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SOEP-Core - 2022: Self-employed persons (with reference to variables)

SOEP Survey Papers, No. 1402

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SOEP Survey Papers
Series A – Survey Instruments (Erhebungsinstrumente)

SOEP-Core – 2022: Self-employed Persons (with Reference to Variables)

SOEP Group

Running since 1984, the German Socio-Economic Panel (SOEP) is a wide-ranging representative longitudinal study of private households, located at the German Institute for Economic Research, DIW Berlin.

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SOEP-Core – 2022: Self-employed Persons (with Reference to Variables)

SOEP Group

2024

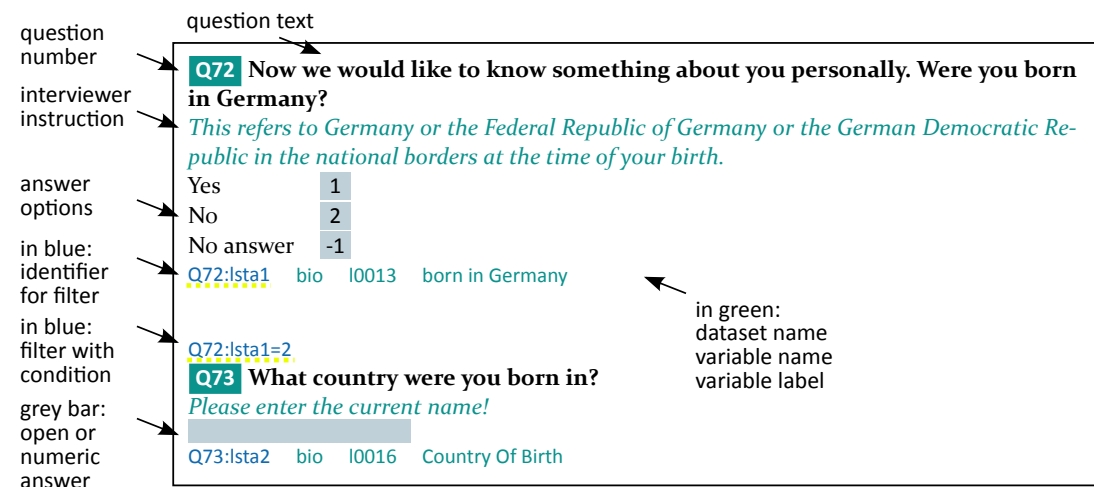
The variable names mentioned in this document belong to a collection of datasets, which is released with doi:10.5684/soep.core.v39o.

Contents

B1 Organizational features	4
Text1 We start with questions about some of the organizational features of your company.	4
B4 Personnel structure	6
Text2 Now we would like to know whether you are self-employed on your own or whether you have other employees in your business.	6
B5 Investments and innovation	11
Text3 The next thematic block deals with investments in your company.	11
B6 Personnel management	12
Text4 Further, we would like to know how you organize your day-to-day business and your relationships with your employees.	12
B7 Labor relations	17
B8 Remuneration	17
B9 Digitalization	20
Text5 Next, we will ask you about the digitalization in your company, its current status, and its impact on your work.	20
B10 Effects of the coronavirus pandemic	25
Text6 Finally, we would like to know how the coronavirus pandemic has impacted your business.	25
B11 Further information about the company	28
B12 Personal attitudes	31

Reading Aid

This representation of the questionnaire contains the same informations as the portal paneldata.org.



Here, in addition to the *question number*, *question text*, *interviewer instructions*, and *answer options*, you find printed in green the *file name* and the *variable name* with the *variable label*, which contains information from the question. If you see rows of green lines below the answer option, the questionnaire defines several variables or informations are stored in more than one data set.

The *routing by filters* is depicted in blue.

Each variable is preceded by an identifier, which usually contains the question number and which is used when the variable is used in filters in subsequent questions. Such filters are usually placed as input filters (gatekeepers) at the beginning of a question. An identifier that is referred to in the input filter of a subsequent question is marked yellow as an example.

This reading aid does not cover a few exceptional cases: If the filter (as gatekeeper) only affects one of several variables for a question, the filter is printed in blue behind the variable. There you will also find a "go to" command in the form 2 @ Q73. Here, the questionnaire skips to question 73 if answer 2 was given.

Phrases that are not already translated in English are displayed in German and preceded by [de].

B1 Organizational features

Text1 We start with questions about some of the organizational features of your company.

1 You have stated that you are self-employed. How did you found your company?

- | | |
|--|----|
| I founded the company on my own | 1 |
| I founded the company as part of a team | 2 |
| I have taken over the company completely | 3 |
| I have joined a team as a partner | 4 |
| I can't / don't want to respond | -1 |

1:elb0301_v2 selfempl elb0301_v2 How company was founded

I cannot/do not want to answer 1

1:elb0301_v2=2

2a With how many other people did you found the company?

1:99

2a:elb0302 selfempl elb0302 Number of additional persons at foundation

I cannot/do not want to answer 1

1:elb0301_v2=2

2b How many women were on the founding team?

0:99

2b:elb0630 selfempl elb0630 Number of women in the founding team

I cannot/do not want to answer 1

1:elb0301_v2=2

2c How many persons with migration background were on the founding team?

0:99

2c:elb0631 selfempl elb0631 Number of people with a migration background in the founding team

I cannot/do not want to answer 1

1:elb0301_v2=4

3a How many other people were in the team that you joined as a partner?

1:99

3a:elb0303 selfempl elb0303 Number of other people in the team when joined as a partner

I cannot/do not want to answer 1

1;elb0301_v2=4

3b How many of them were women?

0:99

3b:elb0632 selfempl elb0632 Number of women when joined as partner

I cannot/do not want to answer 1

1;elb0301_v2=4

3c How many of them had a migration background?

