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The Establishment History Panel 1975-2010

Handbook Version 2.2.1

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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 has two aims: first, users can ascertain whether the data are suitable for their research; second, the reports can be used to prepare analyses.

Contents

Abstract

This datareport describes the Establishment-History-Panel (BHP) 1975-2010.

Zusammenfassung

Dieser Datenreport beschreibt das Betriebs-Historik-Panel (BHP) 1975-2010.

Keywords: German administrative micro data, labour market data, establishment data, manual

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The dataset described in this document is available for use by professional researchers. Further information can be found on the website http://fdz.iab.de.

1 Introduction and Outline

1.1 Introduction

The Establishment History Panel 1975-2010 is a 50% sample of all establishments throughout Germany with at least one employee liable to social security as of 30th June of a given year. Since 1999, establishments employing only marginal part-time workers are also included in the data. For establishments in western Germany the observation period is 1975 to 2010 and for establishments in eastern Germany 1991 to 2010. However, conclusive analyses for eastern German establishments are only possible from 1993 onwards. The data source for the BHP is the Employment History (Beschäftigten-Historik BeH) of the IAB. The data on individuals contained in the BeH are aggregated to the establishment level using the establishment numbers. The population of the BHP consists of between 1.3 and 2.9 million establishments per year.

The individual annual waves can be linked to a panel dataset via the identifier "artificial establishment number", which can be found in the dataset.

This data report describes the variables of the weakly anonymous version of the BHP dataset, which is available to researchers via on-site use at the Research Data Centre (FDZ) or via remote data access. The BHP data are unaltered data, with the sole exception that the original establishment numbers, which are direct identifiers for the different establishments, have been replaced by artificial establishment numbers. In order to protect the anonymity of the establishments still further, some variables are classified as particularly sensitive and are only disclosed on submission of a special application (see Chapter 1.2).

This Datenreport is structured as follows. Chapter 1 presents an outline of the data as well as information about the number of cases, file sizes and about data access. Chapter 1 also contains a brief overview of the differences between this version and its predecessor BHP 1975-2008 V1. A description of the data source can be found in Chapter 2. Data preparation and data quality are discussed in Chapters 3 and 4. Chapter 5 contains detailed descriptions of the variables.

1.2 Data use

The BHP data in the weakly anonymous version may be analysed in the context of a research visit at the FDZ and subsequent remote data access. It is also possible to analyse the data solely via remote data access.

In order to be able to use the data, in either case it is first necessary to submit an application to the Research Data Centre (FDZ).

The BHP is available either as a pure 50% random sample or as a 50% random sample stratified by establishment size classes. The size classes are defined by the total number of employees in an establishment (<4, 5-9, 10-19, 20-49, 50-99, 100-199, 200-499, >=500)

In both of the sample versions the BHP data are divided into three modules. The core dataset comprises simple establishment variables such as the artificial establishment number,

the federal state or the economic sector in which the establishment is active as well as details about the employee structure and the wage structure of the full-time employees. The core dataset is available as yearly data for the years 1975 to 2010. The yearly data can be merged to form a panel dataset via the artificial establishment number. In addition to the core dataset there are two extension modules, both of which can be merged with the core dataset via the artificial establishment number. The extension module "worker flows" contains details on the annual inflows and outflows of workers. The second extension module "entry and exit" contains detailed information about the entry of the establishment and its exit if applicable. Both of the extension modules require an additional application for access.

Certain variables which make it possible to identify establishments are only disclosed in their original form if this is necessary for the analysis objective and is justified explicitly in the application for data access. The variables in the core dataset which are particularly sensitive from the viewpoint of data protection legislation are

- place of work: district (ao_kreis)
- economic activity 93 - sub-class of economic activity (five-digit code) (w93_5)
- economic activity 03 - sub-class of economic activity (five-digit code) (w03_5)
- economic activity 08 - sub-class of economic activity (five-digit code) (w08_5)

Details regarding the place of work and the economic activity are available in aggregated form in the core dataset without special application, however (federal state and economic activity as 3-digit codes).

1.3 Differences compared with the predecessor version

1.3.1 Core dataset (BHP)

The BHP 7510 core dataset was generated in the same way as the preceding version (BHP 7508). Besides both new waves, 2009 and 2010, also the "old" waves 1975-2008 have been generated again. This is due to the fact that the BHP's data source is subject to regular updates, which affect all years as far back as 1975. This is why BHP waves concerning the same year differ across versions of the BHP. Especially in waves 2007 and 2008 changes in the data are possible due to delayed social security notifications.

Then the core dataset was generated the spectrum of variables of the preceding version was extended with some new features (see table 1.1).

Table 1.1: New variables in core dataset

Variable label	Variable name	Background
Number of Employees by Nationality	az_eur_eu, az_eur_ne, az_nat_us, az_nat_as, az_nat_am, az_nat_af, az_nat_gr, az_nat_it, az_nat_sp, az_nat_tk, az_nat_ju, az_nat_pl, az_nat_ro, az_nat_cs, az_nat_ru	increased user demand for resumption and modification of details by nationality out of BHP 1975-2006 V2.0.1

Detailed information about the contents of the new variables can be found in the description of variables in Chapter 5.

1.3.2 Extension file - Worker Flows

The extension file worker flows has been extended by some variables (see table 1.2)

Tab1.2: New variables in Extension file Worker Flows

Variable label	Variable name	Background
Entries by structure of employees by occupational group by Blossfeld classification	ein_bf_agr, ein_bf_emb, ein_bf_qmb, ein_bf_tec, ein_bf_ing, ein_bf_edi, ein_bf_qdi, ein_bf_semi, ein_bf_prof, ein_bf_evb, ein_bf_qvb, ein_bf_man	increased user demand for Blossfeld classification of occupations by worker flow
Exits by structure of employees by occupational group by Blossfeld classification	aus_bf_agr, aus_bf_emb, aus_bf_qmb, aus_bf_tec, aus_bf_ing, aus_bf_edi, aus_bf_qdi, aus_bf_semi, aus_bf_prof, aus_bf_evb, aus_bf_qvb, aus_bf_man	increased user demand for Blossfeld classification of occupations by worker flow
Entries by nationality	ein_eur_eu, ein_eur_ne, ein_nat_us, ein_nat_as, ein_nat_am, ein_nat_af, ein_nat_gr, ein_nat_it, ein_nat_sp, ein_nat_tk, ein_nat_ju, ein_nat_pl, ein_nat_ro, ein_nat_cs, ein_nat_ru	increased user demand for details by nationality
Exits by nationality	aus_eur_eu, aus_eur_ne, aus_nat_us, aus_nat_as, aus_nat_am, aus_nat_af, aus_nat_gr, aus_nat_it, aus_nat_sp, aus_nat_tk, aus_nat_ju, aus_nat_pl, aus_nat_ro, aus_nat_cs, aus_nat_ru	increased user demand for details by nationality

In addition, file organization was changed. Now there are two datasets, one for entries and one for exits.

1.3.3 Extension file- entry and exit

Besides the renaming of the files (see chapter 1.5), the establishment entries have been updated to the year 2010, the establishment exits to the year 2009.

1.3.4 Additional dataset for time-consistent Classification of Economic Activities

During the observation period of BHP the Classification of Economic Activities changed several times. That makes longtime analysis difficult. The FDZ developed a method to construct time-consistent industry codes. You can find a detailed description in Eberle et al. 2011. The generated industry codes were updated and extended for the purpose of BHP. Furthermore the Classification of Economic Activities 08 is included. These variables were available in an additional dataset and can be merged via the artificial establishment number and the year (see chapter 1.5).

1.4 Outline

Current data version	The Establishment History Panel 1975-2010
Type and volume of the data	Weakly anonymous, 50% random sample of establishments (simple random sample or stratified by establishment size). The data source for the BHP is the Employment History (Beschäftigten-Historik BeH) of the IAB.
Outline of the contents	**Core dataset:** • establishment characteristics (e.g. artificial establishment number, • economic activity, federal state) • structure of employees by gender, full-time/part-time and nationality • structure of employees by educational and vocational qualifications • structure of employees by occupational status (e.g. number of trainees / apprentices / skilled workers) • structure of employees by person group code • structure of employees by occupational group (Blossfeld classification of occupations) • employee age structure • structure of employees by nationality • wage structure of full-time employees **Extension file - Worker Flows:** • total number of inflows • structure of inflows by gender, occupational status, Blossfeld classification of occupations, full-time/part-time, nationalities • number of re-hiring • age structure of inflows • total number of outflows • structure of outflows by gender, occupational status, full-time/part-time, job tenure • age structure of outflows **Extension file - entry and exit** • entry year • type of entry • auxiliary variables for defining entry type • exit year • type of exit • auxiliary variables for defining exit type
Date of territorial allocation	31.12.2010
Type of territorial allocation	corrected territorial allocation
Period covered	Analysis period: West: 1975 – 2010
Time reference	June 30 of each year
Update frequency	Continuous
Corrections - outline	The BHP data are generated by aggregating individual employment records. They undergo hardly any corrections during the aggregation process.
File organisation	Core dataset: annual waves Extension file – Worker flows: two files, one for entries one for exits Extension file - entry and exit: two files (one for establishment entries, one for establishment exits)
Number of cases	**Core dataset:**

(population)	annual number of observations: 1.3 – 2.9 million establishments **Extension file – Worker Flows:** annual number of observations: 600,000 – 1.6 million establishments **Extension file - Establishment History:** • number of establishment entries: 5.6 million • number of establishment exits: 5 million
File format and size (population)	Stata (other file formats available on request) core dataset: each annual wave 380-860 MB, Extension file - Worker Flows: 2x 5 GB , Extension file – entry and exit: 2x 100 MB
Degree of anonymisation	Weakly anonymous
Citation method	Establishment History Panel (BHP) 1975-2010, Nuremberg 2012
Data access	On-site use or remote data access
Degree of anonymisation	Social data - pseudonymised

1.5 Volume structure

Tab 1.3: 50% simple random sample

File name	File size	Number of observations
Core dataset		
bhp_7510_m06_bst_v1_1975_zufall	189 MB	644,932
...		
bhp_7510_m06_bst_v1_2010_zufall	362 MB	1,198,089
Extension file - Worker Flows		
bhp_7510_m06_inflow_v1_zufall	2.4 GB	21,131,750
bhp_7510_m06_outflow_v1_zufall	2.3 GB	19,659,684
Extension file - entry and exit		
bhp_7510_m06_ein_v1_zufall	51 MB	2,667,083
bhp_75100_m06_aus_v1_zufall	48 MB	2,493,012
time-consistent Classification of Economic Activities		
WZ_BHP_7510_w73_w93_bhp_zufall_v1	400 MB	34,773,366

Tab 1.4: 50% stratified random sample (strata: establishment size classes)

File name	File size	Number of observations
Core dataset		
bhp_7510_m06_bst_v1_1975_stratum	189 MB	644,936
...	…	…
bhp_7510_m06_bst_v1_2010_stratum	362 MB	1,198,057
Extension file- Worker Flows		
bhp_7510_m06_inflows_v1_stratum	2.4 GB	21,131,425
bhp_7510_m06_outflows_v1_stratum	2.3 GB	19,659,376
Extension file- entry and exit		
bhp_7510_m06_ein_v1_stratum	51 MB	2,667,110
bhp_7510_m06_aus_v1_stratum	48 MB	2,493,055
time-consistent Classification of Economic Activities		
WZ_BHP_7510_w73_w93_bhp_stratum_v1	400 MB	34,773,342

2 Data sources

2.1 Employment History (BeH)

The source of data regarding employment is the Employment History (Beschäftigten-Historik - BeH) of the IAB. The data basis is the integrated notification procedure for health, pension and unemployment insurance, which came into effect as of 1 January 1973 (and was extended to cover eastern Germany as of 1 January 1991) and is known by the abbreviation DEÜV (previously DEVO/DÜVO) (for further details see: Bender et al. 1996, p. 4 ff.; Wermter/Cramer 1988). Under this procedure employers are required to submit notifications to the responsible social security agencies concerning all of their employees covered by social security. The BeH covers all white- and blue-collar workers as well as apprentices as long as they are not exempt from social security contributions. This means that civil servants, the self-employed and regular students (see Cramer 1985) are in principle not recorded in the BeH. Since the notification procedure was changed on 1 January 1999, employees in marginal part-time employment and unpaid family workers have also been recorded (not contained in the data until 1 April 1999).

Every year in which an individual is in an employment relationship is depicted by at least one notification. The data are recorded by the health insurance companies, collected in a continuous file by the Federal Employment Agency (BA) and subsequently integrated into the History File of the IAB. The current observation period of the BeH extends from 1 January 1975 to 31 December 2010.

3 Data preparation

3.1 Corrections and validation procedures core dataset

The core dataset contains information on the establishment's employee structure and details about the wage structure of the full-time employees in the establishment. All of the data are stock data as of the reference date of 30.06 of any given year.

In order to create the BHP core dataset, the employment notifications from the BeH, which was presented in Chapter 2, are aggregated at establishment level using the establishment number. Before the aggregation the following validation procedures are carried out:

- selection of all BeH observations that include the reference date of 30.06 of the respective year
- conversion of all earnings into Euros
- deletion of multiple jobs held by one person in one and the same establishment. Here non-marginal jobs are given priority over marginal part-time jobs. If more than one non-marginal job is recorded for one person in the same establishment, the job with the higher daily wage is selected or, if the jobs have the same daily wage, the job with the longest overall duration is selected.

