

DZHW Graduate Panel 2009

English Translation of the German Questionnaire with
Variable Names DZHW Graduate Panel 2009 (2. Wave, main
survey, PAPI)

Version 1.0.0

Questionnaire with Variable Names

October 2017

Please correct your address here:

Your address was solely used for sending you the survey. After the completed surveys have returned, the addresses are separated from the survey. The information in the survey will be processed without name and address.

and please tell us your email address:

**Highly qualified
and off to a good start?**

Second Survey of Higher Education Graduates of the Year 2008/2009

Please answer every question wherever possible. Mostly you can complete the answers by marking them with a cross or entering a number. The following symbols are intended to help you choose your answers:



Please mark with a cross.



Please enter text and/or number
(right-justified), e.g.:

1 2 3 4 5 Please check the number that best reflects your assessment.

>> continue with section 3

If you can skip some questions or whole sections, you will be led to the next question or next section.

>> continue with question 4.3

1. OCCUPATIONS: CURRENT SITUATION, OUTLOOK AND REVIEW

1.1 Which of the following occupations are you currently practising? (multiple answers possible, please check where appropriate)

Currently I am ...

in employment	<input type="checkbox"/> bocc42a
Trainee	<input type="checkbox"/> bocc42b
in short-term employment (jobbing)	<input type="checkbox"/> bocc42c
in einem Praktikum	<input type="checkbox"/> bocc42d
a trainee in a school/law firm etc. (Referendar/in)	<input type="checkbox"/> bocc42e
a trainee clerical assistant (Inspektoranwärter/in, incl. mandatory internship etc.)	<input type="checkbox"/> bocc42f
in vocational training/retraining	<input type="checkbox"/> bocc42g
in training/further education	<input type="checkbox"/> bocc42h
Course of study	<input type="checkbox"/> bocc42i
doing a PhD	<input type="checkbox"/> bocc42j
a junior professor, an assistant professor	<input type="checkbox"/> bocc42k
in academic further education after doing a PhD ("post-doc")	<input type="checkbox"/> bocc42l
searching for (new) employment	<input type="checkbox"/> bocc42m
unemployed	<input type="checkbox"/> bocc42n
housewife/-husband	<input type="checkbox"/> bocc42o
on parental leave	<input type="checkbox"/> bocc42p
Other	<input type="checkbox"/> bocc42q_g1r
→ please specify: <input type="text"/>	

1.2 How would you describe your current occupation/situation?

(Please mark only one option.)

As a short-term transitional situation ☐ 1

As a situation which will persist in the medium term ☐ bocc03_v1

As a situation which will presumably be stable in the long term ☐ 3

1.3 Would you like to gain employment corresponding to your academic qualification in the next five years?


definitely 1 2 3 4 5 ☐ bocc43

1.4 How do you perceive your future career prospects?

with respect to ...

	very good								very bad
job security	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> bocc04a	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8
your career development opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> bocc04b	<input type="checkbox"/> 6	<input type="checkbox"/> 7	<input type="checkbox"/> 8

1.5 In order to better understand the transition from school to career and other areas of life, we kindly ask you to enter your occupations since the beginning of 2010 in the following calendar.

 Please enter your occupations from January 2010 to today in your personal calendar by using the listed code letters. If you had a number of occupations simultaneously, you can list them one below the other. It is important not to leave any time gaps.

Example:

From the beginning of 2010 you were an employee (E). Parallel to this you worked on your PhD (P), which you finished in June 2011. After the end of your employment in October 2011 you were unemployed (U), then you had a contract for work until December (W) and began a new job in January 2012 (A).

	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
2010	E											
	P											
2011	P									U	W	
	W											
2012	W											
usw.												

E Non self-employed paid work
(as employee or civil servant)

SE Self-employed paid work
(without contract/fee work)

T Trainee

J Jobbing

W Contract for work, fee work

VT Vocational training, re-training,
traineeship (Volontariat)

I Internship

R Traineeship in a school/law firm
etc. (Referendariat), mandatory
internship (Anerkennungsprak-
tikum) etc.

ST Course of study

P PhD/doctorate

JP Junior professorship/
habilitation

F Further education
(full-time, long-term)

U Unemployment

PL Parental leave

H Housewife/-husband, family
work

O Other (e.g. military/civilian ser-
vice, holiday, illness)

Your personal calendar from January 2010 to today:

	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
2010												
2011												
2012												
2013												
2014												
s.o.s 2015												

The occupation specification of the
calendar will be saved in a separate
episode data set.

