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**Research Report**

## SOEP-Core v39 - LEE2ESTAB: SOEP-LEE2 employer survey data

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# 1426<sup>2025</sup>

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## SOEP-Core v39 – LEE2ESTAB: SOEP- LEE2 Employer Survey Data

SOEP Group

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# SOEP-Core v39 – LEE2ESTAB: SOEP-LEE2 Employer Survey Data

SOEP Group

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## 1 General Information

The LEE2ESTAB dataset contains establishment data of the SOEP-LEE2 study. The data were collected from establishments employing SOEP-Core respondents. Currently, the dataset comprises one survey wave, which was primarily collected in 2022. Observations are uniquely identified by the establishment identifier, EID, and the survey year variable, SYEAR. If an establishment was surveyed in several survey waves, its EID remains the same. To facilitate the linkage with SOEP-Core, SYEAR is set to 2021 in the first wave and to 2023 in the second wave, which are the survey years in which employer contact information was collected in the SOEP-Core person questionnaire. For linkage with SOEP-Core, the linkage file LEE2PERSON is required. The data can be linked in Stata as follows:

```
.
use pl.dta if syear==2021, clear
merge 1:1 pid syear using lee2person.dta, keep(master match) nogen
merge m:1 eid syear using lee2estab.dta, keep(master match) nogen
.
```

LEE2ESTAB contains some variables that are only available in the SOEP-Core onsite edition, as indicated in each variable's description below. Other editions contain a categorized version of some of these variables as a replacement. They are identified by the suffixes `_cat` or `_cat2`. Additional information about all establishments that were contacted for the survey is provided in the dataset LEE2BRUTTO.

The SOEP-LEE2 study was a follow-up to the SOEP-LEE study of 2012. Data from the latter are provided in separate datasets, SLEE\_ESTAB and SLEE\_SAMPLE. It is generally not possible to use the establishment data from the two studies as a panel of establishments because the identity of the 2012 establishments was no longer known when SOEP-LEE2 was conceived. Although the two datasets partially use a similar set of EIDs, these do not identify the same establishments.

## 2 Identifiers

### eid – Current establishment identifier

---

Waves: 2021

Edition: international

### syear – Survey year

---

2021      1003

Waves: 2021

Edition: international

## 3 Survey data

### elb0001 – Type of establishment/public body

---

**?** Is your establishment / public body ... *(from: soep-core/soep-core-2021-lee2estab/1:art\_betr [36187])*

1	Independent stand-alone company	460
2	Head office or main administration of a company	214
3	Branch of a larger company	237
4	Regional/specialist branch of a branched company	69
-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: 2021

Edition: international

### elb0002 – Publicly owned establishment/public body

**?** Is your establishment / public body majority or exclusively owned by the public sector?  
(from: soep-core/soep-core-2021-lee2estab/2:betr\_oeff[36188])

1	Yes	354
2	No	630
-1	No answer	19
-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: 2021

Edition: international

### elb0003 – Majority owner present

**?** Does your establishment / public body have a majority owner? (from: soep-core/soep-core-2021-lee2estab/3:betr\_eigent[36189])

1	Yes	313
2	No	304
-1	No answer	13
-2	Does not apply	373
-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: 2021

Edition: international

#### elb0004 – Majority shareholding in %

---

? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-core/soep-core-2021-lee2estab/4:betr\_eigent2[])

Waves: 2021

Edition: onsite

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

---

? What percentage of your establishment/public body is owned by the majority shareholder? // [...] % (from: soep-core/soep-core-2021-lee2estab/4:betr\_eigent2[])

1	0-99 percent	76
2	100 percent	175
-1	No Answer	5
-2	Does not apply	747
-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: 2021

Edition: international

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

---

1	Don't know	57
-1	No answer	5
-2	Does not apply	941
-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: 2021

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-core/soep-core-2021-lee2estab/5:betr\_gruendung[])

Waves: 2021

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-core/soep-core-2021-lee2estab/5:betr\_gruendung[])

1	Before 1900	92
2	1900-1924	58
3	1925-1944	26
4	1945-1949	43
5	1950-1964	71
6	1965-1974	84
7	1975-1984	68
8	1985-1989	33
9	1990-1995	125
10	1996-2002	84
11	2003-2007	65
12	2008-2012	45
13	2013-2022	50
14		14
-1	No Answer	42
-2	Does not apply	102
-3	Answer improbable	1
-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: 2021

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-core/soep-core-2021-lee2estab/5:betr\_gruendung\_ka[])

1	Don't know	103
-1	No answer	43
-2	Does not apply	857
-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: 2021

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-core/soep-core-2021-lee2estab/6:strat\_1[]*)

1	Applies	766
2	No	201
-1	No answer	36
-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: 2021

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-core/soep-core-2021-lee2estab/6:strat\_2[]*)

1	Applies	467
2	No	500
-1	No answer	36
-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: 2021

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-core/soep-core-2021-lee2estab/6:strat\_3[]*)

1	Applies	620
2	No	347
-1	No answer	36
-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: 2021

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-core/soep-core-2021-lee2estab/6:strat\_4[]*)

1	Applies	491
2	No	476
-1	No answer	36
-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: 2021

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-core/soep-core-2021-lee2estab/6:strat\_ka[]*)

1	Applies	119
2	No	848
-1	No answer	36
-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: 2021

Edition: international

### elb0013 – Number of employees excluding marginally employeeed on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\\_besch\[\]](#))

Waves: 2021

Edition: onsite

### elb0013\_cat – Number of employees excluding marginally employeeed on June 30 [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-core/soep-core-2021-lee2estab/7:anz\\_besch\[\]](#))

1	Existing	805
2	Not existing	13
-1	No Answer	185
-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: 2021

Edition: international

### elb0014 – Number of trainees on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\\_azubi\[\]](#))

Waves: 2021

Edition: onsite

**elb0014\_cat** – Number of trainees on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_azubi[]*)

1	Existing	507
2	Not existing	269
-1	No Answer	227
-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: 2021

Edition: international

**elb0015** – Number of civil servants and candidates on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\_beamte[]*)

Waves: 2021

Edition: onsite

**elb0015\_cat** – Number of civil servants and candidates on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_beamte[]*)

1	Existing	212
2	Not existing	488
-1	No Answer	303
-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: 2021

Edition: international

**elb0016** – Number of active owners on June 30

? 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-core/soep-core-2021-lee2estab/7:anz\_inh[]*)

Waves: 2021

Edition: onsite

**elb0016\_cat** – Number of active owners on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_inh[]*)

1	Existing	202
2	Not existing	509
-1	No Answer	292
-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: 2021

Edition: international

**elb0017** – Number of helping family members on June 30

? 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-core/soep-core-2021-lee2estab/7:anz\_fam[]*)

Waves: 2021

Edition: onsite

**elb0017\_cat** – Number of helping family members on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_fam[]*)

1	Existing	62
2	Not existing	621
-1	No Answer	320
-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: 2021

Edition: international

### elb0018 – Number of marginally employed persons on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\\_gering\[\]](#))

Waves: 2021

Edition: onsite

### elb0018\_cat – Number of marginally employed persons on June 30 [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-core/soep-core-2021-lee2estab/7:anz\\_gering\[\]](#))

1	Existing	507
2	Not existing	255
-1	No Answer	241
-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: 2021

Edition: international

### elb0019 – Number of temporary employees on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\\_leih\[\]](#))

Waves: 2021

Edition: onsite

**elb0019\_cat** – Number of temporary workers on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_leih[]*)

1	Existing	136
2	Not existing	552
-1	No Answer	315
-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: 2021

Edition: international

**elb0020** – Number of freelancers with work/service contracts on June 30

**?** 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-core/soep-core-2021-lee2estab/7:anz\_frei[]*)

Waves: 2021

Edition: onsite

**elb0020\_cat** – Number of freelancers with work/service contracts on June 30 [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-core/soep-core-2021-lee2estab/7:anz\_frei[]*)

1	Existing	110
2	Not existing	564
-1	No Answer	329
-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: 2021

Edition: international



**elb0021** – Total number of employees on June 30

? 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-core/soep-core-2021-lee2estab/7:summe\_besch[]*)

Waves: 2021

Edition: onsite

**elb0021\_cat2** – Total number of employees on June 30 [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-core/soep-core-2021-lee2estab/7:summe\_besch[]*)

0	0	9
1	1-9	68
2	10-15	69
3	16-25	63
4	26-45	99
5	46-75	82
6	76-119	100
7	120-199	72
8	200-399	97
9	400-999	89
10	1000 and more	83
-1	No Answer	172
-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: 2021

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-core/soep-core-2021-lee2estab/7:ant\_besch\_frauen[]*)