0:99

3c:elb0633 selfempl elb0633 Number of people with a migration background when joined as partner

I cannot/do not want to answer 1

1;elb0301_v2=2,4

4 Does your company have a majority owner?

Yes 1

No 2

I can't / don't want to respond -1

4:betr_eigent selfempl elb0003 Majority owner present

(1;elb0301_v2=2,4) & (4;betr_eigent=1)

5 What percentage of your company is owned by the majority shareholder?

[...] percent 0:100

5:betr_eigent2 selfempl elb0004 Majority shareholding in %

5:betr_eigent2 selfempl elb0004_cat Majority shareholding in % [categories]

I cannot/do not want to answer 1

6 In which year was your company founded, regardless of any changes in legal form, location or ownership?*If you cannot specify exactly, please estimate.*

In the year: :2022

6:betr_gruendung selfempl elb0006 Founding year of company

6:betr_gruendung selfempl elb0006_cat Founding year of company [categories]

I cannot/do not want to answer 1

1;elb0301_v2=3

6a When did you take over the company?*If you cannot specify exactly, please estimate.*

In the year: 1900:2022

6a:elb0313 selfempl elb0313 Year: Takeover date

6a:elb0313 selfempl elb0313_cat Year: Takeover date [categories]

I cannot/do not want to answer 1

1;elb0301_v2=4

6b When did you join the company?*If you cannot specify exactly, please estimate.*

In the year: 1900:2022

6b:elb0318 selfempl elb0318 Year: Entry date

6b:elb0318 selfempl elb0318_cat Year: Entry date [categories]

I cannot/do not want to answer 1

B4 Personnel structure

Text2 Now we would like to know whether you are self-employed on your own or whether you have other employees in your business.

7 Were there dependent employees working in your company in 2021?*Dependent employees include full-time and part-time employees, workers, apprentices, students, and interns.*

Yes 1

No 2

I can't / don't want to respond -1

7:elb0636 selfempl elb0636 Employees working in the company in the last year?

7:elb0636=1

8 How many employees did your company have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women?*Please enter "0" for groups that do not occur.*

Employees subject to social insurance contributions

Blue- and white-collar employees, excluding marginal employees

[Blue-collar and white-collar employees] Number of respective employees on 30.06.2021 0:999999

[Blue- and white-collar employees] Of which share of women (in %) [...] % 0:100

8:anz_besch selfempl elb0013 Number of employees excluding marginally employed on June 30 last year

8:anz_besch selfempl elb0013_cat Number of employees excluding marginally employed on June 30 last year [cat.]

8:ant_besch_frauen selfempl elb0022 Share of women among employees excluding marginally employed in %

Apprentices

[Apprentices] Number of respective employees on 30.06.2021				0:999999
[Apprentices] Of which share of women (in %) [...] %				0:100
8:anz_azubi	selfempl	elb0014	Number of trainees on June 30 last year	
8:anz_azubi	selfempl	elb0014_cat	Number of trainees on June 30 last year [categories]	
8:ant_azubi_frauen	selfempl	elb0023	Share of women among trainees in %	

Employees not subject to social security contributions ...

Active owners

[Active owners] Number of respective employees on 30.06.2021				0:999999
[Active owners] Of which share of women (in %) [...] %				0:100
8:anz_inh	selfempl	elb0016	Number of active owners on June 30 last year	
8:anz_inh	selfempl	elb0016_cat	Number of active owners on June 30 last year [categories]	
8:ant_inh_frauen	selfempl	elb0025	Share of women among active owners in %	

Marginal employees

E.g. EUR 450 employees, short-term employees, mini-jobbers

[Marginal employees] Number of respective employees on 30.06.2021				0:999999
[Marginal employees] Of which share of women (in %) [...] %				0:100
8:anz_gering	selfempl	elb0018	Number of marginally employed persons on June 30 last year	
8:anz_gering	selfempl	elb0018_cat	Number of marginally employed persons on June 30 last year [categories]	
8:ant_gering_frauen	selfempl	elb0027	Share of women among marginally employed in %	

Total

[Total] Total number of respective employees as at 30.06.2021				
[Total] Of which share of women (in %) [...] %				0:100
8:summe_besch	selfempl	elb0665	Total number of employees on June 30 last year	
8:summe_besch	selfempl	elb0665_cat	Total number of employees on June 30 last year [categories]	
8:ant_summe_frauen	selfempl	elb0666	Share of women employed in % on June 30 last year	

I cannot/do not want to answer 1

7:elb0636=1

9 As of June 30, 2021, were there any part-time employees among your staff, including those in marginal employment earning a maximum of 450 euros per month?

Yes	1
No	2
I can't / don't want to respond	-1

9:teilzeit selfempl elb0031 Part-time employees in the company on June 30 last year

(7;elb0636=1) & (9;teilstzeit=1)

10 Of the part-time employees, how many were working on June 30, 2021 ...*Please enter "0" for groups that do not occur.*

... in large part-time positions, i.e. working 21 or more hours? And what was the share of women?

[Large part-time] Number of part-time employees	0:999999
[Large part-time] Of which share of women (in %) [...] %	0:100
10:anz_groeteilz selfempl elb0032 Number of employees in large part-time on June 30 last year	
10:anz_groeteilz selfempl elb0032_cat2 Number of employees in large part-time on June 30 last year [categories]	
10:ant_groeteilz_frauen selfempl elb0034 Share of women in large part-time in %	

... in small part-time positions, i.e. working 20 hours or less? And what was the share of women?

[Small part-time] Number of part-time employees	0:999999
[Small part-time] Of which share of women (in %) [...] %	0:100
10:anz_kleeteilz selfempl elb0033 Number of employees in small part-time on June 30 last year	
10:anz_kleeteilz selfempl elb0033_cat2 Number of employees in small part-time on June 30 last year [categories]	
10:ant_kleeteilz_frauen selfempl elb0035 Share of women in small part-time in %	

I cannot/do not want to answer

7;elb0636=1

11 How were the employees of your company distributed among the following employee groups on June 30, 2021? Please do not include temporary workers and freelancers with contracts for work and services.*Please enter "0" for groups that do not occur.*

Employees in jobs that do not require vocational training

[Simple activities] Share of employees (in %) [...] %	0:100
11:ant_einf selfempl elb0036 Share employed in activities without required vocational training (Group 1) in %	

Employees in jobs that require a completed apprenticeship or comparable vocational training or corresponding professional experience

[Vocational training/apprenticeship] Share of employees (in %)	0:100
11:ant_ausb selfempl elb0037 Share of employees in jobs with required vocational train./exper. (Group 2) in %	

Employees in jobs that require a technical or university degree ...

[University degree] Share of employees (in %) [...] %	0:100
11:ant_hochsch selfempl elb0038 Share of employees in jobs with required technical/uni. degree (Group 3) in %	

Total

[Total] Total share of employees [...] %	0:100
11:ant_summe selfempl elb0667 Total share of employees on June 30 last year in %	

I cannot/do not want to answer

7;elb0636=1

12 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

Total share of foreign employees [...] % 0:100

12:ant_ges_ausl selfempl elb0039 Share of foreign employees on June 30 last year in %

I cannot/do not want to answer 1

(7;elb0636=1) & (12;ant_ges_ausl>0)

13 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.

