

Technical Report Employer Survey Wave 2

**Project B3
“Interactions Between Capabilities in
Work and Private Life”**

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Table 1. Components of the employer survey B3, and results of the 2014 research period

Project title	Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations
Founded by	German Research Foundation (DFG)
Project period	2011–2015
Content	Economic situation, employment structure, equal opportunities, health care
Group conducting Interviews	German Institute for Employment Research (IAB)
Study population	Work organizations (facilities, operating units, work organizations) with at least 500 employees who are subject to social security (see Section 1)
Research area	Germany
Field research period	February through August 2014
Sampling method	Disproportionately stratified random sampling
Sample size	107 (72 core sample, 35 refreshment sample)
Response rate	76.6 percent core respondents, 24.3 percent refreshment respondents

1. Project Description

As part of the Collaborative Research Center’s program “From Heterogeneities to Inequalities” (SFB 882), Project B3 investigates “Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations”. The study was designed to analyze the role of the work environment in the production of social inequalities by taking into account mutual influences on employees’ opportunities for personal fulfillment at work and in their private lives. The authors are particularly interested in how opportunities and risks in one area of life influence the other. The project was developed in cooperation with the Institute for Employment Research (IAB) in Nuremberg.

To address the project’s research questions, rich longitudinal Linked Employer–Employee data were collected that included information about employers, employees, and employees’ partners (LEEP-B3).

Figure 1. LEEP-B3 survey structure

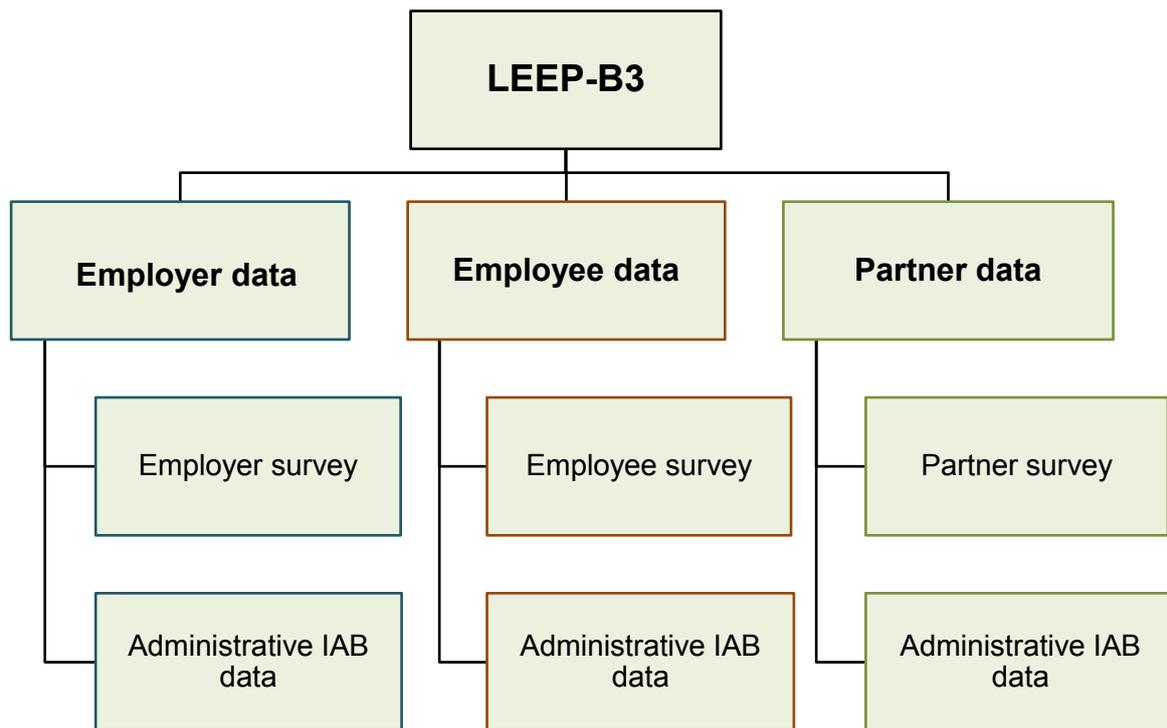


Figure 1 illustrates the design for data collection for project B3. In the first step employers were interviewed about their companies’ organizational structures and the measures used to support employees’ capabilities in work and private life. In the second step, employees of these companies were interviewed using an employee survey that evaluated opportunities for fulfillment in both their work and their private lives. In addition, every two years employees’ partners were interviewed within the framework of the survey. In the final step, the data collected from the employers, employees, and employees’ partners were linked to adminis-

trative data from IAB (IAB Establishment Panel [BHP] and IAB Integrated Employment Biographies [IEB]). The purpose of linking the data from the two surveys with the IAB administrative data was to provide a rich data set with extensive information that would serve to answer specific research questions. A detailed report of this linkage is outlined in Jacobebbinghaus et al. (2014).

In addition to the multilevel structure that included employer, employee, and partner data, the survey is designed as a longitudinal study that includes four waves of surveys conducted every two years: the first wave (Wave 1) took place in 2012 and the second (Wave 2) in 2014; the third and fourth waves will take place in 2016 and 2018, respectively. Wave 1 included 100 employer interviews, 6,454 employee interviews, and 2,185 partner interviews (for more information, see Abendroth et al., 2014, and Pausch et al., 2014).

This technical report describes Wave 2 of the employer survey, focusing on the methodology and results. A standardized questionnaire was used to determine the operating and personnel structures of each company/establishment and to measure equal opportunities and diversity, especially heterogeneous characteristics such as age, gender, and migration background, as well as health promotion activities. Data for the employer survey were collected from February through August 2014 by interviewers from IAB. The survey contents relate to the time of the survey and the survey year.

2. Design of the Employer Survey

The population of the employer survey consisted of employers from work organizations that had at least 500 employees subject to social security. This survey was based on a sample that was disproportionately stratified according to establishment size and industry sector and was complemented by an oversampling of industry sector J, Information and communication (see Section 2.1).

Wave 2 of the survey included 107 employer interviews. The sample of Wave 2 was composed of the core sample (the 115 companies that participated in Wave 1) plus a refreshment sample. Of the establishments included in the core sample, 15 were excluded because they did not agree to have their employees surveyed. Of the remaining 100 establishments, 72 participated in the Wave 2 survey. The number of respondents from Wave 1 who were expected to be lost owing to panel mortality had to be replaced in order to maintain an employer survey with at least 100 establishments, so a refreshment sample was drawn according to the same sampling rules used for Wave 1; 35 of the 145 companies of the gross refreshment sample participated in the employer survey, resulting in a total of 107 respondents from the core and refreshment samples combined (see Section 2.2).

2.1 Study Population and Sampling Strategy

Because the sampling strategy for Wave 2 of the employer survey was identical with the sampling strategy for Wave 1, this technical report provides only a brief description of the sampling process (for a more detailed description, see Pausch et al., 2014).

In order to address the questions central to this project, it was necessary to ensure a sufficient variety of work organizations across various industry sectors. Selection of the establishments was based on administrative operational data provided by IAB's employment history dataset (*Beschäftigten-Historik* [BeH]) (BeH, Version 08.07.00-120203). For Wave 1, the available data were current to December 31st, 2010. At the time of the refreshment sampling for Wave 2, the available data were current to December 31st, 2012. The population for the sampling was restricted to those establishments reported to have at least 500 "regular" employees¹ by this date. This restriction was imposed to ensure that sufficient internal gross samples would be available for the subsequent employee survey. Since this project is intended to be a longitudinal study, the internal sample must comprise a sufficiently large number of employees to be included in the longitudinal employee surveys.

Establishments were stratified according to industry sectors (based on the Statistical Classification of Economic Activities in the European Community [NACE 2008] and the German *Wirtschaftszweige 2008* [WZ08] classification).² The population sample of 4,170 establishments was stratified according to industry sector and geographical location (in East Germany or West Germany). Out of the 34 strata, a disproportionate sample was randomly drawn. Considering that the ratio of the number of establishments in the West and in the East was 5.4 to 1, the sampling probability for establishments in East Germany was doubled when compared with West Germany. In addition, the sampling probability for companies in industry sector J-I (WZ08: 61100-63990) was quadrupled to ensure that a sufficient number of establishments would be surveyed, as stated in the project proposal.

¹ Employees subject to social security who are reported to the Federal Employment Agency include (in addition to the regular employees) trainees, employees in partial retirement, interns, working students, and pensioners without contributions. Since these groups should not be represented in the employee survey, only those companies/establishments in which more than 500 employees were reported in group 101 ("social security with no special features") were included in the population for the sampling. Employees in marginal employment were likewise excluded.

² The classification of industry sectors is based on WZ08 (*Wirtschaftszweige 2008*), which is also used by the Federal Statistical Office and which represents the most common classification of industries in Germany. (https://www.destatis.de/DE/Methoden/Klassifikationen/GueterWirtschaftsklassifikationen/klassifikationwz2008_erl.pdf?__blob=publicationFile [accessed 2015/03/15]).

2.2 Samples of the Employer Survey, Wave 2 (2014)

Core Sample

Table 2 shows the development of the core sample for the employer survey over Wave 1 in 2012 and Wave 2 in 2014 according to the population and the gross sample of Wave 1, with the data for West Germany and East Germany presented separately. Of the 92 West German companies interviewed in Wave 1, 58 were successfully interviewed in the Wave 2. For East Germany, 14 of the 23 employers of Wave 1 agreed to participate in Wave 2. All in all, 72 establishments participated in both waves, thus providing longitudinal data for these cases. Panel mortality was 28 percent, which is similar to the rate of other employer surveys (see Fischer et al., 2009).³ In absolute terms, the loss of employers participating in the employer survey was highest in industry sector C (Manufacturing). Moreover, some other developments of the sample should be pointed out. The combined sectors I (Accommodation and food service activities), L (Real estate activities), and R (Arts, entertainment and recreation) are no longer represented in the sample of completed interviews in either West or East Germany. In addition, no companies from sector G (Wholesale and retail trade; Repair of motor vehicles and motorcycles) and sector H (Transportation and storage) could be interviewed again in East Germany. Aside from these, all the other industry sectors or combined sectors were represented for both West and East Germany. For a more detailed description of the development of the core sample with reference to industry sectors, see Section 3.4 (Selectivity Analysis).

³ The IAB Establishment Panel, an annual panel survey, reports response rates of 62 percent (postal survey) and exceeding 80 percent (face-to-face interviews) for continuing establishments and a rate of 30 percent for refreshment samples (see Fischer et al., 2009).

Table 2. Development core sample for employer survey B3 for Wave 1 (2012) and Wave 2 (2014)

Industry sector (WZ 2008)*	West				East			
	Wave 1 (2012)		Wave 2 (2014)		Wave 1 (2012)		Wave 2 (2014)	
	Popu- lation	Gross sample	Com- pleted inter- views	Com- pleted inter- views	Popu- lation	Gross sample	Com- pleted inter- views	Com- pleted inter- views
C – Manufacturing	1,211	133	32	18	122	27	6	2
D – Electricity, gas, steam and air conditioning supply								
E – Water supply; sewerage, waste management and remediation activities	114	13	3	2	27	6	2	1
F – Construction								
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	196	22	5	4	28	6	0	0
H – Transportation and storage	162	18	3	4	37	8	1	0
J – Information and communication	127	46	8	5	14	8	3	2
K – Financial and insurance activities	229	25	4	1	20	4	1	1
M – Professional, scientific and technical activities	141	16	4	5 ⁴	24	5	0	1 ¹
N – Administrative and support service activities	122	13	1	1	44	10	1	1
O – Public administration and defense, compulsory social security	313	34	12	5	112	25	4	3
P – Education	89	10	2	2	36	8	1	1
Q – Human health and social work activities	581	64	17	11	145	32	4	1
I – Accommodation and food service activities								
L – Real estate activities	31	4	1	0	9	2	0	0
R – Arts, entertainment and recreation								
Number of cases	3,316	398	92	58	618	141	23	14

*Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification (sector S (Other service activities) was not represented in the gross sample).

⁴ The addition of one company in sector M (Professional, scientific and technical activities) is a result of a change in the sector assignment of this company.

Refreshment Sample

Table 3 shows the distribution of the refreshment sample across industry sectors and in West Germany versus East Germany. Interviews with employers were completed at 27 establishments located in West Germany and at 8 companies in East Germany.

Table 3. Results of refreshment sampling for employer survey B3 for 2014

Industry sector (WZ 2008)*	West			East		
	Popu- lation	Gross sample	Com- pleted inter- views	Popu- lation	Gross sample	Com- pleted inter- views
C – Manufacturing	1,280	38	10	125	6	0
D – Electricity, gas, steam and air conditioning supply						
E – Water supply; sewerage, waste management and remediation activities	108	3	1	27	1	1
F – Construction						
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	186	6	1	33	2	0
H – Transportation and storage	173	5	3	37	3	0
J – Information and communication	138	10	3	17	1	0
K – Financial and insurance activities	233	8	2	20	2	1
M – Professional, scientific and technical activities	200	6	0	29	1	0
N – Administrative and support service activities	145	4	0	50	3	1
O – Public Administration and defense, compulsory social security	319	9	5	119	6	5
P – Education	94	3	0	36	2	0
Q – Human health and social work activities	608	18	2	150	7	0
I – Accommodation and food service activities						
L – Real estate activities	33	0	0	10	1	0
R – Arts, entertainment and recreation						
Number of cases	3,517	110	27	653	35	8

* Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification (sector S (Other service activities) was not represented in the gross sample).