0	7
1	2
2	4
3	1

4	5
5	6
6	3
7	6
8	8
9	5
10	17
11	3
12	6
13	3
14	5
... (67 rows omitted)	552
86	2
87	4
88	2
89	3
90	28
92	3
93	2
94	1
95	11
97	4
98	4
99	3
100	49
-1	56
-2	198

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\\_azubi\\_frauen\[\]](#))

0	80
1	2
2	5
3	1
4	3
5	1
7	2
8	1
10	7
11	1
12	2
13	1

15	3
16	1
18	1
... (39 rows omitted)	200
78	1
79	1
80	16
81	1
83	1
84	2
85	2
86	2
90	10
95	1
98	1
99	1
100	98
-1	59
-2	496

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_beamte\_frauen[])*

0	18
1	3
3	1
5	2
6	1
10	3
12	1
20	6
21	1
24	2
25	2
26	3
30	5
33	3
34	2
... (24 rows omitted)	88
68	1
69	1
70	14
71	1

74	2
75	9
78	2
80	4
83	1
85	2
88	1
90	4
100	12
-1	17
-2	791

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\\_inh\\_frauen\[\]](#))

0	98
0.5	1
1	2
2	1
3	1
5	1
10	1
30	1
33	2
50	21
52	1
60	1
66	2
75	1
80	1
100	34
-1	33
-2	801

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_fam\_frauen[])

0	9
1	2
2	1
25	1
50	14
100	24
-1	11
-2	941

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_gering\_frauen[])

0	73
1	6
2	3
3	3
4	1
5	1
7	1
8	1
9	1
10	5
11	1
15	2
16	2
19	1
20	7
... (37 rows omitted)	207
84	1
85	1
87	2
88	3
89	1
90	11
92	2
95	3
96	1
97	1
98	2
99	3

100	106
-1	55
-2	496

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_leih\_frauen()*)

0	39
1	2
2	2
3	3
5	2
8	1
10	3
13	2
15	1
20	4
25	1
30	5
32	1
33	2
34	1
36	1
40	1
50	19
55	1
60	1
69	1
71	1
75	2
80	3
85	1
90	1
95	1
100	11
-1	23
-2	867

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_frei\_frauen[]) )

0	24
2	1
5	2
10	1
16	1
20	3
30	2
33	2
35	1
40	4
43	1
45	1
50	13
54	1
60	3
64	1
65	1
66	1
67	1
70	7
75	1
76	1
80	3
85	1
90	1
100	14
-1	18
-2	893

Waves: 2021

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-core/soep-core-2021-lee2estab/7:ant\_summe\_frauen[]) )

0	9
3	2
4	1
5	1

6	4
7	2
8	2
9	6
10	10
11	2
12	4
13	1
14	4
15	7
16	3
... (64 rows omitted)	306
85	11
86	1
87	2
88	1
89	2
90	17
92	1
94	3
95	6
97	2
98	2
99	4
100	21
-1	385
-2	181

Waves: 2021

Edition: international

### elb0031 – Part-time employees in the establishment on June 30

**?** 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-core/soep-core-2021-lee2estab/8:teilzeit[36196])*

1	Yes	703
2	No	157
-1	No answer	143
-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: 2021

Edition: international



**elb0032** – Number of employees in large part-time on June 30

**?** Of the part-time employees, how many were working on June 30, 2021 ... // [Large part-time] Number of part-time employees (*from: soep-core/soep-core-2021-lee2estab/9:anz\_groeteilz*  
[])

Waves: 2021

Edition: onsite

**elb0032\_cat2** – Number of employees in large part-time on June 30 [categories]

**?** Of the part-time employees, how many were working on June 30, 2021 ... // [Large part-time] Number of part-time employees (*from: soep-core/soep-core-2021-lee2estab/9:anz\_groeteilz*  
[])

0	0	88
1	1-9	191
2	10-15	51
3	16-25	37
4	26-45	51
5	46-75	49
6	76-119	37
7	120-199	26
8	200-399	19
9	400-999	19
10	1000 and more	8
-1	No Answer	127
-2	Does not apply	300
-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: 2021

Edition: international

**elb0033** – Number of employees in small part-time on June 30

**?** Of the part-time employees, how many were working on June 30, 2021 ... // [Small part-time] Number of part-time employees (*from: soep-core/soep-core-2021-lee2estab/9:anz\_klteilz*  
[])

Waves: 2021

Edition: onsite

**elb0033\_cat2** – Number of employees in small part-time on June 30 [categories]

**?** Of the part-time employees, how many were working on June 30, 2021 ... // [Small part-time] Number of part-time employees (*from: soep-core/soep-core-2021-lee2estab/9:anz\_klteilz*  
[])

0	0	101
1	1-9	279
2	10-15	51
3	16-25	39
4	26-45	42
5	46-75	20
6	76-119	15
7	120-199	12
8	200-399	16
9	400-999	3
10	1000 and more	5
-1	No Answer	120
-2	Does not apply	300
-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: 2021

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-core/soep-core-2021-lee2estab/9:ant\_groeteilz\_frauen [])*

0	8
1	2
3	2
4	2
6	1
8	2
9	2
10	3
12	1
14	1
15	1
18	1
20	2
25	1
30	2
... (36 rows omitted)	209
87	2
88	4
89	3
90	35
91	1

92	3
93	5
94	1
95	10
97	2
98	3
99	3
100	156
-1	20
-2	515

Waves: 2021

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-core/soep-core-2021-lee2estab/9:ant\_klteilz\_frauen [])*

0	44
1	2
2	4
3	2
4	1
5	1
13	1
15	2
20	5
22	1
24	1
25	3
30	3
31	1
33	7
... (34 rows omitted)	173
88	3
89	3
90	15
91	1
92	2
93	2
94	1
95	9
96	2
97	2
98	5
99	4
100	161
-1	21

-2 521

Waves: 2021

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-core/soep-core-2021-lee2estab/10:ant\_einf[])

0	284
1	27
2	20
3	19
4	5
5	45
6	7
7	8
8	11
9	2
10	53
11	2
12	1
13	3
14	2
... (27 rows omitted)	178
52	1
55	4
57	1
60	8
66	1
70	6
75	4
78	2
80	5
85	4
90	3
93	1
95	2
100	14
-1	280

Waves: 2021

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-core/soep-core-2021-lee2estab/10:ant\_ausb[]*)

0	34
1	4
2	3
3	3
4	1
5	7
6	3
8	5
9	4
10	18
12	4
13	2
14	1
15	13
16	2
... (64 rows omitted)	494
86	2
87	5
88	4
90	23
91	3
92	1
93	4
94	2
95	13
96	3
97	3
98	5
99	1
100	65
-1	271

Waves: 2021

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-core/soep-core-2021-lee2estab/10:ant\_hochsch[]*)

0	137
1	9
2	15
3	7
4	4
5	36
6	6
7	4
8	5
9	5
10	63
11	1
12	2
13	7
14	3
... (60 rows omitted)	333
85	8
86	1
87	1
88	2
89	1
90	13
91	2
92	2
93	3
95	6
97	4
98	2
99	2
100	25
-1	294

Waves: 2021

Edition: international

### elb0039 – Share of foreign employees on June 30 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-core/soep-core-2021-lee2estab/11:ant\_ausl[])

0	308
1	46
2	33
3	21
4	9
5	61
6	10
7	19
8	18

9	3
10	44
11	6
12	11
13	3
14	7
... (16 rows omitted)	106
40	5
43	1
45	2
46	1
48	1
50	6
52	2
60	3
70	2
75	1
80	3
85	2
90	3
100	2
-1	264

Waves: 2021

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-core/soep-core-2021-lee2estab/11a:ant\_einf\_ausl[])*

0	174
1	10
2	12
3	9
4	1
5	15
6	1
7	5
8	4
9	1
10	11
11	1
12	1
14	1
15	7
... (12 rows omitted)	61
55	1
60	4

65	1
66	1
67	1
68	1
70	3
75	2
80	8
85	1
90	4
98	1
100	48
-1	41
-2	572

Waves: 2021

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-core/soep-core-2021-lee2estab/11a:ant\_aub\_ausl[])*

0	123
1	25
2	18
3	11
4	3
5	22
6	5
7	9
8	3
9	2
10	20
11	1
12	1
13	1
15	5
... (16 rows omitted)	74
56	1
60	7
65	1
66	2
70	2
75	2
80	8
90	4
94	1
95	1
98	1



99	1
100	38
-1	39
-2	572

Waves: 2021

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-core/soep-core-2021-lee2estab/11a:ant\_hochsch\_ausl[])*

0	194
1	22
2	8
3	9
4	8
5	12
6	2
7	3
8	3
10	15
11	1
12	2
13	1
15	6
18	2
... (16 rows omitted)	38
60	3
67	1
70	1
80	4
83	1
88	1
90	3
92	1
95	2
96	1
98	1
99	2
100	25
-1	59
-2	572