1.6 How important are the following skills and competencies for your current (or last, if you are currently not in employment) professional activity?

	to a great extent	not at all
Specific subject knowledge	1 bski01a_v1	
Broad basic knowledge	1 bski01b_v1	
Knowledge of academic methods	1 bski01c_v1	
Foreign languages	1 bski01d_v1	
Ability to communicate	1 bski01e_v1	
Negotiation skills	1 bski01f_v1	
Organisational skills	1 bski01g_v1	
IT skills	1 bski01h_v1	
Ability to adapt to changed circumstances	1 bski01i_v1	
Written skills	1 bski01j_v1	
Oral skills	1 bski01k_v1	
Ability to recognise and fill gaps in knowledge	1 bski01l_v1	
Leadership qualities	1 bski01m_v1	
Business knowledge	1 bski01n_v1	
Ability to cooperate	1 bski01o_v1	
Time management	1 bski01p_v1	
Ability to apply existing knowledge to new problems	1 bski01q_v1	
Interdisciplinary thinking	1 bski01r_v1	
Knowledge and understanding of other cultures	1 bski01s_v1	
Ability to study/work independently	1 bski01t_v1	
Ability to assume responsibility	1 bski01u_v1	
Conflict management	1 bski01v_v1	
Problem solving ability	1 bski01w_v1	
Analytical skills	1 bski01x_v1	
Knowledge about the effects of my work on nature and society	1 bski01y_v1	

2.2 When did you begin and complete your PhD?



Begin: bfec13a bfec13b
Month Year

End: bfec13c bfec13d || ongoing bfec13e
Month Year

3. CURRENT EMPLOYMENT SITUATION

3.1 Are you currently in employment?

Yes ☐ 1 >> continue with section 4 bocc44

No ☐ 2

3.2 What are the main reasons for you being unemployed at the moment? (multiple answers possible, please check where appropriate)

I am doing a PhD/I am in training or studying bocc45a

I lost my job bocc45b

Operational reasons (company/department was closed/relocated) bocc45c

End of temporary work relationship bocc45d

I couldn't find a job bocc45e

Parental leave bocc45f

Parenting bocc45g

Health reasons bocc45h_a

The job vacancies didn't meet my expectations bocc45i

The job vacancies didn't meet my expectations bocc45j

I was unsatisfied with the job tasks and quit bocc45k

I didn't want to have a long-distance relationship bocc45l

I wanted to have more time for non-work activities bocc45m

I wanted a break bocc45n

I don't need to earn money right now, since my livelihood is secured bocc45o

Other bocc45p

3.3 How do you assess the possibilities to find a job that matches your qualification?

very good — 1 — 2 — 3 — 4 — 5 — bocc46

2. PhD/doctorate

2.1 Haben Sie eine Promotion begonnen oder abgeschlossen?

Yes, completed ☐ 1

Yes, but it's not yet finished bfec12

Yes, but I discontinued ☐ 3

Yes, but interrupted at the moment ☐ 4

No, but I plan to ☐ 5 >> continue with section 3

No, and I don't plan to ☐ 6 >> continue with section 3

3.4 Have you been in employment of some kind since your first graduation in the year 2008/2009? (Jobbing, traineeship in a school/law firm etc., doctoral position also count as employment.)

Yes

No ☐ 2 >> continue with section **5**

4. CAREER QUESTIONS

The following career questions are aimed at all who are currently in employment or - if that is not the case - were in employment at one time since their first graduation in the year 2008/09.

Please refer to your current employment or - if you are currently not employed - to your last employment.

4.1 Have you already changed the company/office or the department since your first graduation?

Yes ☐ 1

No ☐ 2 >> continue with question **4.3**

4.2 To what extent did the following reasons apply to your change of job?

(If you have changed a number of times, please refer to your last change.)

	to a great extent ▼	not at all ▲
To improve my promotion prospects	1	<input type="text" value="bocc48a"/>
To earn a higher income	1	<input type="text" value="bocc48b"/>
Expiry of a fixed-term contract/ contract for work	1	<input type="text" value="bocc48c"/>
Job didn't meet my expectations	1	<input type="text" value="bocc48d"/>
Difficulties with superiors	1	<input type="text" value="bocc48e"/>
Difficulties with colleagues	1	<input type="text" value="bocc48f"/>
Proximity to partner/family	1	<input type="text" value="bocc48g"/>
Previous job was only a temporary solution	1	<input type="text" value="bocc48h"/>
Previous job was too stressful	1	<input type="text" value="bocc48i"/>
Sense of being stuck in a dead-end job	1	<input type="text" value="bocc48j"/>
Wanted a position which corresponds better to my qualifications	1	<input type="text" value="bocc48k"/>
Wanted to work more independently	1	<input type="text" value="bocc48l"/>
Employer ended working relationship	1	<input type="text" value="bocc48m"/>
Company had economic problems	1	<input type="text" value="bocc48n"/>
Health reasons	1	<input type="text" value="bocc48o_a"/>
Desire to change location	1	<input type="text" value="bocc48p"/>
To perform more interesting tasks	1	<input type="text" value="bocc48q"/>
A step towards self-employment	1	<input type="text" value="bocc48r"/>
To gain more career experience	1	<input type="text" value="bocc48s"/>
Wish to have more flexible work con- ditions (e.g. work hours)	1	<input type="text" value="bocc48t"/>