2.3 Survey Instrument

The employer survey was designed to be a personal interview conducted by staff from IAB using a standardized questionnaire (see Appendix). Instruments were selected according to existing employer surveys (e.g., the IAB Establishment Panel). In cases where a face-to-face interview could not be conducted, the questionnaire was submitted to the employer by mail or e-mail.

The employer survey consisted of five parts: Part 1, “General information about the company”; Part 2, “Employment structure,” which requested basic information concerning the company’s structural organization and staff resources; Part 3, “Equality of opportunities/diversity,” which was concerned with specific activities of the establishments in these areas; Part 4, “Health promotion measures,” which dealt with health promotion, including illness rates and employee surveys about health protection in the workplace; and Part 5, which completed the interview and asked the respondents if they would be willing to take part in the follow-up panel survey to be conducted 2 years hence.

Part 1 of the questionnaire included questions about the company’s founding year, the pressure exerted by competitors, and innovative activities. Part 2 focused on the number of hierarchy levels, the personnel structure, and the distribution of employees with different qualifications and at different levels of responsibility, as well as the proportions of women and of individuals without German citizenship. Part 3 addressed issues of equal opportunities and of diversity, specifically concrete activities on the part of the company to promote female junior staff by means of targeted career planning, mentoring programs, or networking groups for women. In addition, questions were asked about family-friendly measures such as childcare provided at the company (e.g., a company kindergarten, nursery, or day care center, and homework supervision), financial support or other forms of assistance for childcare, special programs for employees on parental leave, flexible working hours, or the possibility of telecommuting or taking work home. In addition, it asked about the integration of employees with different cultural and/or ethnic backgrounds. Part 4 focused on measures that analyze the rate of illness and protect employee health through employee reviews and courses that promote health-related behavior.

Adjustments to the Employer Questionnaire between Wave 1 and Wave 2

The structure and content of the questionnaire for Wave 2 of the employer survey was nearly the same as the questionnaire for Wave 1 in 2012. For analyzing longitudinal data, it is crucial to have as similar questionnaires as possible. However, to take into account the experiences of the IAB staff (“ProIAB”) during the previous survey and to improve some questions that were difficult to answer, some adjustments were necessary (see Tables 4a and 4b for all changes). The first adjustment concerned the public-sector companies. Not all questions fit the circumstances of the public sector appropriately. To avoid misunderstandings, questions that were not relevant to the public sector were marked with a grey box with the note “not for public service.” This applied to six questions of the questionnaire (see Questionnaire in Appendix). The second adjustment was to give respondents the option to choose between filling in either the total number of employees or the proportion of employees in specific groups of

the employment structure. In Wave 1, respondents were asked only to name the proportion, but this was reportedly difficult for some because they had only the total numbers on hand. For a detailed list of adjustments within the employer questionnaire between Wave 1 and Wave 2, see Table 15 in the Appendix.

3. Implementation of the Survey

3.1 Field Phase and Field Control

The field phase of the employer survey lasted from February through August 2014. Interviews were conducted by ProIAB who work at selected local employment offices of the German Federal Employment Agency. For the field work, the ProIAB obtained the addresses of the establishments selected for sampling, which were then distributed according to the different survey areas. For the core sample, attempts were made to get back in touch with the contacts from Wave 1. The first step was to send out letters informing them about the survey and highlighting the importance of repeat participation for answering the project's research questions. The second step was to make telephone calls to arrange for interviews. Contacts for the refreshment sample were identified (in most cases the personnel managers), and announcement letters were sent to the companies to inform them about the survey.

3.2 Response Rate and Evaluation of the Sample

The survey for Wave 2 was conducted with respondents from 107 establishments: 72 core respondents and 35 refreshment respondents, as described below.

Core Sample

For Wave 2, the first installment of addresses consisted of the remaining 100 companies in the core sample, submitted to the ProIAB on February 14, 2014. Of these 100 companies, 94 could be contacted (adjusted net sample); 5 had already refused to participate again in Wave 1; and 1 company no longer existed. Of the 94 establishments contacted, 72 agreed to be interviewed in Wave 2, resulting in a response rate of 76.6 percent for the panel survey (see Table 4a).

Table 4a. Response rate of the sample and adjustments: Core sample

Sample status	Number of respondents	%
Gross sample*	115	100.00
Deleted from panel (did not consent to employee survey)	15	13.0
Adjusted gross sample	100	100.00
Reduction in sample through attrition (total)	6	6
Not contacted	5	5
Company no longer exists	1	1
Adjusted net sample	94	94
Refused to participate	21	21.7
Contact not reached	1	1.1
Other reasons for nonparticipation	1	1.1
Employers who agreed to be interviewed	72	76.6

*The gross sample consisted of the 115 companies interviewed in Wave 1 in 2012.

Refreshment Sample

The first installment for the refreshment sample consisted of 49 companies randomly drawn from 50 percent of the population in each of the 34 strata (see Section 1.2). Contact information was submitted to the ProIAB on February 17, 2014. The second installment consisted of 96 companies, and the contact information was submitted on April 1, 2014. Of the 145 companies in the gross refreshment sample, 35 agreed to participate in the survey, resulting in a response rate of 24.31 percent (Table 4b).⁵ Of these 35 establishments, 3 did not consent to having their employees surveyed.

Table 4b. Response rate of the sample and adjustments: Refreshment sample

Sample status	Number of respondents	%
Gross sample	145	100.00
Reduction in sample through attrition (total)	1	0.67
Not contacted	0	0
Company no longer exists	1	0.67
Adjusted net sample	144	99.31
Refused to participate	97	67.36
Contact not reached	11	7.64
Other reasons for nonparticipation	1	0.69
Employers who agreed to be interviewed	35	24.31
Did not consent to employee survey	3	8.57

⁵ The initial response rate RR1 was 24.1 percent, according to standard definitions provided by AAPOR (2011: 44).

3.3 Survey Mode

Since not all the companies were available for face-to-face interviews, the ProIAB opted to send questionnaires by e-mail or to conduct the interview by telephone in order to achieve a higher response rate (see Table 5). Of 107 questionnaires, 68 were sent by e-mail and 2 companies were interviewed by telephone. In 37 cases, the interviews were conducted in person; the average duration of these face-to-face interviews was 48 minutes, the same amount of time as in Wave 1.

Table 5. Interview Methods

Mode	Number	%
E-mail	68	63.55
Face-to-face	37	34.58
Telephone	2	1.87
Total	107	100.00

3.4 Selectivity Analysis

Within the selectivity analysis, factors that influenced a company's willingness to take part in the employer survey were analyzed to reveal potential systematic biases and to estimate the generalizability of the results. This type of analysis compares survey participants with non-participants and should provide information about subgroup-specific and systematic biases of the final sample (see Knerr et al. 2009: 15f.). Logistic regression analysis was used to assess the extent to which the industry sector, size of the company, and location in West or East Germany influenced the companies' willingness to participate in the survey. First, some descriptive analyses were carried out to address the relationship between the gross sample and the completed interviews.

3.4.1 Descriptive Analyses

Table 6 shows the probability of participation in the employer survey for the core sample according to the different industry sectors for Germany as a whole for Waves 1 and 2. This probability decreased relative to the number of cases (Wave 1 = 100; Wave 2 = 72) for companies in sector O (Public administration and defense; Compulsory social security) and in sector Q (Human health and social work activities) by 1.9 percentage points each. The prob-

ability also decreased for establishments in sector C (Manufacturing) by 1.4 points and by 1.0 percentage points in the combined sectors I (Accommodation and food service activities), L (Real estate activities), and R (Arts, entertainment and recreation), which are no longer represented among the companies interviewed in Wave 2. The greatest increase in the probability of participating in the employer survey (4.3 percentage points) was in sector M (Professional, scientific and technical activities). The second highest increase (1.6 percentage points) was in sector H (Transportation and storage), followed by sectors K (Financial and insurance activities) and P (Education) by 1.2 percentage points each. The change was smallest in the combined sectors D (Electricity, gas, steam and air conditioning supply), E (Water supply; Sewerage, waste management and remediation activities), and F (Construction), with an increased probability to participate in the employer survey by 0.2 percentage points. All in all, the change in probabilities was low and was distributed equally among the industry sectors.

Table 6. Probability of participation in the employer survey by industry: Core sample

Industry sector (WZ 2008)*	Completed Interviews Wave 1		Completed Interviews Wave 2		Difference (Wave 2 – Wave 1)
	Number	in %	Number	in %	
C – Manufacturing	32	32.0	22	30.6	-1.4
D – Electricity, gas, steam and air conditioning supply					
E – Water supply; sewerage, waste management and remediation activities	4	4.0	3	4.2	0.2
F – Construction					
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	5	5.0	4	5.6	0.6
H – Transportation and storage	4	4.0	4	5.6	1.6
J – Information and communication	9	9.0	7	9.7	0.7
K – Financial and insurance activities	3	3.0	2	4.2	1.2
M – Professional, scientific and technical activities	4	4.0	6	8.3	4.3
N – Administrative and support service	2	2.0	2	2.8	0.8
O – Public administration and defense; compulsory social security	13	13.0	8	11.1	-1.9
P – Education	3	3.0	3	4.2	1.2
Q – Human health and social work activities	20	20.0	13	18.1	-1.9
I – Accommodation and food service activities					
L – Real estate activities	1	1.0	0	0	-1.0
R – Arts, entertainment and recreation					
Number of cases	100		72		

* Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification (sector S (Other service activities) was not represented in the gross sample).

Table 7 gives an overview of the distribution of the gross sample in comparison to the completed interviews for the refreshment sample. All in all, deviations were relatively small (see Table 8). Only industry sector O (Public administration and defense; Compulsory social security) was obviously overrepresented, with an increase of 18.3 percentage points. Sector Q (Human health and social work activities) was underrepresented at 11.5 percentage points, as compared with the gross sample. Industry sector M (Professional, scientific and technical activities), with a decrease of 4.8 percentage points, and sector P (Education), with a decrease of 3.4 points, were underrepresented, whereas sector H (Transportation and storage) was slightly overrepresented, with an increase of 3.1 points.

Table 7. Distribution comparison of gross sample and completed interviews: Refreshment sample

Industry sector (WZ 2008)*	Gross sample		Completed interviews		Difference (Wave 2-Wave 1)
	Number	in % (Wave 1)	Number	in % (Wave 2)	
C – Manufacturing	44	30.3	10	28.6	-1.7
D – Electricity, gas, steam and air conditioning supply					
E – Water supply; sewerage, waste management and remediation activities	4	2.8	2	5.7	2.9
F – Construction					
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	8	5.5	1	2.9	-2.6
H – Transportation and storage	8	5.5	3	8.6	3.1
J – Information and communication	11	7.6	3	8.6	1.0
K – Financial and insurance activities	10	6.9	3	8.6	1.7
M – Professional, scientific and technical activities	7	4.8	0	0.0	-4.8
N – Administrative and support service	7	4.8	1	2.9	-1.9
O – Public administration and defense; compulsory social security	15	10.3	10	28.6	18.3
P – Education	5	3.4	0	0.0	-3.4
Q – Human health and social work activities	25	17.2	2	5.7	-11.5
I – Accommodation and food service activities					
L – Real estate activities	1	0.7	0	0.0	-0.7
R – Arts, entertainment and recreation					
Number of cases	145	100.0	35	100.0	

* Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification (sector S (Other service activities) was not represented in the gross sample).

In the final step, we had to determine whether the refreshment sample could compensate for the loss of respondents from the core sample. Table 8 compares the probability of participating in the employer survey as differentiated by industry sectors for Waves 1 and 2.

All in all, the differences in the probability of participation were quite low, indicating that the refreshment sample successfully filled in the gaps caused by panel mortality. Only sector C (Manufacturing) had a relatively high decrease of 6.7 percentage points. In sector H (Transportation and storage), the probability of participating increased by 3.5 percentage points, followed by sector N (Administrative and support services), with an increase of 2.5 points. All other industry sectors showed only very small differences, ranging from an increase of 1.6 to a decrease of 1.5 percentage points.

