

DIW Berlin / SOEP (Ed.)

**Research Report**

## SOEP-LEE2-Compare v39 - ESTAB2022: Codebook for the 2022 establishment survey

SOEP Survey Papers, No. 1392

**Provided in Cooperation with:**

German Institute for Economic Research (DIW Berlin)

*Suggested Citation:* DIW Berlin / SOEP (Ed.) (2024) : SOEP-LEE2-Compare v39 - ESTAB2022: Codebook for the 2022 establishment survey, SOEP Survey Papers, No. 1392, Deutsches Institut für Wirtschaftsforschung (DIW), Berlin

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# 1392<sup>2024</sup>

**SOEP** Survey Papers  
Series D – Variable Descriptions and Coding

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

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

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Please cite this paper as follows:

SOEP Group and IPA Institute for Employment Relations and Labour of the Helmut Schmidt University / University of the Federal Armed Forces Hamburg, 2024. SOEP-LEE2-Compare v39 – ESTAB2022: Codebook for the 2022 Establishment Survey. SOEP Survey Papers 1392: Series D – Variable Descriptions and Coding. Berlin: DIW Berlin/SOEP



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ISSN: 2193-5580 (online)

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

2024

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|                                                                                                  |            |
|--------------------------------------------------------------------------------------------------|------------|
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| intendy – Interviewer: Year . . . . .                                                            | 156        |
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## 1 General Information

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

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

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

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

## 2 Identifiers

**eid** – Current establishment identifier

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Waves: 2022

Edition: international

**syear** – Survey year

---

2022      2026

Waves: 2022

Edition: international

## 3 Survey data

**elb0001** – Type of establishment/public body

---

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

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

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

Waves: 2022

Edition: international

### elb0002 – Publicly owned establishment/public body

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 269  |
| 2  | No                                                | 1734 |
| -1 | No answer                                         | 23   |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

### elb0003 – Majority owner present

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

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

Waves: 2022

Edition: international

**elb0004** – Majority shareholding in %

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

Waves: 2022

Edition: onsite

**elb0004\_cat** – Majority shareholding in % [categories]

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | 0-99 percent                                      | 204  |
| 2  | 100 percent                                       | 490  |
| -1 | No Answer                                         | 9    |
| -2 | Does not apply                                    | 1323 |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0005** – Majority shareholding in % don't know

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

Waves: 2022

Edition: international

**elb0006** – Founding year of the establishment/public body

? In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // In the year: (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/5:elb0006\[\]](#))

Waves: 2022

Edition: onsite



**elb0006\_cat** – Founding year of the establishment/public body [categories]

**?** In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // In the year: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/5:elb0006[]*)

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

Waves: 2022

Edition: international

**elb0007** – Founding year of the establishment/public body don't know

**?** In which year was your establishment / public body founded, regardless of any changes in legal form, location or ownership? // Don't know (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/5:elb0007[]*)

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

Waves: 2022

Edition: international



**elb0008** – HR strategies: Job descriptions

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Job descriptions for the majority of jobs (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/6:elb0008[]*)

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

Waves: 2022

Edition: international

**elb0009** – HR strategies: Plans for personnel development/training

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Written plans for personnel development and further training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/6:elb0009[]*)

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

Waves: 2022

Edition: international

**elb0010** – HR strategies: Established procedures for staffing

**?** Which of the following written strategies or guidelines are applied in your establishment / public body? // Formal procedures for filling vacancies (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/6:elb0010[]*)

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 715  |
| 2  | No        | 1235 |
| -1 | No answer | 76   |

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

Waves: 2022

Edition: international

#### elb0011 – HR strategies: Guidelines on equal opportunities/diversity/discrimination

? Which of the following written strategies or guidelines are applied in your establishment / public body? // Policies, rules or guidelines on equal opportunities, diversity or discrimination, regardless of legal requirements (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/6:elb0011\[\]](#))

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

Waves: 2022

Edition: international

#### elb0012 – HR strategies: Nothing applies

? Which of the following written strategies or guidelines are applied in your establishment / public body? // Nothing applies (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/6:elb0012\[\]](#))

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

Waves: 2022

Edition: international

**elb0013** – Number of employees excluding marginally employeeed on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Blue-collar and white-collar employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0013[]*)

Waves: 2022

Edition: onsite

**elb0013\_cat** – Number of employees excluding marginally employeeed on 30.06.

[categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Blue-collar and white-collar employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0013[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 1763 |
| 2  | Not existing                                      | 9    |
| -1 | No Answer                                         | 254  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0014** – Number of trainees on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Apprentices] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0014[]*)

Waves: 2022

Edition: onsite

**elb0014\_cat** – Number of trainees on 30.06. [categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Apprentices] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0014[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 830 |
| 2  | Not existing                                      | 801 |
| -1 | No Answer                                         | 395 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0015 – Number of civil servants and candidates on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Civil servants] Number of respective employees on June 30, 2021 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0015\[\]](#))

Waves: 2022

Edition: onsite

#### elb0015\_cat – Number of civil servants and candidates on 30.06. [categories].

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Civil servants] Number of respective employees on June 30, 2021 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0015\[\]](#))

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 118  |
| 2  | Not existing                                      | 1316 |
| -1 | No Answer                                         | 592  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0016 – Number of active owners on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Active

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

Waves: 2022

Edition: onsite

#### **elb0016\_cat** – Number of active owners on 30.06. [categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Active owners] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0016()*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 879 |
| 2  | Not existing                                      | 659 |
| -1 | No Answer                                         | 488 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### **elb0017** – Number of helping family members on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Family members] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0017()*)

Waves: 2022

Edition: onsite

#### **elb0017\_cat** – Number of helping family members on 30.06. [categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Family members] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0017()*)

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

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

Waves: 2022

Edition: international

#### elb0018 – Number of marginally employed persons on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Marginal employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0018[]*)

Waves: 2022

Edition: onsite

#### elb0018\_cat – Number of marginally employed persons on 30.06. [categories]

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Marginal employees] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0018[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 1273 |
| 2  | Not existing                                      | 389  |
| -1 | No Answer                                         | 364  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0019 – Number of temporary employees on 30.06.

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Temporary workers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0019[]*)

Waves: 2022

Edition: onsite

**elb0019\_cat** – Number of temporary workers on 30.06. [Categories]

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Temporary workers] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0019[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 134  |
| 2  | Not existing                                      | 1275 |
| -1 | No Answer                                         | 617  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

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

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Freelancers ] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0020[]*)

Waves: 2022

Edition: onsite

**elb0020\_cat** – Number of freelancers with work/service contracts on 30.06. [categories]

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Freelancers ] Number of respective employees on June 30, 2021 (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0020[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 186  |
| 2  | Not existing                                      | 1207 |
| -1 | No Answer                                         | 633  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0021** – Total number of employees on 30.06.

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Total number of respective employees on June 30, 2021 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0021\[\]](#))

Waves: 2022

Edition: onsite

**elb0021\_cat2** – Total number of employees on 30.06. [categories]

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Total number of respective employees on June 30, 2021 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0021\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 0  | 0                                                 | 14  |
| 1  | 1-9                                               | 329 |
| 2  | 10-15                                             | 386 |
| 3  | 16-25                                             | 338 |
| 4  | 26-45                                             | 238 |
| 5  | 46-75                                             | 161 |
| 6  | 76-119                                            | 142 |
| 7  | 120-199                                           | 76  |
| 8  | 200-399                                           | 46  |
| 9  | 400-999                                           | 39  |
| 10 | 1000 and more                                     | 19  |
| -1 | No Answer                                         | 238 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

**elb0022** – Share of women among employees excluding marginally employeeed in %

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Blue- and white-collar employees] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0022\[\]](#))

|   |    |
|---|----|
| 0 | 69 |
| 1 | 21 |
| 2 | 8  |
| 3 | 12 |



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

Waves: 2022

Edition: international

### elb0023 – Share of women among trainees in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Apprentices] Of which share of women [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0023[])*

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

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

Waves: 2022

Edition: international

#### elb0024 – Share of women among civil servants and candidates in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Civil servants] Of which share of women [...] % (from: *soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0024[]*)

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

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

Waves: 2022

Edition: international

### elb0025 – Share of women among active owners in %

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Active owners] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0025\[\]](#))

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

Waves: 2022

Edition: international

### elb0026 – Share of women among helping family members in %

? How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Family

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

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

Waves: 2022

Edition: international

#### elb0027 - Share of women among marginally employed in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Marginal employees] Of which share of women [...] % (from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0027[])

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

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

Waves: 2022

Edition: international

### elb0028 – Share of women among temporary workers in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Temporary workers] Of which share of women [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0028[])*