4.3 How did you find your current or last job?
(multiple answers possible)

By application for a job posting	<input type="text" value="bocc252a_v1"/>
By speculative application	<input type="text" value="bocc252x"/>
Over the internet	<input type="text" value="bocc252c_v1"/>
The employer approached me	<input type="text" value="bocc252d_v1"/>
Through parents or relatives	<input type="text" value="bocc252y"/>
Through friends or acquaintances	<input type="text" value="bocc252z"/>
Entry into (medical) practice/company belo	<input type="text" value="bocc252i_v1"/>
to my parents	<input type="text" value="bocc252j_v1"/>
Entry into (medical) practice/company belo	<input type="text" value="bocc252h_v1"/>
to friends or acquaintances	<input type="text" value="bocc252l_v1"/>
Through a tip from fellow students	<input type="text" value="bocc252aa"/>
Through voluntary commitment in an initiati	<input type="text" value="bocc252m_v1"/>
(e.g. honorary office)	<input type="text" value="bocc252n_v1"/>
Through a previous contract for work/fee c	<input type="text" value="bocc252o_v1"/>
Through a university teacher	<input type="text" value="bocc252e_v1"/>
Through the university (e.g. Career Center)	<input type="text" value="bocc252k_v1"/>
Through the employment agency	<input type="text" value="bocc252ab"/>
I have created the position myself	<input type="text" value="bocc252ac"/>
Founding of a company/self-employment	<input type="text" value="bocc252ad"/>
Through contacts from an occupation	<input type="text" value="bocc252ae"/>
prior to my studies	<input type="text" value="bocc252p_v1"/>
Through contacts from an occupation durin	<input type="text" value="bocc252u_v1"/>
studies	<input type="text" value="bocc252af"/>
Through contacts from an occupation	<input type="text" value="bocc252ag"/>
after my studies	<input type="text" value="bocc252v_v1"/>
Through an existing contact	<input type="text" value="bocc252w_g1v1r"/>
from an internship	
Through contacts at trade	
fairs/networking forums etc	
The position was assigned to me	
Through professional networks that developed	
after my studies	
Through an existing contact from the exam	
Other	
please specify:	

4.4 Looking back on your decision to take your current or last job: How important were the following aspects to you?

	to a great extent ▼	not at all ▲
The company's good reputation	1	<input type="text" value="bocc49a"/>
The salary offer	1	<input type="text" value="bocc49b"/>
Lack of employment alternatives	1	<input type="text" value="bocc49c"/>
To avoid unemployment	1	<input type="text" value="bocc49d"/>
Interesting work	1	<input type="text" value="bocc49e"/>
Good career opportunities	1	<input type="text" value="bocc49f"/>
Job security	1	<input type="text" value="bocc49g"/>
Match with my qualification profile	1	<input type="text" value="bocc49h"/>
Favourable working conditions	1	<input type="text" value="bocc49i"/>
The working atmosphere	1	<input type="text" value="bocc49j"/>
Proximity to hometown	1	<input type="text" value="bocc49k"/>
Attractivity of location	1	<input type="text" value="bocc49l"/>
Partner-related/family-related reasons	1	<input type="text" value="bocc49m"/>
Circle of friends at location	1	<input type="text" value="bocc49n"/>

4.5 In the following we ask you for a more detailed description of the various occupations which you had in the year 2010 and thereafter. Please include work which began earlier if it continued in 2010.

 In the following we ask you for a more detailed description of the various occupations which you had in the year 2010 and thereafter. Please include work which began earlier if it continued in 2010.

(If there is not enough space, please use a separate sheet for the further responses or use the empty reverse side of the questionnaire.)

Time period	Type of employment	Working time (contractually agreed)	Professional position	Work location	Firm/company
from: boccc241a_v1	<div>boccc241f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc241g_v1	<div>boccc241i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc241j_g1v1r	<div>boccc241l</div> <div>See key below</div>
boccc241b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc241k_v1o (pst-code digits)	
until: boccc241c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc241d_v1					
Still boccc241e_v1					
from: boccc242a_v1	<div>boccc242f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc242g_v1	<div>boccc242i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc242j_g1v1r	<div>boccc242l</div> <div>See key below</div>
boccc242b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc242k_v1o (pst-code digits)	
until: boccc242c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc242d_v1					
Still boccc242e_v1					
from: boccc243a_v1	<div>boccc243f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc243g_v1	<div>boccc243i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc243j_g1v1r	<div>boccc243l</div> <div>See key below</div>
boccc243b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc243k_v1o (pst-code digits)	
until: boccc243c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc243d_v1					
Still boccc243e_v1					
from: boccc244a_v1	<div>boccc244f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc244g_v1	<div>boccc244i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc244j_g1v1r	<div>boccc244l</div> <div>See key below</div>
boccc244b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc244k_v1o (pst-code digits)	
until: boccc244c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc244d_v1					
Still boccc244e_v1					
from: boccc245a_v1	<div>boccc245f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc245g_v1	<div>boccc245i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc245j_g1v1r	<div>boccc245l</div> <div>See key below</div>
boccc245b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc245k_v1o (pst-code digits)	
until: boccc245c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc245d_v1					
Still boccc245e_v1					
from: boccc246a_v1	<div>boccc246f_v1</div> <div>See key below</div>	<input type="checkbox"/> 1 Full-time with boccc246g_v1	<div>boccc246i_v1</div> <div>See key below</div>	Federal state or country (if abroad) boccc246j_g1v1r	<div>boccc246l</div> <div>See key below</div>
boccc246b_v1		<input type="checkbox"/> 2 Part-time with		Location: boccc246k_v1o (pst-code digits)	
until: boccc246c_v1		<input type="checkbox"/> 3 No fixed working hours/week		If postcode unknown, please indicate location:	
boccc246d_v1					
Still boccc246e_v1					

Three more professional activities could be specified on an extension page.

