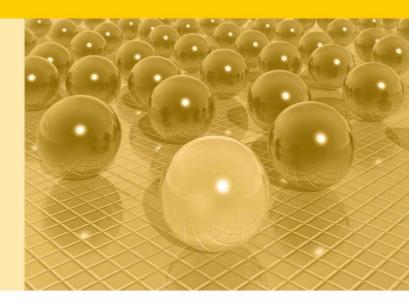# metadata report

Part II: Product-specific information on using the
Earnings Structure Survey 2018 via On-Site Use (EVAS: 62111)

DOI: 10.21242/62111.2018.00.00.1.1.0

Version 1

STATISTISCHE ÄMTER
DES BUNDES UND DER LÄNDER
FORSCHUNGSDATENZENTREN

imprint

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metadata report

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Version 1

Contents

1 Data preparation in the FDZ

1.1 Data preparation

No further steps were taken to prepare the data.

Processing steps carried out by the specialist side are recorded in the metadata

tenreport Part I.

1.2 Anonymization measures

The community code for the state of Bavaria is available at the guest knowledge

workplace is only available in pseudo-anonymized form.

The Bavarian State Office for Statistics has not yet achieved any significant

In order to achieve sufficient anonymization protection, individual data

sets (max. 0.01% of the original samples of the VSE) completely from the

on-site records.

1.3 Methodology of linking

Since no data was linked to create this product, this

this point.

2 product

The Earnings Structure Survey (VSE) is a linked employer-employee data

This means that information on companies and employees is available

employees that can be linked together. The data is suitable

is well suited to the analysis of gender pay differences and the

Investigation of the differences in earnings in collective bargaining-bound companies in the

equal to those who pay according to free agreement. Since the sample

selection is made at the federal state level, for smaller regional

Outlines do not produce representative results.

The statistics contain information about the person (gender, age, education),

on the activity (occupational group code of social insurance, position in the

reputation, performance group, working hours, length of service) and

Earnings (gross, net, allowances for shift/night work, special payments,

Income tax, social security contributions, collective agreement if applicable). At company level, there are

For example, information on whether the public sector has a stake in the company.

is, as well as the number of employees differentiated by gender.

The individual data of the VSE 2018 include almost 71,000 operating and 1.01 million

Employee records. For 10,000 companies with only marginal

The information was not collected from employees or taken from the staffing levels.

statistics, but imputed. The data described below can be found in the research data centers of the

Federal Statistical Offices

and the countries on-site, i.e. at the guest researcher's workplace and via the

controlled remote data processing, as well as off-site in the form of a

nes Scientific Use Files.

2.1 Features and feature description

2.1.1 Data record description / key directory

The dataset consists of two parts. The operational dataset contains data

to the company, the employee data record contains data on activity, training

training, age and earnings of selected employees

of the company.

For better comparability with previous surveys, the following data are included in the

overview in the appendix also lists the characteristics of the VSE 2010 and 2014.

The figures for the reporting year 2010 refer to the material

GL040X, the figures for 2014 and 2018 refer to the material

GL060X.

2.1.2 Feature definitions

2.1.2.1 Operating data record

SURVEY COUNTRY – survey federal state

Official code of the federal state in which the company is located:

manifestations:

1 = Schleswig-Holstein	9 = Bavaria
2 = Hamburg	10 = Saarland
3 = Lower Saxony	11 = Berlin
4 = Bremen	12 = Brandenburg
5 = North Rhine-Westphalia	13 = Mecklenburg-Western Pomerania
6 = Hesse	14 = Saxony
7 = Rhineland-Palatinate	15 = Saxony-Anhalt
8 = Baden-Württemberg	16 = Thuringia

REPORTING UNIT ID – Identification number of the company (URS)

The identification number from the company register (URS) is

a consecutive number assigned by the respective state offices for numbering

merization of the establishments in the URS.

BOW TYPE – Bow type

The form type indicates whether it is a company or employee data sentence.

manifestations:

0 = operating data set

1 = employee data set

CAPITAL PARTICIPATION – Participation of the public sector in the company corporate capital

manifestations:

1 = No or limited influence of the public sector on the company
   management through equity participation (50% or less), Articles of Association
   or other provisions.

2 = Dominant influence of the public sector on the company's management
   by capital participation (more than 50%), statutes or other
   provisions.

A controlling influence is assumed if the public

directly or indirectly the majority of the subscribed capital of the

company or has the majority of the shares of the company

company or has more than half of the voting rights

members of the administrative, management or supervisory body of the company ordered.

Note: Over time, there have been changes in the characteristics of this feature. An overview can be found below:

	VSE 2006, 2010, 2014 and 2018	GLS2001	GLS1995	GLS 1990/1992
Feature:	EF9 / CAPITAL PARTICIPATION EF12		EF12	
designation tion:	participation of the public hand on the company's capital	influence of public hand on the company management	public participation in corporate capital	
manifestation:	**1** No or limited influence of the public sector on the company's management through capital participation (50% or less), statutes or other provisions.	**1** No influence of the public sector on corporate governance **2** Limited influence of the public sector on the company's management through capital participation (50% and less), statutes or other provisions	**1** Company capital is entirely or predominantly in private hands	feature not recorded
	2 Dominant influence of the public sector on the company management through capital participation (more than 50%), statutes or other provisions. Controlling influence is assumed if the public sector directly or indirectly owns the majority of the company's subscribed capital or the majority of the voting rights attached to the company's shares or appoints more than half of the members of the company's administrative, management or supervisory body.	**3** Dominant influence of the public sector on the company management through capital participation (over 50%), statutes or other provisions	**2** Company capital is predominantly, but not entirely, in public hands **3** Company capital is entirely in public hands	

PAYING COMPANIES – Employees of the company

Number of employees in the entire company on April 30, 2018.

the data sets generated from the personnel statistics (features

times ORIGIN = 3), the feature is consistently coded with 999999.

NUMBERED – Employees of the company

Number of employees in the company with remuneration for the entire month April.

NUMBER FEMALE – Female employees of the company

Number of employees in the company with remuneration for the entire month nat April

WORKING DAYS PER WEEK – basis for calculating vacation days

Number of weekdays that are used to calculate the holiday entitlement of an full-time employees.

manifestations:

4 = 4-day week

5 = 5-day week

6 = 6-day week

7 = 7-day week

WEEKLY WORKING TIME – Usual weekly working hours (in hours) the one with two decimal places)

Usual, i.e. the predominantly applicable weekly working hours of a full-time temporary employees in hours.

EARNINGS REGULATION 1 to EARNINGS REGULATION 5 – Collective Agreement key of the company's employees

Key for the days valid in the company for the respective group of employees rif contracts that were applied in April 2018. The most common regulation in The company can be found under the feature EARNINGS REGULATION1.

There are over 5000 collective agreements in Germany. Since many collective agreements Conclusions can be drawn about the respective business or company.

can, only the type

the collective agreement regulation (2nd digit of the key).