Table 8. Comparison of probability of participation in Waves 1 and 2: All

	Wave 1 (2012)		Wave 2 (2014)		Difference (Wave 2 – Wave 1)
	Completed interviews	in %	Completed interviews	in %	
C – Manufacturing	31	31.0	26	24.3	-6.7
D – Electricity, gas, steam and air conditioning supply					
E – Water supply; sewerage, waste management and remediation activities	4	4.0	4	3.7	-0.3
F – Construction					
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	4	4.0	6	5.6	1.6
H – Transportation and storage	5	5.0	7	6.5	3.5
J – Information and communication	9	9.0	8	7.5	-1.5
K – Financial and insurance activities	3	3.0	4	3.7	0.7
M – Professional, scientific and technical activities	7	7.0	7	6.5	-1.5
N – Administrative and support service activities	2	2.0	5	4.5	2.5
O – Public Administration and defense, compulsory social security	13	13.0	14	13.1	0.1
P – Education	3	3.0	5	4.5	1.5
Q – Human health and social work activities	18	18.0	21	19.6	2.1
I – Accommodation and food service activities					
L – Real estate activities	1	1.0	1	0.9	-0.1
R – Arts, entertainment and recreation					
Number of cases	100	100.0	107	100.0	

3.4.2 Multivariate Analyses

A logistic regression analysis was conducted to analyze the extent to which industry sector, size of the company, and location in West or East Germany influenced a company's willingness to participate in the survey. All 245 companies in the gross sample (100 of the gross core sample combined with 145 of the gross refreshment sample) were included in the model. The dichotomous dependent variable was participation in Wave 2 of the employer survey (107 participations and 138 nonparticipations). The results of the analysis are shown in Table 9.

Table 9. Logistic regression probability of participation in the employer survey 2014

	Gross sample	
	β	Std. Err.
Industry sector (WZ 2008)* <i>Reference: C – Manufacturing</i>		
D – Electricity, gas, steam and air conditioning supply		
E – Water supply; sewerage, waste management and remediation activities	1.014	(0.881)
F – Construction		
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	0.312	(0.719)
H – Transportation and storage		
I – Accommodation and food service activities	0.423	(0.664)
L – Real estate activities		
R – Arts, entertainment and recreation		
J – Information and communication	0.412	(0.582)
K – Financial and insurance activities	0.409	(0.689)
M – Professional, scientific and technical activities	-0.104	(0.680)
N – Administrative and support service	0.264	(0.835)
O – Public administration and defense; compulsory social security	1.186*	(0.533)
P – Education	0.234	(0.912)
Q – Human health and social work activities	-0.282	(0.457)
Company size/1,000	-0.101	(0.105)
East/West (Reference: East)		
Refreshment sample (Reference: Core sample)	-2.189***	(0.313)
West	0.186	(0.378)
Constant	0.755	(0.483)
Probability > LR	0.000	
Pseudo R ² (McKelvey and Zavoina):	0.199	
Number of cases	245	

Yes (participated in the survey) = 1; No (did not participate in the survey) = 0. LR = likelihood ratio.

* Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification.

The results of the logistic regression showed only slight statistically significant deviations for participations and nonparticipations. The probability of participating was higher only for those establishments in industry sector O (Public administration and defense; Compulsory social

security), which are mainly located in the public sector, as compared with the reference sector C (Manufacturing). Other industry sectors showed no differences in the probability to participate. In addition, companies from the core sample were more likely to participate than were establishments from the gross refreshment sample. This result is not surprising because of the generally greater willingness to participate again if a company had already participated in a panel survey. None of the other factors we analyzed (company size and location in East or West Germany) had any influence on the probability of a company's participation in the survey. Considering the variables included in the model, there were thus no systematic biases in the final sample.

3.5 Item Nonresponse

Tables 10 to 12 present the response rates for selected questions from three parts of the employer survey questionnaire (for a detailed overview of missing values see Codebook in the Appendix). Answer rates in the employer survey were very high, indicating that the survey was well accepted and the data are of good quality.

For Part 1 of the questionnaire ("General information about the establishment"), most of the response rates for general information ranged between 100 percent ("Existence of a works or staff council") and 86.9 percent ("Annual result last fiscal year"). Many questions even had very high response rates of at least 97 percent. Concerning Part 2 of the questionnaire ("Employment structure"), the response rates for the majority of the questions exceeded 91 percent (Table 10).

Table 10. Response rates for general information questions about the company

Question	Response rate (%)
Part 1: General information about the establishment	
Founding year of the establishment	97.20
Pressure from competition	98.13
Instruments: job description	98.13
Instruments: stipulated procedure for staff recruitment	99.07
Instruments: written agreements on objectives with employees	97.20
Instruments: personal development and advanced training	97.20
Instruments: written personnel reviews	97.20
Number of hierarchy levels	98.13
Existence of a works or staff council	100.00
Annual result last fiscal year	86.92
Part 2: Employment structure	
Employees subject to social security	97.20
Trainees/apprentices	96.26
Marginal part-time workers	91.59
Executives/candidates for civil service	92.52
Part-time workers	96.26
Workers with permanent contract	91.59
Workers with fixed-term contract	91.59
<i>Age group (yr)</i>	
Under age 30	92.52
Age 30 to 49	92.52
Age 50 or older	92.52

For Part 3 of the questionnaire (“Equal opportunities/diversity”), the response rates were high for the different measures regarding older employees, women and men, and families, and for the integration of employees (Table 11). For example, 99 percent of the employers answered if within-company advanced training activities for older employees were offered, and 98 percent of the respondents gave information about the measure of mixed-gender teams used specifically to support equal opportunities. The response rates for family-friendly measures ranged from 98 to 100 percent. Regarding measures for integration of employees, over 97 percent answered the questions about language courses or courses on cultural competence, for example.

Table 11. Response rates for questions about equal opportunities or diversity

Question	Response rate (%)
Part 3: Equal opportunities/Diversity	
Measures for older employees	
Partial retirement	99.07
Adjustment of demands concerning performance/work on individual basis	95.33
Mixed-age teams	97.20
Within-firm advanced training activities	99.07
Health-promoting measures	97.20
Equal opportunities for women and men	
Existence of agreements or voluntary operational initiatives to promote equal opportunities for men and women	100.00
Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women	96.26
Targeted promotion of female junior staff by preferential recruitment of women, female quotas	97.20
Mixed-gender teams used specifically to support equal opportunities	98.13
Family-friendly measures	
Child care provided at the company	98.13
Offers for employees who are out on parental leave	98.13
Flexible working hours (Flexitime)	98.13
Telecommuting/homework	100.00
Special leave/unpaid leave (e.g., interruption of work when caring for relatives or children)	98.13
Integration of employees	
Language courses	97.20
Promotion of employees with different cultural/ethnic backgrounds through targeted career planning, mentoring programs, networking groups	97.20
Courses on cultural competence/getting to know the German culture	97.20
Mixed teams used specifically to support equal opportunities	96.26

The response rates in Part 4 of the questionnaire (“Health promotion measures”) for the employer survey were also very high (Table 12). About 97 percent of the employers gave information about sickness rate analysis, courses for health-promoting behavior, or discussion groups on health issues in the company.

Table 12. Response rates for questions about health promotion measures

Question	Response rate (%)
Part 4: Health promotion measures	
Sickness rate analysis	97.20
Employee survey on health protection at the work	96.26
Discussion group on health problems in the establishment (“health circles“)	97.20
Courses for health-promoting behavior	97.20

Table 13 shows the questions only the companies from the private sector were asked. Due to this selective approach, the number of systematically missing values for these questions was high when compared with all other questions, with a response rate of about 73 percent at most. Of all companies, the response rate for the questions about labor productivity and job security (both as compared with the company's main competitor) was 69 percent, and 72 percent of the employers responded to the question about the overall technical state of the facilities/factory and business equipment used in the establishment.

Table 13. Response rates for questions relevant to the private sector only

Question	Response rate (%)*
Management	71.96
Category of establishment/agency	99.07
Labor productivity compared with main competitor	69.16
Job security compared with main competitor	69.16
Profit compared with main competitor	61.68
Existence of industry-wide wage agreement	51.40
Innovation activity of the company	71.96
Overall technical state of the facilities/factory and business equipment used in the establishment	72.90

* Even though these questions were designed to be answered only by companies in the private sector, some questions were also answered by companies in the public sector.

4. Representativeness of the Sample

The next step was to determine whether the interviewed establishments were representative of the population of establishments at the time of Wave 2 of the employer survey (based on IAB data from December 31, 2012). Table 14 shows the distribution of the population as differentiated by industry sectors compared with the completed interviews. The population consisted of 4,170 companies in Germany. The difference between population and completed interviews was low. With a deviation of 6.3 percentage points, industry sector O (Public administration and defense; Compulsory social security) was overrepresented. Industry sector J (Information and communication) was overrepresented by 5.6 percentage points. As explained in Section 2.1, this was due to an increased drawdown probability. Moreover, industry sector C (Manufacturing), with a deviation of -5.7 percentage points, and sector Q (Human health and social work activities), with a deviation of -4.2 points, were slightly underrepresented.

Table 14. Distribution comparison of population and completed interviews: All

Industry sector (WZ 2008)*	Population		Completed interviews Wave 2		Difference (Wave 2 – Wave 1)
	Number	in % (Wave 1)	Number	in % (Wave 2)	
C – Manufacturing	1,405	33.7	30	28.0	-5.7
D – Electricity, gas, steam and air conditioning supply					
E – Water supply; sewerage, waste management and remediation activities	135	3.2	5	4.7	1.5
F – Construction					
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	219	5.3	5	4.7	-0.5
H – Transportation and storage	210	5.0	7	6.5	1.5
J – Information and communication	155	3.7	10	9.3	5.6
K – Financial and insurance activities	253	6.1	5	4.7	-1.4
M – Professional, scientific and technical activities	229	5.5	6	5.6	0.1
N – Administrative and support service activities	195	4.7	3	2.8	-1.9
O – Public administration and defense; compulsory social security	438	10.5	18	16.8	6.3
P – Education	130	3.1	3	2.8	-0.3
Q – Human health and social work activities	758	18.2	15	14.0	-4.2
I – Accommodation and food service activities					
L – Real estate activities	43	1.0	0	0	-1.0
R – Arts, entertainment and recreation					
Number of cases	4,170	100.0	107	100.0	

* Owing to the small number of cases in the population of the sample and the associated risk of identifying the companies, the industry sectors were reduced in this table from 17 to 12 sectors as a basis for the stratification (sector S (Other service activities) was not represented in the gross sample).

To make statements about the whole population (as described in Section 2.1), the data must be weighted. This is because of the disproportionately stratified random sample and, to a lesser extent, the different probability of participation in the survey. A simple way to calculate weights is to divide the number of cases in the population by the number of completed interviews, differentiated by industry sector and region (Pausch et al. 2014).

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Appendix

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Adjustments to the employer questionnaire between Waves 1 and 2

Questionnaire

Codebook

Table 15. Adjustments to the employer questionnaire between Waves 1 and 2

Number of questions		Label	Adjustment
Wave 1	Wave 2		
6	6	Formal, written descriptions/regulations	Answer categories changed: W1: Yes/no (existing/not existing) W2: From “never” in 20% steps to 100% (frequency-based)
6e	6b	Written reviews: For personnel decisions?	Answer categories changed: W1: Yes/no W2: From “not important at all” to “very important” (5 steps)
9b	-	Wages: Orientation to a collective branch agreement	Question deleted
15	15	Personnel structure	Answer categories changed: W1: Indication of percentages W2: Possible to indicate percentages or number of employee groups
20h	-	Measures for older employees: No	Item deleted
22c	-	Recruiting personnel: Other measures	Item deleted
23b	23b	Initiatives/equal opportunities for men and women	Item changed W1: No initiative W2: Other
-	24	Equal opportunities for men/women: Selective support of women, since when (year)	New item
-	25	Equal opportunities for men/women: Women’s quota, since when (year)	New item
24	-	Equal opportunities for men/women: No measure	Item deleted
27	-	Measures to support health: legally required	Item deleted

Sequential Number:

Project B3
**“Interactions Between Capabilities in Work
and Private Life”**

Employer Survey

Questionnaire

Your answers will be treated confidentially in compliance with the current data protection legislation and will be anonymized for analysis to ensure that individual establishments cannot be identified.

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Part 1: General Information about the Establishment

1. In what year was this establishment/operating unit founded?

Year:

Note: The question refers to the year the establishment was originally established, not to the year of a possible takeover of the establishment/operating unit.

2. How is your company managed? Solely by the proprietors or their family members or solely by employed managers?

Not for public service

- Solely by the proprietors and/or their family members
- Solely by employed managers
- Both

3. How would you describe your establishment/agency? As...

Not for public service

- an independent company or an independent organization without other places of business
- the head office of an enterprise or an organization with other places of business/offices/branches
- a place of business/office/branch of a larger enterprise or organization
- a regional or technical middle-level administrative unit in a multilevel company or multilevel government agency/organization

4. a) How would you rate the level of competition that your establishment faces?

According to the following scale, please evaluate your establishment in relation to its competition. Grade your response by choosing a number between 0 and 10, where 0 means pressure from competition is "nonexistent" and 10 means pressure from competition is "very high."

Note: If possible, the answer should be applied to the **specific establishment/operating unit**, otherwise to the whole company. In the public service, such as local facilities, the competition may be a locational competitor: for example, universities may compete for students or for public funds.

The pressure from competition is...

Nonexistent Very high

0 1 2 3 4 5 6 7 8 9 10

b) If the pressure from competition is high (Grade 6 or higher), how likely is it that this will endanger your company's future?

- 1) Very likely
- 2) Likely
- 3) Somewhat likely
- 4) Unlikely
- 5) Very unlikely

5. As compared with its main competitors, would you consider your establishment to be better, the same or worse in terms of the following aspects?