Type of employment:

- 1 = unlimited
- 2 = temporary (fixed-term contract)
- 3 = apprenticeship/training contract (e.g. traineeship in a school/law firm etc. (Referendariat))
- 4 = fee contract/contract for work
- 5 = self-employed/freelance
- 6 = Other

- 01 = executive employee (e.g. head of department, authorised officer, director)
- 02 = scientifically qualified employee with middle management function (e.g. project/team leader)
- 03 = scientifically qualified employee without management function
- 04 = qualified employee (e.g. administrative assistant)
- 05 = executor (employee) (e.g. sales person, typist)
- 06 = trainee in a school/law firm etc. (Referendar/in), intern (mandatory internship) etc.

- 07 = self-employed in liberal professions
- 08 = self-employed entrepreneur
- 09 = self-employed with fee contract/contract for work
- 10 = public official in higher civil service
- 11 = public official in higher intermediate service
- 12 = public official in simple/intermediate service
- 13 = skilled worker (with apprenticeship)
- 14 = skilled/unskilled worker
- 15 = supporting family member

Please assign a different letter for each company you have worked for. For self-employment please enter an "S", e.g.

A = firm „A“
B = firm „B“
C = firm „C“
S = self-employment

If a company appears multiple times in the tableau please use the same letter each time.

4.6 Are you planning to become self-employed?

- I am already self-employed boccc09_v1
- Yes, I am seriously considering it ☐ 2 >> continue with question 4.8
- No, it would be too difficult at the moment ☐ 3 >> continue with question 4.9
- No, for me that's out of the question ☐ 4 >> continue with question 4.9

4.7 Do you employ salaried employees?

- 500 and more employees boccc50a
- 250 to 499 employees ☐ 2
- 100 to 249 employees ☐ 3
- 50 to 99 employees ☐ 4
- 20 to 49 employees ☐ 5
- 10 to 19 employees ☐ 6
- 5 to 9 employees ☐ 7
- Less than 5 employees ☐ 8
- Freelance, without employees ☐ 9
- Other ☐ 10
- ↳ please specify: boccc50b_g1r

4.8 In what form are you (or plan to be) self-employed?

- As a freelancer by acquisition (e.g. of a medical practice) or admission (e.g. to a law firm) ☐ 1
- As a freelancer by founding of a business (e.g. a medical practice) ☐ 2
- Through acquisition of a firm boccc10
- Through founding of a firm ☐ 4
- Other self-employed (e.g. on the basis of contracts for work or fees) ☐ 5
- That is still unclear ☐ 6

4.9 Please state your job title, your areas of responsibility and typical work priorities within your occupation. (If you are not in employment at the moment, please refer to your last employment.)

Exact job title (e.g. measurement technology engineer, personnel developer, educational social worker):

bocc21_g1v1o

Areas of responsibility (e.g. management, financial controlling, quality assurance, personnel, logistics, software):

bocc22a_v1a
bocc22b_v1a

Typical work priorities/tasks (e.g. teaching, researching, developing, controlling, maintaining):

4.10 Do/Did you work in the public sector or have/had an employment contract adjusted to the public sector pay scale?

Yes bocc262 >> continue with question 4.15
No ☐ 2

4.11 Do/Did you work in a company/institution that has more than one branch?

Yes bocc51 ☐ 1
No ☐ 2 >> continue with question 4.14

4.12 Do/Did you work in a company which also has sites abroad?

Yes bocc52a ☐ 1
↳ In which country is the company headquarters?
bocc52b_g1
No ☐ 2

4.13 How many employees does/did your company have in total at all operating sites? Please also consider sites abroad.

5,000 and more employees ☐ 1
2,500 to 4,999 employees ☐ 2
1,000 to 2,499 employees ☐ 3
500 to 999 employees ☐ 4
250 to 499 employees ☐ 5
100 to 249 employees ☐ 6
50 to 99 employees bocc53
20 to 49 employees ☐ 8
10 to 19 employees ☐ 9
5 to 9 employees ☐ 10
Less than 5 employees ☐ 11
Don't know ☐ 12

4.14 To which of the following company sizes does your company/office belong? Please only consider employees that are working at your operating site.

5,000 and more employees ☐ 1
2,500 to 4,999 employees ☐ 2
1,000 to 2,499 employees ☐ 3
500 to 999 employees ☐ 4
250 to 499 employees ☐ 5
100 to 249 employees ☐ 6
50 to 99 employees bocc292a_v1
20 to 49 employees ☐ 8
10 to 19 employees ☐ 9
5 to 9 employees ☐ 10
Less than 5 employees ☐ 11
reelance, without employees ☐ 12
Don't know ☐ 13
Other ☐ 14

↳ please specify: bocc292b_g1v1r

4.15 Which economic sector does the company or institution you work for specialise in? (Only one answer, please.)

Please enter the appropriate code number bocc302a_v1
list A (see back cover page). bocc302b_g1v1r

4.16 Do/Did you work in research/science and/or teaching (e.g. as research assistant at a university or a research institute; also as lecturer)