Waves: 2021

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-core/soep-core-2021-lee2estab/11a:ant\_leitung\_ausl[])*

0	322
1	4
2	1
4	1
5	1
7	1
9	1
10	2
12	1
20	1
25	2
33	1
40	1
50	1
100	1
-1	90
-2	572

Waves: 2021

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-core/soep-core-2021-lee2estab/12:herausf1[])*

1	No challenge	578
2	Minor challenge	80
3	Medium challenge	61
4	Big challenge	35
5	Very big challenge	9
-1	No answer	240
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf2[]*)

1	No challenge	253
2	Minor challenge	205
3	Medium challenge	202
4	Big challenge	76
5	Very big challenge	37
-1	No answer	230
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf3[]*)

1	No challenge	46
2	Minor challenge	63
3	Medium challenge	263
4	Big challenge	292
5	Very big challenge	110
-1	No answer	229
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf4[]*)

1	No challenge	44
2	Minor challenge	42
3	Medium challenge	129
4	Big challenge	291
5	Very big challenge	275
-1	No answer	222
-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: 2021

Edition: international

#### elb0048 – Personnel challenges: Staff shortages

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Staff shortages (*from: soep-core/soep-core-2021-lee2estab/12:herausf5[]*)

1	No challenge	116
2	Minor challenge	112
3	Medium challenge	186
4	Big challenge	222
5	Very big challenge	142
-1	No answer	225
-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: 2021

Edition: international

#### elb0049 – Personnel challenges: Ageing

**?** What personnel challenges are you currently facing in your establishment / public body?  
 // Ageing (*from: soep-core/soep-core-2021-lee2estab/12:herausf6[]*)

1	No challenge	211
2	Minor challenge	180
3	Medium challenge	237
4	Big challenge	125
5	Very big challenge	21

-1	No answer	229
-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: 2021

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-core/soep-core-2021-lee2estab/  
 12:herausf7[])

1	No challenge	115
2	Minor challenge	224
3	Medium challenge	297
4	Big challenge	120
5	Very big challenge	17
-1	No answer	230
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf8[])

1	No challenge	218
2	Minor challenge	335
3	Medium challenge	173
4	Big challenge	45
5	Very big challenge	7
-1	No answer	225
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf9  
[])

1	No challenge	131
2	Minor challenge	223
3	Medium challenge	254
4	Big challenge	136
5	Very big challenge	34
-1	No answer	225
-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: 2021

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-core/soep-core-2021-lee2estab/12:herausf10  
[])

1	No challenge	150
2	Minor challenge	143
3	Medium challenge	262
4	Big challenge	168
5	Very big challenge	38
-1	No answer	242
-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: 2021

Edition: international

### eab0001 – Personnel challenges: Other free text

? What personnel challenges are you currently facing in your establishment / public body?  
// [Other] namely: (from: soep-core/soep-core-2021-lee2estab/12:herausf\_sonst[])

Waves: 2021

Edition: internal

### 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-core/soep-core-2021-lee2estab/12:herausf\_sonst[])

1	Yes	106
2	No	897
-1	No Answer	0
-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: 2021

Edition: international

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

? Does your establishment / public body have a human resources department? (from: soep-core/soep-core-2021-lee2estab/13:personalabt[36202])

1	Yes	485
2	No	316
-1	No answer	202
-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: 2021

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-core/soep-core-2021-lee2estab/14:vollzeitäqu[])

Waves: 2021

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-core/soep-core-2021-lee2estab/14:vollzeitäqu[])

1	[0,1)	40
2	[1,3)	171
3	[3,10)	135
4	10 and more	95
-1	No Answer	44
-2	Does not apply	518
-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: 2021

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-core/soep-core-2021-lee2estab/15:personalabt\_vorst[36204])

1	Yes	209
2	No	263
-1	No answer	13
-2	Does not apply	518
-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: 2021

Edition: international



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

**?** Is there a position that deals primarily with personnel tasks? (from: soep-core/soep-core-2021-lee2estab/16:personalstelle[36205])

1	Yes	202
2	No	112
-1	No answer	2
-2	Does not apply	687
-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: 2021

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-core/soep-core-2021-lee2estab/17:personalabt\_oberstvorst[])

1	Yes	244
2	No	208
3	Does not apply	274
4	Don't know	25
-1	No answer	252
-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: 2021

Edition: international

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

**?** Does your establishment / public body have a personnel planning system? (from: soep-core/soep-core-2021-lee2estab/18:personalplan[36207])

1	Yes	622
2	No	168

-1	No answer	213
-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: 2021

Edition: international

### elb0060 – Planning horizon for HR planning

**?** What planning horizon do you set for personnel planning? (from: soep-core/soep-core-2021-lee2estab/19:planungshor[36208])

1	Less than 1 year	86
2	1 year	191
3	2-3 years	183
4	4-5 years	100
5	More than 5 years	45
-1	No answer	17
-2	Does not apply	381
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_1[])

1	Applies	457
2	No	315
-1	No answer	231
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_1[]*)

1	Applies	676
2	No	96
-1	No answer	231
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_1[]*)

1	Applies	605
2	No	167
-1	No answer	231
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_1[]*)

1	Applies	41
2	No	731
-1	No answer	231
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_2[]*)

1	Applies	195
2	No	534
-1	No answer	274
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_2[]*)

1	Applies	311
2	No	418

-1	No answer	274
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_2[]*)

1	Applies	280
2	No	449
-1	No answer	274
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_2[]*)

1	Applies	387
2	No	342
-1	No answer	274
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_3[]*)

1	Applies	8
2	No	688
-1	No answer	307
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_3[]*)

1	Applies	31
2	No	665
-1	No answer	307
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_3[]*)

1	Applies	58
2	No	638
-1	No answer	307
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_3[]*)

1	Applies	625
2	No	71
-1	No answer	307
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_4[]*)

1	Applies	12
2	No	694
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_4[]*)

1	Applies	48
2	No	658
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_4[]*)

1	Applies	120
2	No	586
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_4[]*)

1	Applies	561
2	No	145
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_5[]*)

1	Applies	103
2	No	603
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_5[]*)

1	Applies	200
2	No	506
-1	No answer	297

-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_5[]*)

1	Applies	197
2	No	509
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_unge\_5[]*)

1	Applies	465
2	No	241
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_6[]*)

1	Applies	157
2	No	567
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_6[]*)

1	Applies	330
2	No	394
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_6[]*)

1	Applies	360
2	No	364
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_6[]*)

1	Applies	270
2	No	454
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_grp1\_7[]*)

1	Applies	243
2	No	488
-1	No answer	272
-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: 2021

Edition: international

### e1b0086 – 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-core/soep-core-2021-lee2estab/20:auswpers\_grp2\_7[]*)

1	Applies	375
2	No	356
-1	No answer	272
-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: 2021

Edition: international

### e1b0087 – 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-core/soep-core-2021-lee2estab/20:auswpers\_grp3\_7[]*)

1	Applies	269
2	No	462
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_ungen\_7*)

1	Applies	248
2	No	483
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/20:auswpers\_sonst*)

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/20:auswpers\_sonst*)

1	Yes	74
2	No	929
-1	No Answer	0
-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: 2021

Edition: international

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

? Do you use the quality criteria of DIN 33430 in aptitude testing? (from: soep-core/soep-core-2021-lee2estab/21:din33430[36211])

1	Yes	0
2	No	0
3	Don't know	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0090** – Courses/seminars 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] Courses, training programs, seminars (from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_1[])

1	Applies	300
2	No	465
-1	No answer	238
-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: 2021

Edition: international

**elb0091** – Courses/seminars 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] Courses, training programs, seminars (from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_1[])

1	Applies	616
2	No	149
-1	No answer	238

-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\\_grp3\\_1\[\]](#))

1	Applies	542
2	No	223
-1	No answer	238
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\\_nichtang\\_1\[\]](#))

1	Applies	86
2	No	679
-1	No answer	238
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_2[]*)

1	Applies	118
2	No	615
-1	No answer	270
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_2[]*)

1	Applies	417
2	No	316
-1	No answer	270
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_2[]*)

1	Applies	460
2	No	273
-1	No answer	270

-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\\_nichtang\\_2\[\]](#))

1	Applies	202
2	No	531
-1	No answer	270
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\\_grp1\\_3\[\]](#))

1	Applies	393
2	No	369
-1	No answer	241
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_3[]*)

1	Applies	627
2	No	135
-1	No answer	241
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_3[]*)

1	Applies	518
2	No	244
-1	No answer	241
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_3[]*)

1	Applies	75
2	No	687

-1	No answer	241
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_4[]*)