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

Waves: 2022

Edition: international

**elb0029** – Share of women among freelancers in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Freelancers ] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0029\[\]](#))

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

Waves: 2022

Edition: international

**elb0030** – Share of women among total number of employees in %

**?** How many employees did your establishment / public body have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women? // [Total] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/7:elb0030\[\]](#))

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

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

Waves: 2022

Edition: international

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

**?** Were there any part-time employees, including marginal part-time employees earning a maximum of EUR 450 per month, among the employees on June 30, 2021? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/8:elb0031[])*

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

Waves: 2022

Edition: international

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

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

Waves: 2022

Edition: onsite

**elb0032\_cat2** – Number of employees in large part-time on 30.06. [categories]

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

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 0  | 0                                                 | 275 |
| 1  | 1-9                                               | 671 |
| 2  | 10-15                                             | 98  |
| 3  | 16-25                                             | 59  |
| 4  | 26-45                                             | 40  |
| 5  | 46-75                                             | 24  |
| 6  | 76-119                                            | 20  |
| 7  | 120-199                                           | 12  |
| 8  | 200-399                                           | 10  |
| 9  | 400-999                                           | 3   |
| 10 | 1000 and more                                     | 1   |
| -1 | No Answer                                         | 248 |
| -2 | Does not apply                                    | 565 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

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

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

Waves: 2022

Edition: onsite

**elb0033\_cat2** – Number of employees in small part-time on 30.06. [categories]

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



|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 0  | 0                                                 | 213 |
| 1  | 1-9                                               | 915 |
| 2  | 10-15                                             | 66  |
| 3  | 16-25                                             | 42  |
| 4  | 26-45                                             | 19  |
| 5  | 46-75                                             | 22  |
| 6  | 76-119                                            | 13  |
| 7  | 120-199                                           | 7   |
| 8  | 200-399                                           | 12  |
| 9  | 400-999                                           | 0   |
| 10 | 1000 and more                                     | 0   |
| -1 | No Answer                                         | 152 |
| -2 | Does not apply                                    | 565 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0034 – Share of women in large parttime in %

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

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

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

Waves: 2022

Edition: international

### elb0035 – Share of women in small parttime in %

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

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

-2 930

Waves: 2022

Edition: international

### **elb0036** – Share of employees in activities without required vocational train. group 1 in %

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

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

Waves: 2022

Edition: international

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

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

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

Waves: 2022

Edition: international

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

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

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

Waves: 2022

Edition: international

### elb0039 – Share of foreign employees on 30.06. in %

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

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

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

Waves: 2022

Edition: international

#### elb0040 – Share of foreign employees in group 1 activities in %

**?** What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Simple activities] Share of foreign employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0040](#))

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

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

Waves: 2022

Edition: international

#### elb0041 – Share of foreign employees in group 2 activities in %

**?** What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Qualified training] Share of foreign employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0041\[\]](#))

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

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

Waves: 2022

Edition: international

#### elb0042 - Share of foreign employees in group 3 activities in %

**?** What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [University degree] Share of foreign employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0042](#) [])

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

Waves: 2022

Edition: international



**elb0043** – Share of foreign employees among owners/executives/managing directors in %

**?** What was the share of foreign employees in the following groups on June 30, 2021? This includes all persons who do not have German citizenship. // [Management Board] Share of foreign employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/11a:elb0043](#)[])

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

Waves: 2022

Edition: international

**elb0044** – Personnel challenges: High headcount

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

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

Waves: 2022

Edition: international

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

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

Waves: 2022

Edition: international

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

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

Waves: 2022

Edition: international

**elb0047** – Personnel challenges: Difficulties in recruiting skilled workers

? What personnel challenges are you currently facing in your establishment / public body?  
 // Difficulties in finding the skilled workers needed (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0047\[\]](#))

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

Waves: 2022

Edition: international

**elb0048** – Personnel challenges: Staff shortages

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

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

Waves: 2022

Edition: international

**elb0049** – Personnel challenges: Ageing

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

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

Waves: 2022

Edition: international

### elb0050 – Personnel challenges: Great need for further training

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Great need for further training and qualification (from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0050[])

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

Waves: 2022

Edition: international

### elb0051 – Personnel challenges: Lack of motivation to work

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Lack of motivation to work (from: soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0051[])

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

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

Waves: 2022

Edition: international

#### elb0052 – Personnel challenges: High absence times/sickness rate

? What personnel challenges are you currently facing in your establishment / public body?  
 // High absenteeism / high sickness rate (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0052\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | No challenge                                      | 325 |
| 2  | Minor challenge                                   | 456 |
| 3  | Medium challenge                                  | 479 |
| 4  | Big challenge                                     | 274 |
| 5  | Very big challenge                                | 111 |
| -1 | No answer                                         | 381 |
| -2 | Does not apply                                    | 0   |
| -3 | Implausible value                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question this year not part of survey             | 0   |

Waves: 2022

Edition: international

#### elb0053 – Personnel challenges: High burden due to salary costs

? What personnel challenges are you currently facing in your establishment / public body?  
 // High burden due to wage and salary costs (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/12:elb0053\[\]](#))

|    |                    |     |
|----|--------------------|-----|
| 1  | No challenge       | 162 |
| 2  | Minor challenge    | 209 |
| 3  | Medium challenge   | 578 |
| 4  | Big challenge      | 482 |
| 5  | Very big challenge | 214 |
| -1 | No answer          | 381 |

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

Waves: 2022

Edition: international

### eab0001 – Personnel challenges: Other free text

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

Waves: 2022

Edition: onsite

### eab0001\_cat – Personnel challenges: Other free text filled in

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 210  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 1816 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

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

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

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

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

Waves: 2022

Edition: international

#### elb0055 – Full-time equivalents in the HR department

**?** How many full-time equivalents does the HR department have? // Total full-time equivalents: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/14:elb0055[])*

Waves: 2022

Edition: onsite

#### elb0055\_cat – Full-time equivalents in the HR department [categories]

**?** How many full-time equivalents does the HR department have? // Total full-time equivalents: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/14:elb0055[])*

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | [0,1)                                             | 82   |
| 2  | [1,3)                                             | 351  |
| 3  | [3,10)                                            | 71   |
| 4  | 10 and more                                       | 23   |
| -1 | No Answer                                         | 29   |
| -2 | Does not apply                                    | 1470 |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0056 – Head of HR part of top management level of the establishment/public body

**?** Is the HR manager a member of the top management level / board / management of your establishment / public body? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/15:elb0056[])*

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

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

Waves: 2022

Edition: international

#### elb0057 – Position for HR tasks in establishment/public body

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

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

Waves: 2022

Edition: international

#### elb0058 – HR department part of the top management level of company headquarters

? The following question is aimed at companies or public bodies that are part of a larger establishment or organization. a larger organization: Is the HR department in the head office or main administration a member of the top management level, the board of directors or the management? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/17:elb0058\[\]](#))

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

Waves: 2022

Edition: international



**elb0059** – HR planning in the company/public body

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

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

Waves: 2022

Edition: international

**elb0060** – Planning horizon for HR planning

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

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

Waves: 2022

Edition: international

**elb0061** – Job interviews group 1

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Job interviews / interviews with one or more interviewers (from: *soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0061[]*)

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

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

Waves: 2022

Edition: international

### elb0062 – Job interviews group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Job interviews / interviews with one or more interviewers (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0062[]*)

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

Waves: 2022

Edition: international

### elb0063 – Job interviews group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Job interviews / interviews with one or more interviewers (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0063[]*)

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

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

Waves: 2022

Edition: international

#### elb0064 – Job interviews not used

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Job interviews / interviews with one or more interviewers (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0064[]*)

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

Waves: 2022

Edition: international

#### elb0065 – Application forms group 1

? Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Application form (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0065[]*)

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

Waves: 2022

Edition: international

**elb0066** – Application forms group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Application form (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0066[]*)

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

Waves: 2022

Edition: international

**elb0067** – Application forms group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Application form (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0067[]*)

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

Waves: 2022

Edition: international

**elb0068** – Application forms not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Application form (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0068[]*)

|    |           |     |
|----|-----------|-----|
| 1  | Applies   | 952 |
| 2  | No        | 561 |
| -1 | No answer | 513 |

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

Waves: 2022

Edition: international

### elb0069 – Psychometric tests group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1]  
Psychometric test ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0069\[\]](#))

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 12   |
| 2  | No                                                | 1454 |
| -1 | No answer                                         | 560  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

### elb0070 – Psychometric tests group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2]  
Psychometric test ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0070\[\]](#))