Not for public service

Note: If you have more than one main competitor, please refer to the most important competitor.

- a) Labor productivity.....Better The same Worse
 b) Job securityBetter The same Worse
 c) ProfitBetter The same Worse

6. a) Please indicate whether the following instruments exist in your establishment:

	never	>0% - 20%	>20%- 40%	>40%- 60%	>60%- 80%	>80%- 100%
a) Job descriptions for most of the existing jobs	<input type="checkbox"/>					
b) A stipulated procedure for staff recruitment	<input type="checkbox"/>					
c) Written agreements on objectives with employees	<input type="checkbox"/>					
d) Planning of personnel development and advanced training set out in writing	<input type="checkbox"/>					
e) Written personnel reviews	<input type="checkbox"/>					



*If the answer e) is "never",
go on with Question 7)*

b) How important are written personal reviews for...

	Not im- portant at all				Very im- portant
a) Decisions on wage increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Decisions on advanced training activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Decisions on promotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Others, namely _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**7. How many hierarchy levels do you differentiate within your establishment?
Please include the top and bottom levels.**

Note: If the number of hierarchical levels in various operating areas differs, please indicate the maximum number.

Number of levels:

8. What is the status of your establishment with regard to binding agreements?

Not for public service

- a) It is bound by an industry-wide wage agreement
- b) It is bound by a company agreement concluded between the establishment and the trade union.....
- c) It is not bound by a collective agreement.....



If the answer is c), go on with Question 10)

9. Based on the wage agreement currently in force, does your company pay employees' salaries and wages above the collectively agreed-upon scale?

Note: This question applies to employees only.

- Yes
- No

10. Does your establishment have...

a) A works council or staff council elected in accordance with the Works Council Constitution Act?

- Yes
- No.....

b) Another form of staff representation that is specific to your company, such as a staff spokesperson, round-table conferences or something similar?

- Yes
- No.....

11. How would you rate your company's annual result for the preceding fiscal year?

Please answer according to the following scale, where -5 means the annual result was "very bad" and +5 means the annual result was "very good." Grade your statement by choosing a number between -5 and +5.

Note: Annual result is defined as profits minus expenditures.

The annual result was...

- | | | | | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Very bad | | | | | | | | | | | Very good |
| <input type="checkbox"/> |
| -5 | -4 | -3 | -2 | -1 | 0 | +1 | +2 | +3 | +4 | +5 | |

12. To what extent has your company newly developed, improved, or further developed a product or service in the past business year (2013)?

Not for public service

- 1) To a very small extent.....
- 2) To a small extent.....
- 3) To a moderate extent.....
- 4) To a large extent
- 5) To a very large extent

Not for public service

13. How do you assess the overall technical state of the facilities and of the factory and business equipment used in your establishment?

- 1) Completely new standard
- 2) Relatively new standard.....
- 3) Partly new standard
- 4) Obsolete
- 5) Completely obsolete.....

Part 2: Employment structure

The following questions 14-19 refer to the employment structure of the establishment. All persons of your establishment who own an employment contract should be included. Temporary staff should only be included in question 18.

The number of employees can be indicated absolute as well as percentages in relation to the total personnel. If the indication of exact numbers is not possible, estimated or rounded values are also useful declarations for our study.

Note: Questions 14 through 19 can also be answered later (on an additional form) if the information requested is not available.

14. What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012?

Please do not include temporary staff.

What is the number or share...

	Number or share
1) Employees subject to social security	<input type="text"/>
2) Trainees/apprentices	<input type="text"/>
3) Marginal part-time workers	<input type="text"/>
4) Civil servants, including civil service candidates	<input type="text"/>
<hr/>	
TOTAL	<input type="text"/>

15. The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on December 31, 2013 was distributed among the employment groups listed.

Note: To calculate the percentage of women and of people without German citizenship, the respondent should consider the respective proportions of each work group within the total population. *Example:* 10% of the group performs a simple activity, of which half are women, so the share done by women would be 50%.

	Number or share		
	Total	of women	Without German Citizenship
1) Working proprietors, directors, managers	<input type="text"/>	<input type="text"/>	<input type="text"/>
2) Executives	<input type="text"/>	<input type="text"/>	<input type="text"/>
3) Employees for qualified jobs that			
a) ... require a completed vocational training or comparable on-the-job training or applicable professional experience	<input type="text"/>	<input type="text"/>	<input type="text"/>
b) ... require a university degree or university of applied sciences degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
4) Employees for menial jobs that requiring no specific vocational education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5) Trainees/apprentices	<input type="text"/>	<input type="text"/>	<input type="text"/>
6) Civil service candidates	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL	<input type="text"/>		

16. **What percentage in your establishment were part-time workers?** %
What percentage of this subgroup were women? %

Note: Part-time work is defined as employment which involves less than 80% of the regular working

17. **a) Regarding the executive staff at your establishment, were any executives working part-time?**

Yes.....
 No ➔ Proceed to Question 18)

- b) If yes, what percentage of the executives were working part-time?** %

- c) What percentage of these part-time executives were women?** %

**18. What is the percentage of workers (no trainees) with a...
What percentage of these were women?**

	In total	Women
1) Permanent contract	<input type="text"/> %	<input type="text"/> %
2) Fixed-term contract	<input type="text"/> %	<input type="text"/> %
3) Temporary employment contract	<input type="text"/> %	<input type="text"/> %
<hr/>		
TOTAL	<input type="text" value="100"/> %	

19. In percentages, what is the age distribution of the employees in this establishment/operating unit?

If precise values are not available, please estimate!

	In total
1) Under age 30	<input type="text"/> %
2) Age 30 to 49	<input type="text"/> %
3) Age 50 or older	<input type="text"/> %
<hr/>	
TOTAL	<input type="text" value="100"/> %

20. Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e. employees who are 50 years of age or older)?

	Yes	No
a) Partial retirement.....	<input type="checkbox"/>	<input type="checkbox"/>
b) Adjustment of demands concerning performance/work on individual basis	<input type="checkbox"/>	<input type="checkbox"/>
c) Mixed-age teams.....	<input type="checkbox"/>	<input type="checkbox"/>
d) Within-firm advanced training activities.....	<input type="checkbox"/>	<input type="checkbox"/>
e) Special advanced training programs.....	<input type="checkbox"/>	<input type="checkbox"/>
f) Health-promoting measures.....	<input type="checkbox"/>	<input type="checkbox"/>
g) Other measures	<input type="checkbox"/>	<input type="checkbox"/>
h) No measures for older employees, namely: _____	<input type="checkbox"/>	<input type="checkbox"/>

21. What percentage of employees participated in internal or external advanced training activities during the second half of 2013?

Percentage: %

22. For each of these methods, please indicate whether or not it is used at your establishment?

- | | Yes | No |
|--|--------------------------|--------------------------|
| a) Do you use personal contacts or recommendations of other employees? | <input type="checkbox"/> | <input type="checkbox"/> |
| b) Do you fall back on employees who were formerly employed in your establishment? | <input type="checkbox"/> | <input type="checkbox"/> |

Part 3: Equal Opportunities / Diversity

23. Regarding equal opportunities for men and women,

a) Does your establishment/operating unit have agreements in place or does it use voluntary operational initiatives for this purpose to promote equal opportunities for men and women?

Yes

No ➔ Proceed to Question 24)

b) If yes, check the agreements that apply:

Note: Multiple answers are possible!

- Legal agreements
- Collective labor agreements
- Voluntary operational initiatives
- Others, namely:

24. On the following list you will find several measures that support equal opportunities for women and men. Please indicate which ones are available in your establishment/operating unit.

Note: If so, please indicate how often the measures that have been taken by your establishment/operating unit were used within the last year.

- 1 = measure is taken seldom
- 2 = measure is taken sometimes
- 3 = measure is taken frequently
- 4 = measure is taken very often

Measure	Taken	Frequency of use
1) Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women	<input type="checkbox"/> Yes <input type="checkbox"/> No	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>
➔ If 1) is yes: When was this measure implemented?		Year: <input style="width: 80px;" type="text"/>
2) Targeted promotion of female junior staff by preferential recruitment of women (female quotas)	<input type="checkbox"/> Yes <input type="checkbox"/> No	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>

➔ If 2) is yes: When was this measure implemented? Year:

3) Use of mixed-gender teams specifically to support equal opportunities Yes 1 2 3 4
 No

4) Other measures, namely: _____ Yes 1 2 3 4
 No

25. On the following list you will find several family-friendly measures. Please indicate which ones are available in your establishment/operating unit?

Note: If so, how often was this measure used within the last year?
 1 = measure is taken seldom
 2 = measure is taken sometimes
 3 = measure is taken frequently
 4 = measure is taken very often

1) Operational child care (e.g., company kindergarten, company nursery, day-care center, homework supervision on-site), financial support or other forms of assistance for child care Yes 1 2 3 4
 No

2) Opportunities for employees who are out on parental leave (previously: "maternity leave") Yes 1 2 3 4
 No

3) Flexible working hours (flextime) Yes 1 2 3 4
 No

4) Telecommuting work/home work Yes 1 2 3 4
 No

5) Special leave/unpaid leave (e.g., interruption of work to care for relatives or children) Yes 1 2 3 4
 No

6) Other measures, namely: _____ Yes 1 2 3 4
 No

26. On the following list you will find several measures to integrate employees with different cultural or ethnic backgrounds.

Please indicate which ones are available in your establishment/operating unit.

Note: If so, how often was this measure used within the last year?
 1 = measure is taken seldom
 2 = measure is taken sometimes
 3 = measure is taken frequently
 4 = measure is taken very often

Measure	Taken	Frequency of use
1) Language courses	<input type="checkbox"/> Yes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>

- | | | | | |
|--|---|----------------------------|----------------------------|---|
| | <input type="checkbox"/> No | | | |
| 2) Promotion of employees with different cultural/ethnic backgrounds through targeted career planning, mentoring programs, networking groups | <input type="checkbox"/> Yes
<input type="checkbox"/> No | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> 4 <input type="checkbox"/> |
| 3) Courses on cultural competence/getting to know the German culture | <input type="checkbox"/> Yes
<input type="checkbox"/> No | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> 4 <input type="checkbox"/> |
| 4) Mixed teams used specifically to support equal opportunities | <input type="checkbox"/> Yes
<input type="checkbox"/> No | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> 4 <input type="checkbox"/> |
| 5) Other measures, namely: _____ | <input type="checkbox"/> Yes
<input type="checkbox"/> No | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> 4 <input type="checkbox"/> |

Part 4: Health Promotion

27. Which of the following measures for employees' health protection and health promotion are implemented or financially supported by your establishment/operating unit?

- | | Yes | No |
|--|--------------------------|--------------------------|
| a) Sickness rate analysis | <input type="checkbox"/> | <input type="checkbox"/> |
| b) Employee survey on health protection in the workplace | <input type="checkbox"/> | <input type="checkbox"/> |
| c) Discussion group on health problems at the establishment ("health circles") | <input type="checkbox"/> | <input type="checkbox"/> |
| d) Courses on health-promoting behavior | <input type="checkbox"/> | <input type="checkbox"/> |
| e) Others, namely: _____ | <input type="checkbox"/> | <input type="checkbox"/> |

Part 5: Willingness to Participate in the Panel Survey

28. Before we conclude this interview, I have one final request. In order to complete this research project successfully, it is important for us to conduct a follow-up interview with all respondents after 2 years to understand the reasons for any changes that have been made within the company over that period. Your participation in this second interview is very valuable for us.

To conduct a follow-up interview in the context of this survey, we must your contact information.

In accordance with the Data Protection Act, we ensure that details regarding your contact information (name and address of the company) will be saved separately. Your information will remain completely anonymous throughout the study. It will not be shared with evaluating researchers and cannot be connected to the responses you have provided. Once the research project has been completed, your address will be permanently deleted.

We would be very grateful if you would agree to contribute to our research project.

Do you agree that we save your contact information and contact you again in two years as part of this study?

Yes

No

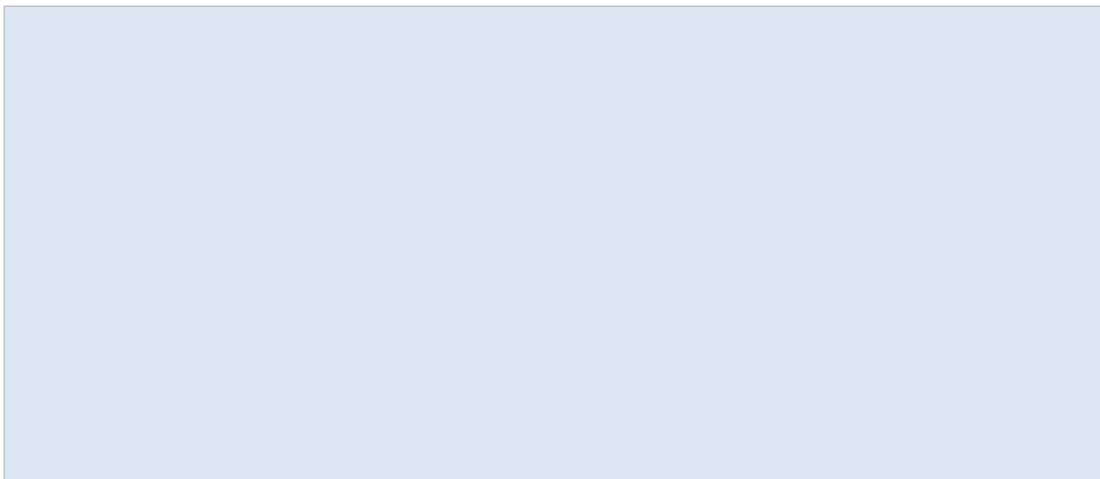
29. As stated in our previous correspondence, we will gladly send you a brief overview of our research results. Would you be interested in receiving this information?