Foreign employees in jobs that do not require vocational training

[Simple activities] Share of foreign employees [...] % 0:100

13:ant_einf_ausl selfempl elb0040 Share of foreign employees in group 1 activities in %

Foreign employees in jobs that require a completed apprenticeship or comparable vocational training or corresponding professional experience

[Qualified training] Share of foreign employees [...] % 0:100

13:ant_aub_ausl selfempl elb0041 Share of foreign employees in group 2 activities in %

Foreign employees in jobs that require a technical or university degree

[University degree] Share of foreign employees [...] % 0:100

13:ant_hochsch_ausl selfempl elb0042 Share of foreign employees in group 3 activities in %

Foreign active owners, board members, managing directors

[Management Board] Share of foreign employees [...] % 0:100

13:ant_leitung_ausl selfempl elb0043 Share of foreign employees among owners/executives/managing directors in %

I cannot/do not want to answer 1

14 Were there freelancers, temporary workers or assisting family members working in your company in 2021?

Yes 1

No 2

I can't / don't want to respond -1

14:elb0661 selfempl elb0661 Company employed freelancers/temporary workers last year?

(14;elb0661=1)

15 How many other employees did your company have on June 30, 2021, broken down by the employment groups mentioned? And what was the share of women?

Freelancers with contracts for work or services

[Freelancers] Number of respective employees as on June 30, 2021 0:999999

[Freelancers] Of which share of women [...] % 0:100

15:anz_frei selfempl elb0020 Number of freelancers with work/service contracts on June 30 last year

15:anz_frei selfempl elb0020_cat Number of freelancers with work/service contracts on June 30 last year [cat.]

15:ant_frei_frauen selfempl elb0029 Share of women among freelancers in %

Temporary workers

[Temporary workers] Number of respective employees on June 30, 2021 0:999999

[Temporary workers] Of which share of women (in %) [...] % 0:100

15:anz_leih selfempl elb0019 Number of temporary workers on June 30 last year

15:anz_leih selfempl elb0019_cat Number of temporary workers on June 30 last year [categories]

15:ant_leih_frauen selfempl elb0028 Share of women among temporary workers in %

Assisting family members

[Family members] Number of respective employees on June 30, 2021

[Family members] Of which share of women (in %) [...] %

15:anz_fam selfempl elb0017 Number of helping family members on June 30 last year

15:anz_fam selfempl elb0017_cat Number of helping family members on June 30 last year [categories]

15:ant_fam_frauen selfempl elb0026 Share of women among helping family members in %

Total

[Total] Total number of respective employees on June 30, 2021

[Total] Of which share of women (in %) [...] % 0:100

15:summe_sonstbesch selfempl elb0668 Total number of other employees on June 30 last year

15:summe_sonstbesch selfempl elb0668_cat Total number of other employees on June 30 last year [categories]

15:ant_summe_sonst_frauen selfempl elb0669 Share of women among other employees in %

I cannot/do not want to answer 1

B5 Investments and innovation

Text3 The next thematic block deals with investments in your company.

16 What was the total amount of balance sheet-relevant investments, excluding depreciation or other value adjustments, that you made in your company in 2021 as a whole?

If you do not know, please estimate.

[...] euros

16:elb0502	selfempl	elb0502	Total investments (balance sheet-relevant) last year in euros
16:elb0502	selfempl	elb0502_cat	Total investments (balance sheet-relevant) last year in euros [categories]

I cannot/do not want to answer 1

17 What was the approximate total marketing expenditure you made in your company in the fiscal year 2021?

If you do not know, please estimate.

[...] euros

17:elb0533	selfempl	elb0533	Marketing expenditure last year in euros
17:elb0533	selfempl	elb0533_cat	Marketing expenditure last year in euros [categories]

I cannot/do not want to answer 1

18 Did your company improve or further develop a service or product that you previously offered in the last fiscal year 2021?

Yes 1

No 2

I can't / don't want to respond -1

18:elb0536_v2	selfempl	elb0536_v2	Service/product improved in the last fiscal year
---------------	----------	------------	--

19 Did your company launch a completely new service or product for which a new market has yet to be created in the last fiscal year 2021?

Yes 1

No 2

I can't / don't want to respond -1

19:elb0539_v2	selfempl	elb0539_v2	Completely new service/product offered in last fiscal year
---------------	----------	------------	--

20 Did your company develop and introduce new methods in the organization of business processes in the last fiscal year 2021? By this quality management, supply chain management, lean production, knowledge management are meant.

Yes	1
No	2
I can't / don't want to respond	-1

20:elb0540_v2 selfempl elb0540_v2 New organizational methods developed and introduced in last fiscal year

21 Did your company introduce new marketing/sales methods in the last fiscal year 2021 that were not previously used in your company? Marketing innovations are part of a new marketing concept or a new marketing strategy.

Yes	1
No	2
I can't / don't want to respond	-1

21:elb0541_v2 selfempl elb0541_v2 New marketing/sales methods introduced in last fiscal year

22 Did your company develop or introduce processes in the last fiscal year 2021 that significantly improved the production process or the provision of services?

Yes	1
No	2
I can't / don't want to respond	-1

22:elb0542_v2 selfempl elb0542_v2 New procedures for production process developed or introduced in last fiscal y.

B6 Personnel management

Text4 Further, we would like to know how you organize your day-to-day business and your relationships with your employees.