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 38   |
| 2  | No                                                | 1428 |
| -1 | No answer                                         | 560  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

**elb0071** – Psychometric tests group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Psychometric test (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0071[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 32   |
| 2  | No                                                | 1434 |
| -1 | No answer                                         | 560  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

**elb0072** – Psychometric tests not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Psychometric test (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0072[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 1409 |
| 2  | No                                                | 57   |
| -1 | No answer                                         | 560  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

**elb0073** – Assessment center group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Assessment Center (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0073[]*)

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 19   |
| 2  | No        | 1448 |
| -1 | No answer | 559  |

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

Waves: 2022

Edition: international

#### elb0074 – Assessment center group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Assessment Center (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0074[]*)

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

Waves: 2022

Edition: international

#### elb0075 – Assessment center group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Assessment Center (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0075[]*)

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

Waves: 2022

Edition: international

**elb0076** – Assessment center not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Assessment Center (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0076[]*)

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

Waves: 2022

Edition: international

**elb0077** – Social media group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Profiles in social media (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0077[]*)

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

Waves: 2022

Edition: international

**elb0078** – Social media group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2] Profiles in social media (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0078[]*)

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 466  |
| 2  | No        | 1019 |
| -1 | No answer | 541  |



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

Waves: 2022

Edition: international

### elb0079 – Social media group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3] Profiles in social media (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0079[]*)

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

Waves: 2022

Edition: international

### elb0080 – Social media not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Profiles in social media (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0080[]*)

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

Waves: 2022

Edition: international

**elb0081** – References group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1]  
References (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0081[]*)

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

Waves: 2022

Edition: international

**elb0082** – References group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2]  
References (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0082[]*)

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

Waves: 2022

Edition: international

**elb0083** – References group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3]  
References (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0083[]*)

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

Waves: 2022

Edition: international

#### elb0084 – References not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] References ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0084\[\]](#))

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

Waves: 2022

Edition: international

#### elb0085 – Aptitude test/work trial group 1

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 1] Aptitude test / work trial ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0085\[\]](#))

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

-8 Question this year not part of survey 0

Waves: 2022

Edition: international

### elb0086 – Aptitude test/work trial group 2

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 2]  
Aptitude test / work trial ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0086\[\]](#))

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

Waves: 2022

Edition: international

### elb0087 – Aptitude test/work trial group 3

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Group 3]  
Aptitude test / work trial ([from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0087\[\]](#))

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

Waves: 2022

Edition: international

**elb0088** – Aptitude test/work trial not used

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // [Procedure not used] Aptitude test / work trial (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:elb0088[]*)

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

Waves: 2022

Edition: international

**eab0002** – Other selection procedures free-form text

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // Other selection procedures, namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:eab0002[]*)

Waves: 2022

Edition: onsite

**eab0002\_cat** – Other selection procedures free-form text filled in

**?** Please indicate which of the following procedures you use in your establishment / public body for the selection of personnel in the respective employment group. // Other selection procedures, namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/20:eab0002[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 153  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 1873 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0089** – Aptitude diagnostics according to DIN 33430

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

Waves: 2022

Edition: onsite

**elb0090** – Courses/seminars group 1 in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Courses, training programs, seminars *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0090[])*

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

Waves: 2022

Edition: international

**elb0091** – Courses/seminars group 2 in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Courses, training programs, seminars *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0091[])*

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

Waves: 2022

Edition: international

**elb0092** – Courses/seminars group 3 in 1st half of year

? Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Courses, training programs, seminars (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0092\[\]](#))

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

Waves: 2022

Edition: international

**elb0093** – Courses/seminars not offered in 1st half of year

? Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Courses, training programs, seminars (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0093\[\]](#))

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

Waves: 2022

Edition: international

**elb0094** – Participation in lectures/conferences/trade fairs group 1 in 1st half of year

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

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 239  |
| 2  | No        | 1290 |
| -1 | No answer | 497  |

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

Waves: 2022

Edition: international

#### **elb0095** – Participation in lectures/conferences/trade fairs group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Participation in lectures, conferences, trade fairs, etc. (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0095\[\]](#))

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

Waves: 2022

Edition: international

#### **elb0096** – Participation in lectures/conferences/trade fairs group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Participation in lectures, conferences, trade fairs, etc. (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0096\[\]](#))

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

Waves: 2022

Edition: international



**elb0097** – Participation in lectures/conferences/trade fairs not offered in 1st half of y.

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

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

Waves: 2022

Edition: international

**elb0098** – On-the-job training group 1 in the 1st half of year

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

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

Waves: 2022

Edition: international

**elb0099** – On-the-job training group 2 in the 1st half of year

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

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 1208 |
| 2  | No        | 353  |
| -1 | No answer | 465  |

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

Waves: 2022

Edition: international

### elb0100 – On-the-job training group 3 in the 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] On-the-job training, e.g. instruction, onboarding, training on the job (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0100[]*)

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

Waves: 2022

Edition: international

### elb0101 – On-the-job training not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] On-the-job training, e.g. instruction, onboarding, on-the-job training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0101[]*)

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

Waves: 2022

Edition: international

**elb0102** – Job change/job rotation group 1 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0102[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 195  |
| 2  | No                                                | 1285 |
| -1 | No answer                                         | 546  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

**elb0103** – Job change/job rotation group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0103[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 340  |
| 2  | No                                                | 1140 |
| -1 | No answer                                         | 546  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

**elb0104** – Job change/job rotation group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0104[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 165  |
| 2  | No                                                | 1315 |
| -1 | No answer                                         | 546  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

#### elb0105 – Job change/job rotation not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Job change / job rotation (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0105[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Applies                                           | 1060 |
| 2  | No                                                | 420  |
| -1 | No answer                                         | 546  |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

#### elb0106 – Quality circle/workshop circle/learning workshop group 1 in first half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0106[]*)

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

-8 Question this year not part of survey 0

Waves: 2022

Edition: international

#### **elb0107** – Quality circle/workshop circle/learning workshop group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0107[]*)

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

Waves: 2022

Edition: international

#### **elb0108** – Quality circle/workshop circle/learning workshop group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Quality circles, workshop circles, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0108[]*)

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

Waves: 2022

Edition: international

**elb0109** – Quality circle/workshop circle/learning workshop not offered in first half of y.

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Quality circle, workshop circle, learning workshop (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0109[]*)

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

Waves: 2022

Edition: international

**elb0110** – Project teams group 1 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Collaboration in project teams (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0110[]*)

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

Waves: 2022

Edition: international

**elb0111** – Project teams group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Collaboration in project teams (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0111[]*)

|    |           |     |
|----|-----------|-----|
| 1  | Applies   | 546 |
| 2  | No        | 953 |
| -1 | No answer | 527 |

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

Waves: 2022

Edition: international

### elb0112 – Project teams group 3 in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Collaboration in project teams (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0112\[\]](#))

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

Waves: 2022

Edition: international

### elb0113 – Project teams not offered in 1st half of year

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**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Collaboration in project teams (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0113\[\]](#))

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

Waves: 2022

Edition: international

**elb0114** – Coaching/mentoring group 1 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Coaching / Mentoring (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0114[]*)

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

Waves: 2022

Edition: international

**elb0115** – Coaching/mentoring group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Coaching / Mentoring (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0115[]*)

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

Waves: 2022

Edition: international

**elb0116** – Coaching/mentoring group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Coaching / Mentoring (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0116[]*)

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 368  |
| 2  | No        | 1122 |
| -1 | No answer | 536  |



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

Waves: 2022

Edition: international

### elb0117 – Coaching/mentoring not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Coaching / Mentoring (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0117[]*)

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

Waves: 2022

Edition: international

### elb0118 – Career plans/succession planning group 1 in 1st half of the year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 1] Career plans / succession planning (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0118[]*)

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

Waves: 2022

Edition: international

**elb0119** – Career plans/succession planning group 2 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 2] Career plans / succession planning (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0119[]*)

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

Waves: 2022

Edition: international

**elb0120** – Career plans/succession planning group 3 in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Group 3] Career plans / succession planning (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0120[]*)

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

Waves: 2022

Edition: international

**elb0121** – Career plans/succession planning not offered in 1st half of year

**?** Which of the following measures for professional development did you offer in your company in the first half of 2021? // [Measure not offered] Career plans / succession planning (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:elb0121[]*)

|    |           |      |
|----|-----------|------|
| 1  | Applies   | 1133 |
| 2  | No        | 341  |
| -1 | No answer | 552  |

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

Waves: 2022

Edition: international

### eab0003 – Other qualification measures in 1st half of year form-free text

? Which of the following measures for professional development did you offer in your company in the first half of 2021? // Other qualification measures: (from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:eab0003[])