Yes ☐ 1
No bocc54 ☐ 2

4.17 To what extent are/were you involved in the following activities?

	to a great extent ▼	to a lesser extent ▼
Participation in academic events (specialist conferences, courses, seminars etc.)	1 2 3 4 5	bocc55a
Use of expert/academic networks or contacts	1	bocc55b
Writing of academic specialist texts/publications	1	bocc55c
Reading of academic specialist literature/journals	1	bocc55d
Transfer of scientific findings into innovative processes/applications/products	1	bocc55e
Research cooperation with universities/research institutes	1	bocc55f
Participation in basic research	1	bocc55g
Participation in applied research/development	1	bocc55h
Implementation of scientific methods, procedures or techniques	1	bocc55i
Conception of research projects or development projects	1	bocc55j
Coordination of research projects or development projects	1	bocc55k
Participation in research-related/development-related decisions	1	bocc55l
Involvement in professional/scientific specialist associations/societies	1	bocc55m
Involvement in (other) university/research institute committees	1	bocc55n
Supervision of final theses	1	bocc55o

4.18 How high is/was your gross monthly salary?
(Please indicate your average monthly salary.)

euros/month:

4.19 How high is/was your net monthly income?
(After deduction of taxes, social contributions and business expenses. Please indicate your average monthly salary.)

euros/month:

4.20 Which additional (gross) salary elements do you receive? (multiple answers possible)

Fixed salary components (e.g. Christmas bonus, holiday pay, 13th month's salary, shift bonus)

└─ euro

Variable salary components (e.g. performance bonus)

└─ euro

Other salary elements

└─ please specify:

None

Does not apply to me since my work is fully dependent on commissioned work or performance

4.21 On average, how many working hours do you spend on your professional activity per week?

Main occupation (incl. over-time, extra work) hours

If applicable, second or part-time occupation hours

4.22 Which work volume best corresponds to your wishes?

Full-time employment 1 hours

Part-time employment 2 hours

Other work time expectations 3

4.23 How would you describe your workplace, your work conditions and your work environment?

	strongly applies ↓	does not apply at all ↓
I mainly work on a temporary project	1	bocc58a
I work in an interdisciplinary team	1	bocc58b
I regularly work with colleagues from different fields	1	bocc58c
My work is frequently evaluated	1	bocc58d
Success is acknowledged	1	bocc58e
When faced with problems, you are on your own	1	bocc58f
There is an innovative atmosphere	1	bocc58g
I must often think in an interdisciplinary way	1	bocc58h
Personal initiative is important	1	bocc58i
My work tasks vary frequently	1	bocc58j
I often work from home	1	bocc58k
I have the opportunity to make financial decisions in my area of responsibility	1	bocc58l
I mostly work alone	1	bocc58m
People are blamed for failures	1	bocc58n
Causes of failures are analysed	1	bocc58o
I often work directly with customers/ clients	1	bocc58p
Successes and failures are often ignored or suppressed	1	bocc58q
In my company/office customers and clients are treated as partners	1	bocc58r
My work is largely pre-defined	1	bocc58s
I can organise my work independently	1	bocc58t
My work hours are clearly defined	1	bocc58u
I am directly involved in international working contexts	1	bocc58v
Suggestions for improvement are taken seriously	1	bocc58w
I often work overtime	1	bocc58x
My income has performance-related aspects	1	bocc58y
The company/office is family-friendly	1	bocc58z
I travel frequently for business purposes	1	bocc58aa
In my everyday work I frequently need foreign languages	1	bocc58ab
Decision making is mostly top down	1	bocc58ac
There is a strong emphasis on further education	1	bocc58ad
There is a cooperative atmosphere	1	bocc58ae
There is a high amount of bureaucracy	1	bocc58af

4.24 Do you work in a position in which...?

a university degree is essential (e.g. doctor, teacher) ☐ 1

a university degree is the general rule ☐ 2

a university degree is the general rule, but an advantage ☐ 3

a university degree is irrelevant ☐ 4

4.25 Would you say that your higher education qualification matches your job?

	Yes, definitely ↓	No, not at all ↓
With respect to job position	1	bocc342a
With respect to level of work tasks	1	bocc342b
With respect to academic qualification (field of study)	1	bocc342c

4.26 In your opinion, which degree is/was most appropriate for your occupation?

PhD/doctorate ☐ 1

master's, diploma (Diplom), state examination ☐ 2

master's (Magister) ☐ 3

bachelor's ☐ 4

A university degree is not necessary ☐ 5

4.27 How content are/were you with your occupation?

with respect to ...	very content ↓	discontent ↓
Job tasks	1	bocc36a_v1
Professional position	1	bocc36b_v1
Earnings/income	1	bocc36c_v1
Working conditions	1	bocc36d_v1
Promotion prospects	1	bocc36e_v1
Opportunities for further education	1	bocc36f_v1
Work/life balance	1	bocc36g_v1
Organisation of working time	1	bocc36h_v1
Quantity/duration of working time	1	bocc36i_v1
Job security	1	bocc36j_v1
Appropriateness of qualification	1	bocc36k_v1
Technical equipment/working materials	1	bocc36l_v1
Opportunity to introduce own ideas	1	bocc36m_v1
Work atmosphere	1	bocc36n_v1
Family-friendliness	1	bocc36o_v1
Chance of spatial flexibility	1	bocc36p_v1

4.28 If you are currently in employment: Are you apprehensive of losing your current job within the next six months?

very strongly ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6

Are you considering changing your current employer within the next six months?

very much so ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6

5. EDUCATION AND QUALIFICATION AT UNIVERSITY

The following section is about longer and shorter courses and qualifications at universities (university/university of applied sciences) which you have attended after your first graduation in the year 2008/2009, e.g. another course of study, study programmes, certificate courses, additional examinations, modules, courses, seminars, workshops (except for a PhD which is already covered in section 2).