The following diagram explains the structure of the collective agreement key on Example of the "iron, metal and electrical industry" in Hesse:

Splitting of the integration number in the earnings structure survey

The following is an example based on the collective agreement of the "iron, metal and electrical industry" in Hesse (11290004500):

| 1 | 1 | 2 | 9 | 0 | 0 | 0 | 4 | 5 | 0 | 0 |

Name of the economic sector (4 digits)

Land numbers (in the example Hesse)
The 3-digit country numbers receive a leading 0

Type of collective agreement:
0 = wage and salary collective agreement 8
= remuneration or compensation collective agreement
9 = analytical job evaluation
1 - 7 = the integration of the collective agreement was divided
(e.g. in the textile industry)

Indicates the type of collective agreement:
1 = Collective / industry-specific collective agreement (area-wide collective agreement, e.g. iron, metal and electrical industry in Hesse)
2 = company collective agreement
3 = works agreement

Specifies the sentence type:
1 = wage tariff (workers)
2 = collective wage agreement (employees)
3 = wage collective agreement (employees)
4 = Collective agreement for trainees

The first digit of the eleven-digit code indicates the employee group (1 = workers, 2 = employees, 3 = workers, 4 = trainees).

The second digit indicates the type of collective agreement (1 = industry-specific collective agreement, 2 = company collective agreement, 3 = works agreement). Paragraphs 3 to 6 contain

8

Information on the economic activity and items 7 to 10 represent a

The last digit of the collective agreement code indicates the type

of the collective agreement (wage or salary tariff = 0, remuneration or compensation tariff

= 8, analytical job evaluation = 9 or the collective agreement was terminated.

divides = 1 – 7).

Individual employment contracts of the companies surveyed are

"99999999999". Non-tariff employees from the staff status table

tistik have the fictitious collective agreement key "99999999999" in the data;

Employees not covered by a collective agreement and trainees from the

Personnel statistics receive the fictitious collective agreement key

"49999999999".

Explanation of the type of collective agreement (2nd position of the collective agreement key):

<u>industry collective agreement</u>

A sectoral collective agreement has a professional or regional (area-wide)

The agreement is concluded between the employers' association and the trade unions.

The company is bound by these agreements through membership in the

donor association.

<u>company collective agreement</u>

A company collective agreement is concluded between a single company and a

union concluded.

<u>recognition collective agreement/company agreement</u>

This is a contract between the employer and the employee.

works council is closed.

INDUSTRY MINIMUM WAGE SECTOR – minimum wage sector

A minimum wage sector is characterized by a binding minimum wage

minimum wage for employees, which is calculated according to

the Posted Workers Act (AEntG) is valid throughout the industry.

These minimum wages then apply to all employers and employees.

in the sector, regardless of their collective bargaining agreement.

manifestations:

1 = yes

2 = no

3 = don't know

REGIONAL KEY – Regional Key

Official community code of the municipality in which the company is

seat.

The community key (regional key) consists of:

COUNTRY   country code (2-digit)

GOVERNMENT DISTRICT Third digit. Together with EF4U1, this gives the

Code number of the administrative district.

CIRCLE   Digits 4+5. Together with EF4U1 and
EF4U2 is the code number of the district.

COMMUNITY   Last three digits of the municipality code.

For the data sets generated from the personnel statistics

(Characteristic ORIGIN = 3) only the country key is specified, the other positions are

coded with "@ @ @ @ @ @".

ECONOMIC SECTOR – Economic Sector (WZ 2008)

An economic sector or industry is a group of companies,

that produce similar products or provide similar services and

thus setting the economic focus of their company.

The codes and the associated economic sectors can be found in the classification

cation of economic sectors WZ 2008.

COMPANY NUMBER – Company Number (URS)

The company number is a sequential number,

which are used by the respective federal states to number the companies in the

Business Register (URS) is used. Since several companies belong to one

Companies can also have multiple REPORTING UNIT IDs

be assigned a company number. Imputed companies and those

from the personnel statistics do not have a company number and

are encoded with the value 999999999.

CRAFTSMANSHIP – craft affiliation

manifestations:

0 = entry in directory B1 or B2

1 = Entry in the trade register

3 = no membership in the Chamber of Crafts (HWK) or not eligible for

   checked for negligence

SUBSAMPLE – Subsample drawn in the StLA

The companies had the opportunity to provide information on all the

The subsample was then sent to

the specified starting number and the selection distance automatically in the statistics

State Office.

0 = No

1 = Yes

**ENTRY DATE – Entry date after import from input data
bank**

Date of import into the database of reported data (so-called specialist application

lation, PL runtime environment).

EF4 – regional key

See feature **REGIONAL KEY.**

EF5 – Selection Country

Official code of the federal state in which the company is located.

EF6 – Industry

See characteristic **ECONOMIC SECTOR .**

EF7 – shift number

The shift number is a sequential number to identify the

Shifts of the 1st selection level at company level. The division of the shifts

ten is carried out by means of economic departments (2-digit code of the WZ 2008) and business

employment size classes.

The allocation of companies to the employee size classes is based

according to the information in the company register, which is not always up to date.

The current number of employees therefore does not correspond to this number in some cases.

employee size class.

EF8 – Craft affiliation

See feature **CRAFTSMANSHIP .**

EF9 – Public Participation in Corporate Capital

See feature **CAPITAL PARTICIPATION .**

EF10 – Employees of the company

See feature **PAYING COMPANIES .**

EF11 – Employees of the company

See feature NUMBER **-MATURE .**

EF12 – Employees of the company

See characteristic **NUMBERFEMALE .**

EF13 – Selection distance 2nd stage (within the company)

The feature EF13 indicates the selection distance between the elements in the second
employees selected from the staff list of the respective
For example, EF13 = 2: employees 1,
3, 5, 7, etc. – that is, every second employee.

The selection distance depends on the size of the company and is specified in Part I of the metadata described.

This feature is not documented in the VSE 2018.

EF14 – Basis for calculating vacation days

See feature **WORKINGDAYSPERWEEK .**

EF15 – Usual weekly working hours (in hours with two nights) decimal places)

See feature WEEKLY **WORKING TIME .**

EF16 to EF20 – Collective agreement key for employees of the drive

See characteristics **EARNINGS REGULATION 1 to EARNINGS REGULATION 5.**

EF21 – Extrapolation factor 1st stage

Attention: For extrapolations for companies, the characteristic EF21 should not be used,
but use feature **A51** – the bound extrapolation factor –
be detected.

EF21 is the extrapolation factor for free extrapolation. It is calculated from

the number of all establishments in the stratum divided by the number of establishments

of the stratum included in the sample, plus a correction factor

tor for non-response.

The VSE's free projections regularly underestimate the actual

solid numbers and sums of the population. This is mainly due to

that the sampling frame of the sample does not come from the reporting year,

but older (see VSE quality report). This leads to over-coverage of the sample (in the case of plant

closures) and also to a

under-coverage (when starting a business). The under-coverage causes

the underestimation of absolute statistics. Relative statistics, such as

Shares or averages are hardly affected.