23 Please describe how often you typically deal with the following activities in your company.

	Daily	Weekly	Monthly	Quarterly	Less than once a quarter	Never or does not apply	I can't / don't want to respond
Participation in/execution of the production of the goods or services that my company operates	1	2	3	4	5	6	-1
Recruitment and personnel selection	1	2	3	4	5	6	-1
Conversations with employees and managers in the company	1	2	3	4	5	6	-1
Organization of production processes in the company	1	2	3	4	5	6	-1
Quality management	1	2	3	4	5	6	-1
Marketing activities	1	2	3	4	5	6	-1
Bureaucratic activities due to government requirements and regulations	1	2	3	4	5	6	-1
Customer acquisition and conversations with customers	1	2	3	4	5	6	-1
Conversations with suppliers	1	2	3	4	5	6	-1
Conversations with co-owners, co-managing directors	1	2	3	4	5	6	-1
Conversations with the company's financiers	1	2	3	4	5	6	-1
Analysis of the market and competitors	1	2	3	4	5	6	-1
Preparing and making growth and investment decisions	1	2	3	4	5	6	-1
Association work	1	2	3	4	5	6	-1
Other business-related activities	1	2	3	4	5	6	-1

23:elb0584	selfempl	elb0584_v2	Activities: Participation in/execution of production
23:elb0585	selfempl	elb0585_v2	Activities: Recruitment and personnel selection
23:elb0586	selfempl	elb0586_v2	Activities: Conversations with employees and managers in the company
23:elb0587	selfempl	elb0587_v2	Activities: Organization of production processes in the company
23:elb0588	selfempl	elb0588_v2	Activities: Quality management
23:elb0589	selfempl	elb0589_v2	Activities: Marketing activities
23:elb0590	selfempl	elb0590_v2	Activities: Bureaucratic activities due to government requirements and regul.
23:elb0591	selfempl	elb0591_v2	Activities: Customer acquisition and conversations with customers
23:elb0592	selfempl	elb0592_v2	Activities: Conversations with suppliers
23:elb0593	selfempl	elb0593_v2	Activities: Conversations with co-owners, co-managing directors
23:elb0594	selfempl	elb0594_v2	Activities: Conversations with the company's financiers
23:elb0595	selfempl	elb0595_v2	Activities: Analysis of the market and competitors
23:elb0596	selfempl	elb0596_v2	Activities: Preparing and making growth and investment decisions
23:elb0597	selfempl	elb0597_v2	Activities: Association work
23:elb0598	selfempl	elb0598_v2	Activities: Other activities

[Other business-related activities], namely:

23:eab0033	selfempl	eab0033	Activities: Other activities text
23:eab0033	selfempl	eab0033_cat	Activities: Other activities text [categories]

24 Of all the activities you do every day, how many hours do you spend on

Participation in/execution of the production of the goods or services that my company operates	
Recruitment and personnel selection	
Conversations with employees and managers in the company	
Organization of production processes in the company	
Quality management	
Marketing activities	
Bureaucratic activities due to government requirements and regulations	
Customer acquisition and conversations with customers	
Conversations with suppliers	
Conversations with co-owners, co-managing directors	
Conversations with the company's financiers	
Analysis of the market and competitors	
Preparing and making growth and investment decisions	
Association work	
Other activities	

24:elb0599	selfempl	elb0599	Hours per day: Participation in/execution of production	(23;elb0584=1)
24:elb0600	selfempl	elb0600	Hours per day: Recruitment and personnel selection	(23;elb0585=1)
24:elb0601	selfempl	elb0601	Hours per day: Conversations with employees and managers in the company	(23;elb0586=1)
24:elb0602	selfempl	elb0602	Hours per day: Organization of production processes in the company	(23;elb0587=1)
24:elb0603	selfempl	elb0603	Hours per day: Quality management	(23;elb0588=1)
24:elb0604	selfempl	elb0604	Hours per day: Marketing activities	(23;elb0589=1)
24:elb0605	selfempl	elb0605	Hours per day: Bureaucratic activities due to government requirements and regul.	(23;elb0590=1)
24:elb0606	selfempl	elb0606	Hours per day: Customer acquisition and conversations with customers	(23;elb0591=1)
24:elb0607	selfempl	elb0607	Hours per day: Conversations with suppliers	(23;elb0592=1)
24:elb0608	selfempl	elb0608	Hours per day: Conversations with co-owners, co-managing directors	(23;elb0593=1)
24:elb0609	selfempl	elb0609	Hours per day: Conversations with the company's financiers	(23;elb0594=1)
24:elb0610	selfempl	elb0610	Hours per day: Analysis of the market and competitors	(23;elb0595=1)
24:elb0611	selfempl	elb0611	Hours per day: Preparing and making growth and investment decisions	(23;elb0596=1)
24:elb0612	selfempl	elb0612	Hours per day: Association work	(23;elb0597=1)
24:elb0613	selfempl	elb0613	Hours per day: Other activities	(23;elb0598=1)

I cannot/do not want to answer

25 Would you say taking an hour or two off during working hours to deal with personal or family matters is ...

Very easy to arrange	<input type="text" value="1"/>
Quite easy to arrange	<input type="text" value="2"/>
Quite difficult to arrange	<input type="text" value="3"/>
Very difficult to arrange	<input type="text" value="4"/>
I can't / don't want to respond	<input type="text" value="-1"/>

25:elb0637 selfempl elb0637 Take time for personal matters during working hours?

7:elb0636=1

26 Which of the following measures for professional development did you offer in your company in the first half of 2021?

Please indicate all that apply.

Was offered

Was not offered

	Was offered	Was not offered	I can't / don't want to respond
Courses, training programs, seminars	1	2	-1
Participation in lectures, conferences, trade fairs, etc.	1	2	-1
On-the-job training, e.g. instruction, induction, on-the-job training	1	2	-1
Job change / job rotation	1	2	-1
Quality circles, workshop circles, learning workshop	1	2	-1
Collaboration in project teams	1	2	-1
Coaching / Mentoring	1	2	-1
26:weiterb_c_1 selfempl elb0670	Further training: Courses/seminars in 1st half of last year		
26:weiterb_c_2 selfempl elb0671	Further training: Lectures, conferences, fairs etc. in 1st half of last year		
26:weiterb_c_3 selfempl elb0672	Further training: On-the-job training in 1st half of last year		
26:weiterb_c_4 selfempl elb0673	Further training: Job rotation in 1st half of last year		
26:weiterb_c_5 selfempl elb0674	Further training: Quality circles in 1st half of last year		
26:weiterb_c_6 selfempl elb0675	Further training: Project teams in 1st half of last year		
26:weiterb_c_7 selfempl elb0676	Further training: Coaching in 1st half of last year		

Other qualification measures; namely:

26:weiterb_c_8 selfempl elb0677	Further training: Other offered in 1st half of last year
26:weiterb_c_8 selfempl elb0677_cat	Further training: Other offered in 1st half of last year [categories]

(1;elb0301_v2=2,4) | (7;elb0636=1)

27 How are decisions taken in your company? Please indicate which of the following applies to your company.

I take most decisions alone	1
I take most decisions together in the team of owners/managing directors	2
I take most decisions together as a team with other managers and/or employees	3
I take most decisions in consultation with the franchisor	4
I can't / don't want to respond	-1

27:elb0614_v2 selfempl elb0614_v2 How decisions are made

B7 Labor relations

7;elb0636=1

28 How often do you or managers in your company hold structured feedback meetings with your employees, for example about service quality, customer satisfaction, production, costs, performance decline, quality, inventory, absenteeism?