Yes

No

Thank you very much for your participation.

Comments:



Codebook Employer Survey, Wave 2

SFB882, Project B3 "Interactions Between Capabilities in Work and Private Life"

Note: Modifications for the reason of data protection marked with "/"

Variable label	Foundation year		
Variable	bigruendjr		
Question	Q1: In what year was this establishment/operating unit founded?		
Origin	Well 2010		
Frequency*	Freq.	Percent	Cum.
183/	/	/	/
...
200/	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Company management		
Variable	bileit		
Question	Q2: How is your company managed? Solely by the proprietors or their family members or solely by employed managers?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1. Solely by the proprietors and/or their family members	/	/	/
2. Solely by employed managers	60	56.07	62.62
3. Both	10	9.35	71.96
.e not applicable	29	27.10	99.07
.a no response	/	/	/
Total	107	100.00	

Variable label	Definition of company		
Variable	biun		
Question	Q3: How would you describe your establishment/agency? As...		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1. an independent company or an independent organization without other places of business	19	17.76	17.76
2. the head office of an enterprise or an organization with other places of business/offices/branches	48	44.86	62.62
3. a place of business/office/branch of a larger enterprise or organization	33	30.84	93.46

4. a regional or technical middle-level administrative unit in a multilevel company or multilevel government agency/organization	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Level of competition		
Variable	biwett		
Question	Q4: According to the following scale, please evaluate your establishment in relation to its competition. Grade your response by choosing a number between 0 and 10, where 0 means pressure from competition is "nonexistent" and 10 means pressure from competition is "very high." a) How would you rate the level of competition that your establishment faces?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0. non existent	/	/	/
1.	4	3.74	7.48
2.	9	8.41	15.89
...
10. very high	14	13.08	98.13
.a no response	/	/	/
Total	100	100.00	

Variable label	Level of competition: endanger your company's future		
Variable	biwett		
Question	Q4: According to the following scale, please evaluate your establishment in relation to its competition. Grade your response by choosing a number between 0 and 10, where 0 means pressure from competition is "nonexistent" and 10 means pressure from competition is "very high." b) If the pressure from competition is high (Grade 6 or higher), how likely is it that this will endanger your company's future?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1. very likely	/	/	/
2. likely	6	5.61	6.54
3. somewhat likely	17	15.89	22.43
4. unlikely	38	35.51	57.94
5. very unlikely	16	14.95	72.90
.e not applicable	26	24.30	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	Compared with its main competitors: Labor productivity		
Variable	bikoproduk		
Question	Q5: As compared with its main competitors, would you consider your establishment to be better, the same or worse in terms of the following aspects? a) Labor productivity		
Origin	Allbus Betriebsbefragung 2009		
Frequency	Freq.	Percent	Cum.

1. better	31	28.97	28.97
2. the same	38	35.51	64.49
3. worse	5	4.67	69.16
.e not applicable	25	23.36	92.52
.a no response	8	7.48	100.00
Total	107	100.00	

Variable label	Compared with its main competitors: Job security		
Variable	bikosicherh		
Question	Q5: As compared with its main competitors, would you consider your establishment to be better, the same or worse in terms of the following aspects? b) Job security		
Origin	Allbus Betriebsbefragung 2009		
Frequency	Freq.	Percent	Cum.
1. better	42	39.25	39.25
2. the same	31	28.97	68.22
3. worse	/	/	/
.e not applicable	25	23.36	92.52
.a no response	/	/	/
Total	107	100.00	

Variable label	Compared with its main competitors: Profit		
Variable	bikoproduk		
Question	Q5: As compared with its main competitors, would you consider your establishment to be better, the same or worse in terms of the following aspects? c) Profit		
Origin	Allbus Betriebsbefragung 2009		
Frequency	Freq.	Percent	Cum.
1. better	21	19.63	19.63
2. the same	27	25.23	44.86
3. worse	18	16.82	61.68
.e not applicable	28	26.17	87.85
.a no response	13	12.15	100.00
Total	107	100.00	

Variable label	In your establishment: Job descriptions for most of the existing jobs		
Variable	biftaetbes		
Question	Q6a): Please indicate whether the following instruments exist in your establishment: a) Job descriptions for most of the existing jobs		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
0. never	8	7.48	7.48
1. 0-20%	13	12.15	19.63
2. >20-40%	/	/	/
3. >40-60%	8	7.48	30.84
4. >60-80%	13	12.15	42.99
5. >80-100%	59	55.14	98.13
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: stipulated procedure for staff recruitment		
Variable	bifbesverf		
Question	Q6a): Please indicate whether the following instruments exist in your establishment: b) A stipulated procedure for staff recruitment		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
0. never	5	4.67	4.67
1. 0-20%	/	/	/
2. >20-40%	3	2.80	10.28
3. >40-60%	7	6.54	16.82
4. >60-80%	8	7.48	24.30
5. >80-100%	80	74.77	99.07
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: written agreements on objectives with employees		
Variable	bifzielvere		
Question	Q6a): Please indicate whether the following instruments exist in your establishment: c) Written agreements on objectives with employees		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
0. never	13	12.15	12.15
1. 0-20%	28	26.17	38.32
2. >20-40%	19	17.76	56.07
3. >40-60%	17	15.89	71.96
4. >60-80%	/	/	/
5. >80-100%	20	18.69	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: Planning of personnel development and advanced training set out in writing		
Variable	bifplanentw		
Question	Q6a): Please indicate whether the following instruments exist in your establishment: d) Planning of personnel development and advanced training set out in writing		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
0. never	/	/	/
1. 0-20%	25	23.36	30.84
2. >20-40%	21	19.63	50.47
3. >40-60%	9	8.41	58.88
4. >60-80%	10	9.35	68.22
5. >80-100%	31	28.97	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: Written personnel reviews		
Variable	bbifurt		
Question	Q6: Please indicate whether the following instruments exist in your establishment: e) Written personnel reviews		

Origin		IAB Establishment Panel 2011 (Selection)		
Frequency		Freq.	Percent	Cum.
0. never		16	14.95	14.95
1. 0-20%		15	14.02	28.97
2. >20-40%		8	7.48	36.45
3. >40-60%		10	9.35	45.79
4. >60-80%		/	/	/
5. >80-100%		48	44.86	97.20
.a no response		/	/	/
Total		107	100.00	

Variable label		In your establishment: are those reviews used for decisions on wage increases		
Variable		bifurtreink		
Question		Q6b: Please indicate whether the following instruments exist in your establishment: If e) >0%: How important are written personal reviews for...		
		a) Decisions on wage increases		
Origin		IAB Establishment Panel 2011 (Selection)		
Frequency		Freq.	Percent	Cum.
1. Not important at all		21	19.63	19.63
2.		10	9.35	28.97
3.		17	15.89	44.86
4.		18	16.82	61.68
5. Very important		25	23.36	85.05
.e not applicable		/	/	/
.a no response		/	/	/
Total		107	100.00	

Variable label		In your establishment: are those reviews used for decisions on advanced training activities		
Variable		bifurtreink		
Question		Q6b: Please indicate whether the following instruments exist in your establishment: If e) >0%: How important are written personal reviews for...		
		b) Decisions on advanced training activities		
Origin		IAB Establishment Panel 2011 (Selection)		
Frequency		Freq.	Percent	Cum.
1. Not important at all		12	11.21	11.21
2.		21	19.63	30.84
3.		31	28.97	59.81
4.		19	17.76	77.57
5. Very important		/	/	/
.e not applicable		13	12.15	97.20
.a no response		/	/	/
Total		107	100.00	

Variable label		In your establishment: are those reviews used for decisions on promotions		
Variable		bifurtbefore		
Question		Q6b: Please indicate whether the following instruments exist in your establishment: If e) >0%: How important are written personal reviews for...		
		c) Decisions on promotions		
Origin		IAB Establishment Panel 2011 (Selection)		
Frequency		Freq.	Percent	Cum.

1. Not important at all	/	/	/
2.	8	7.48	14.95
3.	16	14.95	29.91
4.	36	33.64	63.55
5. Very important	23	21.50	85.05
.e not applicable	13	12.15	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: others		
Variable	bifurtsons		
Question	Q6b: Please indicate whether the following instruments exist in your establishment: If e) >0%: How important are written personal reviews for... d) others		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
1. Not important at all	/	/	/
2.	/	/	/
4.	4	3.74	6.54
5. Very important	12	11.21	17.76
.e not applicable	16	14.95	32.71
.a no response	72	67.29	100.00
Total	107	100.00	

Variable label	In your establishment: are those reviews used for other decisions		
Variable	bifurtsons		
Question	Q6: Please indicate whether the following instruments exist in your establishment: If e) yes: If you answered yes to part e (written personnel reviews), what are those reviews used for? Other: _____		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
.e not applicable/.a no response	91	85.05	85.05
e.g. Collective agreement measures like dismissal/ Bonus for head physician/ Fixing of year goals	16	14.95	100.00
Total	107	100.00	

Variable label	Number of hierachy levels		
Variable	bihiereben		
Question	Q7: How many hierarchy levels do you differentiate within your establishment? (Please include the top and bottom levels.)		
Origin	Internal development		

Frequency	Freq.	Percent	Cum.
1	/	/	/
3	11	10.28	11.21
4	38	35.51	46.73
5	35	32.71	79.44
6	10	9.35	88.79
7	6	5.61	94.39
8	/	/	/
21	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: It is bound by an industry-wide wage agreement		
Variable	bibvbranc		
Question	Q8: What is the status of your establishment with regard to binding agreements? a) It is bound by an industry-wide wage agreement		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
1. yes	55	51.40	51.40
.e not applicable	27	25.23	76.64
.a no response	25	23.36	100.00
Total	107	100.00	

Variable label	In your establishment: It is bound by a company agreement concluded between the establishment and the trade union		
Variable	bibvtarf		
Question	Q8: What is the status of your establishment with regard to binding agreements? b) It is bound by a company agreement concluded between the establishment and the trade union		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
1. yes	20	18.69	18.69
.e not applicable	33	30.84	49.53
.a no response	54	50.47	100.00
Total	107	100.00	

Variable label	In your establishment: It is not bound by a collective agreement		
Variable	bibvotarf		
Question	Q8: What is the status of your establishment with regard to binding agreements? c) It is not bound by a collective agreement		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
1. yes	15	14.02	14.02
.e not applicable	36	33.64	47.66
.a no response	56	52.34	100.00
Total	107	100.00	

Variable label	Salaries and wages: upon scale		
Variable	bitarfueber		
Question	Q9: Based on the wage agreement currently in force, does your company pays em-		

Origin	poyees' salaries and wages above the collectively agreed-upon scale?		
Frequency	Well 2010		
	Freq.	Percent	Cum.
0. no	49	45.79	45.79
1. yes	46	42.99	88.79
.e not applicable	12	11.21	100.00
Total	107	100.00	

Variable label	In your establishment: works council or staff council elected in accordance with the Works Council Constitution Act		
Variable	bimavtrgand		
Question	Q10: Does your establishment have... a) A works council or staff council elected in accordance with the Works Council Constitution Act?		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	6	5.61	5.61
1. yes	101	94.39	100.00
Total	107	100.00	

Variable label	In your establishment: Another form of staff representation		
Variable	bimavtrgand		
Question	Q10: Does your establishment have... b) Another form of staff representation that is specific to your company, such as a staff spokesperson, round-table conferences or something similar?		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	73	68.22	68.22
1. yes	18	16.82	85.05
.a no response	16	14.95	100.00
Total	107	100.00	

Variable label	Bewertung Yeshresergebnis		
Variable	bihiereben		
Question	Q11: How would you rate your company's annual result for the preceding fiscal year? The annual result was...		
Origin	IAB Establishment Panel 2011 (adjusted)		
Frequency	Freq.	Percent	Cum.
-5 very bad	/	/	/
-4	/	/	/
-3	8	7.48	10.28
...
4	9	8.41	84.11
5 very good	/	/	/
.a no response	14	13.08	100.00
Total	107	100.00	11.00

Variable label	Company newly developed, improved, or further developed a product or service		
Variable	biumfentw		
Question	Q12: To what extent has your company newly developed, improved, or further de-		