From the reporting year 2014, the undercoverage was covered by a tied high

calculation corrected. The extrapolation factor A51 is the official and qualified

tively best extrapolation factor of the VSE. For reporting years before 2014 it is

not available.

Should the research project include absolute statistics of the VSE 2014 and 2018

If the figures are to be compared with previous years, the factor EF21 should be used.

the comparison includes relative statistics, the factor EF21 can be used

However, the factor **A51 is recommended.** When comparing times,

with data before 2014, use the feature GG2010.

EF22 – Extrapolation factor 2nd stage

The 2nd stage extrapolation factor is the factor by which the data for the

Employees are weighted in order to obtain data for the entire company.

It is calculated by dividing the number of all employees of the

by the number of employees of the company, which in the reference sample are included.

EF23 – supplementary factor

The supplementary factor is used to take into account the "real non-response" (refusals to answer) in the free extrapolation. It is calculated by the division of the number of companies contacted by the number of Companies with useful answers including the "false failures" (e.g. because of bankruptcy or because the company is no longer part of the sample population heard), which are counted as answers. When using A51 This factor is not important for projections, since corrections are made for A51 have already been taken into account.

EF24 – tabulation number

The tabulation number facilitates the evaluation of the data according to economic The last two digits of the numbers contain the two-digit Code of the economic branch of the company according to WZ 2008. The digits on the left of are codes for summaries of these two-digit numbers: The further The left the stronger the summary. Thus, the 6th position of the key sels sections A to S of the WZ 2008, the 4th and 5th place together the so-called A10 summary of sections of the economic For example, if you want to include all the companies in section C filter, the filter to the 6th position = C is sufficient.

<u>tabulation number positions 1 and 2</u>

Level Summary 1 A3 Structure

11 = A

12 = BF

13 = GS

<u>tabulation number position 3</u>

Level Summary 2 (intermediate level)

1 = A

2 = BF

3 = GN

4 = OS

<u>tabulation number positions 4 and 5</u>

Level Summary 3 (A10 structure)

01 = A

02 = BCDE

03 = F

04 = GHI

05 = J

06 = K

07 = L

08 = MN

09 = OPQ

10 = RS

tabulation number position 6

Level sections (A21 structure)

(A ... S)

tabulation number positions 7 and 8

two-digit level (A88 structure)

(01 ... 96)

EF26 – Employees of the company

Total number of male and female employees of the company

(EF11 + EF12).

EF29 – company number

See feature **COMPANY NUMBER .**

EF30 – Type of unit

manifestations:

1 = single-enterprise company

5 = Operation of a multi-business enterprise

6 = Operation of a multi-country company

EF31 – Minimum wage sector

See feature INDUSTRY **MINIMUM WAGE SECTOR .**

Delivery characteristics according to EU regulation (from VSE 2014)

YEAR – reporting year

The year 2018 is indicated for all data sets.

A11 – Geographical location of the local unit (NUTS-1)

The NUTS-1 regions correspond to the 16 federal states.

manifestations:

DE1 = Baden-Württemberg

DE2 = Bavaria

DE3 = Berlin

DE4 = Brandenburg

DE5 = Bremen

DE6 = Hamburg

DE7 = Hesse

DE8 = Mecklenburg-Western Pomerania

DE9 = Lower Saxony

DEA = North Rhine-Westphalia

DEB = Rhineland-Palatinate

DEC = Saarland

DED = Saxony

DEE = Saxony-Anhalt

DEF = Schleswig-Holstein

DEG = Thuringia

A12 – Size of the enterprise to which the local unit belongs

manifestations:

E1_9 = fewer than 10 employees

E10_49 = 10-49 employees

E50_249 = 50-249 employees

E250_499 = 250-499 employees

E500_999 = 500-999 employees

E1000 = 1000 or more employees

A13 – Main economic activity of the local unit (NACE Rev. 2)

Economic sector according to the classification NACE Rev. 2. The two-digit

The keys of the WZ departments are preceded by an "X".

A14 – Form of economic and financial control

manifestations:

A = public

B = private

The value A (public) corresponds to the value 2 for the feature **KA-**

PATIENT PARTICIPATION . The option B (private) corresponds to option 1

for the feature CAPITAL PARTICIPATION.

A15 – Collective agreement (of the company)

manifestations:

A = Statewide collective agreement

B = Industry-internal collective agreement

C = Collective agreement for individual sectors in individual regions

D = Intra-company collective agreement, i.e. with a single employer

    concluded collective agreement

E = Collective agreement that applies only to the employees of a local unit

F = Collective agreement of other kind

N = No collective agreement exists

A16 – Total number of employees in the local units in the judging month

The feature is assigned the value "99999999" for all companies and therefore does not provide any usable information.

A17 – Affiliation of the local unit to a group of companies

The feature is assigned the value "OPT" in all companies and offers therefore does not provide any usable information.

A51 – Extrapolation factor for operation (2 decimal places)

Extrapolation factor of the bound extrapolation with which the information for the companies must be weighted (see metadata for VSE 2018 Part I; Section 2.5).

The bound projection of the VSE 2018 was carried out at the company level according to the Generalised regression estimator method (see quality report of the VSE). Projected numbers of companies and employment relationships The results of the VSE 2018 are therefore consistent with other statistics.

KEYB – Key identifying the enterprise

The feature is assigned the value "OPT" in all companies and offers therefore does not provide any usable information.

KEYL – Key identifying the local unit

Sequential number for each establishment in the data set.

AN to NRESP

The characteristics AN to NRESP are fields that are used for the

associated extrapolation or for the estimation of the relative

ven standard error using the software %CLAN under SAS. For

These characteristics are unsuitable for scientific research projects and

are therefore not available, they are only included here for the sake of completeness

listed for your convenience.

AN – number of companies (=1)

SV – number of SV employees

GB – Number of marginally paid employees

QK – correction factor for homoscedasticity

BLOCK – federal state

GKL5 – size class of the company (1..5)

WZ18 – Economic section of the company

STRATID – layer identifier (fusions: xx09xx)

NPOP – Population number (estimated)

NRESP – Number of Respondents

GG2010 – population 2010 for comparisons with VSE 2010

The feature GG2010 enables a direct comparison with the data of the

VSE 2010 over time. This feature allows the data to be sorted according to the same

design as shown in the VSE 2010 and thus companies of the WZ-

Section A "Agriculture, forestry and fishing", micro-enterprises with few
less than ten SV employees and private educational institutions
be filtered.

manifestations:

1 = population as VSE 2010

0 = Not population as VSE 2010

ORIGIN – origin of the company's data

The ORIGIN attribute makes it possible to trace which sentences
are direct survey data and which are derived from the personnel statistics.
or based on information from the administrative data storage in-
were put on.

manifestations:

1 = survey

2 = Imputation (establishments with only marginal employees)

3 = Personnel statistics

The imputed establishments (characteristic ORIGIN = 2) are
10,000 companies without employees subject to social insurance contributions or with
Finally, marginally employed persons, who were sampled from the administrative
data storage was pulled.