5.1 Have you attended courses at university subsequent to your first graduation in the year 2008/2009 that lead to an academic qualification (e.g. master's, diploma) or attended other qualification courses (courses, modules etc.) with a minimum duration of one semester?

Yes ☐ 1

No, but I plan to ☐ 2 >> **bfec14** **5.5**

No, and I don't plan to ☐ 3 >> continue with question **5.5**

5.2 Please enter these longer-term courses which you started, continued or completed after your graduation (also the ones that you discontinued or interrupted) in the following tableau! (For more than three responses please use a separate sheet.)

Start and End (Month/Year)	Status	Subject/Field of study	Name of university	Qualification aimed for or achieved	Was this study programme especially designed for persons in employment?	Is it a part-time study programme?
from: bfec151a	bfec151f See key below	bfec151g_g1o	bfec151h_g1a	bfec151i	Yes <input type="checkbox"/> 1	bfec151k <input type="checkbox"/> 1
until: bfec151b				bfec151j_g1r	No <input type="checkbox"/> 2	bfec151l <input type="checkbox"/> 2
bfec151c				See key below	No <input type="checkbox"/> 2	bfec151l <input type="checkbox"/> 2
bfec151d						
Still c: bfec151e						
from: bfec152a	bfec152f See key below	bfec152g_g1o	bfec152h_g1a	bfec152i	Yes <input type="checkbox"/> 1	bfec152k <input type="checkbox"/> 1
until: bfec152b				bfec152j_g1r	No <input type="checkbox"/> 2	bfec152l <input type="checkbox"/> 2
bfec152c				See key below	No <input type="checkbox"/> 2	bfec152l <input type="checkbox"/> 2
bfec152d						
Still c: bfec152e						
from: bfec153a	bfec153f See key below	bfec153g_g1o	bfec153h_g1a	bfec153i	Yes <input type="checkbox"/> 1	bfec153k <input type="checkbox"/> 1
until: bfec153b				bfec153j_g1r	No <input type="checkbox"/> 2	bfec153l <input type="checkbox"/> 2
bfec153c				See key below	No <input type="checkbox"/> 2	bfec153l <input type="checkbox"/> 2
bfec153d						
Still c: bfec153e						

Two more episodes could be indicated out of the tableau on an extension page.

Status of further qualification:

- 1 begun
- 2 already completed
- 3 discontinued
- 4 interrupted

Degree or further qualification:

- 1 no degree aimed for
- 2 Master
- 3 Bachelor
- 4 diploma (Diplom)/Master (Magister)
- 5 certificate
- 6 other qualification/degree

please specify

5.3 How important are/were the following goals for your participation in longer-term courses at university?

	very important	unimportant		very important	unimportant
To start an academic career	1	2 3 4 5	Personal development	1	2 3 4 5
To extend my professional competency	1	2 3 4 5	Change of career	1	2 3 4 5
To extend my non-professional competency (e.g. social/organisational competencies)	1	2 3 4 5	To improve career prospects related to my first degree	1	2 3 4 5
To be able to do a PhD later	1	2 3 4 5	Change of employer	1	2 3 4 5
Earn a higher income	1	2 3 4 5	Start-up/self-employment	1	2 3 4 5
Get a better job position	1	2 3 4 5	Find a job at all	1	2 3 4 5
Gain job security	1	2 3 4 5	Compensate for deficits from course of studies	1	2 3 4 5
To avoid downward occupational mobility	1	2 3 4 5	To avoid unemployment	1	2 3 4 5
To get a more interesting, demanding job	1	2 3 4 5	To maintain contact with my university	1	2 3 4 5
Gain time for career choices	1	2 3 4 5	General education	1	2 3 4 5

5.4 How did you finance your living expenses and (if applicable) the tuition fees during your participation in the above-mentioned academic courses? (multiple answers possible)

Through employment	bfec17a
Through grants/public funds	bfec17b
Through own capital/savings/grants from third parties	bfec17c
Through sponsorship from my employer	bfec17d
Through loans, credit	bfec17e
Through study grants (BAföG)	bfec17f
Other financing	bfec17g
↳ please specify: <input type="text"/> bfec17h_g1r	

5.5 Have you attended shorter courses at universities (e.g. courses, seminars, workshops)?

Yes bfec18a >> (approx.) no bfec18b

No ☐_2 >> continue with section **6**

5.6 Please enter here the themes or subject areas that were most important to you during these events.

Please refer to the back cover page and use the appropriate code numbers (max. five) from list B.

bfec19a	bfec19b	bfec19c	bfec19d	bfec19e
---------	---------	---------	---------	---------

6. FURTHER EDUCATION IN GENERAL

! The following section deals with professional development and training in general. This refers to all events which you have attended for professional reasons. These include, for example, the participation in trainings, courses, seminars, classes, workshops, conventions, lectures, as well as the residency or similar trainings.

6.1 Have you participated in a long-term vocational qualification or professional training after your graduation in 2008/2009? (e.g. residency, training as a psychotherapist, notary, tax consultant etc.)