Less than once a year or never	1
Annually	2
Quarterly	3
Monthly	4
Weekly	5
Daily	6
Several times a day	7
I can't / don't want to respond	-1

28:elb0616_v2 selfempl elb0616_v2 Frequency of structured feedback meetings

(7;elb0636=1) & (28;elb0616_v2>2)

29 Apart from feedback meetings, do you use other tools to motivate your employees?

Yes, please list them briefly:	1
No	2
I can't / don't want to respond	-1

29:elb0617 selfempl elb0617 Other instruments for employee motivation

[Other instruments]

29:eab0034	selfempl	eab0034	Other instruments for employee motivation text	29:elb0617=1
29:eab0034	selfempl	eab0034_cat	Other instruments for employee motivation text [categories]	29:elb0617=1

B8 Remuneration

7;elb0636=1

30 What was the share of full-time employees with an average gross monthly income in the following categories in your company on June 30, 2021?

Please do not include temporary workers and freelancers among the full-time employees. If exact figures are not available, please provide an estimate.

Share of full-time employees with a gross monthly income of ...

Under 1900EUR: Share of full-time employees [...] % 0:100

30:ant_brut_1 selfempl elb0154 Share of full-time empl. with gross monthly income below EUR 1900 June 30 LY in %

Does not apply 1

1900EUR to under 2500EUR: Share of full-time employees [...] 0:100

%
30:ant_brut_2 selfempl elb0156 Share of full-time empl. with gross monthly income of EUR 1900-2500 June 30 LY in %

Does not apply 1

2500EUR to under 3300EUR: Share of full-time employees 0:100

[...] %

30:ant_brut_3 selfempl elb0158 Share of full-time empl. with gross monthly income of EUR 2500-3300 June 30 LY in %

Does not apply 1

3300EUR to under 4000EUR: Share of full-time employees 0:100

[...] %

30:ant_brut_4 selfempl elb0160 Share of full-time empl. with gross monthly income EUR3300-4000 June 30 LY in %

Does not apply 1

4000EUR to under 6000EUR: Share of full-time employees 0:100

[...] %

30:ant_brut_5 selfempl elb0162 Share of full-time empl. with gross monthly income EUR4000-6000 June 30 LY in %

Does not apply 1

6000EUR to under 7800EUR: Share of full-time employees 0:100

[...] %

30:ant_brut_6 selfempl elb0164 Share of full-time empl. with gross monthly income EUR6000-7800 June 30 LY in %

Does not apply 1

7800EUR and more: Share of full-time employees [...] % 0:100

30:ant_brut_7 selfempl elb0166 Share of full-time empl. with gross monthly income EUR 7800 or more June 30 LY in %

Does not apply 1

Total: 100%

7:elb0636=1

31 To what extent do you base the remuneration of your employees on the following criteria?

	Very strongly	Strongly	Moderately	Less	Not at all	I can't / don't want to respond
Individual performance	1	2	3	4	5	-1
Team performance	1	2	3	4	5	-1
Success of the entire company	1	2	3	4	5	-1
Length of service	1	2	3	4	5	-1
Formal educational or professional qualification	1	2	3	4	5	-1
Individual professional experience	1	2	3	4	5	-1
Social criteria, e.g. number of children, place of residence	1	2	3	4	5	-1

31:krit_entl_1	selfempl	elb0168	Remuneration according to: Individual performance
31:krit_entl_2	selfempl	elb0169	Remuneration according to: Team performance
31:krit_entl_3	selfempl	elb0170	Remuneration according to: Success of the company
31:krit_entl_4	selfempl	elb0171	Remuneration according to: Length of service
31:krit_entl_5	selfempl	elb0172	Remuneration according to: Formal educational/professional qualification
31:krit_entl_6	selfempl	elb0173	Remuneration according to: Individual professional experience
31:krit_entl_7	selfempl	elb0174	Remuneration according to: Social criteria

7:elb0636=1

32 Which of the following performance incentives does your company offer employees?*Please indicate all that apply.*

Equity participation	<input type="checkbox"/>
Profit-sharing	<input type="checkbox"/>
Bonus payments	<input type="checkbox"/>
Share options	<input type="checkbox"/>
Other	<input type="checkbox"/>

32:anreiz1	selfempl	elb0175	Performance incentives: Equity participation
32:anreiz2	selfempl	elb0176	Performance incentives: Profit sharing
32:anreiz3	selfempl	elb0177	Performance incentives: Bonus payments
32:anreiz4	selfempl	elb0178	Performance incentives: Share options
32:anreiz5	selfempl	elb0179	Performance incentives: Other

[Other] namely:

32:anreizso selfempl eab0005 Performance incentives: Other free-form text 32:anreiz5=1

Nothing applies ☐

32:anreiz_ka selfempl elb0180 Performance incentives: Nothing applies

7:elb0636=1

33 Which of the following benefits does your company offer in addition to the legally mandated social benefits?*Please indicate all that apply.*

Company pension scheme/company pension that exceeds the statutory entitlement	<input type="checkbox"/>
Release from work and/or covering of costs for further training measures	<input type="checkbox"/>
Other	<input type="checkbox"/>

33:zusatz3	selfempl	elb0183	Company benefits: Company pension scheme/company pension above statutory entitl.
33:zusatz4	selfempl	elb0184	Company benefits: Release from work/covering of costs for training
33:zusatz6	selfempl	elb0186	Company benefits: Other

[Other] namely:

33:zusatzso selfempl eab0006 Company benefits: Other free-form text 33:zusatz6=1

Nothing applies ☐

33:zusatz_ka selfempl elb0187 Company benefits: Nothing applies

34 How are you personally currently securing your retirement?*Please indicate all that apply.*

I have acquired entitlements to statutory pension insurance as a former employee	1
I have entitlements to a company pension as a former employee	1
I have entitlements to the artists' social security fund	1
I have entitlements to a berufsständische Versorgungswerk (pension scheme for free professions)	1
I have acquired real estate for retirement provision	1
I have taken out a capital life insurance policy for retirement provision	1
I have taken out private pension insurance	1
I am building wealth through stocks, funds, bonds, or similar investments	1
I regularly save money in other ways	1
I am covered through my partner	1
No retirement provision has been made so far	1
I cannot/do not want to answer	1
34:elb0638 selfempl elb0638 Retirement security: Statutory pension insurance	
34:elb0639 selfempl elb0639 Retirement security: Company pension	
34:elb0640 selfempl elb0640 Retirement security: Artists' social security fund	
34:elb0641 selfempl elb0641 Retirement security: Berufsständische Versorgung (pension scheme free profes.)	
34:elb0642 selfempl elb0642 Retirement security: Real estate ownership	
34:elb0643 selfempl elb0643 Retirement security: Life insurance	
34:elb0644 selfempl elb0644 Retirement security: Private pension insurance	
34:elb0645 selfempl elb0645 Retirement security: Shares/funds/bonds	
34:elb0646 selfempl elb0646 Retirement security: Other regular savings	
34:elb0647 selfempl elb0647 Retirement security: Secured through partner	
34:elb0648 selfempl elb0648 Retirement security: No retirement provisions so far	

B9 Digitalization

Text5 Next, we will ask you about the digitalization in your company, its current status, and its impact on your work.

7:elb0636=1

35 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 company.

This does not include temporary workers and freelancers. If exact figures are not possible, please estimate.

Total number of employees who use PCs, laptops, tablets/iPads or other digital devices, e.g. for machine control: 0:999999

Of which share of women (in %) [...] % 0:100

35:anz_pc selfempl elb0188 Number of employees who use PCs/laptops/tablets/digital devices 0@37

35:ant_pc_frauen selfempl elb0189 Share of women in employees who use PCs/laptops/tablets/digit. devices in %

I cannot/do not want to answer

(7;elb0636=1) & (35;anz_pc>0)

36 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 company/establishment/public body.

If exact details are not possible, please estimate.

Employees in jobs that do not require vocational training: [...]
%

Employees in jobs that require a completed apprenticeship,
comparable vocational training or corresponding
professional experience: [...] %

Employees in jobs that require a technical or university
degree: [...] %

36:ant_pc_grp1 selfempl elb0190 Share of employees who use PC/laptop/tablets/digit.
devices in group 1 in %

36:ant_pc_grp2 selfempl elb0191 Share of employees who use PC/laptop/tablets/digit.
devices in group 2 in %

36:ant_pc_grp3 selfempl elb0192 Share of employees who use PC/laptop/tablets/digit.
devices in group 3 in %

I cannot/do not want to answer

37 How has the use of the following technologies changed in your company in the last three years?

	Strongly increased	Increased	Remained roughly the same	Decreased	Strongly decreased	Technol- ogy is not used	I can't / don't want to respond
Custom software, i.e., software that has been developed or adapted to meet the needs of the company.	1	2	3	4	5	6	-1
Data analytics, i.e., the use of digital tools to analyze data collected in this company or from other sources.	1	2	3	4	5	6	-1
Big data, i.e., the analysis of large datasets.	1	2	3	4	5	6	-1
Robots, i.e., programmable machines that can automatically perform complex sequences of actions.	1	2	3	4	5	6	-1
Virtual or augmented reality, i.e., the enhancement of images with objects that exist only virtually.	1	2	3	4	5	6	-1
Artificial intelligence, i.e., computer programs that assist in optimizing goal achievement and learn autonomously.	1	2	3	4	5	6	-1
3D printing, i.e., a manufacturing process in which material is applied layer by layer to create a three-dimensional product.	1	2	3	4	5	6	-1
Internet of Things, i.e., the digital networking of devices and objects, as well as entire industrial plants or buildings.	1	2	3	4	5	6	-1
Platforms for acquiring orders, i.e., acquisition of customers through a platform.	1	2	3	4	5	6	-1
37:techno1 selfempl elb0193	Usage last 3 years: Customized software						
37:techno2 selfempl elb0194	Usage last 3 years: Data analytics						
37:techno3 selfempl elb0195	Usage last 3 years: Big Data						
37:techno4 selfempl elb0196	Usage last 3 years: Robots						
37:techno5 selfempl elb0197	Usage last 3 years: Virtual or augmented reality						
37:techno6 selfempl elb0198	Usage last 3 years: Artificial intelligence						
37:techno7 selfempl elb0199	Usage last 3 years: 3D printing						
37:techno8 selfempl elb0200	Usage last 3 years: Internet of Things						
37:techno9 selfempl elb0678	Usage last 3 years: Platforms for order acquisition						

38 Think about the digitalization technologies that are used in your company. These can include computers as well as robots and artificial intelligence. To what extent do you agree with the following statements?

	Fully agree	Tend to agree	Partly agree / partly disagree	Rather disagree	Disagree	Does not apply	I can't / don't want to respond
Our company is well equipped with digitalization technologies compared to other companies in our industry	1	2	3	4	5	6	-1
The use of digitalization technologies has led to additional personnel requirements, i.e. new hires	1	2	3	4	5	6	-1
The use of digitalization technologies has led to a high demand for further training for employees	1	2	3	4	5	6	-1
Employees tend to be critical of the use of digitalization technologies	1	2	3	4	5	6	-1
The use of digitalization technologies has led to problems with data security or cyberattacks	1	2	3	4	5	6	-1
The use of digitalization technologies leads to a strong dependence on external service providers	1	2	3	4	5	6	-1
The use of digitalization technologies has changed the process of acquiring orders and is leading to increased use of intermediary platforms	1	2	3	4	5	6	-1
Digitalization technologies are used in company to monitor employee performance	1	2	3	4	5	6	-1
I am very familiar with the digitalization technologies in my company	1	2	3	4	5	6	-1

38:digitalisierung1	selfempl	elb0201_v2	Digitization technology: Well equipped with digitization technology	
38:digitalisierung2	selfempl	elb0202_v2	Digitization technology: Additional personnel requirements and new hires	7;elb0636=1
38:digitalisierung3	selfempl	elb0203_v2	Digitization technology: High demand for further training	7;elb0636=1
38:digitalisierung4	selfempl	elb0204_v2	Digitization technology: Employees are critical	7;elb0636=1
38:digitalisierung5	selfempl	elb0205_v2	Digitization technology: Problems with data security or cyber attacks	
38:digitalisierung6	selfempl	elb0206_v2	Digitization technology: Strong dependence on external service providers	
38:digitalisierung9	selfempl	elb0679	Digitization technology: Increased use of platforms for order acquisition	
38:digitalisierung7	selfempl	elb0207_v2	Digitization technology: Used to control employees	7;elb0636=1
38:digitalisierung8	selfempl	elb0208_v2	Digitization technology: I am very familiar with its use in the company	

B10 Effects of the coronavirus pandemic

Text6 Finally, we would like to know how the coronavirus pandemic has impacted your business.