The VSE 2018 aims, among other things, to improve employment relationships with fewer
less than 8.84 euros per hour in April 2018 should be represented as accurately as possible.
For example, structural changes may be brought about by the introduction of the minimum
wages will be better monitored from 2015. To ensure this,
These employment relationships should be recorded as completely as possible.

Imputation was used to identify gaps in the data collection of companies without social insurance employees (or with only marginal employees)

closed.

EF33 – basic region type

Regions according to the definition of the Federal Office for Building and Regional Planning order (BBR).

manifestations:

1 = Urban regions

(Regions where at least 50% of the population in large and medium-sized cities and in which there is a large city with around 500,000 inhabitants and more and regions with a population density not taking into account (Surveillance of large cities of at least 300 inhabitants per km².)

2 = Regions with densification approaches

(Regions where at least 33% of the population in Greater and Middle cities with a population density between 150 and 300 inhabitants per km² and regions in which at least one large city is located and which has a population density excluding major cities of have at least 100 inhabitants per km².)

3 = Rural regions

(Regions where less than 33% of the population in Greater and Middle cities with a population density of less than 150 inhabitants per km² and Regions in which there is a large city, but which have a population density excluding large cities with less than 100 inhabitants per km².)

· = Missing information

(Establishments generated from the personnel statistics (feature

ORIGIN = 3).)

EF34 – Differentiated Region Type

Regions according to the definition of the Federal Office for Building and Regional Planning
order (BBR).

manifestations:

1 = "Urban area" (independent cities and urban districts)

2 = "Rural Area" (Rural Districts)

· = Missing information (establishments generated from the personnel statistics
were (characteristic ORIGIN = 3).)

EF35 – circle type

Types according to the definition of the Federal Office for Building and Regional Planning
(BBR). The settlement structural district types serve the intraregional

Comparison. It is divided into "core cities" and other districts or district regions.
Core cities are defined as independent cities with more than

100,000 inhabitants. Independent cities below this size

are grouped together with their surrounding areas into district regions. The typification

The districts and district regions are divided outside the core cities according to the

Population density. To take the large-scale context into account,

then further differentiated according to the location in the settlement structural region type.

(Source: GV-ISys - List of Territorial Units - Definitions and Description
2015 entries)

manifestations:

1 = independent cities

(Independent cities with at least 100,000 inhabitants.)

2 = Urban districts

(Districts with a population share in large and medium-sized cities of at least

50% and a population density of at least 150 people/km²; as well as districts with

a population density excluding large and medium-sized cities of at least 150 people/km².)

3 = Rural districts

(District with densification approaches: Districts with a population share in

Large and medium-sized cities of at least 50%, but a population density of less than

150 people/km², as well as districts with a population share in Greater and Middle

towns of less than 50% and with a population density excluding large and

medium-sized towns of at least 100 people/km².)

4 = Sparsely populated rural districts

(Districts with a population share in large and medium-sized cities below 50%

and a population density excluding large and medium-sized cities of less than 100 people/km².)

. = Missing information

(Establishments generated from the personnel statistics (feature

ORIGIN = 3).)

EF36 – municipality type

Types according to the definition of the Federal Office for Building and Regional Planning
tion (BBR).

manifestations:

11 = Large cities

12 = Smaller cities

30 = Larger small towns

21 = Larger medium-sized cities

22 = Smaller medium-sized cities

40 = Small towns

50 = rural communities

· = Missing information (establishments generated from the personnel statistics
were (characteristic ORIGIN = 3).)

EF37 – Labor market region

Regions according to the definition of the Federal Office for Building and Regional Planning
The definition of the labour market regions is based on the
Commuter connections between communities.

The individual characteristics for the respective area can be found
in the municipal directory GV-ISys - Directory of the territorial units of De-
definitions and descriptions of the Federal Statistical Office or the
BBR.

For companies that were generated from the personnel statistics (feature
ORIGIN = 3) no information is available.

EF38 – spatial planning region

Regions according to the definition of the Federal Office for Building and Regional Planning
spatial planning regions (BBR). The spatial planning regions are the spatial observation
planning and analysis grid of the Federal Spatial Planning. The spatial planning regions
largely coincide with the upper areas of the states and are widely

largely coincide with the planning regions of the federal states.

The coding is done according to the 3-digit key used by the BBR until 2008

was used. A conversion key to the current 4-digit coding

(see GV-ISys - List of Territorial Units Definitions and Descriptions)

exercises of the Federal Statistical Office) can be obtained from the FDZ location Hessen

be drawn.

For companies that were generated from the personnel statistics (feature

ORIGIN = 3) no information is available.

EF39 – planning region

Regions according to the definition of the Federal Office for Building and Regional Planning
Planning regions are defined by the state planning laws of the

Analysis and planning areas defined by the federal states in which the tasks

be perceived in the context of regional planning. In order to ensure clarity

achieve, the two-digit planning region will be assigned the two-digit country key

sel prefixed.

The individual characteristics for the respective area can be found

in the municipal directory GV-ISys - Directory of the territorial units of De-

definitions and descriptions of the Federal Statistical Office or the

BBR.

For companies that were generated from the personnel statistics (feature ORIGIN = 3) no information is available.

EF40 – densely populated areas

Regions according to the definition of the Federal Office for Building and Regional Planning (BBR). Conurbation areas are large spatial units with strong

greater densification of residential and work areas. Using the two indicators

settlement density (inhabitants per km2 of settlement area) and settlement

and traffic area share (settlement and traffic area in % of the total

A large-scale demarcation was established for the former federal territory.

search for potential urban areas.

heard communities that both the settlement and traffic area share

were significantly above the national average. On this basis, the

The states have defined their urban areas.

Since no corresponding data was available in the new federal states, they have

on the basis of the data and reports available to them, their

A key prerequisite for the designation

solution was that the urban area usually has more than 150,000 inhabitants.

ner in the contiguous area. The comprehensive demarcation

The calculation was carried out at the level of the municipalities as of 31.12.1991.

Allocation is carried out nationwide at the municipal level. (Source: GV-ISys - List of Territorial Units - Definitions and Descriptions 2015)

manifestations:

00 = No compression	14 = Dresden	30 = Lübeck
processing room	15 = Bremen	31 = Ulm/Neu-Ulm
01 = Rhine-Ruhr	16 = Aachen	32 = Regensburg
02 = Berlin	17 = Karlsruhe/	33 = Würzburg
03 = Rhine-Main	Pforzheim	34 = Gießen
04 = Stuttgart	18 = Augsburg	35 = Siegen
05 = Hamburg	19 = Magdeburg	36 = Ingolstadt
06 = Munich	20 = Kassel	37 = Gera
07 = Rhein-Neckar	21 = Braunschweig	38 = Bamberg
08 = Nuremberg/	22 = Kiel	39 = Oldenburg
Fürth/ Erlangen	23 = Koblenz	40 = Schwerin
09 = Chemnitz/	24 = Freiburg	41 = Bremerhaven
Zwickau	25 = Münster	42 = Paderborn
10 = Halle/Leipzig	26 = Rostock	43 = Jena
11 = Bielefeld	27 = Aschaffenburg	44 = Lörrach/ Weil
12 = Saar	28 = Erfurt	(Basel)
13 = Hanover	29 = Osnabrück	45 = Schweinfurt

· = Missing information (establishments generated from the personnel statistics
were (characteristic ORIGIN = 3).)