Origin	veloped a product or service in the past business year (2011)?		
Variable label	IAB Establishment Panel 2011 (adjusted)		
Variable			
Question			
Origin	IAB Establishment Panel 2011 (adjusted)		
Frequency	Freq.	Percent	Cum.
1. to a very small extent	7	6.54	6.54
2. to a small extent	13	12.15	18.69
3. to a moderate extent	31	28.97	47.66
4. to a large extent	22	20.56	68.22
5. to a very large extent	/	/	/
.e not applicable	27	25.23	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	Overall technical state of the facilities		
Variable	bitechstan		
Question	Q13: How do you assess the overall technical state of the facilities and of the factory and business equipment used in your establishment?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1) completely new stan- dard	8	7.48	7.48
2) relatively new stan- dard	36	33.64	41.12
3) Partly new standard	32	29.91	71.03
4) Obsolete	/	/	/
.e not applicable	26	24.30	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	Employment groups: Employees subject to social security		
Variable	bibgrpsoz		
Question	Q14: What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012? 1) Employees subject to social security		
Detailed description, Values	Either percentage or absolute number; percentage information if bf14_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
22	/	/	/
51	/	/	/
72	/	/	/
...
5700	/	/	/
13.600	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Employment groups: Trainees/apprentices		
Variable	bibgrpazubi		
Question	Q14: What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012? 2) Trainees/apprentices		

Detailed description, Values	Either percentage or absolute number; percentage information if bf14_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.
0		5	4.67
1		/	/
2		/	/
...	
293		/	/
300		/	/
.a no response		4	3.74
Total		107	100.00

Variable label	Employment groups: Marginal part-time workers		
Variable	bibgrpgerin		
Question	Q14: What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012? 3) Marginal part-time workers		
Detailed description, Values	Either percentage or absolute number; percentage information if bf14_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.
0		36	33.64
0.14		/	/
0.5		/	/
...	
187		/	/
2688		/	/
.a no response		9	8.41
Total		107	100.00

Variable label	Employment groups: Civil servants, including civil service candidates		
Variable	bibgrpbeamt		
Question	Q14: What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012? 4) Civil servants, including civil service candidates		
Detailed description, Values	Either percentage or absolute number; percentage information if bf14_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.
0		64	59.81
1		/	/
2		/	/
...	
875		/	/
1000		/	/
.a no response		/	/
Total		107	100.00

Variable label	Employment groups: Sum		
Variable	bf14_s		

Question	Q14: What percentage of persons within each of the employment groups listed below was employed at this establishment as of March 31, 2012? Absolute sum of 1) to 4) or 100, if percentage information		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
31	/	/	/
100	21	19.63	20.56
178	/	/	/
...
6000	/	/	/
13900	/	/	/
.a no response	5	4.67	100.00
Total	107	100.00	

Variable label	Distribution employees: Working proprietors, directors, managers,, Percentage total		
Variable	bianinhi		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 1) Working proprietors, directors, managers		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	16	14.95	14.95
0.05	/	/	/
0.1	/	/	/
...
18	/	/	/
19	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Distribution employees: Working proprietors, directors, managers, Percentage women		
Variable	bianinhiw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 1) Working proprietors, directors, managers		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	64	59.81	59.81
1	13	12.15	71.96
2	/	/	/
...
40	/	/	/
100	/	/	/
.e not applicable	/	/	/
.a no response	15	14.02	100.00

Total	107	100.00
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Variable label	Distribution employees: Working proprietors, directors, managers , Percentage without German citizenship		
Variable	bianinhal		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 1) Working proprietors, directors, managers		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	69	64.49	64.49
1	4	3.74	68.22
7	/	/	/
.a no response	/	/	/
.e not applicable	28	26.17	100.00
Total	107	100.00	

Variable label	Distribution employees: Executives, Percentage total		
Variable	bianfki		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 2) Executives		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0.1	/	/	/
1	/	/	/
1.95	/	/	/
...
530	/	/	/
750	/	/	/
.a no response	8	7.48	100.00
Total	107	100.00	

Variable label	Distribution employees: Executives, Percentage women		
Variable	bianfkw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 2) Executives		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	5	4.67	4.67
1	9	8.41	13.08
2	9	8.41	21.50

...
201	/	/	/
3003	/	/	/
.a no response	10	9.35	100.00
Total	107	100.00	

Variable label	Distribution employees: Executives, Percentage without German citizenship		
Variable	bianfkal		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 2) Executives		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency			
	Freq.	Percent	Cum.
0	48	44.86	44.86
0.5	/	/	/
1	10	9.35	55.14
...
13	/	/	/
15	/	/	/
.a no response	31	28.97	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a completed vocational training, Percentage total		
Variable	bianoausbi		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. Employees for qualified jobs that 3a) require a completed vocational training or comparable on-the-job training or applicable professional experience		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency			
	Freq.	Percent	Cum.
0	6	6.00	6.00
3	/	/	/
5	/	/	/
...
943	/	/	/
5200	/	/	/
.a no response	20	18.69	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a completed vocational training, Percentage women		
Variable	bianausbw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31,		

Detailed description, Values	2012 was distributed among the employment groups listed.			
Origin	Employees for qualified jobs that			
Frequency	3a) require a completed vocational training or comparable on-the-job training or applicable professional experience			
	Either percentage or absolute number; percentage information if bf15_s equals 100			
	IAB Establishment Panel 2011			
		Freq.	Percent	Cum.
	0	6	5.61	5.61
	2	/	/	/
	4	5	4.67	12.15

	366	/	/	/
	385	/	/	/
	2132	/	/	/
	.a no response	23	21.50	100.00
	Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a completed vocational training , Percentage without German citizenship			
Variable	bianoausbal			
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed.			
Detailed description, Values	Employees for qualified jobs that			
Origin	3a) require a completed vocational training or comparable on-the-job training or applicable professional experience			
Frequency	Either percentage or absolute number; percentage information if bf15_s equals 100			
	IAB Establishment Panel 2011			
		Freq.	Percent	Cum.
	0	28	26.17	26.17
	0.37	/	/	/
	1	5	4.67	31.78

	100	/	/	/
	110	/	/	/
	161	/	/	/
	.a no response	39	36.45	100.00
	Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a university degree, Percentage total			
Variable	bianstudi			
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed.			
Detailed description, Values	3b) Employees for qualified jobs that require a university degree or university of applied sciences degree			
Origin	Either percentage or absolute number; percentage information if bf15_s equals 100			
	IAB Establishment Panel 2011			

Frequency	Freq.	Percent	Cum.
6	/	/	/
15.6	/	/	/
16	/	/	/
...
2886	/	/	/
7542	/	/	/
.a no response	20	18.69	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a university degree, Percentage women		
Variable	bianstudw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 3b) Employees for qualified jobs that require a university degree or university of applied sciences degree		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1	/	/	/
4	/	/	/
5	/	/	/
...
1875	/	/	/
2031	/	/	/
3092	/	/	/
.a no response	23	21.50	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for qualified jobs that require a university degree, Percentage without German citizenship		
Variable	bianstudal		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 3b) Employees for qualified jobs that require a university degree or university of applied sciences degree		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	15	14.02	14.02
0.26	/	/	/
1	/	/	/
...
281	/	/	/
375	/	/	/
547	/	/	/
.a no response	42	39.25	100.00

Total	107	100.00
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Variable label	Distribution employees: Employees for menial jobs that requiring no specific vocational education, Percentage total		
Variable	bianoausbi		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 4) Employees for menial jobs that requiring no specific vocational education.		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	20	18.69	18.69
0.5	/	/	/
2	/	/	/
...
1196	/	/	/
2490	/	/	/
2688	/	/	/
.a no response	20	18.69	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for menial jobs that requiring no specific vocational education, Percentage women		
Variable	bianoausbw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 4) Employees for menial jobs that requiring no specific vocational education.		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	21	19.63	19.63
1	/	/	/
2	/	/	/
...
850	/	/	/
2634	/	/	/
.e not applicable	/	/	/
.a no response	23	21.50	100.00
Total	107	100.00	

Variable label	Distribution employees: Employees for menial jobs that requiring no specific vocational education, Percentage without German citizenship		
Variable	bianoausbal		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 4) Employees for menial jobs that requiring no specific vocational education.		
Detailed description,	Either percentage or absolute number; percentage information if bf15_s equals 100		

Values	IAB Establishment Panel 2011			
Origin				
Frequency		Freq.	Percent	Cum.
0		33	30.84	30.84
2		/	/	/
3		/	/	/
...	
270		/	/	/
310		/	/	/
.e not applicable		/	/	/
.a no response		33	30.84	100.00
Total		107	100.00	

Variable label	Distribution employees: Trainees/apprentices , Percentage total			
Variable	bianazubii			
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 5) Trainees/apprentices			
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100			
Origin	IAB Establishment Panel 2011			
Frequency		Freq.	Percent	Cum.
0		/	/	/
2.6		/	/	/
3		/	/	/
...	
285		/	/	/
300		/	/	/
.a no response		7	6.54	100.00
Total		107	100.00	

Variable label	Distribution employees: Trainees/apprentices , Percentage women			
Variable	bianazubiw			
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 5) Trainees/apprentices			
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100			
Origin	IAB Establishment Panel 2011			
Frequency		Freq.	Percent	Cum.
0		/	/	/
1		/	/	/
2		/	/	/
...	
221		/	/	/
534		/	/	/
.e not applicable		/	/	/
.a no response		13	12.15	100.00
Total		107	100.00	

Variable label	Distribution employees: Trainees/apprentices , Percentage without German citizenship		
Variable	bianazubial		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 5) Trainees/apprentices		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.
	0	43	40.19
	1	4	3.74
	2	/	/

	15	/	/
	70	/	/
	.e not applicable	/	/
	.a no response	30	28.04
	Total	107	100.00

Variable label	Distribution employees: Civil service candidates, Percentage total		
Variable	bianbeamti		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 6) Civil service candidates		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.
	0	84	78.50
	2	/	/
	2.37	/	/

	18	/	/
	31	/	/
	.a no response	16	14.95
	Total	107	100.00

Variable label	Distribution employees: Civil service candidates , Percentage women		
Variable	bianbeamtw		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 6) Civil service candidates		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency		Freq.	Percent
			Cum.

0	74	69.16	69.16
2	/	/	/
7	/	/	/
....
14	/	/	/
42.65	/	/	/
.e not applicable	11	10.28	85.98
.a no response	15	14.02	100.00
Total	107	100.00	

Variable label	Distribution employees: Civil service candidates , Percentage without German citizenship		
Variable	bianbeamtal		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. 6) Civil service candidates		
Detailed description, Values	Either percentage or absolute number; percentage information if bf15_s equals 100		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	73	68.22	68.22
.e not applicable	17	15.89	84.11
.a no response	17	15.89	100.00
Total	107	100.00	

Variable label	Employment groups: Sum		
Variable	bf15_s		
Question	Q15: The following three questions refer to the personnel structure of your establishment. Please indicate how the percentage of employees counted on March 31, 2012 was distributed among the employment groups listed. Absolute sum of 1) to 6) or 100, if percentage information		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
31	/	/	/
100	17	15.89	16.82
178	/	/	/
...
6000	/	/	/
13900	/	/	/
.a no response	12	11.21	100.00
Total	107	100.00	

Variable label	Distribution employees: Civil service candidates , Percentage total		
Variable	biteipr		
Question	Q 16: What percentage in your establishment were part-time workers on this date?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0.1	/	/	/
1.3	/	/	/
...

70	/	/	/
75	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Distribution employees: Civil service candidates , Percentage women		
Variable	biteiprw		
Question	Q 16: What percentage in your establishment were part-time workers on this date? What percentage of this subgroup were women on this date?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
1.3	/	/	/
3.6	/	/	/
...
99	/	/	/
100	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	In your establishment: any executives working part-time		
Variable	biteizfk		
Question	Q17a: Regarding the executive staff at your establishment, were any executives working part-time?		
Origin	Internal development		
Frequency	Freq.	Percent	Cum.
0. no	49	45.79	45.79
1. yes	54	50.47	96.26
.a no response	4	3.74	100.00
Total	107	100.00	

Variable label	In your establishment any executives working part-time, Percentage total		
Variable	biteizfkpr		
Question	Q17b: If yes, what percentage of the executives were working part-time?		
Origin	Internal development		
Frequency	Freq.	Percent	Cum.
0	/	/	/
0.006	/	/	/
...
19	/	/	/
26	/	/	/
.e not applicable	48	44.86	94.39
.a no response	6	5.61	100.00
Total	107	100.00	

Variable label	In your establishment: any executives working part-time, Percentage total		
Variable	biteizfkprw		
Question	17c) What percentage of these part-time executives were women?		
Origin	Internal development		
Frequency	Freq.	Percent	Cum.
0	/	/	/

0.11	/	/	/
1	/	/	/
...
95	/	/	/
100	29	27.10	48.60
.e not applicable	47	43.93	92.52
.a no response	8	7.48	100.00
Total	107	100.00	

Variable label	Percentage workers with: Permanent contract		
Variable	bivofrist		
Question	Q18: What is the share of workers (no trainees) with a... 1) Permanent contract		
Origin	IAB Establishment Panel 2011 (adjusted)		
Frequency	Freq.	Percent	Cum.
2	/	/	/
22.6	/	/	/
30	/	/	/
...
99.7	/	/	/
100	/	/	/
.a no response	9	8.41	100.00
Total	107	100.00	

Variable label	Percentage workers with: Permanent contract , women		
Variable	bivofristw		
Question	Q18: What is the share of workers (no trainees) with a... 1) Permanent contract What % of them were women?		
Origin	IAB Establishment Panel 2011 (adjusted)		
Frequency	Freq.	Percent	Cum.
1	/	/	/
3.6	/	/	/
4.3	/	/	/
...
99	/	/	/
100	/	/	/
.a no response	14	13.08	100.00
Total	107	100.00	

Variable label	Percentage workers with: Fixed-term contract		
Variable	bivfrist		
Question	Q18: What is the share of workers (no trainees) with a... 2) Fixed-term contract		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	/	/	/
0.21	/	/	/
0.3	/	/	/
...