1	Applies	130
2	No	586
-1	No answer	287
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_4[]*)

1	Applies	223
2	No	493
-1	No answer	287
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_4[]*)

1	Applies	179
2	No	537
-1	No answer	287
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_4[]*)

1	Applies	445
2	No	271
-1	No answer	287
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_5[]*)

1	Applies	83
2	No	630
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_5[]*)

1	Applies	184
2	No	529
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_5[]*)

1	Applies	164
2	No	549
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_5()*)

1	Applies	485
2	No	228
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_6()*)

1	Applies	118
2	No	608
-1	No answer	277
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_6[]*)

1	Applies	397
2	No	329
-1	No answer	277
-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: 2021

Edition: international

**elb0112** – Project teams 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] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_6[]*)

1	Applies	431
2	No	295
-1	No answer	277
-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: 2021

Edition: international

**elb0113** – Project teams 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] Collaboration in project teams (*from: soep-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_6[]*)

1	Applies	224
2	No	502
-1	No answer	277



-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_7[]*)

1	Applies	110
2	No	621
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_7[]*)

1	Applies	286
2	No	445
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_7[]*)

1	Applies	369
2	No	362
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_7[]*)

1	Applies	294
2	No	437
-1	No answer	272
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp1\_8[]*)

1	Applies	69
2	No	643
-1	No answer	291

-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp2\_8[]*)

1	Applies	250
2	No	462
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_grp3\_8[]*)

1	Applies	269
2	No	443
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_nichtang\_8[])

1	Applies	399
2	No	313
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/22:weiterb\_sonst[])

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/22:weiterb\_sonst[])

1	Yes	98
2	No	905
-1	No Answer	0
-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: 2021

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-core/soep-core-2021-lee2estab/23:anz\\_weiterb\[\]](#))

Waves: 2021

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-core/soep-core-2021-lee2estab/23:anz\\_weiterb\[\]](#))

1	0-25	498
2	26-75	90
3	76 and more	92
-1	No Answer	323
-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: 2021

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-core/soep-core-2021-lee2estab/23:ant\\_weiterb\\_frauen\[\]](#))

Waves: 2021

Edition: onsite

**elb0123\_cat** – Share of women in external training 1st half of year in % [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] Of which share of women [...] % (from: [soep-core/soep-core-2021-lee2estab/23:ant\\_weiterb\\_frauen\[\]](#))

1	0-25	134
2	26-50	128
3	51-75	118

4	76-100	143
-1	No Answer	15
-2	Does not apply	465
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_1[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_1[]*)

1	Existing	475
2	Not existing	190
-1	No Answer	338
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_2[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_2[]*)

1	Existing	410
2	Not existing	231
-1	No Answer	362
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_3[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_3[]*)

1	Existing	308
2	Not existing	314
-1	No Answer	381
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_4[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_4[]*)

1	Existing	252
2	Not existing	343
-1	No Answer	408
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_5[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_5[]*)



1	Existing	223
2	Not existing	383
-1	No Answer	397
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_6[]*)

Waves: 2021

Edition: onsite

**elb0129\_cat** – Number of employees with overtime/working time accounts w/ short-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 short-term compensation within six months (*from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_6[]*)

1	Existing	325
2	Not existing	270
-1	No Answer	408
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_7[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_7[]*)

1	Existing	285
2	Not existing	321
-1	No Answer	397
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_8[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_8[]*)

1	Existing	246
---	----------	-----

2	Not existing	355
-1	No Answer	402
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_9[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_9[]*)

1	Existing	87
2	Not existing	494
-1	No Answer	422
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst[]*)

1	Existing	34
2	Not existing	283
-1	No Answer	686
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_txt[]*)

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_txt[]*)

1	Yes	37
2	No	966
-1	No Answer	0
-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: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_1\_frauen[])

0	29
1	5
2	8
3	1
4	1
5	6
6	4
7	3
8	2
9	3
10	14
11	2
12	3
13	2
14	1
... (41 rows omitted)	249
83	1
84	2
85	9
87	2
88	1
90	18
91	1
94	1
95	10
97	3
98	4
99	4
100	59
-1	27
-2	528

Waves: 2021

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-core/  
soep-core-2021-lee2estab/24:arbeitszt\_2\_frauen[])

0	8
2	1
3	2
4	1
5	4
6	1
7	2
8	1
9	3
10	9
11	1
12	3
13	1
14	2
15	5
... (51 rows omitted)	259
77	2
78	1
80	17
82	1
83	2
84	2
85	8
87	1
89	1
90	10
93	1
95	4
100	33
-1	24
-2	593

Waves: 2021

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 respective working time regulation? // [Trust-based working hours] Share of women % (from: soep-core/soep-core-2021-lee2estab/24:arbeitszt\_3\_frauen[])

0	55
1	3
2	3
5	4
7	1

8	2
10	7
11	2
12	1
13	1
15	8
16	1
19	1
20	14
22	3
... (28 rows omitted)	106
70	9
74	3
75	5
76	1
80	10
81	1
83	1
85	4
87	1
89	1
90	9
95	1
100	38
-1	12
-2	695

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_4\_frauen[]*)

0	28
1	3
2	3
3	3
5	4
10	11
11	1
12	3
13	2
15	3
19	1
20	10
22	1

23	1
25	1
... (23 rows omitted)	94
80	17
82	1
83	1
84	1
85	7
86	1
87	2
88	1
90	14
91	1
95	4
99	1
100	18
-1	14
-2	751

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_5\_frauen[])*

0	33
1	3
2	3
4	1
5	11
7	1
9	1
10	13
12	1
13	3
15	5
18	1
19	3
20	7
25	2
... (15 rows omitted)	54
72	1
75	3
76	1
77	1
80	14



84	1
85	8
86	1
90	11
91	1
95	4
96	1
100	17
-1	17
-2	780

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_6\_frauen[])

0	18
1	2
2	1
3	2
4	1
5	4
7	1
8	1
9	1
10	7
12	2
14	1
15	6
16	3
19	1
... (41 rows omitted)	176
82	2
83	1
84	2
85	8
86	1
87	1
90	13
93	1
94	1
95	3
98	4
99	3
100	35

-1	23
-2	678

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_7\_frauen[])

0	18
1	1
2	4
4	1
5	1
6	2
8	1
9	2
10	8
11	1
12	4
14	1
15	7
17	1
19	2
... (44 rows omitted)	149
81	1
82	2
84	1
85	4
87	1
89	1
90	10
92	1
95	6
96	1
97	1
99	2
100	30
-1	21
-2	718

Waves: 2021

Edition: international

**elb0141** – Share of women in employees in standby 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-core/soep-core-2021-lee2estab/24:arbeitszt\_8\_frauen[]*)

0	88
1	7
2	1
3	1
4	1
5	9
7	1
9	1
10	13
11	1
13	2
14	2
15	1
19	1
20	3
... (12 rows omitted)	49
66	2
67	1
70	4
75	3
80	6
83	1
85	2
90	3
92	1
94	1
96	1
99	1
100	20
-1	19
-2	757

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_9\_frauen[]*)

0      26

1	3
5	4
7	1
10	2
11	1
13	1
14	1
20	1
25	2
30	2
40	2
50	9
60	1
65	1
66	1
70	4
75	1
80	3
83	1
85	1
90	4
92	1
99	1
100	8
-1	5
-2	916

Waves: 2021

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-core/soep-core-2021-lee2estab/24:arbeitszt\_sonst\_frauen[]*)

0	3
7	1
10	2
30	2
40	1
45	1
47	1
50	3
52	2
57	1
60	1
65	3
66	1

70	1
75	1
80	2
90	1
98	1
100	3
-1	3
-2	969

Waves: 2021

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-core/soep-core-2021-lee2estab/25:fehltage[])*

Waves: 2021

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-core/soep-core-2021-lee2estab/25:fehltage[])*

1	[0, 5)	86
2	[5, 10)	135
3	[10, 15)	101
4	15 and more	147
-1	No Answer	291
-2	Does not apply	243
-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: 2021

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-core/soep-core-2021-lee2estab/25:fehltage\_ka[])*

1	Don't know	243
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-1	No answer	291
-2	Does not apply	469
-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: 2021

Edition: international

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

? Does your establishment / public body ... // ... a sectoral collective agreement? (from: soep-core/soep-core-2021-lee2estab/26:branchentarif[36217])

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/26:haustarif[36217])

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0148** – Remuneration based on collective agreement

**?** Is the remuneration based on ... // ... a collective agreement? (from: soep-core/soep-core-2021-lee2estab/27:entgelttarif[36218])

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

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

**?** Is the remuneration based on ... // ... remuneration regulations customary in the industry? (from: soep-core/soep-core-2021-lee2estab/27:entgeldregel[36218])

