka, Ikka; Jonsson, Bengt; Kilbom, Asa; Vinterberg, Henrik; Biering-Sørensen, Fin; Andersson, Gunnar; Jørgensen, Kurt (1987): Standardised Nordic questionnaires for the analysis of musculoskeletal symptoms. Applied Ergonomics, Vol. (3), pp. 233-237.</p>
Origin	Questionnaire
Notes	Multiple responses possible

6.4.13.2 Pain: limitations

Variable label	Pain - limitation
Variable name	Hpa134A, Hpa134B, Hpa134C, Hpa134D, Hpa134E, Hpa134F, Hpa134G, Hpa134H, Hpa134I
Question	<p>134 Have you at any time been prevented from doing your normal work because of the pain in (Hpa133a - Hpa133i)? In other words at work, at home or in your leisure activities.</p> <p>A the neck area B the shoulder area C the elbow area D the wrists or hands E the upper back or the thoracic spine F the lower back, the so-called small of the back G one or both hips or thighs H one or both knees I one or both ankles or feet</p>
Values, detailed description	<p>1 Yes 2 No</p> <p>References: See 6.4.13.1</p>
Origin	Questionnaire
Notes	-

6.4.13.3 Part of body with strongest pain

Variable label	Personal assessment: part of body with strongest pain
Variable name	Hpa134a
Question	134a In which of these parts of the body did you have the strongest pain in the last 12 months?
Values, detailed description	1 the neck area 2 the shoulder area 3 the elbow area 4 the wrists or hands 5 the upper back or the thoracic spine 6 the lower back, the so-called small of the back 7 one or both hips or thighs 8 one or both knees 9 one or both ankles or feet References: See 6.4.13.1
Origin	Questionnaire
Notes	Only asked in wave 1

6.4.13.4 Limitations due to pain or results of an accident

Variable label	Limitations due to pain / results of an accident
Variable name	Hhi086A, Hhi086B
Question	86 And how often in the last four weeks... A ...have you been limited in your ability to perform your work or your daily activities due to pain? B ...have you been limited in your ability to perform your work or your daily activities due to the results of an accident?
Values, detailed description	1 All the time 2 Often 3 Sometimes 4 Hardly ever 5 Never
Origin	Questionnaire
Notes	-

6.4.14 Current attitude to life

Variable label	Personal assessment: Beck Depression Inventory
Variable name	H_BDI_V
Question	<p>This question concerns your current attitude to life.</p> <p>For each statement, please say how often you experience the stated mood or perception.</p> <p>0 means that you never experience the stated mood, 5 means that you experience the stated mood almost all the time. You can graduate your assessment with the values in between.</p> <p>Please tick the appropriate response spontaneously.</p>
Values, detailed description	<p>20 statements were surveyed (e.g. "I feel discouraged about the future") and could be assessed using 6 values from 0 "never" to 5 "almost all the time". From these 20 responses an additive index was formed with a value range from 0 to 100.</p> <p>See also Section 3.1 and Chapter 5</p> <p>References:</p> <p>Beck, Aaron T.; Ward, Clyde; Mendelson, Myer; Mock, John; Erbaugh, John (1961): An Inventory for Measuring Depression. In: Archives of General Psychiatry, Vol. 4 (6), pp. 561-571.</p> <p>Schmitt, Manfred; Altstötter-Gleich, Christine; Hinz, Andreas; Maes, Jürgen; Brähler, Elmar (2006): Normwerte für das Vereinfachte Beck-Depressions-Inventar (BDI-V) in der Allgemeinbevölkerung. Diagnostica, Vol. 52 (2), pp. 51-59.</p> <p>Schmitt, Manfred; Beckmann, Mingo; Dusi, Detlev; Maes, Jürgen; Schiller, August; Schonauer, Klaus (2003): Messgüte des vereinfachten Beck-Depressions-Inventars (BDI-V). In: Diagnostica, Vol. 49 (4), pp. 147-156.</p>
Origin	Generated
Notes	Scale value; here a written questionnaire to be completed by the respondents themselves was used during the personal interview.