Waves: 2022

Edition: onsite

### eab0003\_cat – Other qualification measures in 1st half of year form-free text filled in

? Which of the following measures for professional development did you offer in your company in the first half of 2021? // Other qualification measures: (from: soep-lee2-compare/soep-lee2-compare-2022-estab/22:eab0003[])

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 166  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 1860 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

### elb0122 – Number of persons in external training 1st half of year

? If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Total number of participants (from: soep-lee2-compare/soep-lee2-compare-2022-estab/23:elb0122[])

Waves: 2022

Edition: onsite

**elb0122\_cat** – Number of persons in external training 1st half of year [categories]

? If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Total number of participants (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/23:elb0122\[\]](#))

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | 0-25                                              | 1351 |
| 2  | 26-75                                             | 100  |
| 3  | 76 and more                                       | 37   |
| -1 | No Answer                                         | 538  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0123** – Share of women in external training 1st half of year in %

? If you are thinking of extra-establishment training in the form of courses and training programs, how many people took part in extra-establishment training in the first half of 2021 and what is the share of women? // [Employees] Of which share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/23:elb0123\[\]](#))

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

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

Waves: 2022

Edition: international

#### elb0124 – Number of employees with fixed working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Fixed working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0124[]*)

Waves: 2022

Edition: onsite

#### elb0124\_cat – Number of employees with fixed working hours [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Fixed working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0124[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 1121 |
| 2  | Not existing                                      | 327  |
| -1 | No Answer                                         | 578  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0125 – Number of employees with flexitime

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the

respective working time regulation? // Flexitime (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0125[]*)

Waves: 2022

Edition: onsite

#### elb0125\_cat – Number of employees with flexitime [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Flexitime (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0125[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 635 |
| 2  | Not existing                                      | 678 |
| -1 | No Answer                                         | 713 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0126 – Number of employees with trust-based working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Trust-based working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0126[]*)

Waves: 2022

Edition: onsite

#### elb0126\_cat – Number of employees with trust-based working hours [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Trust-based working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0126[]*)

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

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

Waves: 2022

Edition: international

### elb0127 – Number of employees with weekend work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Weekend work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0127[]*)

Waves: 2022

Edition: onsite

### elb0127\_cat – Number of employees with weekend work [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Weekend work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0127[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 530 |
| 2  | Not existing                                      | 737 |
| -1 | No Answer                                         | 759 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

### elb0128 – Number of employees in shift work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Shift work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0128[]*)

Waves: 2022

Edition: onsite

**elb0128\_cat** – Number of employees in shift work [categories]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Shift work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0128[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 318 |
| 2  | Not existing                                      | 935 |
| -1 | No Answer                                         | 773 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

**elb0129** – Number of employees with overtime/working time accounts w/ short-term comp.

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with short-term compensation within six months (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0129[]*)

Waves: 2022

Edition: onsite

**elb0129\_cat** – Number of employees with overtime/working time accounts w/ short-term comp. [cat]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with short-term compensation within six months (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0129[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 691 |
| 2  | Not existing                                      | 575 |
| -1 | No Answer                                         | 760 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |



Waves: 2022

Edition: international

### **elb0130** – Number of employees with overtime/working time accounts w/ long-term comp.

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with long-term compensation over a period of more than half a year, e.g. annual working time agreements  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0130\[\]](#))

Waves: 2022

Edition: onsite

### **elb0130\_cat** – Number of employees with overtime/working time accounts w/ long-t. comp. [cat]

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Overtime accounts, working time accounts with long-term compensation over a period of more than half a year, e.g. annual working time agreements  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0130\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 481 |
| 2  | Not existing                                      | 781 |
| -1 | No Answer                                         | 764 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

### **elb0131** – Number of employees in stand-by service

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Stand-by service, in addition to regular attendance working hours (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0131\[\]](#))

Waves: 2022

Edition: onsite

**elb0131\_cat** – Number of employees in stand-by service [categories]

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Stand-by service, in addition to regular attendance working hours (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0131[]*)

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Existing                                          | 350 |
| 2  | Not existing                                      | 908 |
| -1 | No Answer                                         | 768 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

**elb0132** – Number of employees on call

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // On-call service, where the location is usually determined by the employer (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0132[]*)

Waves: 2022

Edition: onsite

**elb0132\_cat** – Number of employees on call [categories]

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // On-call service, where the location is usually determined by the employer (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0132[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 119  |
| 2  | Not existing                                      | 1112 |
| -1 | No Answer                                         | 795  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0133** – Number of employees with other working time arrangements

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Other (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0133[]*)

Waves: 2022

Edition: onsite

**elb0133\_cat** – Number of employees with other working time arrangements [categories]

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // Other (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0133[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Existing                                          | 50   |
| 2  | Not existing                                      | 610  |
| -1 | No Answer                                         | 1366 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**eab0004** – Other working time regulations free-form text

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:eab0004[]*)

Waves: 2022

Edition: onsite

**eab0004\_cat** – Other working time regulations free-form text filled in

? How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:eab0004[]*)

|    |           |      |
|----|-----------|------|
| 1  | Yes       | 61   |
| 2  | No        | 0    |
| -1 | No Answer | 1965 |

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

Waves: 2022

Edition: international

### elb0134 – Share of women among employees with fixed working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Fixed working hours] Share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0134\[\]](#))

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

Waves: 2022

Edition: international

**elb0135** – Share of women among employees with flexitime

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Flexitime] Share of women [...] % (from: *soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0135[]*)

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

Waves: 2022

Edition: international

**elb0136** – Share of women among employees with trust-based working hours

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the re-

spective working time regulation? // [Trust-based working hours] Share of women % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0136\[\]](#))

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

Waves: 2022

Edition: international

### **elb0137** – Share of women in employment with weekend work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Weekend work] Share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0137\[\]](#))

|   |    |
|---|----|
| 0 | 71 |
| 1 | 4  |
| 2 | 4  |
| 3 | 2  |
| 4 | 1  |

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

Waves: 2022

Edition: international

### elb0138 – Share of women in shift work

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Shift work] Share of women [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0138[])*

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

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

Waves: 2022

Edition: international

#### elb0139 – Share of women in employees with overtime accounts (short-term)

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Short-term overtime compensation] Share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0139\[\]](#))

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



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

Waves: 2022

Edition: international

#### elb0140 – Share of women in employees with overtime accounts (long-term)

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Long-term overtime compensation] Share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0140\[\]](#))

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

|    |      |
|----|------|
| -1 | 27   |
| -2 | 1545 |

Waves: 2022

Edition: international

**elb0141** – Share of women in employees in standy-by service

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Stand-by service] Share of women [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0141\[\]](#))

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

Waves: 2022

Edition: international

**elb0142** – Share of women in employees on call

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [On-call service] Share of women [...] % (from: *soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0142[]*)

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

Waves: 2022

Edition: international

**elb0143** – Share of women in employees with other working time arrangements

**?** How many employees in your establishment/public body have the following working time arrangements? And what is the share of women among the employees who have the respective working time regulation? // [Other] Share of women [...] % (from: *soep-lee2-compare/soep-lee2-compare-2022-estab/24:elb0143[]*)

|   |   |
|---|---|
| 0 | 7 |
|---|---|

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

Waves: 2022

Edition: international

#### elb0144 – Number of days absent per employee last year

**?** What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Average days of absence per employee in 2020: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/25:elb0144[]*)

Waves: 2022

Edition: onsite

#### elb0144\_cat – Number of days absent per employee last year [categories]

**?** What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Average days of absence per employee in 2020: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/25:elb0144[]*)

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

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| -1 | No Answer                                         | 488 |
| -2 | Does not apply                                    | 566 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0145 – Days absent per employee don't know

**?** What was the average number of days absent per employee in the 2020 financial year? This includes, for example, absences due to personal illness or children's illness. // Don't know (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/25:elb0145[]*)

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

Waves: 2022

Edition: international

#### elb0146 – Sectoral collective agreement in the establishment/public body

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

Waves: 2022

Edition: onsite

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

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

Waves: 2022

Edition: onsite

**elb0148** – Remuneration based on collective agreement

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

Waves: 2022

Edition: onsite

**elb0149** – Remuneration based on standard industry pay scales

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

Waves: 2022

Edition: onsite

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

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

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

Waves: 2022

Edition: international

**elb0151** – Works council/staff council cooperation with management

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

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

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

Waves: 2022

Edition: international

#### elb0152 – Committees for employee participation/employee representation in estab./publ. b.

**?** Does your establishment / public body have alternative employee participation bodies such as a staff spokesperson or employee representatives? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/30:elb0152\[\]](#))