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/28:betriebsrat[36219])

1	Yes	408
2	No	361
-1	No answer	234
-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: 2021

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-core/soep-core-2021-lee2estab/29:betriebsrat\_zsm[36220])*

1	Very constructive	149
2	Quite constructive	163
3	Partly constructive	75
4	Little constructive	10
5	Not constructive at all	3
-1	No answer	8
-2	Does not apply	595
-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: 2021

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-core/soep-core-2021-lee2estab/30:mitarbeitervtr[36221])*

1	Yes	62
2	No	297
-1	No answer	2
-2	Does not apply	642
-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: 2021

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-core/soep-core-2021-lee2estab/31:mitarbeitervtr\_zsm[36222])

1	Very constructive	28
2	Quite constructive	22
3	Partly constructive	7
4	Little constructive	0
5	Not constructive at all	1
-1	No answer	4
-2	Does not apply	941
-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: 2021

Edition: international

**elb0154** – Share of full-time empl. w/ gross monthly income below EUR 1900 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_1[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_1\_no[])

1	Does not apply	0
-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	1003

-8 Question this year not part of survey 0

Waves: 2021

Edition: onsite

**elb0156** – Share of full-time empl. w/ gross monthly income of EUR 1900-2500 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_2[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_2\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0158** – Share of full-time empl. w/ gross monthly income EUR 2500-3300 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_3[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_3\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0160** – Share of full-time empl. w/ gross monthly income EUR 3300-4000 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_4[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_4\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0162** – Share of full-time empl. w/ gross monthly income EUR4000-6000 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_5[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_5\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0164** – Share of full-time empl. w/ gross monthly income EUR6000-7800 on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_6[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_6\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0166** – Share of full-time empl. w/ gross monthly income EUR 7800 and more on June 30 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-core/soep-core-2021-lee2estab/32:ant\_brut\_7[])

Waves: 2021

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-core/soep-core-2021-lee2estab/32:ant\_brut\_7\_no[])

1	Does not apply	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/33:krit\_entl\_1[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0

5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/33:krit\_entl\_2[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/33:krit\_entl\_3[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/33:krit\_entl\_4[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/33:krit\_entl\_5[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003

-8	Question this year not part of survey	0
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Waves: 2021

Edition: onsite

**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-core/soep-core-2021-lee2estab/33:krit\_entl\_6  
 [36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

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

**?** 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-core/soep-core-2021-  
 lee2estab/33:krit\_entl\_7[36225])

1	Very strongly	0
2	Strongly	0
3	Moderately	0
4	Less	0
5	Not at all	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite



**elb0175** – Performance incentives: Equity participation

? Which of the following performance incentives does your establishment / public body offer employees? // Equity participation (*from: soep-core/soep-core-2021-lee2estab/34:anreiz1[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0176** – Performance incentives: Profit sharing

? Which of the following performance incentives does your establishment / public body offer employees? // Profit-sharing (*from: soep-core/soep-core-2021-lee2estab/34:anreiz2[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**elb0177** – Performance incentives: Bonus payments

? Which of the following performance incentives does your establishment / public body offer employees? // Bonus payments (*from: soep-core/soep-core-2021-lee2estab/34:anreiz3[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### elb0178 – Performance incentives: Share options

**?** Which of the following performance incentives does your establishment / public body offer employees? // Share options (*from: soep-core/soep-core-2021-lee2estab/34:anreiz4[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### elb0179 – Performance incentives: Other

**?** Which of the following performance incentives does your establishment / public body offer employees? // Other (*from: soep-core/soep-core-2021-lee2estab/34:anreiz5[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

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

? Which of the following performance incentives does your establishment / public body offer employees? // [Other] namely: (*from: soep-core/soep-core-2021-lee2estab/34:anreizso[]*)

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/34:anreizso[]*)

1	Yes	159
2	No	844
-1	No Answer	0
-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: 2021

Edition: international

**elb0180** – Performance incentives: Nothing applies

? Which of the following performance incentives does your establishment / public body offer employees? // Nothing applies (*from: soep-core/soep-core-2021-lee2estab/34:anreiznichts[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/35:zusatz1[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/35:zusatz2[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**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-core/soep-core-2021-lee2estab/35:zusatz3[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/35:zusatz4[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

#### 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-core/soep-core-2021-lee2estab/35:zusatz5[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**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-core/soep-core-2021-lee2estab/35:zusatz6[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: onsite

**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-core/soep-core-2021-lee2estab/35:zusatzso[]*)

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/35:zusatzso[]*)

1	Yes	181
2	No	822
-1	No Answer	0
-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: 2021

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-core/soep-core-2021-lee2estab/35:zusatznichts[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/36:anz\_pc[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/36:anz\_pc[]*)

0	0	19
1	1-9	109
2	10-15	55
3	16-25	61
4	26-45	71
5	46-75	63
6	76-119	143
7	120-199	39
8	200-399	70
9	400-999	51
10	1000 and more	43

-1	No Answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/36:ant\_pc\_frauen[])

0	8
2	1
3	2
4	1
5	8
6	1
7	2
8	1
9	2
10	9
11	2
12	5
13	1
14	5
15	12
... (59 rows omitted)	485
84	4
85	12
86	1
87	2
88	1
90	35
92	1
95	6
96	1
97	3
98	4
99	4
100	70
-1	16
-2	298



Waves: 2021

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-core/soep-core-2021-lee2estab/37:ant\_pc\_grp1[])

0	343
1	7
2	3
3	3
4	2
5	19
7	2
10	24
11	4
12	1
15	4
20	14
23	1
25	4
30	4
... (4 rows omitted)	8
41	1
50	16
60	6
62	1
70	5
75	1
80	8
85	2
90	12
97	1
98	4
99	2
100	83
-1	120
-2	298

Waves: 2021

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 estab-

lishment/public body. // Employees in jobs that require a completed apprenticeship, comparable vocational training or corresponding professional experience: [...] % (from: soep-core/soep-core-2021-lee2estab/37:ant\_pc\_grp2[])

0	40
1	1
2	3
3	1
4	2
5	4
9	2
10	10
12	2
14	2
15	3
16	1
17	1
18	1
20	14
... (36 rows omitted)	197
85	7
86	1
87	1
88	3
89	1
90	23
93	2
95	18
96	1
97	2
98	1
99	5
100	304
-1	52
-2	298

Waves: 2021

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-core/soep-core-2021-lee2estab/37:ant\_pc\_grp3[])

0	92
1	6
2	3
3	1

5	10
6	2
7	1
8	2
10	11
12	1
13	1
14	2
15	8
19	1
20	18
... (24 rows omitted)	79
77	1
79	1
80	11
83	1
84	1
85	1
88	3
90	8
91	1
95	7
97	1
99	1
100	348
-1	82
-2	298

Waves: 2021

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-core/soep-core-2021-lee2estab/38:techno1\_aender[]*)

1	Strongly increased	199
2	Increased	275
3	Remained roughly the same	180
4	Decreased	7
5	Strongly decreased	3
6	Technology is not used	64
-1	No answer	275
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno2\_aender*  
[])

1	Strongly increased	115
2	Increased	227
3	Remained roughly the same	216
4	Decreased	4
5	Strongly decreased	1
6	Technology is not used	156
-1	No answer	284
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno3\_aender*  
[])

1	Strongly increased	46
2	Increased	150
3	Remained roughly the same	189
4	Decreased	4
5	Strongly decreased	2
6	Technology is not used	325
-1	No answer	287
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno4\_aender[]*)

1	Strongly increased	17
2	Increased	58
3	Remained roughly the same	67
4	Decreased	2
5	Strongly decreased	2
6	Technology is not used	578
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno5\_aender[]*)

1	Strongly increased	17
2	Increased	66
3	Remained roughly the same	58
4	Decreased	2
5	Strongly decreased	0
6	Technology is not used	575
-1	No answer	285
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno6\_aender[]*)

1	Strongly increased	18
2	Increased	74
3	Remained roughly the same	69
4	Decreased	3
5	Strongly decreased	2
6	Technology is not used	554
-1	No answer	283
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno7\_aender[]*)

1	Strongly increased	19
2	Increased	49
3	Remained roughly the same	55
4	Decreased	2
5	Strongly decreased	1
6	Technology is not used	598
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/38:techno8\_aender[]*)

1	Strongly increased	86
2	Increased	188
3	Remained roughly the same	129
4	Decreased	2
5	Strongly decreased	2
6	Technology is not used	317
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung1[36232]*)

1	Fully agree	191
2	Tend to agree	235
3	Partly agree / partly disagree	176
4	Rather disagree	70
5	Disagree	29
6	Don't know	27
-1	No answer	275
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung2[36232]*)