Following these validation procedures all employment notifications are aggregated to selected statistics at establishment level as of the reference date of 30.06 of each year on the basis of the establishment number. Due to this proceeding based on reference dates it could occur that establishments which are closed before the reference date are not recorded in the yearly data. The same holds for establishments which appear after the reference date. They will be recorded in the following year. After the data have been aggregated they do not undergo any further validation procedures. In a small number of cases individual variables or values are recoded.

3.2 Sampling procedure

Following the validation and aggregation of the data at establishment level, which were described in Chapter 3.1, two standard samples are drawn.

Variant 1: a simple 50% random sample of all establishment numbers in the 1975-2010 period.

Variant 2: a 50% random sample of all establishment numbers in the 1975-2010 period stratified by establishment size. The establishment size classes are based on the total number of employees and are specified as follows: <5, 5-9, 10-19, 20-49, 50-99, 100-199, 200-499, 500-max. employees. The size class for an establishment is calculated from the mean value of the total number of employees across the period observed.

3.3 Missing values

In the BHP missing values are coded as follows:

Tab 3.1: Missing values

Term	Value	Description
No (valid) details available	.z	Values of a variable which are not systematically missing, **Example:** missing information on the establishment's district code
Systematically not available	.n	A variable is not available for a certain period or a certain group of establishments. **Example**: information on the establishment's economic activity using the WZ03 code is only available for the period 2003-2008. In all other years the establishments show the value .n for this variable. **Example: e**stablishments with no full-time employees with unknown qualifications show the value .n for the gross daily wage variable for this group of employees.

In addition to the examples above you will find the assigned missing values for each variable in chapter 5.

3.4 Extension file - Worker Flows

In addition to details about the number of employees in the establishments as of the reference date of 30.6 of any given year, the BHP also contains details of worker flows. The data distinguish between employee inflows and outflows. The inflows of a year are defined as the number of employees who were working in the establishment on the reference date of that year but were not working there on the reference date of the previous year. Analogously, the outflows of a year are defined as the number of employees who were not working in the establishment on the reference date of the particular year but were working there on the reference date of the previous year. Thus the current number of employees in a particular year, as it is found in the core data set, can be calculated as the number of employees in the previous year plus all inflows minus all outflows of the current year.

Example: an establishment has 30 employees as of 30.6.1995. 5 employees leave the establishment between 30.6.1995 and 30.06.1996. These 5 employees are therefore the outflows for 1996. At the same time the establishment hires 7 new employees. These are the inflows for 1996. The total number of employees for 1996 is therefore 30 - 5 +7 = 32.

Employees who join the establishment and leave it again between two reference dates are not recorded by this flow concept based on reference dates.

Similar to the stock values in the core dataset, the inflows and outflows are broken down according to various characteristics such as age groups. Further information on the individual variables can be found in Chapter 5.

Unlike in the core dataset the worker flows are not filed as blocks of yearly data but in two files (one for entries, one for exits), which can be merged with the individual sets of yearly data of the core dataset via the establishment number and the year. When merging this data the following restrictions have to be taken into account:

- Establishments with no inflows or outflows in a year only appear in the core dataset.
- In an establishment's year of entry the inflows are equivalent to the employee stocks in the core data set.
- Establishments that have been closed down appear dataset in the following year only in the worker outflow dataset. The outflows listed here are equivalent to the employee stocks of the preceding year (year of exit).

The variables of worker flows hardly contain missing values. These values appear only if details are systematically not available. For example marginal part-time jobs were not recorded before 1999. Thus one cannot calculate worker flows before 1999. Analogous one cannot calculate inflows or temporary outflows with the last available data due to missing values of the next year.

Besides it must be taken into account that the value 0 could have two different meanings. On the one hand the value 0 is assigned if there are no in- or outflows between both reference dates for the respective person group. On the other hand value 0 can also be attributed to the employee group not being represented in the establishment. To distinguish between the two meanings, one could merge the worker flows with the core dataset[1].

The extension file ‘worker flows’ is only made available to users on application.

3.5 Extension file- entry and exit

This dataset includes information about classification of establishment start-ups and establishment closures. This information should help to identify the start-up of a completely new or closure of an establishment in contrast to parts of an establishment that have been split off or outsourced, or simply that an existing establishment has been given a new ID.

3.5.1 Generation and content

Using the variables in the core dataset of the BHP it is very difficult to identify or classify establishment start-ups and establishment closures. The first and last appearance of an establishment number as they are shown in the core dataset were used as proxies for the start-up and closure dates. As these two points in time only indicate the period during which the establishment reported employees covered by social security or marginal part-time employees

[1] E.g.: To distinguish whether an establishment had no outflow of marginal part-time jobs from 2009 to 2010 or there were no marginal part-time jobs in the establishment in 2009, one could recode aus_gf in Stata with the following programming:

```
use betnr az_gf using bhp_7510_m06_bst_v1_2009_zufall.dta, clear
sort betnr
save temp.dta, replace
use betnr jahr aus_gf using bhp_7510_m06_aus_v1_zufall.dta, clear
sort betnr
merge 1:1 betnr using temp.dta
replace aus_gf = . if az_gf == 0
```

these are not necessarily the dates when the establishment was set up or closed. Apart from the start-up of a completely new establishment, the appearance of a new establishment number in the dataset can also mean that parts of an establishment have been split off or outsourced, or simply that an existing establishment has been given a new ID. (Regarding the allocation and changes of establishment numbers see Bundesagentur für Arbeit (2007:9-11).)

Within a cooperation project with the University of Boston an attempt has now been made to classify establishment entries and exits more precisely on the basis of worker flows, thereby distinguishing between genuine start-ups and closures and cases in which jobs are simply shifted. The decisive factor for the classification of establishment entries is the proportion of workers who were employed in one and the same establishment in the previous year. If this proportion is very large or if it is even 100 %, it can be assumed that the new establishment is merely an existing establishment that has been allocated a new ID. If, on the other hand, the workers are recruited from a multitude of different establishments, there is a greater likelihood that the case is a genuine new establishment. Analogously, it applies for establishment exits that if the proportion of workers that switched to another establishment together in the following year increases, then the likelihood of this also simply being a case of a new ID and not a closure also increases.

The data basis for the classifications described above is first the core dataset of the BHP (Establishment History Panel) with details on the first and last appearance of an establishment number and second, an additional dataset of all worker flows for the years 1975-2010. With the aid of this information it is possible to classify establishment entries in western Germany for the period 1976-2010 and establishment entries in eastern Germany for 1992-2010. Establishment exits in western Germany can be classified for the period 1975-2009 and those in eastern Germany for 1992-2009.

A detailed description of the classification can be found in the Methodenreport 06/2010 (Hethey, T. / Schmieder, J.F.), which can be downloaded free-of-charge from the FDZ homepage. All users who wish to work with the extension file 'entry and exit' are strongly recommended to read this Methodenreport.

The extension file contains all of the variables necessary for the classification, so the user can either adopt the developed classification in its original form or can modify it in certain places and adapt it to his own interests. The information on the establishment history is stored in two files, which can be merged with the individual sets of yearly data in the core dataset via the establishment number and the year in which the establishment number appeared for the first and/or the last time.

3.5.2 Differences to the characteristics 'grd_dat' and 'lzt_dat'

Between the variable for the first and the last appearance of number of the respective establishment ('grd_dat' and 'lzt_dat') in the core dataset and the information on foundation and closure of establishments in the extension file 'entry and exit' are conceptual differences and differences concerning data source.

In order to create the extension file 'entry and exit' one needs a first notification to social security and additionally information on worker flows in the newly founded establishment or from the closed establishment, respectively. The following limitations results:

- Classification of establishment start-ups in western Germany since 1976, in eastern Germany since 1992
- Classification of establishment closures one year before the last available data

Though the Worker flow dataset has the same data source (BeH) and the same reference dates, for each social security number only one notification is considered. For this the main occupation is used. Possible additional occupations will not be used. In order to get a time-consistent definition, marginal part-time jobs are not considered. Consequences are:

- For establishments with only marginal part-time employees in the first year the entry rescheduled until the first notification of a non marginal part-time job.
- For establishments with only marginal part-time employees in the year of closure the exit rescheduled on the last notification of a non marginal part-time job.
- For establishments with only employees with a secondary job in the first year no classification is possible. They are missing in the extension file.
- For establishments with only employees with a secondary job in the last year no classification is possible. They are missing in the extension file.
- The establishment size in the year of entry or exit in the extension file corresponds with the number of employees with main occupation (az_hpt) in the core dataset.

The extension file 'entry and exit' is only made available to users on application.

4 Data quality

4.1 Employment History (BeH)

As the BHP is created by aggregating employment notifications from the BeH, the quality of the BHP data is linked with that of the BeH data. The BeH has the following features:

- Due to the introduction of the employment notification procedure in the federal states of eastern Germany, the BeH data for eastern Germany can only be assumed to be sufficiently complete from 1993 onwards. Analyses of eastern German establishments should therefore not begin before 1993.
- The considerable increase in the number of BeH observations and thus also in the number of establishments from 1999 onwards is due to the introduction of the obligation to submit employment notifications for people in marginal part-time employment from 1 April 1999 onwards.
- Within the employment notification procedure a certain time lag is unavoidable. Although changes in employment relationships have to be reported immediately and existing employment relationships have to be confirmed annually by April of the following year, some notifications actually arrive years later. The History File of the IAB is not updated continuously, however, but at certain intervals. This is done using files of employment notifications for one particular year which were submitted 36, 18, 12 or 6

months after the end of the reporting year (e.g. the 18-month file for 2007 can be created in July 2009 at the earliest). Notifications submitted more than three years late are not taken into account at the IAB, which means that a 36-month file shows a 100 % degree of completeness by definition. Thus for the generation of the BHP yearly data for 2008 and 2009 the 18-month files were used in both cases, for the 2010 yearly data the 12-month file was used. It can be assumed that the number of establishments is slightly under-recorded for these three years. As the missing notifications are concentrated on a few establishments, the establishment size may be strongly downwards biased for these establishments.

- In 1984 a change was made in the employment notification procedure. From that time onwards one-off payments of gross earned income were reported as part of the annual earnings subject to social security contributions, which leads to an increase in the average daily wage. In particular the proportion of wages and salaries above the upper earnings limit increases considerably from that year onwards (cf. Bender et al. 1996).

5 Description of the variables and characteristics

5.1 Core dataset

5.1.1 Establishment characteristics

5.1.1.1 Identifier: artificial establishment number (betnr)

Variable label	Artificial establishment number
Variable name	betnr
Data type	numerical
Origin	BeH
Detailed description	To make the data anonymous, the original establishment numbers allocated by the Federal Employment Agency are replaced by randomly generated, yet unambiguous establishment numbers. For more information on the allocation of establishment numbers see Bender et.al. (1996: 15 f. und 27-30) or Bundesagentur für Arbeit (2007:9-11). The artificial establishment number may be used to merge the yearly data of the core dataset to create a panel dataset and to add the extension files to the sets of yearly data of the core dataset.

5.1.1.2 Date of first appearance (grd_dat)

Variable label	Date of first appearance in the BeH files
Variable name	grd_dat
Data type	date
Origin	BeH
Detailed description	The variable states the precise date on which the number of the respective establishment first appears in the dataset. If an establishment number is first indicated after 1975 for western Germany, or after 1990 for eastern Germany, it can be presumed that the variable represents the year in which the establishment in question was founded. However, it could also be an older establishment that has been allocated a new establishment number after a change of ownership or legal form. The employment agencies also allocate new establishment numbers in some cases when parts of companies are outsourced (for more detailed information see Bundesagentur für Arbeit (2007:9-11)). It is also possible that the establishment existed previously but had no employees covered by social security or from 1999 onwards also no marginal part-time employees. A more precise description of the first appearance of an establishment can be obtained using the variable ‘eintritt’ in the Extension File ‘entry and exit’.

5.1.1.3 Date of last appearance (lzt_dat)

Variable label	Date of last appearance in the BeH files
Variable name	lzt_dat
Data type	date
Origin	BeH
Detailed description	The variable states the precise date on which the number of the respective establishment appears in the dataset for the last time. (cf. Bender et al. 1996). If the existence of an establishment number in the BHP ends before 2006, this could be a case of closure of the establishment. However, other possible causes are also a “random change of establishment number on change of ownership or legal form”, an “outsourcing of parts of the company under a

new number" or other administrative changes. For more detailed information, see Bender et al. 1996: 15f. and pp. 27-30 or Bundesagentur für Arbeit 2007: 9-11).

A more precise description of the last appearance of an establishment can be obtained using the variable 'austritt' in the Extension File 'entry and exit'.