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 141  |
| 2  | No                                                | 1132 |
| -1 | No answer                                         | 6    |
| -2 | Does not apply                                    | 747  |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

Edition: international

#### elb0153 – Committees for employee participation cooperation with management

**?** How would you describe the cooperation between the alternative committees and the management level? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/31:elb0153\[\]](#))

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

Waves: 2022

Edition: international

**elb0154** – Share of full-time empl. w/ gross monthly income below EUR 1900 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Under 1900EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0154\[\]](#))

Waves: 2022

Edition: onsite

**elb0155** – Share of full-time empl. w/ gross monthly income below EUR 1900 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0155\[\]](#))

Waves: 2022

Edition: onsite

**elb0156** – Share of full-time empl. w/ gross monthly income of EUR 1900-2500 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 1900EUR to under 2500EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0156\[\]](#))

Waves: 2022

Edition: onsite

**elb0157** – Share of full-time empl. w/ gross monthly income 1900EUR-2500EUR does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0157\[\]](#))

Waves: 2022

Edition: onsite

**elb0158** – Share of full-time empl. w/ gross monthly income EUR 2500-3300 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 2500EUR to under 3300EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0158\[\]](#))

Waves: 2022

Edition: onsite



**elb0159** – Share of full-time empl. w/ gross monthly income of EUR 2500-3300 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0159\[\]](#))

Waves: 2022

Edition: onsite

**elb0160** – Share of full-time empl. w/ gross monthly income EUR 3300-4000 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 3300EUR to under 4000EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0160\[\]](#))

Waves: 2022

Edition: onsite

**elb0161** – Share of full-time empl. w/ gross monthly income EUR3300-4000 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0161\[\]](#))

Waves: 2022

Edition: onsite

**elb0162** – Share of full-time empl. w/ gross monthly income EUR4000-6000 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 4000EUR to under 6000EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0162\[\]](#))

Waves: 2022

Edition: onsite

**elb0163** – Share of full-time empl. w/ gross monthly income EUR4000-6000 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0163\[\]](#))

Waves: 2022

Edition: onsite

**elb0164** – Share of full-time empl. w/ gross monthly income EUR6000-7800 on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 6000EUR to under 7800EUR: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0164\[\]](#))

Waves: 2022

Edition: onsite

**elb0165** – Share of full-time empl. w/ gross monthly income EUR6000-7800 does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0165\[\]](#))

Waves: 2022

Edition: onsite

**elb0166** – Share of full-time empl. w/ gross monthly income EUR 7800 and more on 30.06. in %

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // 7800EUR and more: Share of full-time employees [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0166\[\]](#))

Waves: 2022

Edition: onsite

**elb0167** – Share of full-time empl. w/ gross monthly income EUR 7800 and more does not apply

---

? What was the share of full-time employees with an average gross monthly income in the following categories in your establishment / public body on June 30, 2021? // Does not apply (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/32:elb0167\[\]](#))

Waves: 2022

Edition: onsite

**elb0168** – Remuneration according to: Individual performance

---

? To what extent do you base the remuneration of your employees on the following criteria? // Individual performance (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0168\[\]](#))

Waves: 2022

Edition: onsite

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**elb0169** – Remuneration according to: Team performance

---

**?** To what extent do you base the remuneration of your employees on the following criteria?  
// Team performance (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0169[]*)

Waves: 2022

Edition: onsite

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**elb0170** – Remuneration according to: Success of the establishment

---

**?** To what extent do you base the remuneration of your employees on the following criteria?  
// Success of the entire establishment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0170[]*)

Waves: 2022

Edition: onsite

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**elb0171** – Remuneration according to: Length of service

---

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

Waves: 2022

Edition: onsite

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**elb0172** – Remuneration according to: Training/professional qualification

---

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

Waves: 2022

Edition: onsite

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**elb0173** – Remuneration according to: Individual professional experience

---

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

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**elb0174** – Remuneration according to: Social criteria

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**?** To what extent do you base the remuneration of your employees on the following criteria?  
// Social criteria, e.g. number of children, place of residence (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/33:elb0174[]*)

Waves: 2022

Edition: onsite

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**elb0175** – Performance incentives: Equity participation

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

Waves: 2022

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**elb0176** – Performance incentives: Profit sharing

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

Waves: 2022

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**elb0177** – Performance incentives: Bonus payments

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

Waves: 2022

Edition: onsite

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**elb0178** – Performance incentives: Share options

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

Waves: 2022

Edition: onsite

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**elb0179** – Performance incentives: Other

---

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

Waves: 2022

Edition: onsite

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**eab0005** – Incentives: Other free-form text

---

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

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**eab0005\_cat** – Incentives: Other free-form text filled in

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 278  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 5    |
| -2 | Does not apply                                    | 1743 |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0180** – Performance incentives: Nothing applies

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

Waves: 2022

Edition: onsite

**elb0181** – Company benefits: Kindergarten places

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

Waves: 2022

Edition: onsite

**elb0182** – Company benefits: Career breaks/sabbaticals

**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Career break/sabbatical programs *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0182[])*

Waves: 2022

Edition: onsite

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**elb0183** – Company benefits: Company pension scheme above statutory entitlement

---

**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Company pension scheme/company pension that exceeds the statutory entitlement (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0183[]*)

Waves: 2022

Edition: onsite

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**elb0184** – Company benefits: Release from work/covering of costs for training

---

**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Release from work and/or covering of costs for further training measures (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0184[]*)

Waves: 2022

Edition: onsite

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**elb0185** – Company benefits: Health management/company sports

---

**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Health management/establishment sports (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0185[]*)

Waves: 2022

Edition: onsite

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**elb0186** – Company benefits: Other

---

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

Waves: 2022

Edition: onsite

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**eab0006** – Company benefits: Other free-form text

---

**?** Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // [Other] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:eab0006[]*)

Waves: 2022

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**eab0006\_cat** – Company benefits: Other free-form text filled in

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // [Other] namely: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:eab0006[])*

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 337  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 3    |
| -2 | Does not apply                                    | 1686 |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0187** – Company benefits: Nothing applies

? Which of the following benefits does your establishment/public body offer in addition to the legally mandated social benefits? // Nothing applies *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/35:elb0187[])*

Waves: 2022

Edition: onsite

**elb0188** – Number of employees who use PCs/laptops/tablets/digital devices

? Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Total number of employees who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/36:elb0188[])*

Waves: 2022

Edition: onsite

**elb0188\_cat2** – Number of employees who use PCs/laptops/tablets/digital devices [categories]

? Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Total number of employees who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control: *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/36:elb0188[])*

|   |     |     |
|---|-----|-----|
| 0 | 0   | 81  |
| 1 | 1-9 | 499 |

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 2  | 10-15                                             | 253 |
| 3  | 16-25                                             | 178 |
| 4  | 26-45                                             | 127 |
| 5  | 46-75                                             | 97  |
| 6  | 76-119                                            | 203 |
| 7  | 120-199                                           | 21  |
| 8  | 200-399                                           | 24  |
| 9  | 400-999                                           | 20  |
| 10 | 1000 and more                                     | 7   |
| -1 | No Answer                                         | 516 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0189 – Share of women in employees who use PCs/laptops/tablets/digit. devices in %

**?** Please indicate the total number of employees and the approximate share of women who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control, to perform their daily tasks in your establishment/public body. // Of which share of women [...] %  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/36:elb0189\[\]](#))

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



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

Waves: 2022

Edition: international

### **elb0190** – Share of employees who use PC/laptop/tablets/digit. devices in group 1 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that do not require vocational training: [...] %

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

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

-2 597

Waves: 2022

Edition: international

**elb0191** – Share of employees who use PC/laptop/tablets/digit. devices in group 2 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience: [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/37:elb0191[])*

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

Waves: 2022

Edition: international

**elb0192** – Share of employees who use PC/laptop/tablets/digit. devices in group 3 in %

**?** Please indicate the approximate share per employee group who use PCs, laptops, tablets/iPads or other digital devices (e.g. for machine control) to perform their daily tasks in your establishment/public body. // Employees in jobs that require a technical or university degree: [...] % *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/37:elb0192[])*

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

Waves: 2022

Edition: international

**elb0193** – Usage last 3 years: Customized software

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Customized software *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0193[])*

|   |                    |     |
|---|--------------------|-----|
| 1 | Strongly increased | 383 |
| 2 | Increased          | 458 |

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

Waves: 2022

Edition: international

### elb0194 – Usage last 3 years: Data analytics

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

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

Waves: 2022

Edition: international

### elb0195 – Usage last 3 years: Big Data

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Big Data (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0195[]*)