1	Fully agree	73
2	Tend to agree	107
3	Partly agree / partly disagree	94
4	Rather disagree	146
5	Disagree	286
6	Don't know	17
-1	No answer	280
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung3[36232]*)

1	Fully agree	181
2	Tend to agree	201
3	Partly agree / partly disagree	152
4	Rather disagree	91
5	Disagree	84
6	Don't know	12
-1	No answer	282
-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: 2021



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-core/soep-core-2021-lee2estab/39:digitalisierung4[36232]*)

1	Fully agree	35
2	Tend to agree	73
3	Partly agree / partly disagree	195
4	Rather disagree	196
5	Disagree	206
6	Don't know	16
-1	No answer	282
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung5[36232]*)

1	Fully agree	55
2	Tend to agree	109
3	Partly agree / partly disagree	95
4	Rather disagree	156
5	Disagree	264
6	Don't know	43
-1	No answer	281
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung6[36232]*)

1	Fully agree	138
2	Tend to agree	180
3	Partly agree / partly disagree	148
4	Rather disagree	105
5	Disagree	126
6	Don't know	23
-1	No answer	283
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung7[36232]*)

1	Fully agree	15
2	Tend to agree	35
3	Partly agree / partly disagree	56
4	Rather disagree	97
5	Disagree	497
6	Don't know	22
-1	No answer	281
-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: 2021

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-core/soep-core-2021-lee2estab/39:digitalisierung8[36232]*)

1	Fully agree	187
2	Tend to agree	252
3	Partly agree / partly disagree	189
4	Rather disagree	60
5	Disagree	24
6	Don't know	12
-1	No answer	279
-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: 2021

Edition: international

### **elb0209** – Corona impact for establishment/public body until June 30

**?** What impact did the coronavirus pandemic have on your establishment / public body up to June 30, 2021? (*from: soep-core/soep-core-2021-lee2estab/40:covidausw[36234]*)

1	Very positive effects	18
2	Positive effects	39
3	Partly positive / partly negative effects	320
4	Negative effects	208
5	Very negative effects	119
6	No effects	31
-1	No answer	268
-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: 2021

Edition: international

### elb0210\_v1 – Change in headcount since the start of the coronavirus pandemic until June 30

**?** 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-core/soep-core-2021-lee2estab/41:covidperso\[36235\]](#))

1	Strongly increased	30
2	Slightly increased	149
3	Remained the same	432
4	Slightly decreased	97
5	Strongly decreased	26
6	Don't know	2
-1	No answer	266
-2	Does not apply	0
-3	Implausible value	0
-4	Inadmissible multiple response	1
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersomaßn1\[\]](#))

1	Applies	52
2	No	678
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersoma§n2()*)

1	Applies	21
2	No	709
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersoma§n3()*)

1	Applies	106
2	No	624
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersomaßn4[]*)

1	Applies	121
2	No	609
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersomaßn5[]*)

1	Applies	38
2	No	692
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/42:covidpersomaßn6[]*)

1	Applies	531
2	No	199
-1	No answer	273
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_grp1[]*)

1	Applies	220
2	No	504
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_grp2[]*)

1	Applies	348
2	No	376
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_grp3[]*)

1	Applies	248
2	No	476
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn1\_nichtang[]*)

1	Applies	349
2	No	375
-1	No answer	279
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$sn2\_grp1[]*)

1	Applies	105
2	No	607
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$sn2\_grp2[]*)

1	Applies	158
2	No	554
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn2\_grp3[]*)

1	Applies	101
2	No	611
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn2\_nichtang[]*)

1	Applies	540
2	No	172
-1	No answer	291
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn3\\_grp1\[\]](#))

1	Applies	69
2	No	631
-1	No answer	303
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn3\\_grp2\[\]](#))

1	Applies	100
2	No	600
-1	No answer	303
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn3\\_grp3\[\]](#))

1	Applies	56
2	No	644

-1	No answer	303
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn3\_nichtang*  
[])

1	Applies	589
2	No	111
-1	No answer	303
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn4\_grp1*[])

1	Applies	128
2	No	585
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn4\_grp2[]*)

1	Applies	177
2	No	536
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn4\_grp3[]*)

1	Applies	111
2	No	602
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn4\_nichtang[]*)

1	Applies	517
2	No	196
-1	No answer	290
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn5\_grp1[]*)

1	Applies	37
2	No	666
-1	No answer	300
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$5\_grp2[]*)

1	Applies	43
2	No	660
-1	No answer	300
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$5\_grp3[]*)

1	Applies	23
2	No	680
-1	No answer	300
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn5\_nichtang[]*)

1	Applies	648
2	No	55
-1	No answer	300
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn6\_grp1[]*)

1	Applies	14
2	No	684
-1	No answer	305
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn6\_grp2[]*)

1	Applies	20
2	No	678



-1	No answer	305
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$sn6\_grp3[]*)

1	Applies	9
2	No	689
-1	No answer	305
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersoma\$sn6\_nichtang[]*)

1	Applies	670
2	No	28
-1	No answer	305
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_grp1[]*)

1	Applies	111
2	No	595
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_grp2[]*)

1	Applies	195
2	No	511
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_grp3[]*)

1	Applies	156
2	No	550
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßn7\_nichtang[]*)

1	Applies	495
2	No	211
-1	No answer	297
-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: 2021

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-core/soep-core-2021-lee2estab/43:covidpersomaßnso[]*)

Waves: 2021

Edition: internal

**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-core/soep-core-2021-lee2estab/43:covidpersomaßnsnso[]*)

1	Yes	49
2	No	954
-1	No Answer	0
-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: 2021

Edition: international

**elb0245** – Number of employees working from home on June 30

**?** What was the total number of employees who worked from home on June 30, 2021 (home office)? (*from: soep-core/soep-core-2021-lee2estab/44a:anz\_homeoffice[]*)

Waves: 2021

Edition: onsite

**elb0245\_cat2** – Number of employees working from home on June 30 [categories]

**?** What was the total number of employees who worked from home on June 30, 2021 (home office)? (*from: soep-core/soep-core-2021-lee2estab/44a:anz\_homeoffice[]*)

0	0	228
1	1-9	131
2	10-15	48
3	16-25	45
4	26-45	48
5	46-75	52
6	76-119	30
7	120-199	31
8	200-399	36
9	400-999	36
10	1000 and more	31
-1	No Answer	287
-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: 2021

Edition: international

**elb0246** – Share of women working from home on June 30 in %.

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

(from: *soep-core/soep-core-2021-lee2estab/44b:ant\_homeoffice\_frauen[]*)

0	21
1	3
2	1
3	2
4	1
5	8
7	1
10	11
11	1
15	4
16	1
17	3
18	2
19	1
20	18
... (34 rows omitted)	240
73	1
74	2
75	23
77	2
80	26
84	1
85	7
87	1
90	18
93	1
95	7
98	2
100	64
-1	15
-2	515

Waves: 2021

Edition: international

**elb0247** – Share of employees working from home in group 1 on June 30 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-core/soep-core-2021-lee2estab/45:ant\_homeoffice\_grp1[]*)

0	344
1	3
2	2
4	1
5	9
10	4
20	6
30	2
40	4
50	6
70	1
75	2
80	4
90	4
95	2
98	2
100	6
-1	86
-2	515

Waves: 2021

Edition: international

**elb0248** – Share of employees working from home in group 2 on June 30 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-core/soep-core-2021-lee2estab/45:ant\_homeoffice\_grp2[]*)

0	48
1	3
2	3
3	2
4	3
5	14
6	1
7	2
8	1
10	26
11	1
12	1
14	1
15	11

17	1
... (21 rows omitted)	170
67	2
68	1
70	14
75	10
80	28
83	1
85	5
90	18
95	10
97	1
98	1
99	1
100	78
-1	30
-2	515

Waves: 2021

Edition: international

#### elb0249 – Share of employees working from home in group 3 on June 30 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-core/soep-core-2021-lee2estab/45:ant\_homeoffice\_grp3[])

0	57
1	4
2	5
3	2
4	3
5	8
6	1
10	16
12	1
14	2
15	3
20	24
24	1
25	11
28	1
... (12 rows omitted)	108
67	2
68	1
70	14
75	10
76	1
79	1
80	37

85	9
90	20
92	1
95	11
98	1
100	92
-1	41
-2	515

Waves: 2021

Edition: international

**elb0250\_v1** – Share of empl. working from home: Change since the corona pandemic to June 30

**?** 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-core/soep-core-2021-lee2estab/46:ant\_homeofficeaender[])*

1	Strongly increased	391
2	Slightly increased	56
3	Remained the same	34
4	Slightly decreased	1
5	Strongly decreased	1
6	Don't know	2
-1	No answer	3
-2	Does not apply	515
-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: 2021