5.1.1.4 Place of work: district code (ao_kreis)

Variable label	Place of work: district (Kreis)
Variable name	ao_kreis
Data type	Numerical
Hierarchy	Federal state | district
Origin	BeH
Detailed description	The district code for the workplace originates from the BeH. Here, the district (urban district or rural district) in which the establishment is located is specified. The 5-digit district code contains the following: the first two digits refer to the code for the German federal state, the first to third digits refer to the administrative district (Regierungsbezirk) and the first to fifth digits the district (Kreis). In states with no administrative district, the third digit is 0. To ensure consistent regional allocations across the entire observation period, the district data were recoded to the territorial allocations as of 31.12.2010, i.e. the allocation of an establishment location to a district in all calendar years is based on the boundaries existing as of 31.12.2010. As the district borders changed over time, without territorial allocation updates cases would arise in which the district code of the establishment location changes without the establishment having relocated.
Notes	Due to its particular sensitivity with regard to data protection legislation, this variable is only made available to guest researchers in non-aggregate form on application and only in well-founded cases. Otherwise only the federal state (ao_bula) is supplied as regional data.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.5 Place of work: federal state (Bundesland) (ao_bula)

Variable label	Place of work; federal state (Bundesland)
Variable name	ao_bula
Data type	Numerical
Origin	BeH
Detailed description	The variable indicates the German state in which the establishment is located. It is generated from the district code. The first two digits of the district code indicate the federal state.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.6 Classification of Economic Activities 73 (w73_3)

Variable label	Classification of Economic Activities 73, 3-digit code
Variable name	w73_3
Data type	Numerical
Hierarchy	Economic sector (1-digit code) | economic group (2-digit code) | economic class (3-digit code)
Origin	BeH
Detailed description	This variable identifies the economic activity as a 3-digit code in accordance with the WS73 classification. The information is available from 1975 up to and including 2002. WS73 stands for the "Industrial Classification of Economic Activities for the Statistical Office of the Federal Employment Agency, 1973 Edition". 269 classes of activity are differentiated by means of a 3-digit code, whereby the first digit defines the economic sector, from a total of 10, and the first two digits together determine the respective group, from a total of 95. Only one code may be allocated to each establishment. Establishments are assigned to the relevant economic class on the basis of their institutional orientation.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.7 Classification of Economic Activities 93, 3-digit code, (w93_3)

Variable label	WZ93, 3-digit code
Variable name	w93_3
Data type	Numerical
Hierarchy	Economic section (1-digit code) | Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)
Origin	BeH
Detailed description	This variable identifies the economic activity as a 3-digit code in accordance with the WS93 classification. The information is available from 1999 up to and including 2003. WZ93 stands for the "Industrial Classification of Economic Activities for the Statistical Office of the Federal Employment Agency, 1993 Edition". The WZ93 is based on the statistical system of economic activities in the European Community, NACE Rev.1 („Nomenclature générale des activités économiques dans les communautés européennes"),which has four structural levels, the first two of which are based in turn on the international standard ISIC Rev.3 ("International Standard Industrial Classification of All Economic Activities"). Only one code may be allocated to each establishment; the classification can be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.8 Classification of Economic Activities 93, 5-digit code (w93_5)

Variable label	WZ93, 5-digit code
Variable name	w93_5
Data type	Numerical
Hierarchy	Economic section (1-digit code) │Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)
Origin	BeH
Detailed description	This variable identifies the economic activity as a 5-digit code in accordance with the WS93 classification. The information is available from 1999 up to and including 2003. WZ93 stands for the "Industrial Classification of Economic Activities for the Statistical Office of the Federal Employment Agency, 1993 Edition". The WZ93 is based on the statistical system of economic activities in the European Community, NACE Rev.1 („Nomenclature génerale des activités économiques dans les communautés européennes"),which has four structural levels, the first two of which are based in turn on the international standard ISIC Rev.3 ("International Standard Industrial Classification of All Economic Activities"). Only one code may be allocated to each establishment; the classification can be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.
Notes	Due to its particular sensitivity with regard to data protection legislation, this variable is only made available to guest researchers in non-aggregate form on application and only in well-founded cases. Otherwise the economic activity is provided as the 3-digit code (w93_3) only.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.9 Classification of Economic Activities 03, 3-digit code (w03_3)

Variable label	WZ03, 3-digit code
Variable name	w03_3
Data type	Numerical
Hierarchy	Economic section (1-digit code) │Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)
Origin	BeH
Detailed description	This variable identifies the economic activity as a 3-digit code in accordance with the WZ03 classification. The information is available from 2003 up to and including 2008. WZ03 stands for the "Industrial Classification of Economic Activities, 2003 Edition" of the Federal Statistical Office (eds.). Like the WZ93, the WZ03 is based on the statistical system of economic activities in the European Community, NACE Rev.1 (for more information on NACE Rev. 1 see variable description w93_3, w93_5). The Classifications of Economic Activities have been updated, whereby the structure of WZ93 has largely been retained. Only one code may be allocated to each establishment; the classification

can be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.10 Classification of Economic Activities 03, 5-digit code (w03_5)

Variable label WZ03, 5-digit code

Variable name w03_5

Data type Numerical

Hierarchy Economic section (1-digit code) │Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)

Origin BeH

Detailed description This variable identifies the economic activity as a 5-digit code in accordance with the WZ03 classification. The information is available from 2003 up to and including 2008. WZ03 stands for the "Industrial Classification of Economic Activities, 2003 Edition" of the Federal Statistical Office (eds.). Like the WZ93, the WZ03 is based the statistical system of economic activities in the European Community, NACE Rev.1 (for more information on NACE Rev. 1 see variable description w93_3, w93_5). The Classifications of Economic Activities have been updated, whereby the structure of WZ93 has largely been retained.
Only one code may be allocated to each establishment; the classification can be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.

Notes Due to its particular sensitivity with regard to data protection legislation, this variable is only made available to guest researchers in non-aggregate form on application and only in well-founded cases. Otherwise the economic activity is provided as the 3-digit figure (w03_3) only.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.11 Classification of Economic Activities 08, 3-digit code (w08_3)

Variable label WZ08, 3-digit code

Variable name w08_3

Data type Numerical

Hierarchy Economic section (1-digit code) │Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)

Origin BeH

Detailed description This variable identifies the economic activity as a 3-digit code in accordance with the WZ08 classification. The information is available from 2008 onwards. WZ08 stands for the "Industrial Classification of Economic Activities, 2008 Edition" of the Federal Statistical Office (eds.).The WZ08 is based on the statistical system of economic activities in the European

Community, NACE Rev.2.
Only one code may be allocated to each establishment; the classification can be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.1.12 Classification of Economic Activities 08, 5-digit code (w08_5)

Variable label WZ08, 5-digit code

Variable name w08_5

Data type Numerical

Hierarchy Economic section (1-digit code) │Economic division (2-digit code) | Economic group (3-digit code) | Economic class (4-digit code) | Economic subclass (5-digit code)

Origin BeH

Detailed description This variable identifies the economic activity as a 5-digit code in accordance with the WZ08 classification. The information is available from 2008 onwards. WZ08 stands for the “Industrial Classification of Economic Activities, 2008 Edition” of the Federal Statistical Office (eds.).The WZ08 is based on the statistical system of economic activities in the European Community, NACE Rev.2.
Only one code may be allocated to each establishment; the classification can thus be used in its full depth structure, or in a shortened form as necessary. If an establishment operates in various different economic areas, the main economic activity, i.e. the economic focus, has to be established.

Notes Due to its particular sensitivity with regard to data protection legislation, this variable is only made available to guest researchers in non-aggregate form on application and only in well-founded cases. Otherwise the economic activity is provided as the 3-digit figure (w08_3) only.
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Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.2 General employment structure

5.1.2.1 Total number of employees (az_ges)

Variable label Total number of employees

Variable name az_ges

Data type Numerical

Origin BeH

Detailed description This variable contains the number of employees of an establishment for whom a notification for social security exists on 30 June of a year. Since the introduction of the new employment notification regulations in 1999, marginal part-time employees have also been included. The variable also includes part-time employees and dormant employment relationships (average daily wage = 0).

5.1.2.2 Total number of full-time employees (az_ges_vz)

Variable label	Total number of full-time employees
Variable name	az_ges_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of full-time employees of an establishment. It does not contain marginal part-time employees or dormant employment relationships (average daily wage = 0).

5.1.2.3 Number of female employees (az_f)

Variable label	Number of female employees
Variable name	az_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of female employees in an establishment.

5.1.2.4 Number of female employees, full-time (az_f_vz)

Variable label	Number of female employees, full-time
Variable name	az_f_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of female full-time employees in an establishment.

5.1.2.5 Number of German employees (az_d)

Variable label	Number of German employees
Variable name	az_d
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees of German nationality in an establishment.

5.1.2.6 Number of German employees, full-time (az_d_vz)

Variable label	Number of German employees, full-time
Variable name	az_d_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees of German nationality in an establishment.

5.1.2.7 Number of employees by main occupation (az_hpt)

Variable label	Number of employees by main occupation

Variable name	az_hpt
Data type	Numerical
Origin	BeH
Detailed description	This variable indicates the number of employees whose main occupation was in a particular establishment. The main occupation is defined as that with the highest daily wage rate. Should a person have several employment notifications in different establishments at the same wage rate as of 30 June of any year, the job with the longest length of employment is counted as the main occupation. A marginal part-time job is only counted as the main occupation if the person has no employment subject to social security.

5.1.2.8 Number of unpaid employees (az_te0)

Variable label	Number of unpaid employees
Variable name	az_te0
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees with a gross daily wage of 0. These are dormant employment relationships. Dormant employment relationships include e.g. periods of maternity protection, periods of sickness longer than 42 days, or sabbaticals.

5.1.3 Structure of employees by educational and vocational qualifications

5.1.3.1 Number of low-qualified employees (az_gq)

Variable label	Number of low-qualified employees
Variable name	az_gq
Data type	Numerical
Origin	BeH
Detailed description	This variable identifies an establishment's employees who do not possess either an upper secondary school leaving certificate as their highest school qualification or a vocational qualification. It is formed from the B2 code, which is included in the activity code. When aggregating the data from the employee to the establishment level, the number of low-skilled employees per establishment was calculated by totalling the employees in the establishment with the value 1 in the B2 code. An employee's educational and vocational qualifications are specified in the employment details provided by the employer in the employment notifications. The so-called activity code consists of 5 digits and contains the following information: • Digits 1-3: current occupation • Digit 4 (B1 code): occupational status • Digit 5 (B2 code): qualifications Values and value labels of the B2 code: • 1: Lower/intermediate secondary school leaving certificate or equivalent school education without completed vocational training • 2: Lower/intermediate secondary school leaving certificate or equivalent school education with completed vocational training • 3: Upper secondary school leaving certificate (general or subject-

specific aptitude for higher education) without vocational training
- 4: Upper secondary school leaving certificate (general or subject-specific aptitude for higher education) with vocational training
- 5: Degree from a specialised college of higher education (Fachhochschule)
- 6: University degree
- 7: Education and training unknown, no statement possible
- 9: No response

5.1.3.2 Number of low-qualified full-time employees (az_gq_vz)

Variable label	Number of low–qualified full-time employees
Variable name	az_gq_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable identifies an establishment's full-time employees who do not possess either an upper secondary school leaving certificate as their highest school qualification or a vocational qualification. When aggregating the data from the employee to the establishment level, the number of low-skilled full-time employees per establishment was calculated by totalling the full-time employees in the establishment with the value 1 in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.3 Number of qualified employees (az_mq)

Variable label	Number of qualified employees
Variable name	az_mq
Data type	Numerical
Origin	BeH
Detailed description	This variable indicates the number of employees in an establishment with either an upper secondary school leaving certificate as their highest school qualification or a vocational qualification. When aggregating the data from the employee to the establishment level, the number of qualified employees per establishment was calculated by totalling the employees in the establishment with the value '2', '3' or '4' in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.4 Number of qualified full-time employees (az_mq_vz)

Variable label	Number of qualified full-time employees
Variable name	az_mq_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable indicates the number of full-time employees in an establishment with either an upper secondary school leaving certificate as the highest school qualification or a vocational qualification. When aggregating the data from the employee to the establishment level, the number of qualified full-time employees per establishment was calculated by totalling the full-time

employees in the establishment with the value 2, 3 or 4 in the B2 code.

For detailed information on the B2 code see variable description az_gq.

5.1.3.5 Number of highly qualified employees (az_hq)

Variable label	Number of highly qualified employees
Variable name	az_hq
Data type	Numerical
Origin	BeH
Detailed description	The variable contains the number of employees in an establishment who have a degree from a specialised college of higher education (Fachhochschule) or a university degree. When aggregating the data from the employee to the establishment level, the number of highly qualified employees in the establishment was calculated by totalling the employees with the value 5 or 6 in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.6 Number of highly qualified full-time employees (az_hq_vz)

Variable label	Number of highly qualified full-time employees
Variable name	az_hq_vz
Data type	Numerical
Origin	BeH
Detailed description	The variable contains the number of full-time employees in an establishment who have a degree from a specialised college of higher education (Fachhochschule) or a university degree. When aggregating the data from the employee to the establishment level, the number of highly qualified full-time employees in the establishment was calculated by totalling the full-time employees with the value 5 or 6 in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.7 Number of employees with unknown qualifications (az_uq)

Variable label	Number of employees with unknown qualifications
Variable name	az_uq
Data type	Numerical
Origin	BeH
Detailed description	The variable az_uq contains the number of employees in an establishment whose qualifications are not known. The variable az_uq contains the number of employees with the value 7 or 9 in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.8 Number of full-time employees with unknown qualifications (az_uq_vz)

Variable label	Number of full-time employees with unknown qualifications
Variable name	az_uq_vz
Data type	Numerical
Origin	BeH

Detailed description	The variable az_uq_vz contains the number of employees with unknown qualifications who are employed full-time in an establishment. The variable contains the number of full-time employees in the establishment with the value 7 or 9 in the B2 code. For detailed information on the B2 code see variable description az_gq.

5.1.3.9 Number of employees with unknown qualifications and who are not in training (az_uq_ub)

Variable label	Number of employees with unknown qualifications and who are not in training
Variable name	az_uq_ub
Data type	Numerical
Origin	BeH
Detailed description	The variable az_uq_ub contains the number of employees in an establishment whose qualifications are not known and who are not in training. The variable contains the number of employees with the value 7 or 9 in the B2 code and for whom the value in the information on the occupational status (B1 code) is not 0. For detailed information on the B2 code see variable description az_gq. For detailed information on the B1 code see variable description az_az_stib.