6.4.15 Present subjective state of health (SF 12)

6.4.15.1 General state of health

Variable label	Personal assessment: general state of health
Variable name	H_SF12_allg
Question	83/109 In the following, we look at the subject of health in more detail. How would you describe your present state of health? Please respond using the options on this list.
Values, detailed description	1 Very good 2 Good 3 Satisfactory 4 Not so good 5 Bad Question from the SOEP version of the SF 12 on the present subjective state of health References: Nübling, Matthias; Andersen, Hanfried H. ; Mühlbacher, Axel (2006): Entwicklung eines Verfahrens zur Berechnung der körperlichen und psychischen Summenskalen auf Basis der SOEP-Version des SF 12 (Algorithmus), Data Documentation 16, Berlin.
Origin	Questionnaire
Notes	-

6.4.15.2 Scales on physical and mental health (SF 12)

Variable label	Personal assessment: physical health – SOEP standard population Personal assessment: mental health – SOEP standard population
Variable name	H_SF12_pcs H_SF12_mcs
Question	<p>83/109 In the following, we look at the subject of health in more detail. How would you describe your present state of health? Please respond using the options on this list</p> <p>84/110 A When you have to go upstairs, in other words going up several flights of stairs on foot: does your state of health affect you considerably, slightly or not at all?</p> <p>B And what about other strenuous everyday activities, in which, for example, you have to lift something heavy or you need to be flexible: does your state of health affect you considerably, slightly or not at all?</p> <p>85/111 Please think about the last four weeks. Look at this list and tell me how often you felt the listed states of mind. How often in that time ...</p> <p>B: ...did you feel depressed and gloomy? C: ...did you feel calm and balanced? D: ...did you feel full of energy? E: ...did you have strong physical pain? F: ...did you manage to do less than you actually wanted to do in your work or your daily activities because of health problems of a physical nature? G: ...were you limited in your work or your daily activities with regard to the type of activity because of health problems of a physical nature? H: ...did you manage to do less than you actually wanted to do in your work or your daily activities because of health problems of a mental or emotional nature? I: ...did you perform your work or your daily activities less carefully than usual because of health problems of a mental or emotional nature? J: ...were you restricted in your social contacts, e.g. with friends, acquaintances or relatives, because of health or mental problems?</p>
Values, detailed description	SOEP version of the SF 12 Only the scale value is shown References: See 6.4.15.1
Origin	Generated
Notes	Aggregated; scale value; question was asked with the same wording for people in employment and economically inactive people in different parts of the questionnaire

6.4.16 Health-relevant behaviour

6.4.16.1 Health promotion measures

Variable label	Health promotion measures
Variable name	Hut127A, Hut127B, Hut127C, Hut127D, Hut127E, Hut127F
Question	127 Please tell me whether you have taken part in one of the following measures in the last 12 months. Have you taken part in ... A a weight-reduction measure B a measure concerning a healthy diet C a measure comprising exercises for the back or spine D a measure to aid relaxation or to combat stress E a measure aimed at exercise, sport or fitness F a measure to help you to stop smoking
Values, detailed description	1 Yes 2 No
Origin	Questionnaire
Notes	Only asked in wave 1

6.4.16.2 Sleep problems

Variable label	Sleep: difficulty falling asleep Sleep: difficulty staying asleep
Variable name	Hsl146A, Hsl146B
Question	146A How often in the last four weeks have you had difficulty falling asleep? 146B How often in the last four weeks have you had difficulty staying asleep?
Values, detailed description	1 Not at all 2 Less than once a week 3 Once or twice a week 4 Three or more times a week Questions from the German Health Interview and Examination Survey for Adults (DEGS) 2008; questions were modified for lidA References: Schlack, Robert; Hapke, Ulfert; Maske, Ulrike; Busch, Markus; Cohrs, S. (2013): Frequency and distribution of sleep problems and insomnia in the adult population in Germany. Bundesgesundheitsblatt - Gesundheitsforschung - Gesundheitsschutz, Vol. 56 (5), pp. 740-748.
Origin	Questionnaire
Notes	-