Edition: international

**elb0251\_v1** – Working hours in home office: Change since corona pandemic until June 30

**?** How did the number of working hours that employees worked from home (home office) change by June 30, 2021? *(from: soep-core/soep-core-2021-lee2estab/47:homeofficezeit[36242])*

1	Strongly increased	267
2	Slightly increased	68
3	Remained the same	137
4	Slightly decreased	5
5	Strongly decreased	2
6	Don't know	6
-1	No answer	3



-2	Does not apply	515
-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: 2021

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-core/soep-core-2021-lee2estab/48:homeofficeregel[36243])*

1	Yes for all employees	240
2	Yes for some employment groups	104
3	No	144
-1	No answer	0
-2	Does not apply	515
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure1[])*

1	Applies	288
2	No	54
-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure2\[\]](#))

1	Applies	268
2	No	74
-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure3\[\]](#))

1	Applies	220
2	No	122
-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure4[]*)

1	Applies	64
2	No	278
-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure5[]*)

1	Applies	22
2	No	320
-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteure6[]*)

1	Applies	61
2	No	281

-1	No answer	2
-2	Does not apply	659
-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: 2021

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-core/soep-core-2021-lee2estab/49:homeofficeakteureso[])*

Waves: 2021

Edition: internal

#### 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-core/soep-core-2021-lee2estab/49:homeofficeakteureso[])*

1	Yes	59
2	No	944
-1	No Answer	0
-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: 2021

Edition: international

#### elb0259 – Who decides on work from home hours

**?** Who decides when the employee works at home (in the home office)? *(from: soep-core/soep-core-2021-lee2estab/50:homeofficeentsch[36245])*

1	Exclusively the employer	42
2	Especially the employer	47
3	Employer and employee together	337

4	Especially the employee	46
5	Exclusively the employee	13
-1	No answer	3
-2	Does not apply	515
-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: 2021

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-core/soep-core-2021-lee2estab/51:coworking[36238])

1	Coworking space used	24
2	Coworking space considered	33
3	Coworking space neither used nor considered	665
-1	No answer	281
-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: 2021

Edition: international

### eab0009 – Industry of establishment/public body

? In which economic sector / industry / public body is your establishment / public body mainly active? (from: soep-core/soep-core-2021-lee2estab/52:branche1[])

Waves: 2021

Edition: internal

### 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-core/soep-core-2021-lee2estab/52:branche1[])

1	Yes	662
2	No	341
-1	No Answer	0

-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: 2021

Edition: international

### elb0261 – Legal form of the establishment/public body

? What is the legal form of your establishment / public body? (from: soep-core/soep-core-2021-lee2estab/53:rechtsform[36249])

1	Sole proprietorship with full liability of one person	0
2	Partnership, i.e. KG, OHG or GbR	0
3	Limited liability company as GmbH, UG or Ltd.	0
4	Public limited company, i.e. AG, SE	0
5	Mixed forms, i.e. GmbH & Co. KG, KGaA	0
6	Corporation under public law without foundations of the ö.R.	0
7	Foundation etc	0
8	Other legal form	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

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-core/soep-core-2021-lee2estab/54:ertraglag2019[36250])

1	Very good	90
2	Good	203
3	Satisfactory	89
4	Sufficient	44
5	Unsatisfactory	27
6	Don't know	58
-1	No answer	20
-2	Does not apply	472

-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: 2021

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-core/soep-core-2021-lee2estab/54:ertraglag2020[36250]*)

1	Very good	77
2	Good	158
3	Satisfactory	83
4	Sufficient	60
5	Unsatisfactory	72
6	Don't know	55
-1	No answer	26
-2	Does not apply	472
-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: 2021

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-core/soep-core-2021-lee2estab/55:umsatz2019[]*)

Waves: 2021

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-core/soep-core-2021-lee2estab/55:umsatz2019[]*)

0	0	3
1	(0, 1,000)	1
2	[1,000, 5,000)	1
3	[5,000, 10,000)	0

4	[10,000, 50,000)	1
5	[50,000, 100,000)	1
6	[100,000, 500,000)	25
7	[500,000, 1,000,000)	30
8	[1,000,000, 5,000,000)	64
9	[5,000,000, 20,000,000)	48
10	20,000,000 and more	59
-1	No Answer	298
-2	Does not apply	472
-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: 2021

Edition: international

#### elb0265 – Turnover 2019 not specified

? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: *soep-core/soep-core-2021-lee2estab/55:umsatz2019\_ka()*)

1	Applies	272
-1	No answer	26
-2	Does not apply	705
-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: 2021

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-core/soep-core-2021-lee2estab/55:umsatz2020()*)

Waves: 2021

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-core/soep-core-2021-lee2estab/55:umsatz2020()*)



0	0	2
1	(0, 1,000)	1
2	[1,000, 5,000)	1
3	[5,000, 10,000)	0
4	[10,000, 50,000)	1
5	[50,000, 100,000)	0
6	[100,000, 500,000)	28
7	[500,000, 1,000,000)	32
8	[1,000,000, 5,000,000)	62
9	[5,000,000, 20,000,000)	51
10	20,000,000 and more	57
-1	No Answer	296
-2	Does not apply	472
-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: 2021

Edition: international

#### elb0267 – Turnover 2020 not specified

? What was your turnover in the 2019 and 2020 financial years? // Not specified (from: [soep-core/soep-core-2021-lee2estab/55:umsatz2020\\_ka\[\]](#))

1	Applies	271
-1	No answer	25
-2	Does not apply	707
-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: 2021

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-core/soep-core-2021-lee2estab/56:persausst2019\[36252\]](#))

1	Very well equipped	7
2	Well equipped	35

3	Adequately equipped	90
4	Under-equipped	61
5	Severely under-equipped	4
6	Don't know	3
-1	No answer	11
-2	Does not apply	792
-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: 2021

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-core/soep-core-2021-lee2estab/56:persausst2020\[36252\]](#))

1	Very well equipped	6
2	Well equipped	37
3	Adequately equipped	79
4	Under-equipped	64
5	Severely under-equipped	10
6	Don't know	4
-1	No answer	11
-2	Does not apply	792
-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: 2021

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-core/soep-core-2021-lee2estab/57:perskost\[\]](#))

Waves: 2021

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-core/soep-core-2021-lee2estab/57:perskost[])

1	0-25	82
2	26-50	126
3	51-75	130
4	76-100	94
-1	No Answer	285
-2	Does not apply	286
-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: 2021

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-core/soep-core-2021-lee2estab/57:perskostno[])

1	Does not apply	14
-1	No answer	285
-2	Does not apply	704
-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: 2021

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-core/soep-core-2021-lee2estab/57:perskostka[])

1	Don't know	273
-1	No answer	285
-2	Does not apply	445
-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: 2021

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-core/soep-core-2021-lee2estab/58:perskostaend\[36254\]](#))

1	Share has decreased	69
2	Share remained the same	284
3	Share increased	221
4	Does not apply	13
5	Don't know	134
-1	No answer	282
-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: 2021

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-core/soep-core-2021-lee2estab/59:covidhelp\[\]](#))

1	Yes	209
2	No	506
-1	No answer	288
-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: 2021

Edition: international

**elb0275** – Several people involved in answering the questionnaire

**?** Were several people or departments involved in answering the questionnaire? (from: *soep-core/soep-core-2021-lee2estab/60:elb0275[]*)

1	Yes	65
2	No	665
-1	No answer	273
-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: 2021

Edition: international

**elb0276** – Interviewee works in management

**?** In which area or areas are you active? // In the management (from: *soep-core/soep-core-2021-lee2estab/61:taetig\_1[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

**elb0277** – Interviewee works in human resources

**?** In which area or areas are you active? // In the personnel area (from: *soep-core/soep-core-2021-lee2estab/61:taetig\_2[]*)

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

### elb0278 – Interviewee works in public relations

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**?** In which area or areas are you active? // In the area of public relations, i.e. PR (from: [soep-core/soep-core-2021-lee2estab/61:taetig\\_3\[\]](#))

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

### elb0279 – Interviewee works in accounting/controlling

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**?** In which area or areas are you active? // In the field of accounting and/or controlling (from: [soep-core/soep-core-2021-lee2estab/61:taetig\\_4\[\]](#))

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

**elb0280** – Interviewee works in another field

? In which area or areas are you active? // In another area, namely: *(from: soep-core/soep-core-2021-lee2estab/61:taetig\_5[])*

1	Applies	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

**eab0010** – Interviewee works in another field free-form text

? In which area or areas are you active? // [Other area] namely: *(from: soep-core/soep-core-2021-lee2estab/61:teatigso[])*