5.1.3.10 Number of full-time employees with unknown qualifications and who are not in training (az_uq_ub_vz)

Variable label	Number of full-time employees with unknown qualifications and who are not in training
Variable name	az_uq_ub_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable az_uq_ub_vz contains the number of full-time employees in an establishment whose qualifications are not known and who are not in training. This is the number of full-time employees with the value 7 or 9 in the B2 code and for whom the value in the information on the occupational status (B1 code) is not 0. For detailed information on the B2 code see variable description az_gq. For detailed information on the B1 code see variable description az_az_stib.

5.1.4 Structure of employees by occupational status

5.1.4.1 Number of trainees/apprentices (az_az_stib)

Variable label	Number of trainees/apprentices by occupational status
Variable name	az_az_stib
Data type	Numerical
Origin	BeH
Detailed description	The variable az_az_stib contains the number of employees in an establishment who are identified as trainees/apprentices by occupational status (B1 code, value 0). There is no distinction between trainees/apprentices, interns, semi-

skilled trainees and participants in further training or retraining programmes.

An employee's occupational status is indicated in the employment details provided by the employer in the employment notifications.

The so-called activity code consists of 5 digits and contains the following information:

- Digits 1-3: current occupation
- Digit 4 (B1 code): occupational status
- Digit 5 (B2 code): qualifications

Values and value labels of the B1 code

Values	Value labels
0	Employee in vocational training (trainees, apprentices, interns)
1	Unskilled worker
2	Skilled worker
3	Master craftsman, foreman (regardless of whether blue or white-collar)
4	White-collar employee (not including white-collar master craftsman)
5 and 6	Values currently unassigned so not to be used
7	Home worker, freelance home worker
8	Part-time employee with the following weekly working hours: under 20 hours (01/01/1970 – 31/12/1978) under 15 hours (01/01/1979 – 31/12/1987) under 18 hours (from 01/01/1988)
9	Part-time employees with the following weekly working hours: 20 hours (01/01/1970 – 31/12/1978) 15 hours (01/01/1979 – 31/12/1987) 18 hours (from 01/01/1988) or more, but still below full-time hours

5.1.4.2 Number of unskilled employees (az_nfa)

Variable label Number of unskilled employees

Variable name az_nfa

Data type Numerical

Origin BeH

Detailed description This variable contains the number of employees in an establishment who are not employed as skilled workers and have the value 1 in the B1 code.

For detailed information on the B1 code see variable description az_az_stib.

5.1.4.3 Number of skilled workers (az_fa)

Variable label Number of skilled workers

Variable name az_fa

Data type Numerical

Origin BeH

Detailed description This variable contains the number of skilled workers in an establishment. This is the total number of employees with the value 2 in the B1 code.

For detailed information on the B1 code see variable description az_az_stib.

5.1.4.4 Number of master craftsmen and foremen (az_mp)

Variable label	Number of master craftsmen and foremen
Variable name	az_mp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of master craftsmen and foremen employed in an establishment, who have the value 3 in the B1 code. For detailed information on the B1 code see variable description az_az_stib.

5.1.4.5 Number of white-collar employees (az_ang)

Variable label	Number of white-collar employees
Variable name	az_ang
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of white-collar employees in an establishment, who have the value 4 in the B1 code. For detailed information on the B1 code see variable description az_az_stib.

5.1.4.6 Number of home workers and freelance home workers (az_hh)

Variable label	Number of home workers and freelance home workers
Variable name	az_hh
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of home workers and freelance home workers employed by an establishment, who have the value 7 in the B1 code. For detailed information on the B1 code see variable description az_az_stib.

5.1.4.7 Number of employees in mini part-time employment (az_ktz)

Variable label	Number of employees in mini part-time employment.
Variable name	az_ktz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of part-time employees (mini part-time) in an establishment. These employees have the value 8 in the B1 code. For detailed information on the B1 code see variable description az_az_stib.

5.1.4.8 Number of employees in midi part-time employment (az_gtz)

Variable label	Number of employees in midi part-time employment.
Variable name	az_gtz
Data type	Numerical
Origin	BeH

Detailed description	This variable contains the number of part-time employees (midi part-time) in an establishment. These employees have the value 9 in the B1 code. For detailed information on the B1 code see variable description az_az_stib.

5.1.5 Structure of employees by person group

5.1.5.1 Number of trainees/ apprentices by person group (az_az_pers)

Variable label	Number of trainees/ apprentices by person group
Variable name	az_az_pers
Data type	Numerical
Origin	BeH
Detailed description	The variable az_az_pers contains the number of employees that are defined as trainees/ apprentices in the person group code. Trainees/ apprentices, as defined by person group code 102, are “persons who, under a traineeship agreement in accordance with the German Vocational Training Act, are undergoing in-firm training in a recognised training occupation. Vocational training is defined as training undergone within the framework of statutory regulations for vocational training/apprenticeships in officially recognised training occupations. Further, vocational training also includes training in occupations for which no statutory training regulations exist but for which training is standard procedure and widely recognised.” (Deutsche BKK (Hrsg.) (2006: p. 43)).

5.1.5.2 Number of marginal part-time workers (az_gf)

Variable label	Number of marginal part-time workers
Variable name	az_gf
Data type	Numerical
Origin	BeH
Detailed description	The number of marginal part-time employees is generated from the person group code – values 109 and 209. This variable has only been included in the dataset since 1999, as that was the year when this variable was integrated into the social security notification procedure.

5.1.6 Structure of employees by Blossfeld occupational group

5.1.6.1 Number of employees: agricultural occupations (az_bf_agr)

Variable label	Number of employees in agricultural occupations
Variable name	az_bf_agr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in agricultural occupations according to the Blossfeld classification of occupations. In the context of the employment notification the employer indicates the occupation held by the employee in the form of the 3-digit code from the Classification of Occupations (Klassifikation der Berufe - KldB75). This information is used to recode the data to the Blossfeld classification of occu-

pations. This classifies the occupations into a total of 12 groups on the basis of the level of requirements for the job held and the economic sector in which this job is performed. Detailed information on the Blossfeld classification of occupations and its recoding to the KldB75 can be found in Blossfeld 1987.

5.1.6.2 Number of employees: unskilled manual occupations (az_bf_emb)

Variable label	Number of employees in unskilled manual occupations
Variable name	az_bf_emb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in unskilled manual occupations according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.3 Number of employees: unskilled services (az_bf_edi)

Variable label	Number of employees in unskilled services
Variable name	az_bf_edi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in unskilled services occupations according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.4 Number of employees: unskilled commercial and administrative occupations (az_bf_evb)

Variable label	Number of employees in unskilled commercial and administrative occupations
Variable name	az_bf_evb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in unskilled commercial and administrative occupations according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.5 Number of employees: skilled manual occupations (az_bf_qmb)

Variable label	Number of employees in skilled manual occupations
Variable name	az_bf_qmb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in skilled manual occupa-

tions according to the Blossfeld classification of occupations.
Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.6 Number of employees: skilled services (az_bf_qdi)

Variable label	Number of employees in skilled services
Variable name	az_bf_qdi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in skilled services occupations according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr. .

5.1.6.7 Number of employees: skilled commercial and administrative occupations (az_bf_qvb)

Variable label	Number of employees in skilled commercial and administrative occupations
Variable name	az_bf_qvb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in skilled commercial and administrative occupations according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.8 Number of employees: technicians (az_bf_tec)

Variable label	Number of employed technicians
Variable name	az_bf_tec
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employed technicians according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.9 Number of employees: semiprofessions (az_bf_semi)

Variable label	Number of employees in semiprofessions
Variable name	az_bf_semi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in semiprofessions according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.10 Number of employees: engineers (az_bf_ing)

Variable label	Number of employed engineers
Variable name	az_bf_ing
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employed engineers according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.11 Number of employees: professions (az_bf_prof)

Variable label	Number of employees in professions
Variable name	az_bf_prof
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in professions according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.6.12 Number of employees: managers (az_bf_man)

Variable label	Number of employed managers
Variable name	az_bf_man
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employed managers according to the Blossfeld classification of occupations. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

5.1.7 Employee age structure

5.1.7.1 Number of employees by age class (az_15_19, az_20_24, az_25_29, az_30_34, az_35_39, az_40_44, az_45_49, az_50_54, az_55_59, az_60_64, az_ab65)

Variable label	Number of employees aged 15-19
Variable name	az_15_19
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 15 and 19. The age is calculated from the social security number, which contains the insured person's date of birth. It is recalculated for every cross-section as of the reference date of 30.6 of the respective year. As the calculation basis "social security number" is a mandatory field in the BeH, the variable "date of birth" and thus also the variable "age" can never show missing values.

Variable label	Number of employees aged 20-24
Variable name	az_20_24
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 20 and 24. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of employees aged 25-29
Variable name	az_25_29
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 25 and 29. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of employees aged 30-34
Variable name	az_30_34
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 30 and 34. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of employees aged 35-39
Variable name	az_35_39
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 35 and 39. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of employees aged 40-44
Variable name	az_40_44
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who

	are aged between 40 and 44. Detailed information on the generation of the age variables can be found in the variable description az_15_19.
Variable label	Number of employees aged 45-49
Variable name	az_45_49
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 45 and 49. Detailed information on the generation of the age variables can be found in the variable description az_15_19.
Variable label	Number of employees aged 50-54
Variable name	az_50_54
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 50 and 54. Detailed information on the generation of the age variables can be found in the variable description az_15_19.
Variable label	Number of employees aged 55-59
Variable name	az_55_59
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 55 and 59. Detailed information on the generation of the age variables can be found in the variable description az_15_19.
Variable label	Number of employees aged 60-64
Variable name	az_60_64
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged between 60 and 64. Detailed information on the generation of the age variables can be found in the variable description az_15_19.
Variable label	Number of employees aged 65+
Variable name	az_ab65
Data type	Numerical

Origin	BeH
Detailed description	This variable contains the number of employees in the establishment who are aged 65 or above. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

5.1.7.2 Number of full-time employees by age class (az_15_19_vz, az_20_24_vz, az_25_29_vz, az_30_34_vz, az_35_39_vz, az_40_44_vz, az_45_49_vz, az_50_54_vz, az_55_59_vz, az_60_64_vz, az_ab65_vz)

Variable label	Number of full-time employees aged 15-19
Variable name	az_15_19_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 15 and 19. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 20-24
Variable name	az_20_24_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 20 and 24. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 25-29
Variable name	az_25_29_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 25 and 29. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 30-34
Variable name	az_30_34_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establish-

	ment who are aged between 30 and 34. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 35-39
Variable name	az_35_39_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 35 and 39. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 40-44
Variable name	az_40_44_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 40 and 44. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 45-49
Variable name	az_45_49_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 45 and 49. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 50-54
Variable name	az_50_54_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 50 and 54. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 55-59
Variable name	az_55_59_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 55 and 59. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 60-64
Variable name	az_60_64_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged between 60 and 64. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

Variable label	Number of full-time employees aged 65+
Variable name	az_ab65_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of full-time employees in the establishment who are aged 65 and above. Detailed information on the generation of the age variables can be found in the variable description az_15_19.

5.1.7.3 Age quartiles of the total of employees (alter_p25, alter_med, alter_p75)

Variable label	P25 age
Variable name	alter_p25
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the age of all employees. Detailed information on the generation of the age variables can be found in the variable description alter_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median age
Variable name	alter_med
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the median of the age of all employees. The age is calculated from the social security number, which contains the insured person's date of birth. It is recalculated for every cross-section as of the reference date of 30.6 of the respective year. As the calculation basis "social security number" is a mandatory field in the BeH, the variable "date of birth" and thus also the variable "age" can never show missing values.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	P75 age
Variable name	alter_p75
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P75 percentile of the age of all employees. Detailed information on the generation of the age variables can be found in the variable description alter_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.7.4 Age quartiles of all full-time employees (alter_p25_vz, alter_med_vz, alter_p75_vz)

Variable label	P25 age, full-time employees
Variable name	alter_p25_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the age of all full-time employees. Detailed information on the generation of the age variables can be found in the variable description alter_med.

Variable label	Full description	Valid from	Valid until

.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median age, full-time employees
Variable name	alter_med_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the median of the age of all full-time employees. Detailed information on the generation of the age variables can be found in the variable description alter_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	P75 age, full-time employees
Variable name	alter_p75_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P75 percentile of the age of all full-time employees. Detailed information on the generation of the age variables can be found in the variable description alter_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.8 Research and development activities

5.1.8.1 Number of engineers and scientists (az_ingnat)

Variable label	Number of engineers and scientists
Variable name	az_ingnat
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees with a degree from a university or a specialised college of higher education (Fachhochschule) who are employed as engineers or scientists in the establishment. This is the total number of employees with the value 5 or 6 in the B2 code (education/training) and the occupational classification 601-612 or 883. This information can be used as a proxy to measure the establishment's R & D (re-

search and development) activities.
Both education/training and the occupational classification are reported by the employer in the employment details supplied in the employment notification.

The so-called activity code consists of 5 digits and contains the following information:

- Digits 1-3: current occupation
- Digit 4 (B1 code): occupational status
- Digit 5 (B2 code): qualifications

The current occupation is coded in the form of the 3-digit code (occupational classification) of the Classification of Occupations (KldB75).