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

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

Waves: 2022

Edition: international

### elb0196 – Usage last 3 years: Robots

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Robots (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0196[]*)

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

Waves: 2022

Edition: international

### elb0197 – Usage last 3 years: Virtual or augmented reality

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Virtual or augmented reality (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0197[]*)

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

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

Waves: 2022

Edition: international

### elb0198 – Usage last 3 years: Artificial intelligence

? How has the use of the following technologies changed in your establishment/public body in the last three years? // Artificial intelligence (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0198[]*)

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

Waves: 2022

Edition: international

### elb0199 – Usage last 3 years: 3D printing

? How has the use of the following technologies changed in your establishment/public body in the last three years? // 3D printing (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0199[]*)

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

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

Waves: 2022

Edition: international

### elb0200 – Usage last 3 years: Internet of things

**?** How has the use of the following technologies changed in your establishment/public body in the last three years? // Internet of Things (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/38:elb0200[]*)

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

Waves: 2022

Edition: international

### elb0201\_v1 – Digitization technology: Well equipped with digitization technology

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Our establishment / public body is well equipped with digitalization technologies compared to other companies / public bodies in our industry (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0201[]*)

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

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

Waves: 2022

Edition: international

### elb0202\_v1 – Digitization technology: Additional personnel requirements and new hires

? Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to additional personnel requirements, i.e. new hires (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0202[]*)

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

Waves: 2022

Edition: international

### elb0203\_v1 – Digitization technology: High demand for further training

? Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has led to a high demand for further training for employees (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0203[]*)

|   |             |     |
|---|-------------|-----|
| 1 | Fully agree | 230 |
|---|-------------|-----|



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

Waves: 2022

Edition: international

#### elb0204\_v1 – Digitization technology: Employees are critical

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Employees tend to be critical of the use of digitalization technologies (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0204](#))

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

Waves: 2022

Edition: international

#### elb0205\_v1 – Digitization technology: Problems with data security or cyber attacks

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies has

led to problems with data security or cyberattacks (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0205[]*)

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

Waves: 2022

Edition: international

#### elb0206\_v1 – Digitization technology: Strong dependence on external service providers

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // The use of digitalization technologies leads to a strong dependence on external service providers (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0206[]*)

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

Waves: 2022

Edition: international

**elb0207\_v1** – Digitalization technology: Used to control employees

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // Digitalization technologies are used in my establishment / public body to monitor employee performance (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0207[]*)

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

Waves: 2022

Edition: international

**elb0208\_v1** – Digitalization technology: I am very familiar with its use in the company

**?** Think about the digitalization technologies that are used in your establishment/public body. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements? // I am very familiar with the digitalization technologies in my establishment / public body (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/39:elb0208[]*)

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

Waves: 2022

Edition: international

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

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

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

Waves: 2022

Edition: international

**elb0210\_v1** – Change in headcount since the start of the coronavirus pandemic until 30.06.

**?** Compared to the headcount immediately before the coronavirus pandemic, how has the headcount in your establishment / public body changed by June 30, 2021? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/41:elb0210\[\]](#))

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

Waves: 2022

Edition: international

**elb0211** – Reaction to Corona: Reduction of temporary staff in 1st half of year

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Reduction of temporary staff (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0211[]*)

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

Waves: 2022

Edition: international

**elb0212** – Reaction to Corona: No retention of apprentices in 1st half of year

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // No retention of apprentices (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0212[]*)

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

Waves: 2022

Edition: international

**elb0213** – Reaction to Corona: Vacancies not filled in 1st half of year

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Vacancies not filled (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0213[]*)

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

Waves: 2022

Edition: international

#### **elb0214** – Reaction to Corona: Postponement of planned staff increase in 1st half of year

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Postponement of a planned increase in personnel (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0214[]*)

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

Waves: 2022

Edition: international

#### **elb0215** – Reaction to corona: Cancel. of planned hiring of apprent. pos. in 1st half of y.

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // Cancellation of planned hiring of apprenticeship positions (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0215[]*)

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

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

Waves: 2022

Edition: international

#### elb0216 – Reaction to Corona: None of the above

**?** Which of the following personnel policy measures have you implemented in your establishment/public body in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021? // None of this (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/42:elb0216[]*)

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

Waves: 2022

Edition: international

#### elb0217 – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0217[]*)

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

Waves: 2022

Edition: international

**elb0218** – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0218[]*)

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

Waves: 2022

Edition: international

**elb0219** – Reaction to Corona: Reduction of working time surplus/incr. of deficit group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0219[]*)

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

Waves: 2022

Edition: international

**elb0220** – Reaction to Corona: Reduction of working time surplus/incr. of deficit not done

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all



that apply. // [Action not taken] Reduction of overtime or plus hours or accumulation of minus hours in working time accounts (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0220\[\]](#))

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

Waves: 2022

Edition: international

#### elb0221 – Reaction to Corona: Mandatory use of holidays group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Ordered use of leave (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0221\[\]](#))

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

Waves: 2022

Edition: international

#### elb0222 – Reaction to Corona: Mandatory use of holidays group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Ordered use of leave (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0222\[\]](#))

|   |         |     |
|---|---------|-----|
| 1 | Applies | 380 |
|---|---------|-----|

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

Waves: 2022

Edition: international

### elb0223 – Reaction to Corona: Mandatory use of holidays group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Ordered use of leave (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0223[]*)

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

Waves: 2022

Edition: international

### elb0224 – Reaction to Corona: Mandatory use of holidays not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Ordered use of leave (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0224[]*)

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

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

Waves: 2022

Edition: international

### elb0225 – Reaction to Corona: Reduction in working hours group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Temporary reduction in working hours (this does not refer to Kurzarbeit) (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0225\[\]](#))

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

Waves: 2022

Edition: international

### elb0226 – Reaction to Corona: Reduction in working hours group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Temporary reduction in working hours (this does not refer to Kurzarbeit) (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0226\[\]](#))

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

Waves: 2022

Edition: international

**elb0227** – Reaction to Corona: Reduction in working hours group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Temporary reduction in working hours (this does not refer to Kurzarbeit) (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0227[]*)

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

Waves: 2022

Edition: international

**elb0228** – Reaction to Corona: Reduction in working hours not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Temporary reduction in working hours (this does not refer to Kurzarbeit) (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0228[]*)

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

Waves: 2022

Edition: international

**elb0229** – Reaction to Corona: Mandatory short-time work group 1

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Arrangement of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0229[]*)

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

Waves: 2022

Edition: international

**elb0230** – Reaction to Corona: Mandatory short-time work group 2

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Arrangement of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0230[]*)

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

Waves: 2022

Edition: international

**elb0231** – Reaction to Corona: Mandatory short-time work group 3

? Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all

that apply. // [Group 3] Arrangement of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0231[]*)

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

Waves: 2022

Edition: international

### elb0232 – Reaction to Corona: Mandatory short-time work not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Order of short-time work (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0232[]*)

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

Waves: 2022

Edition: international

### elb0233 – Reaction to Corona: Reduction of fixed-term employment group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction in temporary employment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0233[]*)

|   |         |      |
|---|---------|------|
| 1 | Applies | 44   |
| 2 | No      | 1368 |

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

Waves: 2022

Edition: international

### elb0234 – Reaction to Corona: Reduction of fixed-term employment group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction in temporary employment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0234[]*)

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

Waves: 2022

Edition: international

### elb0235 – Reaction to Corona: Reduction of fixed-term employment group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction in temporary employment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0235[]*)

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

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

Waves: 2022

Edition: international

### elb0236 – Reaction to Corona: Reduction of fixed-term employment not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Reduction in temporary employment (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0236[]*)

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

Waves: 2022

Edition: international

### elb0237 – Reaction to Corona: Layoffs for operational reasons Group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0237[]*)

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

Waves: 2022

Edition: international



**elb0238** – Reaction to Corona: Layoffs for operational reasons Group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0238[]*)

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

Waves: 2022

Edition: international

**elb0239** – Reaction to Corona: Layoffs for operational reasons Group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0239[]*)

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

Waves: 2022

Edition: international

**elb0240** – Reaction to Corona: Layoffs for operational reasons not carried out

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate

all that apply. // [Measure was not implemented] Dismissals for operational reasons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0240[]*)

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

Waves: 2022

Edition: international

### **elb0241** – Reaction to Corona: Reduction in vocational training/further training group 1

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 1] Reduction in vocational education and training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0241[]*)

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

Waves: 2022

Edition: international

### **elb0242** – Reaction to Corona: Reduction in vocational training/further training group 2

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 2] Reduction in vocational education and training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0242[]*)

|   |         |      |
|---|---------|------|
| 1 | Applies | 325  |
| 2 | No      | 1097 |

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

Waves: 2022

Edition: international

### **elb0243** – Reaction to Corona: Reduction in vocational training/further training group 3

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Group 3] Reduction in vocational education and training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0243[]*)

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

Waves: 2022

Edition: international

### **elb0244** – Reaction to Corona: Reduction in vocational training/further train. not done

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // [Measure was not implemented] Reduction in vocational education and training (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:elb0244[]*)

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

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

Waves: 2022

Edition: international

#### eab0007 – Reaction to Corona: Other free-form text

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // Other, namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:eab0007[]*)

Waves: 2022

Edition: onsite

#### eab0007\_cat – Reaction to Corona: Other free-form text filled in

**?** Further personnel policy measures are listed below. Please indicate for which employment groups in your establishment / public body measures were implemented in response to the corona pandemic in the first half of 2021, i.e. up to June 30, 2021. Please indicate all that apply. // Other, namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/43:eab0007[]*)

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 100  |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 1926 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0245 – Number of employees working from home on 30.06.