39 What impact did the coronavirus pandemic have on your company up to June 30, 2021?

Very positive effects	1
Positive effects	2
Partly positive / partly negative effects	3
Negative effects	4
Very negative effects	5
No effects	6
I can't / don't want to respond	-1

39:covidausw selfempl elb0209 Corona impact for company until June 30 last year

7;elb0636=1

40 Compared to the headcount immediately before the coronavirus pandemic, how has the headcount in your company changed by June 30, 2021?

Strongly increased	1
Slightly increased	2
Remained the same	3
Slightly decreased	4
Strongly decreased	5
I can't / don't want to respond	-1

40:covidperso selfempl elb0210_v2 Change in headcount since the start of the coronavirus pandemic until June 30

7;elb0636=1

41 Which of the following personnel policy measures have you implemented in your company in response to the coronavirus pandemic in the first half of 2021, i.e. by June 30, 2021?

Please indicate all that apply.

Reduction of temporary staff	1
No retention of apprentices	1
Vacancies not filled	1
Postponement of a planned increase in personnel	1
Cancellation of planned hiring of apprenticeship positions	1
None of this	1
I cannot/do not want to answer	1

41:covidpersomaßn1	selfempl	elb0211	Reaction to Corona: Reduction of temporary staff in the 1st half of the year
41:covidpersomaßn2	selfempl	elb0212	Reaction to Corona: No retention of apprentices in the 1st half of the year
41:covidpersomaßn3	selfempl	elb0213	Reaction to Corona: Vacancies not filled in 1st half of year
41:covidpersomaßn4	selfempl	elb0214	Reaction to Corona: Postponement of planned staff increase in 1st half of year
41:covidpersomaßn5	selfempl	elb0215	Reaction to corona: Cancel. of planned hiring of apprentice. in 1st half of y.
41:covidpersomaßn_ka	selfempl	elb0216	Reaction to Corona: None of the above

7;elb0636=1

42 What was the total number of employees who worked from home on June 30, 2021 (home office)?

This does not include temporary workers and freelancers. If exact figures are not known, please estimate.

Number of employees 0:999999

42:ant_homeoffice	selfempl	elb0245	Number of employees working from home on June 30 last year	0@45
42:ant_homeoffice	selfempl	elb0245_cat2	Number of employees working from home on June 30 last year [categories]	0@45

I cannot/do not want to answer 1

(7;elb0636=1) & (42;ant_homeoffice>0)

43 What was the share of women who worked from home (home office) on June 30, 2021?

This does not include temporary workers and freelancers. If exact figures are not known, please estimate.

Share of women (in %) [...] % 0:100

43:ant_homeoffice_frauen	selfempl	elb0246	Share of women working from home on June 30 last year in %
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I cannot/do not want to answer 1

(7;elb0636=1) & (42;ant_homeoffice>0)

44 What was the share per employee group that worked from home (home office) on June 30, 2021?*If exact figures are not known, please estimate.*

Employees in jobs that do not require vocational training [...] % 0:100

Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience [...] % 0:100

Employees in qualified jobs that require a technical or university degree [...] % 0:100

44:ant_homeoffice_grp1 selfempl elb0247 Share of employees working from home in group 1 on June 30 last year in %

44:ant_homeoffice_grp2 selfempl elb0248 Share of employees working from home in group 2 on June 30 last year in %

44:ant_homeoffice_grp3 selfempl elb0249 Share of employees working from home in group 3 on 30.06 last year. in %

I cannot/do not want to answer 1

(7;elb0636=1) & (42;ant_homeoffice>0)

45 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?

Strongly increased 1

Slightly increased 2

Remained the same 3

Slightly decreased 4

Strongly decreased 5

I can't / don't want to respond -1

45:ant_homeofficeaender selfempl elb0250_v2 Share of employees working from home: Change since corona pand. to June 30 LY

(7;elb0636=1) & (42;ant_homeoffice>0)

46 How did the number of working hours that employees worked from home (home office) change by June 30, 2021?

Strongly increased 1

Slightly increased 2

Remained the same 3

Slightly decreased 4

Strongly decreased 5

I can't / don't want to respond -1

46:homeofficezeit selfempl elb0251_v2 Working hours in work from home: Change since corona pandemic until June 30 LY

(7;elb0636=1) & (42;ant_homeoffice>0)

47 Who decides when the employee works at home (in the home office)?

Exclusively the employer	1
Especially the employer	2
Employer and employee together	3
Especially the employee	4
Exclusively the employee	5
I can't / don't want to respond	-1

47:homeofficeentsch selfempl elb0259 Who decides on work from home hours

48 Has your company used or considered using coworking spaces within the last three years? A coworking space is a workspace outside the company that can be booked flexibly by the employer for employees.

Coworking space used	1
Coworking space considered	2
Coworking space neither used nor considered	3
I can't / don't want to respond	-1

48:coworking selfempl elb0260 Use of coworking office spaces last 3 years

B11 Further information about the company**50 How often have you worked at each of these locations since starting your main job?**

	Daily	Several times a week	Several times a month	Less often	Never	I can't / don't want to respond
My own business premises (office, factory, store, school, etc.)	1	2	3	4	5	-1
Clients' premises	1	2	3	4	5	-1
In the car or another vehicle	1	2	3	4	5	-1
Outdoors (e.g., construction site, field, city streets)	1	2	3	4	5	-1
Your own home	1	2	3	4	5	-1
Public places such as cafés, airports, etc.	1	2	3	4	5	-1

50:elb0651 selfempl elb0651 Frequency of work in own business premises
 50:elb0652 selfempl elb0652 Frequency of work in clients' premises
 50:elb0653 selfempl elb0653 Frequency of work in car/other vehicle
 50:elb0654 selfempl elb0654 Frequency of outdoor work
 50:elb0655 selfempl elb0655 Frequency of working from home
 50:elb0656 selfempl elb0656 Frequency of work in public places

51 Is there a remuneration regulation in your field, such as the fee schedule for architects and engineers (Honorarordnung für Architekten und Ingenieure)?

Yes, remuneration regulations such as Honorarordnung	1
Yes, an intermediary agency (platform) sets the prices	2
No, I set the prices freely	3
I can't / don't want to respond	-1

51:elb0657 selfempl elb0657 Remuneration regulations such as Honorarordnung für A. u. I.