Values and value labels of the B2 code:

- 1: Lower/intermediate secondary school leaving certificate or equivalent school education without completed vocational training
- 2: Lower/intermediate secondary school leaving certificate or equivalent school education with completed vocational training
- 3: Upper secondary school leaving certificate (general or subject-specific aptitude for higher education) without vocational training
- 4: Upper secondary school leaving certificate (general or subject-specific aptitude for higher education) with vocational training
- 5: Degree from a specialised college of higher education (Fachhochschule)
- 6: University degree
- 7: Education and training unknown, no statement possible
- 9: No response

5.1.9 structure of employees by nationality

5.1.9.1 Number of Germans (az_d)

Variable label	Number of Germans
Variable name	az_d
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with German nationality.

5.1.9.2 Number of German full-time employees (az_d_vz)

Variable label	Number of German full-time employees
Variable name	az_d_vz
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of all full-time employees with German nationality in an establishment.

5.1.9.3 Number of EU-Europeans (az_eur_eu)

Variable label	Number of EU-Europeans

Variable name	az_eur_eu
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with nationality of a member state of the European Union on the reference date. EU member states over time: Wave 1975-1980: Belgium, Germany, France, Italy, Luxemburg, Netherlands, Denmark, Ireland, United Kingdom Wave 1981-85: additional Greece Wave 1986-1994: additional Portugal, Spain Wave 1995-2003: additional Finland, Austria, Sweden Wave 2004-2006: additional Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia, Czech Republic, Hungary, Cyprus Since Wave 2007: additional Bulgaria and Rumania

5.1.9.4 Number of Not-EU-Europeans (az_eur_ne)

Variable label	Number of Not-EU-Europeans
Variable name	az_eur_ne
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment from European countries that were **not** an EU-member state on the reference date. EU member states over time: Wave 1975-1980: Belgium, Germany, France, Italy, Luxemburg, Netherlands, Denmark, Ireland, United Kingdom Wave 1981-85: additional Greece Wave 1986-1994: additional Portugal, Spain Wave 1995-2003: additional Finland, Austria, Sweden Wave 2004-2006: additional Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia, Czech Republic, Hungary, Cyprus Since Wave 2007: additional Bulgaria and Rumania

5.1.9.5 Number of Greeks (az_nat_gr)

Variable label	Number of Greeks
Variable name	az_nat_gr
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Greek nationality.

5.1.9.6 Number of Italians (az_nat_it)

Variable label	Number of Italians
Variable name	az_nat_it
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Italian nationality.

5.1.9.7 Number of Spanish / Portuguese (az_nat_sp)

Variable label	Number of Spanish and Portuguese
Variable name	az_nat_sp
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Spanish or Portuguese nationality.

5.1.9.8 Number of Turks (az_nat_tk)

Variable label	Number of Turks
Variable name	az_nat_tk
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Turk nationality.

5.1.9.9 Number of (former) Yugoslavians (az_nat_ju)

Variable label	Number of employees from (former) Yugoslavia
Variable name	az_nat_ju
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees in an establishment with (former) Yugoslavian nationality including Bosnia and Herzegovina, Croatia, Slovenia, Serbia and Montenegro, Yugoslavia and Macedonia.

5.1.9.10 Number of Polish (az_nat_pl)

Variable label	Number of Polish
Variable name	az_nat_pl
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Polish nationality.

5.1.9.11 Number of Rumanians (az_nat_ro)

Variable label	Number of Rumanians
Variable name	az_nat_ro
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Rumanian nationality.

5.1.9.12 Number of Czechs (az_nat_cs)

Variable label	Number of Czechs
Variable name	az_nat_cs
Data type	Numerical

Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Czech nationality. Including Slovakia, Czechoslovakia and Czech Republic.

5.1.9.13 Number of Russians (az_nat_ru)

Variable label	Number of Russians
Variable name	az_nat_ru
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Russian nationality. Including Soviet Union, Russian Federation. Other CIS countries and USSR-successor state are assigned to EU member states, Not-EU-member states in Europe or Asia. For example persons from Estonia, whose nationality was Soviet Union in the 80th, are in that category for the respective time period. As soon as they are notified as Estonians, they are assigned to the Not-EU-European. After the accession to the EU in 2004 they are counted as EU-European. Analogous it works with the Kirghiz. As long as they are reported as citizens of the USSR, they are grouped in the respective category. As soon as they are reported as citizen of Kirgyzstan, they are grouped to Asia.

5.1.9.14 Number of employees from the U.S./Canada/Australia (az_nat_us)

Variable label	Number of employees U.S.-America, Canada and Australia
Variable name	az_nat_us
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with U.S.-American, Canadian and Australian nationality.

5.1.9.15 Number of employees from Asia (az_nat_as)

Variable label	Number of Asians
Variable name	az_nat_as
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with Asian nationality (without USSR or Russia).

5.1.9.16 Number of employees from American (az_nat_am)

Variable label	Number of Americans
Variable name	az_nat_am
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with American nationalities (without U.S.-American and Canadian).

5.1.9.17 Number of employees from African (az_nat_af)

Variable label	Number of African

Variable name	az_nat_af
Data type	Numerical
Origin	BeH
Detailed description	The variable states the number of employees in an establishment with African nationalities.

5.1.10 Wage structure of full-time employees

5.1.10.1 Wage quartiles (gross average daily wage) for all full-time employees (te_p25, te_med, te_p75)

Variable label	P25 gross average daily wage for full-time employees
Variable name	te_p25
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the gross average daily wage of an establishment's full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). Examples of dormant employment relationships are periods of maternity protection, sickness lasting longer than 42 days and sabbaticals. The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median gross average daily wage for full-time employees
Variable name	te_med
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the median of the gross average daily wage of an establishment's full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. In accordance with the regulations for social security notifications, employers must specify the employee's gross wage subject to social security contributions for a given period of time ("Zeitraumentgelt" = wage over a given period). Until the end of 1998, employers were obliged to specify only the gross earnings subject to social security contributions. This meant that the only wages recorded were those that were above the marginal part-time income threshold and below the upper earnings limit for social security contributions. Since 1999, however, as part of the new notification procedure, wages that are below the marginal part-time income threshold also have to be reported. Gross wages that are above the upper earnings limit, however, continue to be capped at this level. To determine the gross daily wage, the wage for the duration of the given period is divided by the number of calendar days within the period and the

value obtained rounded to two decimal places. These data were then aggregated to establishment level.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for full-time employees

Variable name te_p75

Data type Numerical

Origin BeH

Detailed description This variable contains the P75 percentile of the gross average daily wage of an establishment's full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). Examples of dormant employment relationships are periods of maternity protection, sickness lasting longer than 42 days and sabbaticals. The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.2 Wage quartiles for female full-time employees (te_p25_f, te_med_f, te_p75_f)

Variable label P25 gross average daily wage for female full-time employees

Variable name te_p25_f

Data type Numerical

Origin BeH

Detailed description This variable contains the P25 percentile of the gross average daily wage of an establishment's female full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median gross average daily wage for female full-time employees
Variable name	te_med_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the median of the gross average daily wage of an establishment's female full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	P75 gross average daily wage for female full-time employees
Variable name	te_p75_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P75 percentile of the gross average daily wage of an establishment's female full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.3 Wage quartiles for German full-time employees (te_p25_d, te_med_d, te_p75_d)

Variable label	P25 gross average daily wage for German full-time employees
Variable name	te_p25_d
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the gross average daily wage of an establishment's German full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.

Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label Median gross average daily wage for German full-time employees

Variable name te_med_d

Data type Numerical

Origin BeH

Detailed description This variable contains the median of the gross average daily wage of an establishment's German full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.

Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for German full-time employees

Variable name te_p75_d

Data type Numerical

Origin BeH

Detailed description This variable contains the P75 percentile of the gross average daily wage of an establishment's German full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.

Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.4 Wage quartiles for foreign full-time employees (te_p25_a, te_med_a, te_p75_a)

Variable label P25 gross average daily wage for foreign full-time employees

Variable name te_p25_a

Data type Numerical

Origin BeH

Detailed description This variable contains the P25 percentile of the gross average daily wage of an establishment's foreign full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label Median gross average daily wage for foreign full-time employees

Variable name te_med_a

Data type Numerical

Origin BeH

Detailed description This variable contains the median of the gross average daily wage of an establishment's foreign full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for foreign full-time employees

Variable name te_p75_a

Data type Numerical

Origin BeH

Detailed description This variable contains the P75 percentile of the gross average daily wage of an establishment's foreign full-time employees. It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.5 Wage quartiles for low-qualified full-time employees (te_p25_gq, te_med_gq, te_p75_gq)

Variable label P25 gross average daily wage for low-qualified full-time employees

Variable name te_p25_gq

Data type Numerical

Origin BeH

Detailed description This variable contains the P25 percentile of the gross average daily wage of an establishment's full-time employees with low educational and vocational qualifications or none at all (see variable az_gq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label Median gross average daily wage for low-qualified full-time employees

Variable name te_med_gq

Data type Numerical

Origin BeH

Detailed description This variable contains the median of the gross average daily wage of an establishment's full-time employees with low educational and vocational qualifications or none at all (see variable az_gq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for low-qualified full-time employees

Variable name te_p75_gq

Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P75 percentile of the gross average daily wage of an establishment's full-time employees with low educational and vocational qualifications or none at all (see variable az_gq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.6 Wage quartiles for qualified full-time employees (te_p25_mq, te_med_mq, te_p75_mq)

Variable label	P25 gross average daily wage for qualified full-time employees
Variable name	te_p25_mq
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the gross average daily wage of an establishment's full-time employees with educational or vocational qualifications (see variable az_mq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median gross average daily wage for qualified full-time employees
Variable name	te_med_mq
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the median of the gross average daily wage of an establishment's full-time employees with educational or vocational qualifications (see variable az_mq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	P75 gross average daily wage for qualified full-time employees
Variable name	te_p75_mq
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P75 percentile of the gross average daily wage of an establishment's full-time employees with educational or vocational qualifications (see variable az_mq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.7 Wage quartiles for highly qualified full-time employees (te_p25_hq, te_med_hq, te_p75_hq)

Variable label	P25 gross average daily wage for highly qualified full-time employees
Variable name	te_p25_hq
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the P25 percentile of the gross average daily wage of an establishment's full-time employees who have a degree from a specialised college of higher education (Fachhochschule) or a university degree (see variable az_hq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years. Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label	Median gross average daily wage for highly qualified full-time employees

Variable name te_med_hq

Data type Numerical

Origin BeH

Detailed description This variable contains the median of the gross average daily wage of an establishment's full-time employees who have a degree from a specialised college of higher education (Fachhochschule) or a university degree (see variable az_hq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for highly qualified full-time employees

Variable name te_p75_hq

Data type Numerical

Origin BeH

Detailed description This variable contains the P75 percentile of the gross average daily wage of an establishment's full-time employees who have a degree from a specialised college of higher education (Fachhochschule) or a university degree (see variable az_hq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.1.10.8 Wage quartiles for full-time employees with unknown qualifications (te_p25_uq, te_med_uq, te_p75_uq)

Variable label P25 gross average daily wage for full-time employees with unknown qualifications

Variable name te_p25_uq

Data type Numerical

Origin BeH

Detailed description This variable contains the P25 percentile of the gross average daily wage of an establishment's full-time employees whose qualifications are unknown (see variable az_uq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are

reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label Median gross average daily wage for full-time employees with unknown qualifications

Variable name te_med_uq

Data type Numerical

Origin BeH

Detailed description This variable contains the median of the gross average daily wage of an establishment's full-time employees whose qualifications are unknown (see variable az_uq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

Variable label P75 gross average daily wage for full-time employees with unknown qualifications

Variable name te_p75_uq

Data type Numerical

Origin BeH

Detailed description This variable contains the P75 percentile of the gross average daily wage of an establishment's full-time employees whose qualifications are unknown (see variable az_uq). It does not include marginal part-time employees or dormant employment relationships (average daily wage = 0). The values are reported in euros for all years.
Detailed information on the generation of the wage variables can be found in the variable description te_med.

Variable label	Full description	Valid from	Valid until
.n	Systematically not available	01.1975	
.z	No (valid) details available	01.1975	

5.2 Extension file – Worker flows

5.2.1 Inflows General

5.2.1.1 Total inflows (ein_1)

Variable label	Total inflows
Variable name	ein_1
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of worker inflows in the respective year. The inflows of a year are defined as the number of employees who were working in the establishment on the reference date of 30.6 of that year but were not working there on the reference date of the previous year. Employees who join the establishment and leave it again between two reference dates are not recorded by this flow concept based on reference dates.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.2 Inflows: female (ein_1_f)

Variable label	Total inflows: female
Variable name	ein_1_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.3 Inflows: full-time (ein_vz)

Variable label	Inflows: full-time
Variable name	ein_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows into full-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.4 Inflows: full-time, female (ein_vz_f)

Variable label	Inflows: full-time, female
Variable name	ein_vz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers into full-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.5 Total re-hirings (ein_wdr)

Variable label	Inflows of re-hired workers
Variable name	ein_wdr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows in the respective year which are cases of re-hiring. A case is regarded as a re-hire if the employee was working in the establishment on the reference date of 30.6 of the respective year and on at least one of the reference dates (30.6) in the preceding 3 years but not on that of the previous year (employment in t, t-2 or t-3, but not in t-1). Due to the definition of re-hiring, this variable is only available from 1977 onwards.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.6 Re-hirings: female (ein_wdr_f)

Variable label	Inflows of re-hired workers, female
Variable name	ein_wdr_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers in the respective year which are cases of re-hiring. A case is regarded as a re-hire if the employee was working in the establishment on the reference date of 30.6 of the respective year and on at least one of the reference dates (30.6) in the preceding 3 years but not on that of the previous year (employment in t, t-2 or t-3, but not in t-1). Due to the definition of re-hiring, this variable is only available from 1977 onwards.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.7 Inflows: establishment movers (ein_bw)

Variable label	Inflows: establishment movers
Variable name	ein_bw
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year which are cases of establishment movers. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.1.8 Inflows: establishment movers, female (ein_bw_f)

Variable label	Inflows: establishment movers, female
Variable name	ein_bw_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers in the respective year which are cases of establishment movers. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2 Inflows by occupational status

5.2.2.1 Inflows: trainees / apprentices (ein_azubi_stib)

Variable label	Inflows: trainees / apprentices
Variable name	ein_azubi_stib
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year that are trainees / apprentices. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of trainees / apprentices (B1 code = 0) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.2 Inflows: unskilled workers (ein_nfa)

Variable label	Inflows: unskilled workers
Variable name	ein_nfa
Data type	Numerical

Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year that are unskilled workers. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of unskilled workers (B1 code = 1) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.3 Inflows: skilled workers (ein_fa)

Variable label	Inflows: skilled workers
Variable name	ein_fa
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year that are skilled workers. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of skilled workers (B1 code = 2) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.4 Inflows: master craftsmen, foremen (ein_mp)

Variable label	Inflows: master craftsmen, foremen
Variable name	ein_mp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year that are master craftsmen or foremen. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of master craftsman / foreman (B1 code = 3) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.5 Inflows: white-collar workers (ein_ang)

Variable label	Inflows: white-collar workers
Variable name	ein_ang
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows in the respective year that are white-collar workers. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of white-collar work-

ers (B1 code = 4) can be found in the variable description az_az_stib.