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

Waves: 2022

Edition: onsite

**elb0245\_cat2** – Number of employees working from home on 30.06. [categories]

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

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 0  | 0                                                 | 788 |
| 1  | 1-9                                               | 394 |
| 2  | 10-15                                             | 101 |
| 3  | 16-25                                             | 66  |
| 4  | 26-45                                             | 48  |
| 5  | 46-75                                             | 35  |
| 6  | 76-119                                            | 22  |
| 7  | 120-199                                           | 10  |
| 8  | 200-399                                           | 6   |
| 9  | 400-999                                           | 6   |
| 10 | 1000 and more                                     | 3   |
| -1 | No Answer                                         | 547 |
| -2 | Does not apply                                    | 0   |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

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

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

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

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

Waves: 2022

Edition: international

#### elb0247 – Share of employees working from home in group 1 on 30.06. in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 1: Employees in jobs that do not require vocational training [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/45:elb0247\(\)](#))

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

Waves: 2022

Edition: international

**elb0248** – Share of employees working from home in group 2 on 30.06. in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 2: Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/45:elb0248\[\]](#))

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

Waves: 2022

Edition: international

**elb0249** – Share of employees working from home in group 3 on 30.06. in %

**?** What was the share per employee group that worked from home (home office) on June 30, 2021? // Group 3: Employees in jobs that require a technical or university degree [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/45:elb0249\[\]](#))

|   |     |
|---|-----|
| 0 | 159 |
| 1 | 6   |

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

Waves: 2022

Edition: international

**elb0250\_v1** – Share of empl. working from home: Change since the corona pandemic to 30.06.

**?** Think back to the time immediately before the coronavirus pandemic. How has the share of employees working from home (home office) changed by June 30, 2021? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/46:elb0250[])*

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



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

Waves: 2022

Edition: international

#### **elb0251\_v1** – Working hours in home office: Change since corona pandemic until 30.06.

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

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

Waves: 2022

Edition: international

#### **elb0252** – Rules introduced for working from home during the coronavirus pandemic

**?** Have you introduced binding regulations for working from home (home office) in your establishment / public body for all employees or individual employment groups during the coronavirus pandemic? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/48:elb0252[])*

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

Waves: 2022

Edition: international

**elb0253** – Development of work from home rules: Upper management/executive board involved

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Senior management / Executive Board  
(from: [soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0253\[\]](#))

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

Waves: 2022

Edition: international

**elb0254** – Development of work from home rules: HR department involved

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Personnel department (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0254\[\]](#))

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

Waves: 2022

Edition: international

**elb0255** – Development of work from home rules: Works council/staff council involved

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Works Council / Staff Council (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0255\[\]](#))

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

Waves: 2022

Edition: international

#### **elb0256** – Development of work from home rules: Alternat. Committees Empl. particip. inv.

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Alternative employee participation bodies such as employee spokespersons, employee representatives or similar (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0256\[\]](#))

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

Waves: 2022

Edition: international

#### **elb0257** – Development of work from home rules: External consultant involved

**?** Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // External consultant (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0257\[\]](#))

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

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

Waves: 2022

Edition: international

#### elb0258 – Development of work from home rules: Other persons involved

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // Other persons (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/49:elb0258[]*)

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

Waves: 2022

Edition: international

#### eab0008 – Development of work from home rules: Other persons involved free text

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // [Other persons] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/49:eab0008[]*)

Waves: 2022

Edition: onsite

#### eab0008\_cat – Development of work from home rules: Other persons involved free text filled in

? Which actors in your establishment / public body were involved in developing the regulations for working from home (home office)? // [Other persons] namely: (*from: soep-lee2-compare/soep-lee2-compare-2022-estab/49:eab0008[]*)

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

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

Waves: 2022

Edition: international

### elb0259 – Who decides on work from home hours

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

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

Waves: 2022

Edition: international

### elb0260 – Use of coworking office spaces last 3 years

? Has your establishment / public body used or considered using coworking spaces within the last three years? *(from: soep-lee2-compare/soep-lee2-compare-2022-estab/51:elb0260[])*

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

Waves: 2022

Edition: international

**eab0009** – Industry of establishment/public body

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

Waves: 2022

Edition: onsite

**eab0009\_cat** – Industry of establishment/public body filled in

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 1289 |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 737  |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**elb0261** – Legal form of the establishment/public body

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

Waves: 2022

Edition: onsite

**elb0262\_v1** – Profit situation of the establishment/public body 2019

**?** What was the earnings situation of your establishment/public body in the 2019 and 2020 financial years? // 2019 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/54:elb0262\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Very good                                         | 234 |
| 2  | Good                                              | 573 |
| 3  | Satisfactory                                      | 243 |
| 4  | Sufficient                                        | 95  |
| 5  | Unsatisfactory                                    | 63  |
| 6  | Don't know                                        | 107 |
| -1 | No answer                                         | 22  |
| -2 | Does not apply                                    | 689 |
| -3 | Implausible value                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |

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

Waves: 2022

Edition: international

### elb0263\_v1 – Profit situation of the establishment/public body 2020

? What was the earnings situation of your establishment/public body in the 2019 and 2020 financial years? // 2020 (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/54:elb0263\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Very good                                         | 187 |
| 2  | Good                                              | 478 |
| 3  | Satisfactory                                      | 244 |
| 4  | Sufficient                                        | 133 |
| 5  | Unsatisfactory                                    | 173 |
| 6  | Don't know                                        | 89  |
| -1 | No answer                                         | 33  |
| -2 | Does not apply                                    | 689 |
| -3 | Implausible value                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question this year not part of survey             | 0   |

Waves: 2022

Edition: international

### elb0264 – Turnover of the establishment in 2019 in euros

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2019 [...] Euro (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0264\[\]](#))

Waves: 2022

Edition: onsite

### elb0264\_cat2 – Turnover of the establishment 2019 in euros [categories]

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2019 [...] Euro (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0264\[\]](#))

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

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 7  | [500,000, 1,000,000)                              | 151 |
| 8  | [1,000,000, 5,000,000)                            | 305 |
| 9  | [5,000,000, 20,000,000)                           | 99  |
| 10 | 20,000,000 and more                               | 37  |
| -1 | No Answer                                         | 623 |
| -2 | Does not apply                                    | 689 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

### elb0265 – Turnover 2019 not specified

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

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

Waves: 2022

Edition: international

### elb0266 – Turnover of the establishment 2020 in euros

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2020 [...] Euro (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266\[\]](https://soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266[]))

Waves: 2022

Edition: onsite

### elb0266\_cat2 – Turnover of the establishment 2020 in euros [categories]

? What was your turnover in the 2019 and 2020 financial years? // [Amount approximately] 2020 [...] Euro (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266\[\]](https://soep-lee2-compare/soep-lee2-compare-2022-estab/55:elb0266[]))

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



|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 3  | [5,000, 10,000)                                   | 1   |
| 4  | [10,000, 50,000)                                  | 2   |
| 5  | [50,000, 100,000)                                 | 6   |
| 6  | [100,000, 500,000)                                | 109 |
| 7  | [500,000, 1,000,000)                              | 146 |
| 8  | [1,000,000, 5,000,000)                            | 317 |
| 9  | [5,000,000, 20,000,000)                           | 93  |
| 10 | 20,000,000 and more                               | 38  |
| -1 | No Answer                                         | 616 |
| -2 | Does not apply                                    | 689 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

#### elb0267 – Turnover 2020 not specified

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

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

Waves: 2022

Edition: international

#### elb0268 – Staffing of public bodies 2019

? How was the staffing of your public body in 2019 and 2020 measured against the tasks to be performed? // The staffing level in 2019 measured against the tasks was... (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/56:elb0268\[\]](#))