EF41 – Centrality

Regions according to the definition of the Federal Office for Building and Regional Planning

ordinance (BBR). As an essential element of the settlement structure, central

ral places, i.e. communities with central facilities (infrastructures),

as supply cores beyond their own needs, tasks for the

population of their interlinked area. As supply points for upper,

In the middle and near areas, the central locations also have a considerable

significance for spatial planning and regional planning. They are therefore an important

Part of all spatial planning programs and plans, some with differing

the concepts and conceptual contents. While the sub- and basic centers

In addition to fulfilling the task of "basic services", the middle centres also serve

from covering the "higher demand". The regional centres serve the de-

coverage of the "specialized higher demand". (Source: GV-ISys - Directory

of Territorial Units - Definitions and Descriptions 2015)

manifestations:

10 = regional center

11 = part of a major center

20 = medium-sized center with partial function of a major center

21 = Part of a medium-sized center with partial function of a major center

30 = middle center

31 = part of a medium-sized center

40 = sub-center with partial function of a middle center

41 = Part of a sub-center with partial function of a middle center

50 = sub-center

51 = part of a sub-center

60 = Small center with partial function of a sub-center

61 = Part of a small center with partial function of a sub-center

70 = small center

71 = part of a small center

90 = municipality without central location function

· = Missing information (establishments generated from the personnel statistics

  were (characteristic ORIGIN = 3).)

EF42 – travel area

For the purposes of tourism statistics, regional planning and tourism

Marketing, the federal states are divided into travel areas. The demarcation

The travel areas are determined on a state-specific basis based on the municipal area.

Natural criteria are usually used for this purpose. But larger

Cities or industrial regions are defined as travel areas. (Source: GV-

ISys - List of Territorial Units Definitions and Descriptions

2015)

For companies that were generated from the personnel statistics (feature

ORIGIN = 3) no information is available.

EF43 – Urban-Rural Division

degree of urbanization by Eurostat

manifestations:

1 = densely populated (formerly urban)

2 = medium population density (formerly semi-urban)

3 = sparsely populated (formerly rural)

·   = Missing information (establishments generated from the personnel statistics

were (characteristic ORIGIN = 3).)

EF44 – BIK region number 001 - 753

The term "BIK" stands for "advice, information, communication" and

goes back to "BIK Aschpurwis + Behrens GmbH". In the BIK regions

It is a spatial classification system. With the help of this system

In this topic, city-surrounding area relationships are presented at the municipal level.

The presentation is made for metropolitan areas, but also for urban regions

as well as middle and lower centers.

The 753 characteristics can be found in the municipality directory GV-ISys

- List of Territorial Units Definitions and Descriptions of the state

Federal Statistical Office.

For companies that were generated from the personnel statistics (feature

ORIGIN = 3) no information is available.

EF45 – BIK Region Type 1-5 (753)

A brief explanation of "BIK" can be found under feature EF44.

manifestations:

1 = metropolitan area   (>= 750,000)

2 = urban region   (>= 100,000)

3 = medium-sized city area   (25,000 - 100,000)

4 = sub-center area   (<= 25,000)

5 = no BIK region

· = Missing information (establishments generated from the personnel statistics
    were (characteristic ORIGIN = 3).)

EF46 – BIK structure type 1-5 (753)

A brief explanation of "BIK" can be found under feature EF44.

manifestations:

1 = core area

2 = compression area

3 = transition area

4 = Peripheral area

5 = no BIK region

· = Missing information (establishments generated from the personnel statistics
    were (characteristic ORIGIN = 3).)

2.1.2.2 Employee data record

SURVEY COUNTRY – survey federal state

Official code of the federal state in which the company is located:

manifestations:

1 = Schleswig-Holstein	09 = Bavaria
2 = Hamburg	10 = Saarland
3 = Lower Saxony	11 = Berlin
4 = Bremen	12 = Brandenburg
5 = North Rhine-Westphalia	13 = Mecklenburg-Western Pomerania
6 = Hesse	14 = Saxony
7 = Rhineland-Palatinate	15 = Saxony-Anhalt
8 = Baden-Württemberg	16 = Thuringia

REPORTING UNIT ID – Identification number of the company (URS)

The identification number from the company register (URS) is
a consecutive number assigned by the respective state offices for numbering
merization of the establishments in the URS.

BOW TYPE – Bow type

The form type indicates whether it is a company or employee data
sentence.

manifestations:

0 = operating data set

1 = employee data set

FALLNR – Sequential number of the employee(s)

Number of the employee(s) in the sample. To what extent the numbers
are continuous or have gaps, depends on the selection distance in the company
away.

**NUMBER OF EARNINGS REGULATION – Serial number of the collective agreement in
operating sheet**

Serial number of the collective agreement of the company agreements in the
Table "Earnings regulation" of the company form. The serial number
but also speaks of the numbering of the tariff codes in the operating data record
(EARNINGS REGULATION 1 to EARNINGS REGULATION 5).

EARNINGS GROUP – salary group

To the extent that remuneration is based on a collective agreement or a works agreement,
agreement, the relevant remuneration group (wage,
salary, wage or salary group).

PERFORMANCE GROUP – Performance group for remuneration according to free agreement

Unless employees are employed under collective agreements,

are grouped, they are to be assigned to the performance groups defined below.

Otherwise, the performance group is determined from the collective agreement

classification.

Employees with a training contract and marginally paid employees

are not assigned to any performance group. Here the information is "missing".

If the employees already belong to the previously applicable performance groups for work,

workers and employees, they will receive a transfer to the performance groups from

the respective state statistical offices.

pens for employees.

manifestations:

1 = performance group 1

(Employees in managerial positions with supervisory and disposition authority.

This includes, for example, employed managing directors

provided that their earnings are at least partially non-performance-related payments

This also includes all employees who work in larger

Management areas carry out scheduling or management tasks (e.g.

the department head) and employees with activities that require comprehensive commercial

require technical or professional knowledge. As a rule, the

Specialist knowledge acquired through a university degree. The activities are

carried out independently.)

2 = performance group 2

(Employees with very difficult to complex or diverse activities
skills, which usually require not only a completed vocational training, but
but also several years of professional experience and special expertise
The activities are mainly carried out independently.
This also includes employees who work in small areas of responsibility
chen towards other employees disposition or
Perform management tasks (e.g. foremen,
masters).)

3 = performance group 3

(Employees with difficult specialist tasks, for the performance of which a
completed vocational training, partly combined with professional experience,
is required.)

4 = performance group 4

(Semi-skilled workers with predominantly simple tasks for whose
Execution no professional training but special knowledge and skills
activities are required for specific, industry-related tasks. The
The required knowledge and skills are usually assessed by an
learning period of up to two years.)