Notes This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.6 Inflows: mini part-time employment (ein_ktz)

Variable label	Inflows: mini part-time employment
Variable name	ein_ktz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows into mini part-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of mini part-time employment (B1 code = 8) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.7 Inflows: mini part-time employment, female (ein_ktz_f)

Variable label	Inflows: mini part-time employment, female
Variable name	ein_ktz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers into mini part-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of mini part-time employment (B1 code = 8) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.8 Inflows: midi part-time employment (ein_gtz)

Variable label	Inflows: midi part-time employment
Variable name	ein_gtz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows into midi part-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of midi part-time employment (B1 code = 9) can be found in the variable description az_az_stib.

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.9 Inflows: midi part-time employment, female (ein_gtz_f)

Variable label	Inflows: midi part-time employment, female
Variable name	ein_gtz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of female workers into midi part-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of midi part-time employment (B1 code = 9) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.2.10 Inflows: marginal part-time employees (ein_gf)

Variable label	Inflows: marginal part-time employees
Variable name	ein_gf
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows into marginal part-time employment in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3 Inflows of employees by Blossfeld occupational group

5.2.3.1 Inflows of employees: agricultural occupations (ein_bf_agr)

Variable label	Inflows of employees with agricultural occupations
Variable name	ein_bf_agr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in agricultural occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.2 Inflows of employees: unskilled manual occupations (ein_bf_emb)

Variable label	Inflows of employees in unskilled manual occupations
Variable name	ein_bf_emb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in unskilled manual occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.3 Inflows of employees: unskilled services (ein_bf_edi)

Variable label	Inflows of employees in unskilled services
Variable name	ein_bf_edi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in unskilled services occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.4 Inflows of employees: unskilled commercial and administrative occupations (ein_bf_evb)

Variable label	Inflows of employees in unskilled commercial and administrative occupations
Variable name	ein_bf_evb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in unskilled commercial and administrative occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.5 Inflows of employees: skilled manual occupations (ein_bf_qmb)

Variable label	Inflows of employees in skilled manual occupations

Variable name	ein_bf_qmb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in skilled manual occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.6 Inflows of employees: skilled services (ein_bf_qdi)

Variable label	Inflows of employees in skilled services
Variable name	ein_bf_qdi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in skilled manual services according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.7 Inflows of employees: skilled commercial and administrative occupations (ein_bf_qvb)

Variable label	Inflows of employees in skilled commercial and administrative occupations
Variable name	ein_bf_qvb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in skilled commercial and administrative occupations according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.8 Inflows of employees: technicians (ein_bf_tec)

Variable label	Inflows of employed technicians
Variable name	ein_bf_tec

Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employed technicians according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.9 Inflows of employees: semiprofessions (ein_bf_semi)

Variable label	Inflows of employed semiprofessions
Variable name	ein_bf_semi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employed semiprofessions according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.10 Inflows of employees: engineers (ein_bf_ing)

Variable label	Inflows of employed engineers
Variable name	ein_bf_ing
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employed engineers according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.11 Inflows of employees: professions (ein_bf_prof)

Variable label	Inflows of employed professions
Variable name	ein_bf_prof
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employed professions according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.3.12 Inflows of employees: managers (ein_bf_man)

Variable label	Entries of employed Manager
Variable name	ein_bf_man
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employed managers according to the Blossfeld classification of occupations. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4 Inflows by age class

5.2.4.1 Inflows: employees aged 15 -19 (ein_15_19)

Variable label	Inflows: employees aged 15-19
Variable name	ein_15_19
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 15 and 19 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.2 Inflows: employees aged 20 -24 (ein_20_24)

Variable label	Inflows: employees aged 20-24
Variable name	ein_20_24
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 20 and 24 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.3 Inflows: employees aged 25-29 (ein_25_29)

Variable label	Inflows: employees aged 25-29
Variable name	ein_25_29
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 25 and 29 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.4 Inflows: employees aged 30-34 (ein_30_34)

Variable label	Inflows: employees aged 30-34
Variable name	ein_30_34
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 30 and 34 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.5 Inflows: employees aged 35 -39 (ein_35_39)

Variable label	Inflows: employees aged 35-39
Variable name	ein_35_39
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 35 and 39 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.6 Inflows: employees aged 40- 44 (ein_40_44)

Variable label	Inflows: employees aged 40-44
Variable name	ein_40_44
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 40 and

	44 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.7 Inflows: employees aged 45-49 (ein_45_49)

Variable label	Inflows: employees aged 45-49
Variable name	ein_45_49
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 45 and 49 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.8 Inflows: employees aged 50-54 (ein_50_54)

Variable label	Inflows: employees aged 50-54
Variable name	ein_50_54
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 50 and 54 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.9 Inflows: employees aged 55-59 (ein_55_59)

Variable label	Inflows: employees aged 55-59
Variable name	ein_55_59
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 55 and 59 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.10 Inflows: employees aged 60-64 (ein_60_64)

Variable label	Inflows: employees aged 60-64
Variable name	ein_60_64
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged between 60 and 64 in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.4.11 Inflows: employees aged 65 or above (ein_ab65)

Variable label	Inflows 65+
Variable name	ein_ab65
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker inflows aged 65 or above in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5 Inflows by nationality

5.2.5.1 Inflows of EU-Europeans (ein_eur_eu)

Variable label	Inflows of EU-Europeans
Variable name	ein_eur_eu
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with nationality of a member state of the European Union on the reference date. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information about nationalities of EU-member states can be found in the variable description az_eur_eu.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.2 Inflows of Not-EU-Europeans (ein_eur_ne)

Variable label	Inflows of Not-EU-Europeans
Variable name	ein_eur_ne

Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment from European countries that were **not** an EU-member state on the reference date. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information about nationalities of Not-EU-member states can be found in the variable description az_eur_neaz_eur_ne.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.3 Inflows of Greeks (ein_nat_gr)

Variable label	Inflows of Greeks
Variable name	ein_nat_gr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Greek nationality in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.4 Inflows of Italians (ein_nat_it)

Variable label	Inflows of Italians
Variable name	ein_nat_it
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Italian nationality in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.5 Inflows of Spanish / Portuguese (ein_nat_sp)

Variable label	Inflows of Spanish and Portuguese
Variable name	ein_nat_sp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows employees in an establishment with Spanish or Portuguese nationality in the respective year.

	Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.6 Inflows of Turks (ein_nat_tk)

Variable label	Inflows of Turks
Variable name	ein_nat_tk
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Turk nationality. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.7 Inflows of (former) Yugoslavians (ein_nat_ju)

Variable label	Inflows of (former) Yugoslavians
Variable name	ein_nat_ju
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with (former) Yugoslavian nationality including Bosnia and Herzegovina, Croatia, Slovenia, Serbia and Montenegro, Yugoslavia and Macedonia in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.8 Inflows of Polish (ein_nat_pl)

Variable label	Inflows of Polish
Variable name	ein_nat_pl
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Polish nationality. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.9 Inflows of Rumanians (ein_nat_ro)

Variable label	Inflows of Rumanians
Variable name	ein_nat_ro
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Rumanian nationality. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.10 Inflows of Czechs (ein_nat_cs)

Variable label	Inflows of Czechs
Variable name	ein_nat_cs
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Czech nationality in the respective year. Including Slovakia, Czechoslovakia and Czech Republic. Detailed information on the definition of Inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.11 Inflows of Russians (ein_nat_ru)

Variable label	Inflows Russians
Variable name	ein_nat_ru
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows in an establishment with Russian nationality in the respective year. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of Russians nationalities can be found in the variable description az_nat_ru.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.12 Inflows of employees from the U.S./Canada/Australia (ein_nat_us)

Variable label	Inflows of employees from U.S.-America, Canada and Australia
Variable name	ein_nat_us
Data type	Numerical

Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with U.S.-American, Canadian and Australian nationality. Detailed information on the definition of inflows can be found in the variable description ein_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.13 Inflows of employees from Asia (ein_nat_as)

Variable label	Inflows of Asians
Variable name	ein_nat_as
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with Asian nationality. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of Asian nationalities can be found in the variable description az_nat_as.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.14 Inflows of employees from American (ein_nat_am)

Variable label	Inflows of Americans
Variable name	ein_nat_am
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with American nationalities. Detailed information on the definition of inflows can be found in the variable description ein_1. Detailed information on the definition of American nationalities can be found in the variable description az_nat_am.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.5.15 Inflows of Africans (ein_nat_af)

Variable label	Inflows of Africans
Variable name	ein_nat_af
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of inflows of employees in an establishment with African nationalities. Detailed information on the definition of inflows can be found in the variable description ein_1.

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6 Outflows, general

5.2.6.1 Total outflows (aus_1)

Variable label	Total outflows
Variable name	aus_1
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of worker outflows in the respective year. The outflows of a year are defined as the number of employees who were not working in the establishment on the reference date of 30.06 of that year but were working there on the reference date of the previous year. Employees who join the establishment and leave it again between two reference dates are not recorded by this flow concept based on reference dates.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.2 Outflows: female (aus_1_f)

Variable label	Total outflows, female
Variable name	aus_1_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.3 Outflows: full-time (aus_vz)

Variable label	Outflows: full-time
Variable name	aus_vz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows from full-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.4 Outflows: full-time, female (aus_vz_f)

Variable label	Outflows: full-time, female
Variable name	aus_vz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers from full-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.5 Outflows: temporary (aus_temp)

Variable label	Outflows: temporary
Variable name	aus_temp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows in the respective year that are temporary outflows. An outflow is regarded as temporary if the employee was not working in the establishment on the reference date of the 30.6 of the respective year but was working there on the reference date of the previous year and on the reference date of the following year (employment in t-1 and t+1 but not in t).
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.6 Outflows: temporary, female (aus_temp_f)

Variable label	Outflows: temporary, female
Variable name	aus_temp_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers in the respective year that are temporary outflows. An outflow is regarded as temporary if the employee was not working in the establishment on the reference date of the 30.6 of the respective year but was working there on the reference date of the previous year and on the reference date of the following year (employment in t-1 and t+1 but not in t).

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.7 Outflows: establishment movers (aus_bw)

Variable label	Outflows: establishment movers
Variable name	aus_bw
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows in the respective year that move to a different establishment. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.6.8 Outflows: establishment movers, female (aus_bw_f)

Variable label	Outflows: establishment movers, female
Variable name	aus_bw_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers in the respective year that move to a different establishment. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7 Outflows by occupational status

5.2.7.1 Outflows: trainees/ apprentices, occupational status =0 (aus_azubi_stib)

Variable label	Outflows: trainees / apprentices
Variable name	aus_azubi_stib
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year that are trainees / apprentices. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of trainees / apprentices (B1 code = 0) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.2 Outflows: unskilled workers (aus_nfa)

Variable label	Outflows: unskilled workers
Variable name	aus_nfa
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year that are unskilled workers. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of unskilled workers (B1 code = 1) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.3 Outflows: skilled workers (aus_fa)

Variable label	Outflows: skilled workers
Variable name	aus_fa
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year that are skilled workers. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of skilled workers (B1 code = 2) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.4 Outflows: master craftsmen / foremen (aus_mp)

Variable label	Outflows: master craftsmen / foremen
Variable name	aus_mp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year that are master craftsmen or foremen. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of master craftsman / foreman (B1 code = 3) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.5 Outflows: white-collar workers (aus_ang)

Variable label	Outflows: white-collar workers
Variable name	aus_ang
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year that are white-collar workers. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of white-collar workers (B1 code = 4) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.6 Outflows: mini part-time employment (aus_ktz)

Variable label	Outflows: mini part-time employment
Variable name	aus_ktz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows from mini part-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of mini part-time employment (B1 code = 8) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.7 Outflows: mini part-time employment, female (aus_ktz_f)

Variable label	Outflows: mini part-time employment, female
Variable name	aus_ktz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers from mini part-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of mini part-time employment (B1 code = 8) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which

is only made available to users on application.