77.4	/	/	/
98	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Percentage workers with: Fixed-term contract, women		
Variable	bivfristw		
Question	Q18: What is the share of workers (no trainees) with a... 2) Fixed-term contract What % of them were women?		
Origin	IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	5	4.67	4.67
1	/	/	/
1.35	/	/	/
...
99	/	/	/
100	/	/	/
.e not applicable	/	/	/
.a no response	15	14.02	100.00
Total	107	100.00	

Variable label	Percentage workers with: Temporary employment contract		
Variable	bivleiha		
Question	Q18: What is the share of workers (no trainees) with a... 3) Temporary employment contract		
Origin	Based on IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	53	49.53	49.53
0.05	/	/	/
0.3	/	/	/
...
16	/	/	/
19	/	/	/
.a no response	21	19.63	100.00
Total	107	100.00	

Variable label	Percentage workers with: Temporary employment contract, women		
Variable	bivleihaw		
Question	Q18: What is the share of workers (no trainees) with a... 3) Temporary employment contract What % of them were women?		
Origin	Based on IAB Establishment Panel 2011		
Frequency	Freq.	Percent	Cum.
0	51	47.66	47.66
0.2	/	/	/
1	/	/	/
...
87.5	/	/	/
100	/	/	/

.e not applicable	/	/	/
.a no response	21	19.63	100.00
Total	107	100.00	

Variable label	Distribution employees: under the age of 30		
Variable	biagrpw30		
Question	Q19: How are the employees in this establishment/operating unit distributed across the following age groups? What is the share... 1) Bis under the age of 30		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
3	/	/	/
4	/	/	/
5	/	/	/
...
49.5	/	/	/
57.3	/	/	/
60	/	/	/
.a no response	/	/	/
Total	107	100.00	

Variable label	Distribution employees: aged 30 to under 50		
Variable	biagrp3050		
Question	Q19:How are the employees in this establishment/operating unit distributed across the following age groups? What is the share... 2) aged 30 to under 50		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
30	/	/	/
31.64	/	/	/
33.8	/	/	/
...
75	/	/	/
80	/	/	/
.a no response	8	7.48	100.00
Total	107	100.00	

Variable label	Distribution employees :aged 50 or older		
Variable	biagrpm50		
Question	Q19: How are the employees in this establishment/operating unit distributed across the following age groups? What is the share... 3) aged 50 or older		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
3.7	/	/	/
5	/	/	/
8.9	/	/	/
...
57.09	/	/	/
61	/	/	/
.a no response	8	7.48	100.00

Total	107	100.00
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Variable label	Measures with respect to the employment of older employees aged 50 or older: Partial retirement		
Variable	bialtteiz		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? a) Partial retirement		
Origin	Well 2010		
Frequency		Freq.	Percent
			Cum.
	0. no	19	17.76
	1.yes	87	81.31
	.a no response	/	/
	Total	107	100.00

Variable label	Measures with respect to the employment of older employees aged 50 or older: Individual adjustment of demands concerning performance and work		
Variable	bialtindivi		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? b) Individual adjustment of demands concerning performance and work		
Origin	Well 2010		
Frequency		Freq.	Percent
			Cum.
	0. no	42	39.25
	1.yes	60	56.07
	.a no response	5	4.67
	Total	107	100.00

Variable label	Measures with respect to the employment of older employees aged 50 or older: Mixed age teams		
Variable	bialtmisch		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? c) Mixed age teams		
Origin	Well 2010		
Frequency		Freq.	Percent
			Cum.
	0. no	35	32.71
	1.yes	69	64.49
	.a no response	3	2.80
	Total	107	100.00

Variable label	Measures with respect to the employment of older employees aged 50 or older: Involvement in in-firm advanced training activities		
Variable	bialtwbild		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)?		

d) Involvement in in-firm advanced training activities			
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	15	14.02	14.02
1.yes	91	85.05	99.07
.a no response	1	0.93	100.00
Total	107	100.00	

Variable label	Measures with respect to the employment of older employees aged 50 or older: Special advanced training offers		
Variable	bialtwbilda		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? e) Special advanced training offers		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	83	77.57	77.57
1.yes	15	14.02	91.59
.a no response	9	8.41	100.00
Total	107	100.00	

Variable label	Measures with respect to the employment of older employees aged 50 or older: Involvement in health promotion measures		
Variable	bialtgesund		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? f) Involvement in health promotion measures		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	16	14.95	14.95
1.yes	88	82.24	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Measures with respect to the employment of older employees aged 50 or older: Other measures		
Variable	bialtand		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? g) Other measures		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	78	72.90	72.90
1.yes	18	16.82	89.72
.a no response	11	10.28	100.00

Total	107	100.00
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Variable label	Measures with respect to the employment of older employees aged 50 or older: No measures for older employees		
Variable	biatlkein		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? h) No measures for older employees		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0. no	46	42.99	42.99
1.yes	13	12.15	55.14
.a no response	48	44.86	100.00
Total	107	100.00	

Variable label	Measures with respect to the employment of older employees aged 50 or older: No measures for older employees		
Variable	bifurtsonstxt		
Question	Q20: Which of the following measures are taken at your establishment/company with respect to the employment of older employees (i.e not applicable. employees who are 50 years of age or older)? h) No measures for older employees, namely: _____		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency	Freq.	Percent	Cum.
.a no response/.e not applicable	95	88.79	88.79
e.g.: one day freetime for employees older than 57 years/ one additional holiday for employees older 49/ Part time options, sabbatical	12	11.21	100.00
Total	107	100.00	

Variable label	Share of employees participating in internal or external advanced training activities		
Variable	biwbildpr		
Question	Q21: I will now read out three ways of personnel recruitment. Please indicate for each of these methods of personnel recruitment if you use them or not.		
Origin	Well 2010		
Frequency	Freq.	Percent	Cum.
0	/	/	/
5	/	/	/
10	4	3.74	7.48
...
98	/	/	/
100	5	4.67	78.50
.a no response	23	21.50	100.00
Total	107	100.00	

Variable label	Personnel recruitment: personal contacts or recommendations		
Variable	bipsempf		
Question	Q22: I will now read out two ways of recruiting personnel. For each of these methods, please indicate whether or not it is used at your establishment? a) Do you use personal contacts or recommendations of other employees?		
Origin	IAB Erhebung des gesamtwirtschaftlichen Stellenangebots 2011		
Frequency		Freq.	Percent
			Cum.
	0. no	14	13.08
	1.yes	93	86.92
	Total	107	100.00

Variable label	Personnel recruitment: fall back on employees who were formerly employed in your establishment		
Variable	bipsehem		
Question	Q22: I will now read out two ways of recruiting personnel. For each of these methods, please indicate whether or not it is used at your establishment? b) Do you fall back on employees who were formerly employed in your establishment?		
Origin	ALLBUS-Betriebsbefragung 2009		
Frequency		Freq.	Percent
			Cum.
	0. no	33	30.84
	1.yes	73	68.22
	.a no response	1	0.93
	Total	107	100.00

Variable label	Does the establishment/operating unit have: agreements or voluntary operational initiatives to promote equal opportunities for men and women		
Variable	bcvi		
Question	Q23a: Does your establishment/operating unit have agreements or voluntary operational initiatives to promote equal opportunities for men and women?		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	0. no	43	40.19
	1.yes	64	59.81
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Legal agreements to promote equal opportunities for men and women		
Variable	bcvigesetz		
Question	Q23b: If yes: These agreements that apply: Legal agreements		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.yes	39	36.45
	.e not applicable	43	40.19
	.a no response	25	23.36
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Collective labour agreements to promote equal opportunities for men and women		
Variable	bcvitarif		

Question	Q23b: If yes: These agreements that apply:		
	Collective labour agreements		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.yes	18	16.82
	.a no response	43	40.19
	.e not applicable	46	42.99
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Voluntary operational initiatives to promote equal opportunities for men and women		
Variable	bcvifreiw		
Question	Q23b: If yes: These agreements that apply:		
	Voluntary operational initiatives		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.yes	44	41.12
	.a no response	42	39.25
	.e not applicable	21	19.63
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Other initiatives to promote equal opportunities for men and women		
Variable	bcvicon		
Question	Q23b: If yes: These agreements that apply:		
	Others, namely _____.		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	0. no	52	52.00
	1.yes	4	4.00
	.a no response	2	2.00
	.e not applicable	42	42.00
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Other initiatives to promote equal opportunities for men and women		
Variable	Bcvisontxt		
Question	Q23b: If yes: These agreements that apply:		
	Others, namely _____.		
Origin	IAB Establishment Panel 2011 (Selection)		
Frequency		Freq.	Percent
			Cum.
	.e not applicable/.a no response	96	89.72
	e.g: Employer agreement about equation/ Equality/ Program to support women	11	10.28
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women		
Variable	bcfdgplan		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 1) Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency		Freq.	Percent
	0. no	64	59.81
	1.yes	39	36.45
	.a no response	4	3.74
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women-Frequency		
Variable	bcfdgplanh		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 1) Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women- Frequency		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency		Freq.	Percent
	1.rarely	10	9.35
	2. sometimes	16	14.95
	3. frequently	10	9.35
	4. very often	/	/
	.e not applicable	64	59.81
	.a no response	/	/
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Promotion of female junior staff through targeted career planning, mentoring programs for women, networking groups for women-Year		
Variable	bcfdgplanj		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. → If 1) yes: When was this measure implemented?		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency		Freq.	Percent
	.e not applicable/ nor response	73	68.22
	20//	/	/
	20//	/	/
	20//	/	/

	20//	6	5.61
			89.72

20//	10	9.35	99.07
About 10 years	/	/	/
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Targeted promotion of female junior staff by preferential recruitment of women, female quotas		
Variable	bcfdgquot		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 2) Targeted promotion of female junior staff by preferential recruitment of women, female quotas		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
0. no	76	71.03	71.03
1.yes	28	26.17	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Targeted promotion of female junior staff by preferential recruitment of women, female quotas -Frequency		
Variable	bcfdgquot		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 2) Targeted promotion of female junior staff by preferential recruitment of women, female quotas - Frequency		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
1.rarely	6	5.61	5.61
2. sometimes	7	6.54	12.15
3. frequently	7	6.54	18.69
4. very often	5	4.67	23.36
.e not applicable	76	71.03	94.39
.a no response	6	5.61	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Targeted promotion of female junior staff by preferential recruitment of women, female quotas -Year		
Variable	bcfdgquotj		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. → If 2) yes: When was this measure implemented?		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
.e not applicable/ .a no response	86	80.37	80.37
19//	/	/	/
19//	/	/	/
...
80er	/	/	/

ca 20 Jahre	/	/	/
Mit AGG	/	/	/
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Mixed teams used specifically to support equal opportunities		
Variable	bcfdgteam		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 3) Mixed teams used specifically to support equal opportunities		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
0. no	88	82.24	82.24
1.yes	17	15.89	98.13
.a no response	2	1.87	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Mixed teams used specifically to support equal opportunities -Frequency		
Variable	bcfdgteamh		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 3) Mixed teams used specifically to support equal opportunities - Frequency		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
2. sometimes	9	8.41	8.41
3. frequently	6	5.61	14.02
4. very often	/	/	/
.e not applicable	88	82.24	97.20
.a no response	/	/	/
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Other measures		
Variable	bcfdggand		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 4) Other measures, namely:		
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
0. no	50	46.73	46.73
1.yes	16	14.95	61.68
.a no response	41	38.32	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Other measures- Frequency		
Variable	bcfdggandh		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit.		