5 = performance group 5

(Unskilled workers with simple, schematic tasks or iso-
ized work processes for which no professional training is required.
The required knowledge and skills can be
can be taught through training lasting up to three months.)

· = not specified

(Employees with training contracts and marginally paid employees

are not assigned to any performance group. Here the information is "missing".)

GENDER – Gender

manifestations:

1 = male

2 = female

YEAR OF BIRTH – year of birth

ENTRY MONTH – Entry month

YEAR OF ENTRY – year of entry

Month and year of joining the company. In case of interruptions in the

The date of entry into employment must be stated, which the company

for its internal purposes. It corresponds to the date of employment

commencement of employment according to the Remuneration Certification Ordinance (EBV) Section 1 Paragraph 1.

PERSON GROUP – group of people

Key figures for groups of persons in the reports according to the Data Collection and

Transmission Ordinance (DEÜV). For employees who are not

Social security, such as civil servants, are

the key figures are determined analogously.1

Key	group of people
101	Employees subject to social insurance contributions without special characteristics
102	trainees without special characteristics
103	employees in partial retirement
105	interns
106	working students
109	Marginally paid employees according to Section 8 Paragraph 1 Number 1 of the Fourth Book of the Social Code (SGB IV)
110	Short-term employees according to Section 8 Paragraph 1 Number 2 SGB IV
113	part-time farmers
114	Part-time farmers - employed seasonally
116	Recipients of compensation payments under the Act to Promote the Cessation of Agricultural Employment (FELEG)
118	Professionally irregular employees
119	Full old-age pensioners and pension recipients without insurance
120	Full old-age pensioners subject to compulsory insurance
121	Trainees whose wages do not exceed the low-income limit according to Section 20 Paragraph 3 Sentence 1 Number 1 SGB IV
122	Trainees in an external facility
124	Homeworkers without entitlement to continued payment of wages in case of illness
140	sailors
141	trainees in maritime
142	Seafarers in Partial Retirement
143	sea pilots
144	Apprentices in the maritime sector whose wages do not exceed the low-income limit pursuant to Section 20 Paragraph 3 Sentence 1 Number 1 of the Social Security Code (SGB IV)
149	Full old-age pensioners and pension recipients on grounds of old age employed in the maritime sector
150	Full-time pensioners employed in the maritime sector who are subject to compulsory insurance
190	Employees who are only covered by statutory accident insurance
801	civil servants without special characteristics
802	civil servant trainees
803	civil servants - partial retirement
810	Executive employees (including managing directors of a GmbH and board members of an AG) with an employment contract who receive at least partially fixed, i.e. profit-independent, salary components for the work performed
820	Seasonal and casual workers, even if they are not registered with the German social security system

ACTIVITY KEY1 – Occupation (KldB 2010)

5-digit occupational code from the Classification of Occupations (KldB) 2010. For

Employees who are not registered with social security, such as

wise civil servants, the key figures are determined analogously.

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1 The 800 keys are not official keys according to DEÜV, but auxiliary keys of the official statistics.

A detailed explanation of the 5-digit key of the KldB 2010 can be found

in: Wiemer, S.; Reimer, K. and Lewerenz, J.: Introduction of the classification

of the occupations 2010 in the labor market statistics, Nuremberg 2011.

**ACTIVITY KEY2 – Highest general education qualification
ending**

manifestations:

1 = No school leaving certificate

2 = secondary school/elementary school leaving certificate

3 = Intermediate school leaving certificate or equivalent qualification

4 = Abitur

9 = Degree unknown

**ACTIVITY KEY3 – Highest vocational training level
ending**

manifestations:

1 = Without vocational training qualification

2 = Completion of a recognized vocational training

3 = Master/technician or equivalent technical college qualification

4 = Bachelor

5 = Diploma/Magister/Master/State Examination

6 = Promotion

9 = Degree unknown

ACTIVITY KEY4 – Temporary employment

The feature indicates whether a temporary employment relationship exists or not.

manifestations:

1 = No

2 = Yes

ACTIVITY KEY5 – Contract form

manifestations:

1 = full-time, permanent

2 = part-time, permanent

3 = full-time, limited

4 = part-time, limited

WEEKLY WORKING HOURS – Regular weekly working hours

Regular weekly working hours in April 2018 are the contractually agreed
agreed working hours.

The following applies:

- o If no specific working time arrangements have been made for full-time employees,
  Alternatively, the usual working hours or the working hours agreed in the collective agreement could be entered.
- o In the case of partial retirement (block model), it is not the hours to be worked that are taken into account,
  but the hours agreed in the contract, e.g. previously 40 hours full-time and now 20 hours partial retirement.
  admit.

PAID WORKING HOURS – Paid working hours without overtime

the

The characteristic indicates the paid working hours in the month of those employees

whose remuneration is calculated on the basis of the hours worked.

gig employees for whom no hourly data is available in the companies,

These should be estimated by the companies. If the characteristic was not

It was automatically calculated in the State Statistical Office, in-

where the characteristic weekly working time is multiplied by a factor of 4.345 – the average

the same number of weeks in the month.

See also feature **EF19.**

UEBERSTUNDENBEPAHLT – Paid overtime

Overtime is defined as paid working hours during the reporting period which

beyond the agreed working hours and not by granting

were compensated by free time on other days, regardless of whether

whether or not a surcharge was paid for these hours. This also includes

hours worked beyond normal working hours without additional pay within the framework of

of working time corridors.

If a collectively agreed reduction in weekly working hours is implemented through days off

the hours previously worked are not to be declared as overtime.

MVERDIENSTGESAMT – total gross monthly earnings

The gross monthly earnings for April 2018 were the total gross salary according to

Remuneration Certification Ordinance (EBV) § 1 Paragraph 2 Number 2 c less

other income from taxable wages according to EBV § 1 paragraph 2
number 2a.

The total gross salary must be shown on every pay slip by law.
and can therefore not only be easily and clearly transferred by the companies
but is also easy and reliable for data users to use with
comparable to your own pay slip.

MVERDIENSTDAVONUEBERSTD – total earnings for overtime

This includes not only the overtime bonuses, but also the total remuneration for
overtime.

MVERDIENSTDAVOZUEGE – allowances for shift, night,
Sunday and holiday work

The feature only records the surcharges for shift work, Saturday work, Sunday work,
Holiday or night work and not the total earnings of the hours remunerated with
allowances. Allowances already reported in overtime earnings are
which is also not recorded again.

MVERDIENSTDAVONSTEUERSOLI – Statutory deductions by the
Income tax including solidarity surcharge without church tax

The feature records the income tax payable on wages, which
is levied by deduction from wages (wage tax) and the
solidarity surcharge due on it. Church tax is not included.

MVERDIENSTDAVONSV – Statutory deductions by the social insurance

tion (total)

The feature records the contributions (including voluntary ones) of employees to the
statutory social insurance (employee contribution to statutory pension,
unemployment, health and nursing care insurance).