Yes, completed ☐_1

Yes, still ongoing bfvt02

Yes, discontinued ☐_3

No ☐_4 >> continue with question **6.5**

6.2 Which vocational qualification have you participated in/are you participating in?

attending (medical specialist)	<input type="checkbox"/> _1
expert pharmacist	<input type="checkbox"/> _2
specialist lawyer	<input type="checkbox"/> _3
patent lawyer	<input type="checkbox"/> _4
psychological psychotherapist or child and youth psychotherapist	bfvt03a
expert veterinarian	<input type="checkbox"/> _6
specialist dentist	<input type="checkbox"/> _7
specialist human geneticist	<input type="checkbox"/> _8
specialist psychologist	<input type="checkbox"/> _9
auditor	<input type="checkbox"/> _10
tax consultant	<input type="checkbox"/> _11
actuary	<input type="checkbox"/> _12
nutritionist	<input type="checkbox"/> _13
specialist engineer	<input type="checkbox"/> _14
subject teacher	<input type="checkbox"/> _15
notary	<input type="checkbox"/> _16
pastoral counselor	<input type="checkbox"/> _17
systemic consultant	<input type="checkbox"/> _18
Other vocational qualification	<input type="checkbox"/> _19
↳ please specify: <input type="text"/> bfvt03b_g1r	


6.3 How do/did you finance possible participation fees of this professional training? (multiple answers possible)

Through employment	bfvt04a
Through grants/public funds	bfvt04b
Through own capital/savings/grants from third parties	bfvt04c
Through sponsorship from my employer	bfvt04d
Through loans, credit	bfvt04e
Other financing	bfvt04f
There were no participation fees	bfvt04g

6.4 Where did the initiative for the participation in this further training come from? (multiple answers possible)

From my company/office	bfvt05a
From the employment agency	bfvt05b
Own initiative	bfvt05c
Other	bfvt05d

6.5 In the following section we ask you for details about your vocational qualifications and professional trainings during the last 12 months. Please consider all trainings that you have participated in and enter them in the appropriate line.

 If you are unsure about the number, please give an estimate. To select the subjects, please refer to the back cover page and use the appropriate code numbers (max. 5) from list B.

Duration of training (multiple answers possible)	Subjects (multiple answers possible)	Financing (multiple answers possible)	Initiative (multiple answers possible)
bfvt061a <input type="checkbox"/> Several months (e.g. multi-week/month trainings) Number: bfvt061b	bfvt061c bfvt061d bfvt061e bfvt061f bfvt061g (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third party <input type="checkbox"/> Through sponsorship from my employer <input type="checkbox"/> Through loans, etc. <input type="checkbox"/> Other financing <input type="checkbox"/> There were no payments	<input type="checkbox"/> From company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
bfvt062a <input type="checkbox"/> Several weeks (e.g. multi-week part-time/full-time course) Number: bfvt062b	bfvt062c bfvt062d bfvt062e bfvt062f bfvt062g (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third party <input type="checkbox"/> Through sponsorship from my employer <input type="checkbox"/> Through loans, etc. <input type="checkbox"/> Other financing <input type="checkbox"/> There were no payments	<input type="checkbox"/> From company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
bfvt063a <input type="checkbox"/> Several days (e.g. one-week full-time course, weekend seminars, block seminars) Number: bfvt063b	bfvt063c bfvt063d bfvt063e bfvt063f bfvt063g (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third party <input type="checkbox"/> Through sponsorship from my employer <input type="checkbox"/> Through loans, etc. <input type="checkbox"/> Other financing <input type="checkbox"/> There were no payments	<input type="checkbox"/> From company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
bfvt064a <input type="checkbox"/> One day (e.g. trainings, courses, seminars) Number: bfvt064b	bfvt064c bfvt064d bfvt064e bfvt064f bfvt064g (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third party <input type="checkbox"/> Through sponsorship from my employer <input type="checkbox"/> Through loans, etc. <input type="checkbox"/> Other financing <input type="checkbox"/> There were no payments	<input type="checkbox"/> From company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
bfvt065a <input type="checkbox"/> Several hours (e.g. trainings, courses, seminars) Number: bfvt065b	bfvt065c bfvt065d bfvt065e bfvt065f bfvt065g (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third party <input type="checkbox"/> Through sponsorship from my employer <input type="checkbox"/> Through loans, etc. <input type="checkbox"/> Other financing <input type="checkbox"/> There were no payments	<input type="checkbox"/> From company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other

7.2 Are there special thematic areas which you think universities should offer you in the context of academic further education and qualification?

Yes 1
No 2

If Yes: Please enter here the themes and subject areas most important to you
Please refer to the back cover page and use the appropriate code numbers (max. 5) from **list B**.