5.2.7.8 Outflows: midi part-time employment (aus_gtz)

Variable label	Outflows: midi part-time employment
Variable name	aus_gtz
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows from midi part-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of midi part-time employment (B1 code = 9) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.9 Outflows: midi part-time employment, female (aus_gtz_f)

Variable label	Outflows: midi part-time employment, female
Variable name	aus_gtz_f
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of female workers from midi part-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of midi part-time employment (B1 code = 9) can be found in the variable description az_az_stib.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.7.10 Outflows: marginal part-time employees (aus_gf)

Variable label	Outflows: marginal part-time employees
Variable name	aus_gf
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows from marginal part-time employment in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.

Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8 Outflows of employees by Blossfeld occupational group

5.2.8.1 Outflows of employees: agricultural occupations (aus_bf_agr)

Variable label	Outflows of employees with agricultural occupations
Variable name	aus_bf_agr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in agricultural occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.2 Outflows of employees: unskilled manual occupations (aus_bf_emb)

Variable label	Outflows of employees: unskilled manual occupations
Variable name	aus_bf_emb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in unskilled manual occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.3 Outflows of employees: unskilled services (aus_bf_edi)

Variable label	Outflows of employees in unskilled services
Variable name	aus_bf_edi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in unskilled services according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable

	description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.4 Outflows of employees: unskilled commercial and administrative occupations (aus_bf_evb)

Variable label	Outflows of employees in unskilled commercial and administrative occupations
Variable name	aus_bf_evb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in commercial and administrative occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.5 Outflows of employees: skilled manual occupations (aus_bf_qmb)

Variable label	Outflows of employees in skilled manual occupations
Variable name	aus_bf_qmb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in skilled manual occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.6 Outflows of employees: skilled services (aus_bf_qdi)

Variable label	Outflows of employees in skilled services
Variable name	aus_bf_qdi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in skilled services occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also

	be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.7 Outflows of employees: skilled commercial and administrative occupations (aus_bf_qvb)

Variable label	Outflows of employees in skilled commercial and administrative occupations
Variable name	aus_bf_qvb
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in skilled commercial and administrative occupations according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.8 Outflows of employees: technicians (aus_bf_tec)

Variable label	Outflows of employed technicians
Variable name	aus_bf_tec
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employed technicians according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.9 Outflows of employees: semiprofessions (aus_bf_semi)

Variable label	Outflows of employed semiprofessions
Variable name	aus_bf_semi
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employed semiprofessions

	according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.10 Outflows of employees: engineers (aus_bf_ing)

Variable label	Outflows of employed engineers
Variable name	aus_bf_ing
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employed engineers according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.11 Outflows of employees: professions (aus_bf_prof)

Variable label	Outflows of employed professions
Variable name	aus_bf_prof
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employed professions according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.8.12 Outflows of employees: managers (aus_bf_man)

Variable label	Outflows of employed Manager
Variable name	aus_bf_man
Data type	Numerical
Origin	BeH

Detailed description	This variable contains the number of outflows of employed managers according to the Blossfeld classification of occupations in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the Blossfeld classification of occupations can be found in the variable description az_bf_agr.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9 Outflows by age class

5.2.9.1 Outflows: employees aged 15-19 (aus_15_19)

Variable label	Outflows: employees aged 15-19
Variable name	aus_15_19
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 15 and 19 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.2 Outflows: employees aged 20-24 (aus_20_24)

Variable label	Outflows: employees aged 20-24
Variable name	aus_20_24
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 20 and 24 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.3 Outflows: employees aged 25-29 (aus_25_29)

Variable label	Outflows: employees aged 25-29
Variable name	aus_25_29
Data type	Numerical
Origin	BeH

Detailed description	This variable contains the number of worker outflows aged between 25 and 29 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.4 Outflows: employees aged 30-34 (aus_30_34)

Variable label	Outflows: employees aged 30-34
Variable name	aus_30_34
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 30 and 34 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.5 Outflows: employees aged 35-39 (aus_35_39)

Variable label	Outflows: employees aged 35-39
Variable name	aus_35_39
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 35 and 39 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.6 Outflows: employees aged 40-44 (aus_40_44)

Variable label	Outflows: employees aged 40-44
Variable name	aus_40_44
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 40 and 45 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the estab-

	lishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.7 Outflows: employees aged 45-49 (aus_45_49)

Variable label	Outflows: employees aged 45-49
Variable name	aus_45_49
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 45 and 49 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.8 Outflows: employees aged 50-54 (aus_50_54)

Variable label	Outflows: employees aged 50-54
Variable name	aus_50_54
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 50 and 54 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.9 Outflows: employees aged 55-59 (aus_55_59)

Variable label	Outflows: employees aged 55-59
Variable name	aus_55_59
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 55 and 59 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the estab-

	lishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.10 Outflows: employees aged 60-64 (aus_60_64)

Variable label	Outflows: employees aged 60-64
Variable name	aus_60_64
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged between 60 and 64 in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.9.11 Outflows: employees aged 65 and above (aus_ab65)

Variable label	Outflows 65+
Variable name	aus_ab65
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows aged 65 or above in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.10 Job tenure

5.2.10.1 Outflows: job tenure < 4 years (aus_senio_1)

Variable label	Outflows: job tenure <4 years
Variable name	aus_senio_1
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year after 1-3 years of job tenure. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year.

	Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.10.2 Outflows: job tenure 4-9 years (aus_senio_2)

Variable label	Outflows: job tenure 4-9 years
Variable name	aus_senio_2
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year after 4-9 years of job tenure. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.10.3 Outflows: job tenure > 9 years (aus_senio_3)

Variable label	Outflows: job tenure > 9 years
Variable name	aus_senio_3
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of worker outflows in the respective year after 10 or more years of job tenure. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11 Outflows by nationality

5.2.11.1 Outflows of EU-Europeans (aus_eur_eu)

Variable label	Outflows of EU-Europeans
Variable name	aus_eur_eu
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with nationality of a member state of the European Union on the reference date. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year.

	Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information about nationalities of EU-member states can be found in the variable description az_eur_eu.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.2 Outflows of Not-EU-Europeans (aus_eur_ne)

Variable label	Outflows of Not-EU-Europeans
Variable name	aus_eur_ne
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment from European countries that were **not** an EU-member state on the reference date. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information about nationalities of Not-EU-member states can be found in the variable description az_eur_ne.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.3 Outflows of Greeks (aus_nat_gr)

Variable label	Outflows of Greeks
Variable name	aus_nat_gr
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Greek nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.4 Outflows of Italians (aus_nat_it)

Variable label	Outflows of Italians
Variable name	aus_nat_it
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establish-

	ment with Italian nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.5 Outflows of Spanish / Portuguese (aus_nat_sp)

Variable label	Outflows of Spanish and Portuguese
Variable name	aus_nat_sp
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Spanish or Portuguese nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.6 Outflows of Turks (aus_nat_tk)

Variable label	Outflows of Turks
Variable name	aus_nat_tk
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Turk nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.7 Outflows of (former) Yugoslavian (aus_nat_ju)

Variable label	Outflows of (former) Yugoslavian
Variable name	aus_nat_ju
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of Inflows of employees in an establishment with (former) Yugoslavian nationality including Bosnia and Herzegovina, Croatia, Slovenia, Serbia and Montenegro, Yugoslavia and Macedonia in of the respective year. It must be taken into account that the value 0 can

	also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information about nationalities of (former) Yugoslavians can be found in the variable description az_nat_ju.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.8 Outflows of Polish (aus_nat_pl)

Variable label	Outflows of Polish
Variable name	aus_nat_pl
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Polish nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.9 Outflows of Rumanians (aus_nat_ro)

Variable label	Outflows of Rumanians
Variable name	aus_nat_ro
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Rumanian nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.10 Outflows of Czechs (aus_nat_cs)

Variable label	Outflows of Czechs
Variable name	aus_nat_cs
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with Czech nationality in the respective year. Including Slovakia,

	Czechoslovakia and Czech Republic. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of Czechs nationalities can be found in the variable description az_nat_cs.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.11 Outflows of Russians (aus_nat_ru)

Variable label	Outflows of Russians
Variable name	aus_nat_ru
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows in an establishment with Russian nationality in the respective year. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of Russians nationalities can be found in the variable description az_nat_ru.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.12 Outflows of employees from the U.S./Canada/Australia (aus_nat_us)

Variable label	Outflows of employees from U.S.-America, Canada and Australia
Variable name	aus_nat_us
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of outflows of employees in an establishment with U.S.-American, Canadian and Australian nationality. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.13 Outflows of employees from Asia (aus_nat_as)

Variable label	Outflows of Asians
Variable name	aus_nat_as
Data type	Numerical
Origin	BeH

Detailed description	This variable contains the number of outflows of employees in an establishment with Asian nationality. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of Asian nationalities can be found in the variable description az_nat_as.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.14 Outflows of employees from American (aus_nat_am)

Variable label	Outflows Americans
Variable name	aus_nat_am
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of Inflows of employees in an establishment with American nationalities. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1. Detailed information on the definition of American nationalities can be found in the variable description az_nat_am.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.2.11.15 Outflows of Africans (aus_nat_af)

Variable label	Outflows of Africans
Variable name	aus_nat_af
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of Inflows of employees in an establishment with African nationalities. It must be taken into account that the value 0 can also be attributed to the employee group not being represented in the establishment in the previous year. Detailed information on the definition of outflows can be found in the variable description aus_1.
Notes	This variable is a component of the BHP extension file “worker flows”, which is only made available to users on application.

5.3 Extension file –entry and exit

5.3.1 Type of entry (eintritt)

Variable label	Type of entry

Variable name	eintritt
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the establishment's entry status. A distinction is made between whether it is a genuine new establishment start-up or only a spin-off of part of an existing establishment or a change of establishment ID. The entry status is assigned by examining worker flows in the year of entry. Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file "entry and exit", which is only made available to users on application.

FDZ_gruendung_en

Variable label	Full description	Valid from	Valid until
1	ID change	01.1976	
2	Spin-off /pulled	01.1976	
3	Spin-off /pushed	01.1976	
4	New estab. (small)	01.1976	
5	New estab. (medium & large)	01.1976	
6	New estab. (chunky)	01.1976	
7	Unclear	01.1976	

5.3.2 Generated technical auxiliary variables, entry (besch, inflow, betnr_vor, besch_vor, status_vor)

Variable label	Employees in year of entry
Variable name	besch
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of employees as of the reference date of the year of entry. The variable is an auxiliary variable to determine an establishment's entry status (see the variable "eintritt"). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file "entry and exit", which is only made available to users on application.

Variable label	Inflow from predecessor establishment
Variable name	inflow
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the number of employees who switch from the predecessor establishment to the establishment under examination (as of the reference date of the year of entry). The variable is an auxiliary variable to determine an establishment's entry

	status (see the variable “eintritt”). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

Variable label	Artificial establishment number, predecessor
Variable name	betnr_vor
Data type	Numerical
Origin	BeH
Detailed description	Artificial establishment number BHP75-08 of the establishment from which most of the inflows come in the year of entry of the establishment under examination (predecessor establishment). The variable is an auxiliary variable to determine an establishment’s entry status (see the variable “eintritt”). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

Variable label	Employees in predecessor establishment
Variable name	besch_vor
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of employees in the predecessor establishment as of the reference date of the previous year. The variable is an auxiliary variable to determine an establishment’s entry status (see the variable “eintritt”). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

Variable label	Status of predecessor establishment
Variable name	status_vor
Data type	Numerical
Origin	BeH
Detailed description	This variable contains information about the status of the predecessor establishment. It distinguishes whether the establishment still exists or is being closed down. The variable is an auxiliary variable to determine an establishment’s entry status (see the variable “eintritt”). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

5.3.3 Type of exit (austritt)

Variable label	Type of exit
Variable name	austritt
Data type	Numerical
Origin	BeH
Detailed description	This variable contains details regarding the type of exit of the establishment. It distinguishes first and foremost whether it is a genuine closure or simply a take-over by another establishment or a change of ID. The exit status is assigned by examining worker flows in the year of exit. Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

FDZ_schließung_en

Variable label	Full description	Valid from	Valid until
1	ID change	01.1975	
2	Take-over/restructuring	01.1975	
3	Spin-off /pushed	01.1975	
4	Small death	01.1975	
5	Atomized death	01.1975	
6	Chunky death	01.1975	
7	Unclear	01.1975	

5.3.4 Generated technical auxiliary variables, exit (besch, outflow, betnr_nach, besch_nach, status_nach)

Variable label	Employees in year of exit
Variable name	besch
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of employees as of the reference date of the year of exit. The variable is an auxiliary variable to determine an establishment’s exit status (see the variable “austritt”). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file “entry and exit, which is only made available to users on application.

Variable label	Outflows to successor establishment
Variable name	outflow
Data type	Numerical
Origin	BeH

Detailed description	This variable contains the number of employees who switch to the successor establishment after the exit of the establishment under examination. The variable is an auxiliary variable to determine an establishment's exit status (see the variable "austritt"). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file "entry and exit", which is only made available to users on application.

Variable label	Artificial establishment number, successor
Variable name	betnr_nach
Data type	Numerical
Origin	BeH
Detailed description	Artificial establishment number BHP75-08 of the establishment to which most of the outflows move after the exit of the establishment under examination (successor establishment). The variable is an auxiliary variable to determine an establishment's exit status (see the variable "austritt"). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file "entry and exit", which is only made available to users on application.

Variable label	Employees in successor establishment
Variable name	besch_nach
Data type	Numerical
Origin	BeH
Detailed description	This variable contains the total number of employees in the successor establishment as of the reference date of the following year. The variable is an auxiliary variable to determine an establishment's exit status (see the variable "austritt"). Detailed information about this procedure can be found in Hethey, Schmieder (2010).
Notes	This variable is a component of the BHP extension file "entry and exit", which is only made available to users on application.