6.4.16.3 Physical exertion in free time

Variable label	Physical exertion in free time
Variable name	Hre141
Question	141 How much do you move around and exert yourself in your free time? Please tell me which of the four statements on this list applies best to you!
Values, detailed description	<p>1 I read, watch TV and do jobs in which I do not move around much and which are not physically strenuous.</p> <p>2 I walk, cycle or move around for at least 4 hours per week. This includes going for walks, easy gardening work, but not the journey to work.</p> <p>3 I do physical exercise, such as running, jogging, gymnastics, swimming, ball games, strenuous gardening or other hard physical activities, for at least 3 hours per week.</p> <p>4 I do intensive sport, such as running, swimming, cycling, ball sports or other physical activities with a high level of physical exertion, several times per week.</p> <p>Adapted from the "National FINRISK Study"</p> <p>References: Borodulin, Katja; Laatikainen, Tiina; Juolevi, Anne; Jousilahti, Pekka (2008): Thirty-year trends of physical activity in relation to age, calendar time and birth cohort in Finnish adults. <i>The European Journal of Public Health</i>, Vol. 18 (3), pp. 339-344.</p>
Origin	Questionnaire
Notes	-

6.4.16.4 Physical exertion: frequency per week

Variable label	Physical exertion: frequency per week
Variable name	Hre141a
Question	141a On how many days per week do you usually exert yourself physically enough to make you sweat or get out of breath for at least 30 minutes in your free time?
Values, detailed description	1 None 2 Less than 1 day per week 3 1-2 days per week 4 3 or more days per week
Origin	Questionnaire
Notes	Only asked in wave 2

6.4.16.5 Smoking habits

Variable label	Smoking habits
Variable name	Hre145
Question	145 Please look at this list and tell me which of the statements applies best to you!
Values, detailed description	1 I have never smoked, apart from trying it out a couple of times 2 I used to smoke 3 I have given up smoking in the last 12 months 4 I smoke occasionally at present 5 I smoke every day
Origin	Questionnaire
Notes	-

6.4.16.6 Body mass index (BMI)

Variable label	Personal assessment: body mass index
Variable name	H_BMI
Question	125 Can you please tell me how tall you are? 126 And what do you weigh?
Values, detailed description	The body mass index consists of the variables "height" and "weight in kilogrammes". The BMI is derived from the weight in kilogrammes divided by the square of the body height.
Origin	Generated
Notes	Implausible values (under 15 and over 45) were checked again and if necessary set to -8 "implausible value" (see Engstler et al. 2013). 125 was only asked in wave 1, 126 in both waves

6.4.17 Hand grip strength

Variable label	Hand grip strength
Variable name	Hhg_mean
Question	123/124 (The hand grip strength is measured)
Values, detailed description	Mean hand grip strength per person References: Hank, Karsten; Jürges, Hendrik; Schupp, Jürgen; Wagner, Gert G. (2008): Isometrische Greifkraft und sozialgerontologische Forschung. Ergebnisse und Analysepotentiale des SHARE und SOEP. Zeitschrift für Gerontologie und Geriatrie, Vol. 42 (2) pp. 117-126.
Origin	Generated
Notes	Implausible values were set to -8 "implausible value"

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Imprint

FDZ-Datenreport 1/2016 (EN)

Publisher

The Research Data Centre (FDZ)
of the Federal Employment Agency
in the Institute for Employment Research
Regensburger Str. 104
D-90478 Nuremberg

Editorial staff

Dana Müller, Dagmar Theune

Technical production

Dagmar Theune

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