Also included are employees' contributions to pension schemes,
which replace contributions to the statutory pension insurance scheme. In the case of voluntary
Insured persons whose health insurance contribution is unknown will be
The employer's contribution to health insurance is entered on a rate basis.

The social security contributions of employers and also the contributions within the framework of the Ries-
ter-pension/salary conversion are not recorded.

SVARBEITSTAGEGESAMT – Working days subject to social insurance contributions
in the year

Here the working days subject to social insurance contributions are calculated minus any additional costs.
still included unpaid working days, such as in the case of parental leave
protection or in the case of long-term illnesses.

This feature lists the duration of employment in the year in calendar
For employees who are employed all year round,
360 days were entered for each employee. Excluded are all days
about unpaid working days, such as unpaid leave or days off
following continued payment of wages in the event of illness where the sickness
health insurance company pays the sick pay.

Such unpaid absence days were, in contrast to the social security report,

insurance from one week (= 7 days) and not from one month

For example, in the case of unpaid absence of two

Weeks in the year 346 (360 – 14) days must be entered.

JTOTAL EARNINGS – Gross annual earnings (sum of total gross fee)

The gross annual income for the calendar year 2018 is the sum of the

total gross salary paid in the previous year according to the salary certificate

Regulation (EBV) § 1 paragraph 2 number 2 c.

The total gross salary is usually the sum of all the

Regular and one-off payments made in the calendar year 2018, whereby

it does not matter whether it is taxable or tax-free earnings

is.

The total gross salary must be shown on every pay slip by law.

and can therefore not only be easily and clearly transferred by the companies

but is also easy and reliable for data users to use with

comparable to your own pay slip.

JVERIENSTDAVONSTBEZ – special payments within the gross annual earnings

This feature indicates the irregular, not every month, Sunday

These correspond to the "other income" of the taxable person.

compulsory wages according to the Remuneration Certification Ordinance (EBV)

§ 1 Paragraph 2 Number 2 a. These include, for example, holiday and Christmas bonuses,

bonuses, severance payments, profit sharing, bonuses for improvement
proposals, remuneration for inventions or the tax value
(= monetary benefit) of stock options. It does not matter whether it is
whether it is taxable or tax-free income.

JVERIENSTDAVONENTENTSAMTUMLUNG – Salary conversion

In the case of salary conversion (salary waiver), an agreement is made between the employer and
Employees agreed to transfer parts of their gross earnings to a
This component will be included in a
contribution, on the basis of which a one-off payment or
a current pension is paid.

The contributions can be financed from current wages,
capital-forming benefits or one-off and special payments such as
holiday or Christmas bonus or a 13th month's salary.

The value indicated is the total amount of salary conversion for the year.
res. All implementation channels are included (pension fund, pension
funds, direct insurance, also direct commitment and support fund) and
Forms of taxation (tax-free, flat-rate, individually taxed).

HOLIDAY RIGHT – Holiday entitlement for the calendar year

The feature provides information about the holiday entitlement for the calendar year
in days – excluding remaining vacation days. For part-time employees, vacation days should
claim according to the respective part-time share, based on the original
leave entitlement of a comparable full-time employee,
e.g. 30 days for full-time employees or 15 days for part-time employees.

Fields by material type GL040X

EF3U1 – Sheet No.

First four digits of feature **CASE NO.**

EF3U2 – Sequential number of the employee

Last digit of feature **CASE NO.**

EF4 – Industry

An economic sector or industry is a group of companies,

that produce similar products or provide similar services.

The codes and the associated economic sectors can be found in the classification

cation of economic sectors WZ 2008.

EF5 – shift number

The shift number (corresponds to **EF7** in the operating data record) is a consecutive

Number to identify the layers of the 1st selection level. The classification

the shifts are carried out by means of economic departments (2-digit code of the WZ 2008)

and company employee size classes.

The allocation of companies to the employee size classes is based

according to the information in the company register, which is not always up to date.

The current number of employees therefore does not correspond to this number in some cases.

employee size class.

EF6 – collective wage group

If the remuneration is based on a collective agreement or a
If the agreement is made within the company, the relevant wage, salary or
Pay group entered exactly.

If there are integration instructions from the tariff database of the Statistical
Federal Office for the collective agreements applied, then here are pre-
zise the numbers, letters,
Number/letter combinations to identify wage, salary,
salary or remuneration group is specified.

Alternatively, the numbers of the performance groups can be entered in the feature "LEIS-
TUNGSGRUPPE" must be specified, EF6 then remains empty. A series of
Companies make use of it, so EF6 is not fully occupied.

EF7 – Serial number of the collective agreement in the company record

See feature NUMERIC **INCOME REGULATION.**

EF8 – Collective agreement key from company form

Uses the collective agreement key to show which collective agreement or
which company agreement applies to the respective employee.
A detailed description of the collective agreement key can be found at
EARNINGS REGULATION 1 to EARNINGS REGULATION 5 in the company data

sentence.

EF9 – performance group with remuneration according to free agreement

See feature **PERFORMANCE GROUP.**

EF10 – Gender

See characteristic **GENDER.**

EF11 – year of birth

See attribute YEAR **OF BIRTH.**

EF12U1 – Entry month

EF12U2 – entry year

See characteristics **ENTRY MONTH** and **ENTRY YEAR.**

EF13 – Country from regional key

Corresponds to the feature LAND in the **REGIONAL KEY** in the operating
data set.

EF14U1 – reporting month

EF14U2 – reporting year

For the 2018 earnings structure survey, the reporting month is April and
the reporting year is 2018.

EF15 – Occupation

See feature **ACTIVITY KEY1.**

EF16U1 and EF16U2 – Keys in social security reports

rung

These keys were used for social security reports until

30.11.2011, and therefore no longer at the time of the VSE 2018. In the

VSE 2018, the now valid activity code was queried. The codes EF16U1 and

EF16U2 were derived from this by the statistical offices,

to enable time comparisons.

EF16U1 – Left part of the insurance certificate (occupational status)

manifestations:

0 = trainees

1 = Employees who are not employed as skilled workers

2 = Employees who work as skilled workers

3 = Masters, polishers

4 = Employees (but not masters in an employee relationship)

    nis)

5 = full-time civil servants

6 = part-time civil servants

7 = Homeworkers

8 = Part-time employees less than 18 hours (collective code with expression

    9)

9 = Part-time employees (18 hours and more) (code not used)

Explanation:

trainees

Trainees in recognized training occupations are people who are in practical vocational training.

Employees who are not employed as skilled workers

Employees who are employed as workers but not as skilled workers –workers are paid.

Employees who work as skilled workers

Employees who are paid as skilled workers.

This also includes employees who, due to their apprenticeship/skilled training or due to their professional experience without completed apprenticeship/skills training as skilled worker is employed.

master craftsmen, foremen and foremen

This also includes master teachers, training masters, foremen or foremen, works foremen, etc.

Employees (but not master craftsmen in an employment relationship)

Employees who are paid as employees.

full-time and part-time civil servants

There is no social insurance key for civil servants.