Variable label	Status of successor establishment
Variable name	status_nach
Data type	Numerical
Origin	BeH
Detailed description	This variable contains information about the status of the successor establishment. It distinguishes whether the successor is a new establishment or one that was established previously. The variable is an auxiliary variable to determine an establishment's exit status (see the variable "austritt"). Detailed information about this procedure can be found in Hethey, Schmieder (2010).

Notes	This variable is a component of the BHP extension file “entry and exit”, which is only made available to users on application.

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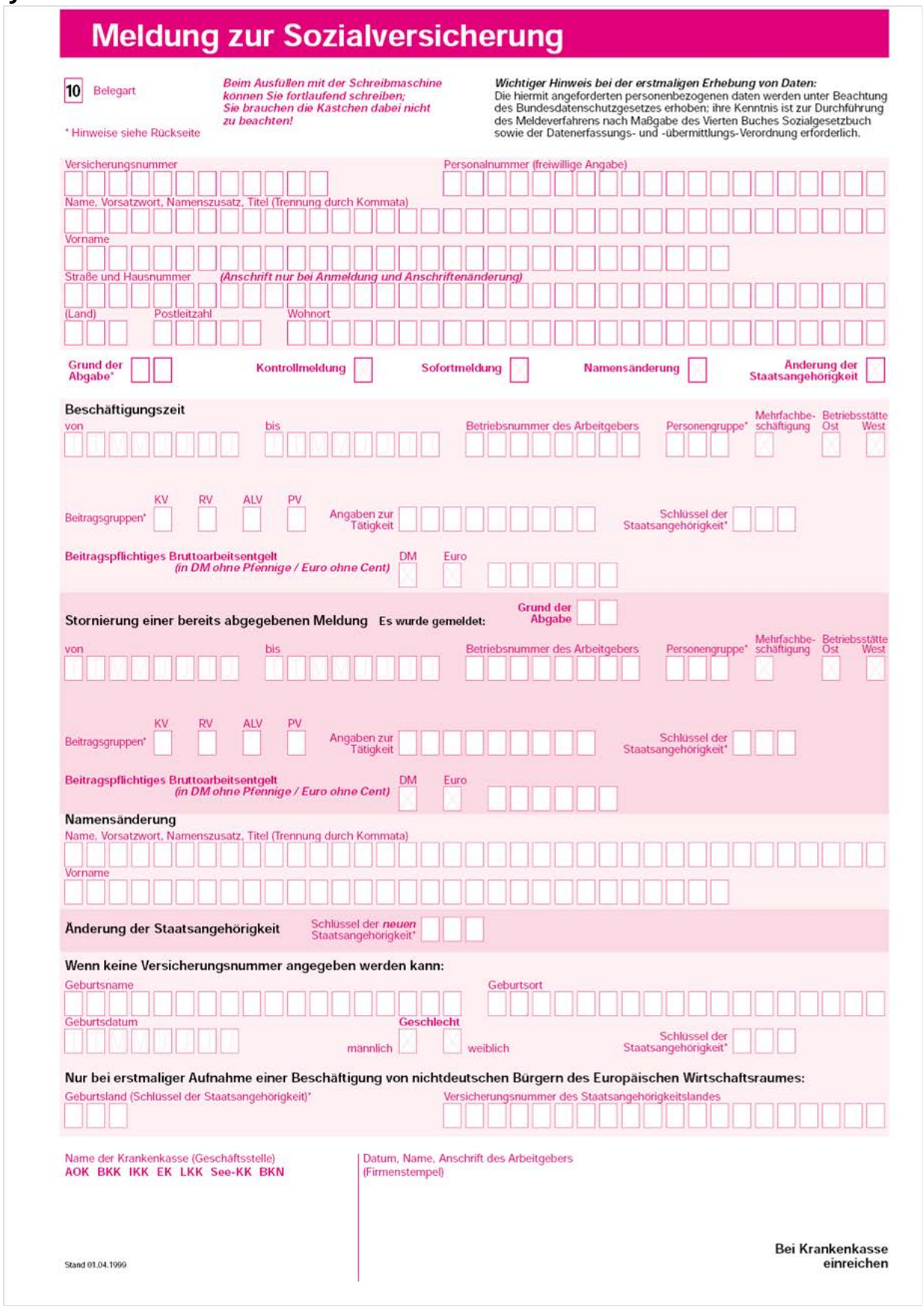
7 Table of acronyms

BA	Federal Employment Agency (Bundesagentur für Arbeit, formerly: Bundesanstalt für Arbeit)
BeH	Employee History File of the IAB
BHP	Establishment History Panel
DEÜV	Data Collection and Transmission Regulation (effective as of 1 January 1999)
DEVO	Data Collection Regulation (2nd DEVO was substituted by the Data Collection and Transmission Regulation on 1 January 1999)
DÜVO	Data Transmission Regulation (2nd DÜVO was substituted by the Data Collection and Transmission Regulation on 1 January 1999)
FDZ	Research Data Centre
IAB	Institute for Employment Research
NACE	Statistical Classification of Economic Activities in the European Community
SGB	German Social Code
VZ	Full-time
TZ	Part-time

Appendix: Employers' notification of employees subject to social security as of 01/04/1999



Meldung zur Sozialversicherung

10 Belegart

* Hinweise siehe Rückseite

Beim Ausfüllen mit der Schreibmaschine können Sie fortlaufend schreiben; Sie brauchen die Kästchen dabei nicht zu beachten!

Wichtiger Hinweis bei der erstmaligen Erhebung von Daten:
Die hiermit angeforderten personenbezogenen daten werden unter Beachtung des Bundesdatenschutzgesetzes erhoben; ihre Kenntnis ist zur Durchführung des Meldeverfahrens nach Maßgabe des Vierten Buches Sozialgesetzbuch sowie der Datenerfassungs- und -übermittlungs-Verordnung erforderlich.

Versicherungsnummer

Personalnummer (freiwillige Angabe)

Name, Vorsatzwort, Namenszusatz, Titel (Trennung durch Kommata)

Vorname

Straße und Hausnummer *(Anschrift nur bei Anmeldung und Anschriftenänderung)*

(Land) Postleitzahl Wohnort

Grund der Abgabe* **Kontrollmeldung** **Sofortmeldung** **Namensänderung** **Änderung der Staatsangehörigkeit**

Beschäftigungszeit

von bis Betriebsnummer des Arbeitgebers Personengruppe* Mehrfachbeschäftigung Betriebsstätte Ost West

Beitragsgruppen* KV RV ALV PV Angaben zur Tätigkeit Schlüssel der Staatsangehörigkeit*

Beitragspflichtiges Bruttoarbeitsentgelt *(in DM ohne Pfennige / Euro ohne Cent)* DM Euro

Stornierung einer bereits abgegebenen Meldung Es wurde gemeldet: **Grund der Abgabe**

von bis Betriebsnummer des Arbeitgebers Personengruppe* Mehrfachbeschäftigung Betriebsstätte Ost West

Beitragsgruppen* KV RV ALV PV Angaben zur Tätigkeit Schlüssel der Staatsangehörigkeit*

Beitragspflichtiges Bruttoarbeitsentgelt *(in DM ohne Pfennige / Euro ohne Cent)* DM Euro

Namensänderung

Name, Vorsatzwort, Namenszusatz, Titel (Trennung durch Kommata)

Vorname

Änderung der Staatsangehörigkeit Schlüssel der *neuen* Staatsangehörigkeit*

Wenn keine Versicherungsnummer angegeben werden kann:

Geburtsname Geburtsort

Geburtsdatum **Geschlecht** männlich weiblich Schlüssel der Staatsangehörigkeit*

Nur bei erstmaliger Aufnahme einer Beschäftigung von nichtdeutschen Bürgern des Europäischen Wirtschaftsraumes:

Geburtsland (Schlüssel der Staatsangehörigkeit)* Versicherungsnummer des Staatsangehörigkeitslandes

Name der Krankenkasse (Geschäftsstelle)
AOK BKK IKK EK LKK See-KK BKN

Datum, Name, Anschrift des Arbeitgebers (Firmenstempel)

Stand 01.04.1999

Bei Krankenkasse einreichen

Grund der Abgabe in den Meldungen nach der DEÜV

Anmeldungen

10 Anmeldung wegen Beginn einer Beschäftigung
11 Anmeldung wegen Krankenkassenwechsel
12 Anmeldung wegen Beitragsgruppenwechsel
13 Anmeldung wegen sonstiger Gründe/ Änderungen im Beschäftigungsverhältnis z. B.
- Anmeldung nach unbezahltem Urlaub oder Streik von mehr als einem Monat nach § 7 Abs. 3 Satz 1 SGB IV
- Anmeldung wegen Wechsel des Entgeltabrechnungssystems (optional)
- Anmeldung wegen Änderung des Personengruppenschlüssels ohne Beitragsgruppenwechsel

Meldungen in Insolvenzfällen

70 Jahresmeldung für freigestellte Arbeiter
71 Meldung des Vortages der Insolvenz/ der Freistellung
72 Entgeltmeldung zum rechtlichen Ende der Beschäftigung

Abmeldungen

30 Abmeldung wegen Beginn einer Beschäftigung
31 Abmeldung wegen Krankenkassenwechsel
32 Abmeldung wegen Beitragsgruppenwechsel
33 Abmeldung wegen sonstiger Gründe / Änderungen im Beschäftigungsverhältnis
34 Abmeldung wegen Ende einer sozialversicherungsrechtlichen Beschäftigung nach einer Unterbrechung von länger als einem Monat
35 Abmeldung wegen Arbeitskampf von länger als einem Monat
36 Abmeldung wegen Wechsel des Entgeltabrechnungssystems (optional)
40 Gleichzeitige An- und Abmeldung wegen Ende der Beschäftigung
49 Abmeldung wegen Tod

Jahresmeldung / Unterbrechungsmeldungen / sonstige Entgeltmeldungen

50 Jahresmeldung
51 Unterbrechnungsmeldung wegen Bezug von bzw. Anspruch auf Entgeltersatzleistungen
52 Unterbrechungsmeldung wegen Erziehungsurlaub
53 Unterbrechungsmeldung wegen gesetzlicher Dienstpflich
54 Meldung eines einmalig gezahlten Arbeitsentgelts (Sondermeldung)

Personengruppen in den Meldungen nach der DEÜV

101 Sozialversicherungspflichtig Beschäftigte ohne besondere Merkmale
102 Auszubildende
103 Beschäftigte in Altersteilzeit
104 Hausgewerbetreibende
105 Praktikanten
106 Werkstudenten
107 Personen in Einrichtungen der Jugendhilfe oder in Werkstätten für Behinderte
108 Bezieher von Vorruhestandsgeld
109 Geringfügig entlohnte Beschäftigte nach § 8 Abs. 1 Nr. 1 SGB IV
110 Kurzfristig Beschäftigte nach § 8 Abs. 1 Nr. 2 SGB IV
111 Personen in berufsfördernden Maßnahmen zur Rehabilitation
112 Mitarbeitende Familienangehörige in der Landwirtschaft
113 Nebenerwerbslandwirte
114 Nebenerwerbslandwirte – saisonal beschäftigt
116 Ausgleichsgeldempfänger nach dem FELEG
118 Unständig Beschäftigte
119 Versicherungsfreie Altersvollrentner und Versorgungsbezieher wegen Alters
120 Personen, bei denen eine Beschäftigung vermutet wird (§ 7 Abs. 4 SGB IV)

Häufige Staatsangehörigkeiten

deutsch	000		
ägyptisch	287	luxemburgisch	143
amerikanisch	368	marokkanisch	252
äthiopisch	225	niederländisch	148
belgisch	124	norwegisch	149
britisch	168	österreichisch	151
dänisch	126	pakistanisch	461
finnisch	128	polnisch	152
französisch	129	portugiesisch	153
ghanaisch	238	rumänisch	154
griechisch	134	schwedisch	157
indisch	436	schweizerisch	158
iranisch	439	spanisch	161
irisch	135	thailändisch	476
isländisch	136	tschechisch	164
italienisch	137	tunesisch	285
japanisch	442	türkisch	163
jugoslawisch	138	ungarisch	165
liechtensteinisch	141		

Beitragsgruppen in den Meldungen nach der DEÜV

Die Beitragsgruppen sind so zu verschlüsseln, dass für jeden Beschäftigten in der Reihenfolge: Krankenversicherung, Rentenversicherung, Arbeitslosenversicherung und Pflegeversicherung, die jeweils zutreffende Ziffer anzugeben ist.

Krankenversicherung (KV)

0 kein Beitrag
1 allgemeiner Beitrag
2 erhöhter Beitrag
3 ermäßigter Beitrag
4 Beitrag zur landwirtschaftlichen KV
5 Arbeitgeberbeitrag zur landwirtschaftlichen KV
6 Pauschalbeitrag für geringfügig Beschäftigte

freiwillige Krankenversicherung

9 Firmenzahler

Rentenversicherung (RV)

0 kein Beitrag
1 voller Beitrag zur ArV
2 voller Beitrag zur AnV
3 halber Beitrag zur ArV
4 halber Beitrag zur AnV
5 Pauschalbeitrag zur ArV für geringfügig Beschäftigte
6 Pauschalbeitrag zur AnV für geringfügig Beschäftigte

Arbeitslosenversicherung (ALV)

0 kein Beitrag
1 voller Beitrag
2 halber Beitrag

Pflegeversicherung (PV)

0 kein Beitrag
1 voller Beitrag
2 halber Beitrag

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