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

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

Waves: 2022

Edition: international

### elb0269 – Staffing of public bodies 2020

**?** How was the staffing of your public body in 2019 and 2020 measured against the tasks to be performed? // Staffing levels in 2020 in relation to the tasks were... (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/56:elb0269\[\]](#))

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

Waves: 2022

Edition: international

### elb0270 – Share of staff costs in operating costs 2020 in %

**?** What was the percentage share of personnel costs in total operating costs in 2020? // Percentage of operating costs [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/57:elb0270\[\]](#))

Waves: 2022

Edition: onsite

**elb0270\_cat** – Share of staff costs in operating costs 2020 in % [categories]

? What was the percentage share of personnel costs in total operating costs in 2020? // Percentage of operating costs [...] % (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/57:elb0270\[\]](#))

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | 0-25                                              | 201 |
| 2  | 26-50                                             | 413 |
| 3  | 51-75                                             | 307 |
| 4  | 76-100                                            | 154 |
| -1 | No Answer                                         | 559 |
| -2 | Does not apply                                    | 392 |
| -3 | Answer improbable                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022

Edition: international

**elb0271** – Share of staff costs in operating costs 2020 does not apply

? What was the percentage share of personnel costs in total operating costs in 2020? // Does not apply (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/57:elb0271\[\]](#))

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

Waves: 2022

Edition: international

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

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

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

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

Waves: 2022

Edition: international

### elb0273\_v1 – Change in staff costs compared to 2019

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

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

Waves: 2022

Edition: international

### elb0274 – Financial support claimed due to corona

? Did you receive financial support from the federal government, the federal states or local authorities in 2020 due to economic difficulties caused by the coronavirus pandemic? (from: [soep-lee2-compare/soep-lee2-compare-2022-estab/59:elb0274\[\]](#))

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

Waves: 2022

Edition: international

**elb0275** – Several people involved in answering the questionnaire

---

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

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

Waves: 2022

Edition: international

**elb0276** – Interviewee works in management

---

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

Waves: 2022

Edition: onsite

**elb0277** – Interviewee works in human resources

---

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

Waves: 2022

Edition: onsite

**elb0278** – Interviewee works in public relations

---

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

Waves: 2022

Edition: onsite

**elb0279** – Interviewee works in accounting/controlling

---

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

Waves: 2022

Edition: onsite

**elb0280** – Interviewee works in another field

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

Waves: 2022

Edition: onsite

**eab0010** – Interviewee works in another field free-form text

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

Waves: 2022

Edition: onsite

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

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

Waves: 2022

Edition: onsite

**elb0282** – Highest educational qualification of interviewee

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

Waves: 2022

Edition: onsite

**eab0011** – Highest educational qualification: Other educational qualification free text

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

Waves: 2022

Edition: onsite

**elb0283** – Establishment/organization has website

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

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

-8 Question this year not part of survey 0

Waves: 2022

Edition: international

#### eab0012\_cat – Domain of website [categories]

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 1097 |
| 2  | No                                                | 0    |
| -1 | No Answer                                         | 695  |
| -2 | Does not apply                                    | 234  |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

#### elb0284 – Interest in study results

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

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

Waves: 2022

Edition: internal

**eab0013\_cat** – Comments [categories]

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

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 168  |
| 2  | No                                                | 39   |
| -1 | No Answer                                         | 1819 |
| -2 | Does not apply                                    | 0    |
| -3 | Answer improbable                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question not part of the survey program this year | 0    |

Waves: 2022

Edition: international

**zuspiel** – Record linkage consent IAB

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

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

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

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 1  | Yes, I agree to record linkage                    | 912 |
| 2  | No, I don't agree to record linkage               | 539 |
| -1 | No Answer                                         | 575 |
| -2 | Does not apply                                    | 0   |
| -3 | Implausible value                                 | 0   |
| -4 | Inadmissible multiple response                    | 0   |
| -5 | Not included in this version of the questionnaire | 0   |
| -6 | Version of questionnaire with modified filtering  | 0   |
| -7 | Only available in less restricted edition         | 0   |
| -8 | Question not part of the survey program this year | 0   |

Waves: 2022



Edition: international

## 4 Generated and additional variables

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

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|     |                                                                                                                                 |      |
|-----|---------------------------------------------------------------------------------------------------------------------------------|------|
| 1   | Crop and animal production, hunting and related service activities                                                              | 11   |
| 2   | Forestry and logging                                                                                                            | 0    |
| 3   | Fisheries and aquaculture                                                                                                       | 0    |
| 5   | Mining of coal and lignite                                                                                                      | 0    |
| 6   | Extraction of crude petroleum and natural gas                                                                                   | 0    |
| 7   | Mining of metal ores                                                                                                            | 0    |
| 8   | Other mining and quarrying                                                                                                      | 1    |
| 9   | Mining support service activities                                                                                               | 0    |
| 10  | Manufacture of food products                                                                                                    | 28   |
| 11  | Manufacture of beverages                                                                                                        | 1    |
| 12  | Manufacture of tobacco products                                                                                                 | 0    |
| 13  | Manufacture of textiles                                                                                                         | 4    |
| 14  | Manufacture of wearing apparel                                                                                                  | 0    |
| 15  | Manufacture of leather and related products                                                                                     | 1    |
| 16  | Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials | 5    |
| ... | (66 rows omitted)                                                                                                               | 1176 |
| 93  | Sports activities and amusement and recreation activities                                                                       | 7    |
| 94  | Activities of membership organisations                                                                                          | 20   |
| 95  | Repair of computers and personal and household goods                                                                            | 0    |
| 96  | Other personal service activities                                                                                               | 28   |
| 97  | Activities of households as employers of domestic personnel                                                                     | 0    |
| 98  | Undifferentiated goods-and services-producing activities of private households for own use                                      | 0    |
| 99  | Activities of extraterritorial organisations and bodies                                                                         | 0    |
| -1  | No answer                                                                                                                       | 744  |
| -2  | Does not apply                                                                                                                  | 0    |
| -3  | Implausible value                                                                                                               | 0    |
| -4  | Inadmissible multiple response                                                                                                  | 0    |
| -5  | Not included in this version of the questionnaire                                                                               | 0    |
| -6  | Version of questionnaire with modified filtering                                                                                | 0    |
| -7  | Only available in less restricted edition                                                                                       | 0    |
| -8  | Question this year not part of survey                                                                                           | 0    |

Waves: 2022

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

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

---

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

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

Waves: 2022

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

#### intcomplete – Interview complete

---

|    |                                                   |      |
|----|---------------------------------------------------|------|
| 1  | Yes                                               | 1501 |
| 2  | No                                                | 525  |
| -1 | No answer                                         | 0    |
| -2 | Does not apply                                    | 0    |
| -3 | Implausible value                                 | 0    |
| -4 | Inadmissible multiple response                    | 0    |
| -5 | Not included in this version of the questionnaire | 0    |
| -6 | Version of questionnaire with modified filtering  | 0    |
| -7 | Only available in less restricted edition         | 0    |
| -8 | Question this year not part of survey             | 0    |

Waves: 2022

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

**intid** – Interviewer ID

Waves: 2022

Edition: international

**dauer** – Interview duration (minutes)

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

Waves: 2022

Edition: international

**intstartd** – Interview start: Day

|   |    |
|---|----|
| 1 | 38 |
| 2 | 62 |
| 3 | 81 |
| 4 | 47 |
| 5 | 48 |

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

Waves: 2022

Edition: international

**intstartm** – Interview start: Month

---

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

Waves: 2022

Edition: international

**intstarty** – Interview start: Year

---

|      |      |
|------|------|
| 2022 | 710  |
| 2023 | 1316 |

Waves: 2022

Edition: international

**intstarth** – Interview start: Hour

---

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

Waves: 2022

Edition: international

**intstartmin** – Interview start: Minute

---

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

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

Waves: 2022

Edition: international

**intendd** – Interviewer: Day

---

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

|    |    |
|----|----|
| 28 | 70 |
| 29 | 45 |
| 30 | 63 |
| 31 | 89 |

Waves: 2022

Edition: international

#### intendm – Interviewer: Month

---

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

Waves: 2022

Edition: international

#### intendy – Interviewer: Year

---

|      |      |
|------|------|
| 2022 | 683  |
| 2023 | 1343 |

Waves: 2022

Edition: international

#### intendh – Interviewer: Hour

---

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

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

Waves: 2022

Edition: international

**intendmin** – End of interview: Minute

---

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

Waves: 2022

Edition: international