4) Other measures, namely:			
- Frequency			
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
2. sometimes	6	5.61	5.61
3. frequently	4	3.74	9.35
.a no response	50	46.73	56.07
.e not applicable	47	43.93	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Other measures		
Variable	bcfdggandtxt		
Question	Q 24: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit.		
4) Other measures, namely:			
- Frequency			
Origin	IAB Establishment Panel2008 (adjusted)		
Frequency	Freq.	Percent	Cum.
.e not applicable/ .a no response	91	85.05	85.05
e.g.: Home office/ Crossmentoring Girl's day	16	14.95	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Operational childcare		
Variable	bcfamkindb		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?		
1) Operational childcare (e. g. company kindergarten, company nursery, day-care center, homework supervision at the company), financial support or other forms of assistance to child care			
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
0. no	59	55.14	55.14
1.yes	46	42.99	98.13
.a no response	2	1.87	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: : Operational childcare -Frequency		
Variable	bcfamkindbh		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?		
1) Operational childcare (e. g. company kindergarten, company nursery, day-care center, homework supervision at the company), financial support or other forms of assistance to child care - Frequency			
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
1.rarely	10	9.35	9.35
2. sometimes	13	12.15	21.50
3. frequently	9	8.41	29.91

4. very often	13	12.15	42.06
.e not applicable	59	55.14	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Offers for employees who are off for parental leave (before: maternity leave)		
Variable	bcfameltz		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit? 2) Offers for employees who are off for parental leave (previously: "maternity leave")		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
0. no	30	28.04	28.04
1.yes	75	70.09	98.13
.a no response	2	1.87	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Offers for employees who are off for parental leave (before: maternity leave) -Frequency		
Variable	bcfameltzh		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit? 2) Opportunities for employees who are out on parental leave (previously: "maternity leave")- Frequency		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
1.rarely	19	17.76	17.76
2. sometimes	28	26.17	43.93
3. frequently	19	17.76	61.68
4. very often	5	4.67	66.36
.e not applicable	30	28.04	94.39
.a no response	6	5.61	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Flexible working hours		
Variable	bcfamflexa		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit? 3) Flexible working hours (flexitime)		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
0. no	7	6.54	6.54
1.yes	98	91.59	98.13
.a no response	2	1.87	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Flexible working hours -Frequency		
Variable	bcfamflexah		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?		

3) Flexible working hours (flexitime)- Frequency			
Origin IAB Establishment Panel2008			
Frequency	Freq.	Percent	Cum.
1.rarely	/	/	/
2. sometimes	/	/	/
3. frequently	27	25.23	31.78
4. very often	57	53.27	85.05
.e not applicable	6	5.61	90.65
.a no response	10	9.35	100.00
Total	107	100.00	

Variable label Does the establishment/operating unit have: Telework/homework			
Variable bcfamheima			
Question Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?			
4) Telecommuting work/home work			
Origin IAB Establishment Panel2008			
Frequency	Freq.	Percent	Cum.
0. no	35	32.71	32.71
1.yes	72	67.29	100.00
Total	107	100.00	

Variable label Does the establishment/operating unit have: Telework/homework -Frequency			
Variable bcfamheimah			
Question Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?			
4) Telecommuting work/home work			
Origin IAB Establishment Panel2008			
Frequency	Freq.	Percent	Cum.
1.rarely	23	21.50	21.50
2. sometimes	26	24.30	45.79
3. frequently	12	11.21	57.01
4. very often	5	4.67	61.68
.e not applicable	35	32.71	94.39
.a no response	6	5.61	100.00
Total	107	100.00	

Variable label Does the establishment/operating unit have: Special leave/unpaid leave			
Variable bcfamsondu			
Question Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit?			
5) Special leave/unpaid leave (e. g. interruption of work in case of caring for relatives or childcare)			
Origin IAB Establishment Panel2008			
Frequency	Freq.	Percent	Cum.
0. no	7	6.54	6.54
1.yes	98	91.59	98.13
.a no response	2	1.87	100.00
Total	107	100.00	

Variable label	Does the establishment/operating unit have: Special leave/unpaid leave -Frequency		
Variable	bcfamsonduh		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit? 5) Special leave/unpaid leave (e. g. interruption of work in case of caring for relatives or childcare)		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.rarely	29	27.10
	2. sometimes	31	28.97
	3. frequently	21	19.63
	4. very often	8	7.48
	.a no response	7	6.54
	.e not applicable	11	10.28
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Other measures		
Variable	bcfamand		
Question	Q25: I will now read out several family-friendly measures. Please indicate which ones have been taken by your establishment/operating unit? 6) Other measures: _____		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	0. no	37	34.58
	1.yes	24	22.43
	.a no response	46	42.99
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Other measures -Frequency		
Variable	bcfamandh		
Question	Q 25: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 6) Other measures: _____		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.rarely	8	7.48
	2. sometimes	/	/
	3. frequently	6	5.61
	4. very often	/	/
	.a no response	37	34.58
	.e not applicable	50	46.73
	Total	107	100.00

Variable label	Does the establishment/operating unit have: Other measures		
Variable	bcfamandtxt		
Question	Q 25: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 6) Other measures, namely: _____		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	.e not applicable/ .a no	84	78.50

response			
e.g. labor welfare care assistance/ holiday care/Counselling	13	21.50	100.00
Total	107	100.00	

Variable label	Measures to integrate employees: Language courses		
Variable	bcintspra		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 1) Language courses		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
0. no	58	54.21	54.21
1.yes	46	42.99	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Measures to integrate employees: Language courses -Frequency		
Variable	bcintsprah		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 1) Language courses- Frequency		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
1.seldomly	19	17.76	17.76
2. sometimes	13	12.15	29.91
3. frequently	/	/	/
4. very often	/	/	/
.e not applicable	58	54.21	94.39
.a no response	/	/	/
Total	107	100.00	

Variable label	Measures to integrate employees: targeted career planning, mentoring programs, networking groups		
Variable	bcintplan		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 2) Promotion of employees with different cultural/ethnic backgrounds through targeted career planning, mentoring programs, networking groups		
Origin	IAB Establishment Panel2008		
Frequency	Freq.	Percent	Cum.
0. no	91	85.05	85.05
1.yes	13	12.15	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Measures to integrate employees: targeted career planning, mentoring programs, networking groups -Frequency		
Variable	bcintplanh		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 2) Promotion of employees with different cultural/ethnic backgrounds through targeted career planning, mentoring programs, networking groups		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.seldomly	/	/
	2. sometimes	5	4.67
	3. frequently	/	/
	.e not applicable	91	85.05
	.a no response	6	5.61
	Total	107	100.00

Variable label	Measures to integrate employees: Courses on cultural competence/getting to know the German culture		
Variable	bcintkurs		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 3) Courses on cultural competence/getting to know the German culture		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	0. no	84	78.50
	1.yes	20	18.69
	.a no response	3	2.80
	Total	107	100.00

Variable label	Measures to integrate employees: Courses on cultural competence/getting to know the German culture-Frequency		
Variable	bcintkursh		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit. 3) Courses on cultural competence/getting to know the German culture		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	1.seldomly	9	8.41
	2. sometimes	8	7.48
	3. frequently	/	/
	.e not applicable	84	78.50
	.a no response	/	/
	Total	107	100.00

Variable label	Measures to integrate employees: Mixed teams used specifically to support equal opportunities		
Variable	bcintteam		
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establish-		

ment/operating unit.		4) Mixed teams used specifically to support equal opportunities		
Origin		IAB Establishment Panel2008		
Frequency		Freq.	Percent	Cum.
0. no		88	82.24	82.24
1.yes		15	14.02	96.26
.a no response		4	3.74	100.00
Total		107	100.00	

Variable label	Measures to integrate employees: Mixed teams used specifically to support equal opportunities -Frequency			
Variable	bcintteamh			
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit.			
Origin		4) Mixed teams used specifically to support equal opportunities		
Origin		IAB Establishment Panel2008		
Frequency		Freq.	Percent	Cum.
1.seldomly		/	/	/
2. sometimes		4	3.74	6.54
3. frequently		/	/	/
4.very often		/	/	/
.e not applicable		88	82.24	92.52
.a no response		8	7.48	100.00
Total		107	100.00	

Variable label	Measures to integrate employees: Other measures			
Variable	bcintand			
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit.			
Origin		5) Other measures		
Origin		IAB Establishment Panel2008		
Frequency		Freq.	Percent	Cum.
0. no		60	56.07	56.07
1.yes		7	6.54	62.62
.a no response		40	37.38	100.00
Total		107	100.00	

Variable label	Measures to integrate employees: Other measures -Frequency			
Variable	bcintandh			
Question	Q26: Below you see several measures to integrate employees with different cultural or ethnic backgrounds. Please indicate which ones are taken by your establishment/operating unit.			
Origin		5) Other measures		
Origin		IAB Establishment Panel2008		
Frequency		Freq.	Percent	Cum.
2. sometimes		/	/	/1.87
3. frequently		/	/	/

.e not applicable	60	56.07	60.75
.a no response	42	39.25	100.00
Total	107	100.00	

Variable label	Measures to integrate employees: Other measures, namely		
Variable	bcintandtxt		
Question	Q 26: Below you see several measures to support equal opportunities for men and women. Please indicate which ones are taken by your establishment/operating unit. 5) Other measures, namely		
Origin	IAB Establishment Panel2008		
Frequency		Freq.	Percent
			Cum.
	.e not applicable/ .a no response	99	92.52
	e.g. Diversity and inclusion initiatives/ welcome center	8	7.48
	Total	107	100.00

Variable label	Health promotion : Sickness rate analysis		
Variable	bgfdganalys		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? a) Sickness rate analysis		
Origin	IAB Establishment Panel(2004)		
Frequency		Freq.	Percent
			Cum.
	0. no	8	7.48
	1.yes	96	89.72
	.a no response	3	2.80
	Total	107	100.00

Variable label	Health promotion : Employee survey on health protection at the work		
Variable	bgfdgbefrag		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? b) Employee survey on health protection at the work		
Origin	IAB Establishment Panel(2004)		
Frequency		Freq.	Percent
			Cum.
	0. no	24	22.43
	1.yes	79	73.83
	.a no response	4	3.74
	Total	107	100.00

Variable label	Health promotion : Discussion group on health problems in the establishment ("health circles")		
Variable	bgfdgsprech		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? c) Discussion group on health problems in the establishment ("health circles")		
Origin	IAB Establishment Panel(2004)		
Frequency		Freq.	Percent
			Cum.
	0. no	33	30.84

1.yes	71	66.36	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Health promotion : Courses for health-promoting behavior		
Variable	bgfdgkurs		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? d) Courses for health-promoting behavior		
Origin	IAB Establishment Panel(2004)		
Frequency	Freq.	Percent	Cum.
0. no	16	14.95	14.95
1.yes	88	82.24	97.20
.a no response	3	2.80	100.00
Total	107	100.00	

Variable label	Health promotion : Others		
Variable	bgfdgand		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? e) Others		
Origin	IAB Establishment Panel(2004)		
Frequency	Freq.	Percent	Cum.
0. no	14	13.08	13.08
1.yes	55	51.40	64.49
.a no response	38	35.51	100.00
Total	107	100.00	

Variable label	Health promotion : Others		
Variable	bgfdgandtxt		
Question	Q27: Which of the following measures for employees' health protection and health promotion are realized or financially supported in your establishment/operating unit? e) Others, namely: _____		
Origin	IAB Establishment Panel(2004)		
Frequency	Freq.	Percent	Cum.
.e not applicable/ .a no response	50	46.73	46.73
e.g. Campaigns,, inoculations, cooperations/ action day with health insurance	57	53.27	100.00
Total	107	100.00	

Variable label	Agreement to participate in the panel survey		
Variable	bpaneltn		
Question	Q28Before we conclude this interview, I have one final request. In order to complete this research project successfully, it is important for us to conduct a follow-up interview with all respondents after 2 years to understand the reasons for any changes that have been made within the company over that period. Your participation in this second interview is very valuable for us. To conduct a follow-up interview in the context of this survey, we must your contact information.		

<p>In accordance with the Data Protection Act, we ensure that details regarding your contact information (name and address of the company) will be saved separately. Your information will remain completely anonymous throughout the study. It will not be shared with evaluating researchers and cannot be connected to the responses you have provided. Once the research project has been completed, your address will be permanently deleted.</p> <p>We would be very grateful if you would agree to contribute to our research project. Do you agree to participate in the panel survey?</p>				
Origin	Internal development			
Frequency		Freq.	Percent	Cum.
	0. no	/	/	/
	1.yes	95	88.79	99.07
	.a no response	/	/	/
	Total	107	100.00	

Variable label	Interested in results			
Variable	bpanelergeb			
Question	Q29: As already announced in our correspondence we would gladly send you a brief overview of our research results. Are you interested?			
Origin	Internal development			
Frequency		Freq.	Percent	Cum.
	0. no	9	8.41	8.41
	1.yes	98	91.59	100.00
	Total	107	100.00	

Additional Information on Data

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Confidential data.

Abstract:

Der LEEP-B3 Datensatz wurde im Rahmen des Teilprojektes "Wechselwirkungen zwischen Verwirklichungschancen im Berufs- und Privatleben" erstellt. Mit Hilfe des Datensatzes kann die Rolle betrieblicher Kontexte bei der Genese sozialer Ungleichheiten unter Berücksichtigung wechselseitiger Beeinflussung von Berufs- und Privatleben untersucht werden. Neben der Befragung von Beschäftigten und deren Einschätzungen zu Verwirklichungschancen in beiden Lebensbereichen werden Arbeitgeber nach Maßnahmen befragt, die Arbeitnehmern eine Verwirklichung nicht nur im Berufs-, sondern auch im Privatleben ermöglichen. Dabei wird die Rolle von Betrieben als Verhandlungspartner und Gelegenheitsstrukturen gleichermaßen untersucht. Durch die Verknüpfung der Befragung von Arbeitgebern wie auch Arbeitnehmern entsteht ein Datensatz im Linked-Employer-Employee-Design.

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