7.3 Please refer to the back cover page and use the appropriate code numbers (max. 5) from list B. (multiple answers possible)

Extra-occupational courses, seminars, courses of study
Full-time courses/courses of study
Multi-day or multi-week block seminars
Day/half-day events (also regularly, e.g. once a week)
Weekend seminars
Evening courses
Distance learning courses, telelearning, online learning
Self-learning
Other
↳ please specify

7.4 How important are the following goals to you for your participation in further education/qualification outside of universities?

	very important	unimportant
To extend my professional competency ..	<input type="text" value="1"/>	<input type="text" value="bfvt11a"/>
To extend my soft skills (e.g. social competence/organisational competence) ..	<input type="text" value="1"/>	<input type="text" value="bfvt11b"/>
Earn a higher income ..	<input type="text" value="1"/>	<input type="text" value="bfvt11c"/>
Get a better job position ..	<input type="text" value="1"/>	<input type="text" value="bfvt11d"/>
Gain job security ..	<input type="text" value="1"/>	<input type="text" value="bfvt11e"/>
Avoid downward occupational mobility ..	<input type="text" value="1"/>	<input type="text" value="bfvt11f"/>
To get a more interesting, demanding job ..	<input type="text" value="1"/>	<input type="text" value="bfvt11g"/>
To improve career prospects related to my first degree ..	<input type="text" value="1"/>	<input type="text" value="bfvt11h"/>
Gain time for career choice ..	<input type="text" value="1"/>	<input type="text" value="bfvt11i"/>
Personal development ..	<input type="text" value="1"/>	<input type="text" value="bfvt11j"/>
Change of career ..	<input type="text" value="1"/>	<input type="text" value="bfvt11k"/>
Change of employer ..	<input type="text" value="1"/>	<input type="text" value="bfvt11l"/>
Start-up/self-employment ..	<input type="text" value="1"/>	<input type="text" value="bfvt11m"/>
Find a job at all ..	<input type="text" value="1"/>	<input type="text" value="bfvt11n"/>
Compensate for deficits from course of study ..	<input type="text" value="1"/>	<input type="text" value="bfvt11o"/>
Avoid unemployment ..	<input type="text" value="1"/>	<input type="text" value="bfvt11p"/>
General education ..	<input type="text" value="1"/>	<input type="text" value="bfvt11q"/>

6.6 Learning can also take place outside of courses and trainings (informal learning). Have you made use of the following forms of learning in the last 12 months in order to educate yourself further professionally? (multiple answers possible)

Attendance at specialist lectures, conventions or trade fairs
Reading of specialist literature/specialist journals
Counselling by supervision or coaching
e-learning, self-learning programmes or online learning
Self-learning by observation, trial and error
Learning through exchange with colleagues or superiors
None of these

7. TRAINING NEEDS

7.1 Do you personally think that you are in need of further education and qualification?

Yes 1
No 2 >> continue with section 8

If yes: Please enter here the themes and subject areas most important to you.
Please refer to the back cover page and use the appropriate code numbers (max. 5) from **list B**.

8. LIFE CIRCUMSTANCES AND FAMILY

8.1 Which nationality do you have?

(For dual citizenship please mark both categories with a cross.)

German nationality bdem08a
 Other nationality bdem08b_g1o
 ↳ please specify:

8.2 Are you currently ...

without a long-term partner? ☐ 1 >> continue with question 8.4
 in a long-term relationship? bdem12_v1
 married? ☐ 3

8.3 Is your partner employed?

Yes, employed full-time ☐
 Yes, employed part-time bdem13_v1
 Yes, marginally employed ☐
 No ☐

8.4 Do you have children (also stepchildren, adopted children or foster children)?

Yes bdem14_v1
 No ☐ 2 >> continue with question 8.6

8.5 When were your children born?



1st child Month: bdem151a Year: bdem151b
 2nd child Month: bdem152a Year: bdem152b
 3rd child Month: bdem153a Year: bdem153b
 4th child Month: bdem154a Year: bdem154b

>> continue with question 8.7

8.6 What role do the following reasons play in your not having children yet? (multiple answers possible)

My work situation is too insecure bdem20a
 I want to continue working (for now) bdem20b
 Occupational stress is too high bdem20c
 I cannot have children bdem20d
 I don't want to have children in general bdem20e
 I don't see a good solution for making child and career compatible bdem20f
 I don't have a suitable partner bdem20g
 I'm in a long-distance relationship bdem20h
 My partner doesn't want a child (yet bdem20i
 The financial conditions are too bad bdem20j
 Health reasons bdem20k_a
 I would have to give up too much personal freedom bdem20l
 Child care facilities are inadequate bdem20m
 Having a child is not compatible with my current lifestyle bdem20n
 My desire to have children has not been fulfilled bdem20o
 I don't want the responsibility at the moment bdem20p
 Other bdem20q
 ↳ please specify: bdem20r_g1r

8.7 Do you want to have children or another child/more children in the future?

Yes, in two years at the latest ☐ 1
 Yes, someday bdem21
 Yes, but there are reasons against it ☐ 3
 I can't say at the moment ☐ 4
 No ☐ 5

8.8 Did you have to repay student loans (BAföG) after your studies?

Yes ☐
 No bstu18

8.9 How content are you all-in-all ...

very content not at all content
 with your work situation? ① bocc37a
 with your life circumstances as a whole? ① bocc37b

bsys01a_o

bsys01b_o

bsys01c_o

bsys02

bocc42b

bocc42c

bocc42d

bocc42e

bocc42f

bocc42g

bocc42h

bocc42i

bocc42j

bocc42k

bocc42l

bocc42m

bocc42n

bocc42o

bocc42p

bocc42q_g1r

bocc03_v1

bocc43

bocc04a

bocc04b