Waves: 2021

Edition: arch

**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-core/soep-core-2021-lee2estab/62:hoechstrang[36258])*

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

**elb0282** – Highest educational qualification of interviewee

? What is your highest educational qualification? (from: soep-core/soep-core-2021-lee2estab/63:bildung[])

1	Secondary I school certificate (Hauptschulabschluss)	0
2	Secondary I school certificate (e.g. Realschule)	0
3	Secondary II entrance quali. for uni. of applied sciences	0
4	Secondary II entrance quali. for uni (Abitur)	0
5	University (of applied sciences) degree	0
6	Doctorate	0
7	Other educational qualification	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: arch

**eab0011** – Highest educational qualification: Other educational qualification free text

? What is your highest educational qualification? // [Other educational qualification] namely: (from: soep-core/soep-core-2021-lee2estab/63:bildungso[])

Waves: 2021

Edition: arch

**elb0283** – Establishment/organization has website

? Does your establishment / public body or the establishment or organization to which it belongs have a website? (from: soep-core/soep-core-2021-lee2estab/64:websiteyn[])

1	Yes	647
2	No	73
-1	No answer	283
-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: 2021

Edition: international



**elb0284** – Interest in study results

---

1	Yes	0
2	No	0
-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	1003
-8	Question this year not part of survey	0

Waves: 2021

Edition: internal

**eab0013** – Comments and suggestions

Waves: 2021

Edition: arch

**4 Generated and additional variables****wz08abt** – Industry NACE Rev. 2 Divisions (2-digit)

---

1	Crop and animal production, hunting and related service activities	3
2	Forestry and logging	2
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	0
9	Mining support service activities	0
10	Manufacture of food products	8
11	Manufacture of beverages	2
12	Manufacture of tobacco products	0
13	Manufacture of textiles	1
14	Manufacture of wearing apparel	0
15	Manufacture of leather and related products	0
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4
...	(66 rows omitted)	894
93	Sports activities and amusement and recreation activities	7
94	Activities of membership organisations	18
95	Repair of computers and personal and household goods	2
96	Other personal service activities	8
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	54
-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: 2021

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. If an establishment did not provide its industry, we use the industry code that employees stated in the SOEP-Core person questionnaire. Edition: international

### wz08abs – Industry NACE Rev. 2 Sections (1-digit)

---

1	A: Agriculture, forestry and fishing (01 - 03)	5
2	B: Mining and quarrying (05 - 09)	0
3	C: Manufacturing (10 - 33)	134
4	D: Electricity, gas, steam and air-conditioning supply (35)	9
5	E: Water supply, sewerage, waste management and remediation (36 - 39)	11
6	F: Construction (41 - 43)	32
7	G: Wholesale and retail trade, repair of motor vehicles and motorcycles (45 - 47)	88
8	H: Transportation and storage (49 - 53)	32
9	I: Accommodation and food service activities (55 - 56)	14
10	J: Information and communication (58 - 63)	29
11	K: Financial and insurance activities (64 - 66)	20
12	L: Real estate and housing (68)	6
13	M: Professional, scientific and technical activities (69 - 75)	52
14	N: Administrative and support service activities (77 - 82)	22
15	O: Public administration and defence; compulsory social security (84)	131
16	P: Education (85)	139
17	Q: Human health and social work activities (86 - 88)	175
18	R: Arts, entertainment and recreation (90 - 93)	0
19	S: Other service activities (94 - 96)	28
20	T: Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (97 - 98)	22
21	U: Activities of extraterritorial organisations and bodies (99)	0
-1	No answer	54
-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: 2021

NACE Rev. 2 industry codes were generated from the free-form answers given by the establishments. If an establishment did not provide its industry, we use the industry code that employees stated in the SOEP-Core person questionnaire. Edition: international

#### ebula – Establishment: Federal state

---

1	Schleswig-Holstein	44
2	Hamburg	26
3	Lower Saxony	91
4	Bremen	18
5	North Rhine-Westphalia	181
6	Hesse	81
7	Rhineland-Palatinate	36
8	Baden-Wuerttemberg	121
9	Bavaria	167
10	Saarland	10
11	Berlin	46
12	Brandenburg	35
13	Mecklenburg-Western Pomerania	16
14	Saxony	58
15	Saxony-Anhalt	37
16	Thuringia	35
-1	No answer	1
-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: 2021

EBULA contains the federal state of the establishment. The variable was derived from the employer address data provided by SOEP-Core participants in the person questionnaire. Edition: eu

#### ebula\_ew – Establishment: Federal state (East-West)

---

21	West-Germany	775
22	East-Germany (including Berlin)	227
-1	No answer / don't know	1
-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: 2021

EBULA\_EW was derived from EBULA. Berlin is assigned to East Germany. Edition: international

### intcomplete – Interview complete

---

1	Yes	743
2	No	260
-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: 2021

An interview is marked as complete if at least one of the last five questions of the questionnaire was answered. Edition: international

### intid – Interviewer ID

---

Waves: 2021

Edition: international

### dauer – Interview duration (minutes)

---

0.115299999713898	1
0.468066662549973	1
0.578400015830994	1
0.606800019741058	1
0.62758332490921	1
0.673066675662994	1
0.72573333978653	1
0.797166645526886	1
0.836700022220612	1
0.850750029087067	1
0.889333307743073	1
0.908150017261505	1
0.925949990749359	1
0.928566694259644	1
0.930366694927216	1
... (940 rows omitted)	940
76.4474182128906	1
78.2463684082031	1
79.2092361450195	1

80.9618301391602	1
82.3761672973633	1
82.5394821166992	1
83.0482177734375	1
83.7472839355469	1
87.7280654907227	1
112.074615478516	1
112.848831176758	1
127.209968566895	1
143.64990234375	1
201.486480712891	1
-2	34

Waves: 2021

The interview duration is missing for self-administered paper-and-pencil interviews (PAPI).

Edition: international

#### intstartd – Start of interview: Day

---

1	38
2	33
3	35
4	31
5	19
6	17
7	34
8	38
9	38
10	46
11	32
12	25
13	37
14	45
15	37
... (2 rows omitted)	56
18	32
19	12
20	40
21	58
22	40
23	26
24	39
25	38
26	12
27	22
28	33
29	13
30	19
31	24

-2

34

Waves: 2021

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intstartm** – Start of interview: Month

---

1	230
2	209
3	190
4	59
5	44
6	106
11	16
12	115
-2	34

Waves: 2021

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intstarty** – Start of interview: Year

---

2021	127
2022	833
2023	9
-2	34

Waves: 2021

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intstarth** – Start of interview: Hour

---

6	5
7	13
8	65
9	101
10	136
11	126
12	86
13	115
14	137
15	80
16	47

17	22
18	16
19	10
20	4
21	5
-1	1
-2	34

Waves: 2021

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intstartmin** – Start of interview: Minute

---

0	54
1	75
2	49
3	35
4	36
5	16
6	22
7	10
8	14
9	16
10	11
11	17
12	8
13	14
14	11
... (32 rows omitted)	434
47	7
48	6
49	12
50	11
51	10
52	12
53	12
54	14
55	7
56	15
57	14
58	8
59	18
-1	1
-2	34

Waves: 2021

The start of the interview is unknown for self-administered paper-and-pencil interviews (PAPI).

Edition: international

**intendd** – End of interview: Day

---

1	37
2	37
3	41
4	32
5	20
6	18
7	34
8	45
9	35
10	48
11	34
12	20
13	28
14	46
15	36
16	29
17	32
18	28
19	14
20	33
21	56
22	45
23	29
24	47
25	36
26	10
27	22
28	35
29	19
30	28
31	29

*Waves:* 2021

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

**intendm** – End of interview: Month

---

1	204
2	221
3	202
4	72
5	61
6	126
11	11
12	106



Waves: 2021

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

#### intendy – End of interview: Year

---

2021	113
2022	881
2023	9

Waves: 2021

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

#### intendh – End of interview: Hour

---

0	8
3	1
5	1
6	1
7	8
8	42
9	89
10	129
11	132
12	99
13	93
14	127
15	124
16	75
17	26
18	21
19	12
20	3
21	6
22	4
-1	2

Waves: 2021

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international

**intendmin** – End of interview: Minute

---

0	27
1	24
2	20
3	18
4	10
5	16
6	9
7	14
8	16
9	10
10	17
11	13
12	17
13	8
14	18
... (31 rows omitted)	522
46	20
47	21
48	15
49	17
50	20
51	19
52	14
53	13
54	26
55	14
56	17
57	16
58	21
59	9
-1	2

*Waves:* 2021

For self-administered paper-and-pencil interviews (PAPI), the end of the interview corresponds to the time of postal receipt at the survey institute. Edition: international