52 What is the legal form of your company?

Sole proprietorship with full liability of one person	1
Partnership, i.e. KG, OHG or GbR	2
Limited liability company as GmbH, UG or Ltd.	3
Public limited company, i.e. AG, SE	4
Mixed forms, i.e. GmbH & Co. KG, KGaA	5
Other legal form	8
I can't / don't want to respond	-1

52:rechtsform selfempl elb0261 Legal form of the company

53 What was the earnings situation of your company in the 2020 and 2021 fiscal years?

	Very good	Good	Satisfactory	Sufficient	Unsatisfactory	I can't / don't want to respond
2020	1	2	3	4	5	-1
2021	1	2	3	4	5	-1

53:ertraglag2020 selfempl elb0262_v2 Earnings situation of company in penultimate fiscal year

53:ertraglag2021 selfempl elb0263_v2 Earnings situation of company in last fiscal year

54 What share of your revenue comes from your largest client?

Less than 50 percent	1
50 to 75 percent	2
More than 75 percent	3
I can't / don't want to respond	-1

54:elb0658 selfempl elb0658 Share of revenue from largest client in euros

55 What was your turnover in the 2020 and 2021 fiscal years?

If exact figures are not known, please estimate.

[Amount approximately] 2020 [...] euros 0:100000000000

55:umsatz2020 selfempl elb0264 Turnover in penultimate fiscal year in euros

55:umsatz2020 selfempl elb0264_cat2 Turnover in penultimate fiscal year in euros [categories]

I cannot/do not want to answer 1

[Amount approximately] 2021 [...] euros 0:100000000000

55:umsatz2021 selfempl elb0266 Turnover in last fiscal year in euros

55:umsatz2021 selfempl elb0266_cat2 Turnover in last fiscal year in euros [categories]

I cannot/do not want to answer 1

56 What was your company's reported taxable profit in 2021?

[...] euros -99999999:99999999

56:elb0484 selfempl elb0484 Taxable profit last year in euros

56:elb0484 selfempl elb0484_cat Taxable profit last year in euros [categories]

I cannot/do not want to answer 1

57 What was the total cost of materials and other operating expenses in your company in 2021 as a whole?

Cost of materials includes: Purchased goods and services for resale in the same condition, raw materials, consumables and supplies, e.g. expenses for fuel or electricity, purchased services (not for resale but for consumption within the company) and other operating expenses, including temporary staff and freelancers. Please provide the information either in euros or in percentages, not both. If „none“, please enter „0“.

Expenditure in euros [...] 0:100000000000

Expenditure relative to sales (in percent): [...] 0:100

57:elb0482 selfempl elb0482 Material and operational expenses last year in euros

57:elb0482 selfempl elb0482_cat Material and operational expenses last year in euros [categories]

57:elb0483 selfempl elb0483 Material and operational expenses last year relative to sales in percent

I cannot/do not want to answer 1

7:elb0636=1

58 What was the percentage share of personnel costs in total operating costs in 2021?

If exact figures are not known, please estimate.

Percentage of operating costs [...] % 0:100

58:perskost selfempl elb0270 Share of personnel costs in operating costs last year in %

I cannot/do not want to answer 1

7:elb0636=1

59 How has the percentage share of personnel costs in total operating costs changed in 2020 compared to 2020?1

Share decreased in the last year	1
Share remained the same in the last year	2
Share increased in the last year	3
I can't / don't want to respond	-1

59:perskostaend selfempl elb0273_v2 Change in personnel costs compared to penultimate year

B12 Personal attitudes

60 To what extent do the following statements apply to you from today's perspective?

	Does not apply at all	2	3	4	5	6	Fully applies	I can't / don't want to respond
From today's perspective, it is the right decision to be an entrepreneur or self-employed	1	2	3	4	5	6	7	-1
I have my entrepreneurial development as a self-employed completely under control	1	2	3	4	5	6	7	-1

60:elb0361_v2 selfempl elb0361_v2 Attitude: Self-employment currently the right decision

60:elb0362_v2 selfempl elb0362_v2 Attitude: Company development as a self-employed
currently under control

61 And what was it like before the coronavirus crisis at the beginning of the year 2020?

	Does not apply at all	2	3	4	5	6	Fully applies	I can't / don't want to respond
It was the right decision to become an entrepreneur or self-employed	1	2	3	4	5	6	7	-1
I had my entrepreneurial development as a self-employed completely under control	1	2	3	4	5	6	7	-1

61:elb0364_v2 selfempl elb0364_v2 Attitude before Corona pandemic: Entrepreneurial activ.
and selfempl. was right decision

61:elb0365_v2 selfempl elb0365_v2 Att. before Corona pandemic: Entrepreneurial develop.
as self-employed fully under cont.

62 What are the greatest difficulties in carrying out your entrepreneurial/self-employed activity?

	No difficulty	2	3	4	5	6	Very high difficulty	I can't / don't want to respond
A lot of bureaucracy	1	2	3	4	5	6	7	-1
High workload	1	2	3	4	5	6	7	-1
Financial risk	1	2	3	4	5	6	7	-1
Lack of employees	1	2	3	4	5	6	7	-1
Qualification of employees	1	2	3	4	5	6	7	-1
Uncertain future	1	2	3	4	5	6	7	-1
Other difficulties	1	2	3	4	5	6	7	-1
62:elb0377_v2 selfempl elb0377_v2	Difficulties: A lot of bureaucracy							
62:elb0378_v2 selfempl elb0378_v2	Difficulties: High workload							
62:elb0379_v2 selfempl elb0379_v2	Difficulties: Financial risk							
62:elb0380_v2 selfempl elb0380_v2	Difficulties: Lack of employees							
62:elb0381_v2 selfempl elb0381_v2	Difficulties: Qualification of employees							
62:elb0382_v2 selfempl elb0382_v2	Difficulties: Uncertain future							
62:elb0660 selfempl elb0660	Difficulties: Other challenges							

63 To what extent do you agree with the following statement: We have the right framework conditions in Germany for entrepreneurial or self-employed activities.

Does not apply at all	1
2	2
3	3
4	4
5	5
6	6
Fully applies	7
I can't / don't want to respond	-1
63:elb0376 selfempl elb0376	Germany has the right conditions for entrepreneurial/self-employment

64 If you have any additional comments or suggestions regarding the survey, you can share them with us here.

64:comment selfempl eab0013 Comments and suggestions