Key numbers 5 and 6 were set for them by machine.

home workers

Dependent home work is a form of wage labour (or non-

self-employed work), where the workplace is either in the own

home or in the employee's self-selected workplace,

while the employer provides the means of production and the

acquires ownership of the manufactured product. The homework wages are

which are usually set by (red) "Binding Determinations" as minimum wages per

Hour or per processed piece, in exceptional cases also by special

State wage inspectors (trade inspectorates - state offices for occupational safety)

monitor compliance with the minimum working hours

conditions.

In contrast to employees, home workers are subject to

not subject to the right of direction of the client and are also not in his

Nevertheless, this work is in principle carried out in the same

Principles as for employees in health, nursing, unemployment,

Pension and accident insurance are subject to social insurance contributions.

part-time employees

Part-time employees are employees whose working hours

time based on an employment contract below the usual working hours of

full-time employees. Occasional deviations are not taken into account.

Temporary workers who work the usual working hours are

to full-time employees.

An employment that is limited to less than 18 hours per week

which, together with the qualifications required for the exercise of the profession,

preparatory and follow-up work, the work force of the employee in the

Usually takes at least 18 hours, would be with the key

number 9, which, however, did not occur in the reporting year 2018.

EF16U2 – Right part of the insurance certificate (training)

manifestations:

1 = secondary school, intermediate school leaving certificate without vocational training

2 = secondary school, intermediate school leaving certificate with vocational training

3 = Abitur, university entrance qualification without vocational training

4 = Abitur, university entrance qualification with vocational training

5 = Bachelor's degree

6 = Diploma/Master's degree, Magister, state examination and doctorate

7 = Education unknown

<u>vocational training</u>

Vocational training is the general vocational training course of the o-

that of the employed person. This includes in particular:

- o Training in a recognized apprenticeship or semi-skilled occupation (training in the sense of the vocational Education Act)
- o Completion of a vocational or technical school, completion of a university of applied sciences (formerly: higher technical college), college or university degree

<u>vocational or technical schools</u>

Schools of this type include technical schools, nursing schools,

schools, women's colleges, commercial schools, business schools, technical schools

for business administration, administrative and business academies, master

schools and higher commercial schools, provided they have been completed with "intermediate school leaving certificate"

senior

~~universities of applied sciences (formerly known as higher technical colleges)~~

Schools of this type include engineering schools, higher technical schools

for social work, higher business schools, higher technical schools for youth

youth leaders, youth leadership seminars, higher vocational schools for social pedagogy

technical and higher commercial schools, provided that they have been completed with a university of applied sciences entrance qualification.

senior

However, professional training courses such as

Courses in stenography and typing with final examination, REFA-

Courses and similar events, courses in cost accounting and bookkeeping

attitude, courses at language and interpreting schools and more.

Professional knowledge acquired through practical activities.

EF17 – Type of employment contract

manifestations:

1 = permanent

2 = limited (including interns and short-term employees)

    employees, excluding trainees)

3 = Trainees with a training contract

4 = Partial retirement

5 = marginally employed (excluding short-term employees)

Explanations:

Trainees with a training contract (EF17 = 3)

Trainees in recognized training occupations are people who are in practical
vocational training.

partial retirement (EF17 = 4)

Part-time employees are employees who are

voluntarily reduce their working hours in accordance with the Partial Retirement Act.
Partial retirement models include half-day employment, work and leave
in daily, weekly or monthly rotation as well as the so-called
block model.

Marginally employed (EF17 = 5)

Employment may be difficult due to the low level of remuneration (e.g.
marginally paid employment) or because of their short duration (short-term
employment) may be marginal.

o Low-paid employees
   A marginally paid employment according to Section 8 Paragraph 1 No. 1 SGB IV exists if
   the salary from this employment does not regularly exceed 450 Euros2 per month
   When checking whether the monthly earnings limit is exceeded, the
   Regular monthly wages are assumed. Low-paid employees
   have generally the value 5 for the EF17 feature in the VSE 2018, even if the
   employment contract is limited in time.

o Short-term employees
   According to Section 8 Paragraph 1 No. 2 SGB IV, short-term employment exists if the employee
   from the outset to a maximum of three months or 70 working days within a
   of a calendar year and the employment is not carried out on a professional basis.
   An example of this is seasonal work. The amount of earnings is
   employment is irrelevant. Short-term employees have a higher percentage of

---

2 Until 31 December 2012, the limit was 400 euros.

EF17 is level 2. However, if the employment is also marginally paid,

the employees have the value 5 for the characteristic EF17.

EF18 – Regular weekly working hours

See feature WEEKLY **WORKING TIME .**

EF19 – Paid working hours without overtime

See feature **PAID WORKING HOURS.**

Each farm was required to provide at least one of the characteristics EF18 and

EF19. If no data was submitted for EF19, EF19 was calculated by the statistical offices of the states as EF19 =

EF18 * 4.345. The factor 4.345 is the average number of weeks in a month

(= 365 days / 7 days a week / 12 months).

EF20 – Paid Overtime

See feature **OVERTIME PAID .**

EF21 – total gross monthly earnings

See feature **MVERDIENSTGESAMT .**

EF22 – Total earnings for overtime

See feature **MVERDIENSTDAVONUEBERSTD .**

EF23 – Allowances for shift, night, Sunday and holiday work

See feature **MVERDIENSTDAVOZUSCHLAEGE .**

EF24 – Statutory deductions through income tax including solidarity contributions without church tax

See feature **MVERIENSTDAVONTHEUSSOLI .**

EF25 – Statutory deductions through social security (total)

See feature **MVERDIENSTDAVONSV .** However, there are

Officials deviate because they are subject to a fictitious social contribution at EF25

becomes.

EF26 – Working days subject to social insurance contributions per year

See feature **SVARBEITSTAGEGESAMT .**

EF27 – Gross annual earnings (total gross salary)

See feature **JVERDIENSTGESAMT .**

EF28 – Special payments within the gross annual earnings

See feature **JVERIENSTDAVOSONSBEZ .**

EF29 – Holiday entitlement for the calendar year

See feature HOLIDAY **ENJOYMENT .**

EF30 – Reduction in earnings in the reporting month

The input field is still present in the data record, but is empty.

EF31 – Reduction in earnings in the reporting year

The input field is still present in the data record, but is empty. Since

For the survey year 2006, a standardized gross annual income is calculated based on the so-days of work subject to social insurance contributions. The reduction in earnings license plate is therefore no longer required.

EF32 – group number

The group number is a sequential number to identify the

Layers of the 1st selection level. The groups are divided by means of economic groups (summarized 2-digit code of the WZ 2008). In contrast to Shift number, the group number does not differentiate the companies according to drive size classes. However, this feature is not documented in the VSE 2018.

EF33 – Public sector participation in company capital

See feature **CAPITAL PARTICIPATION** in the business data record.

EF34 – Employees of the company

See feature **NUMBERING COMPANIES** in the business data record.

EF35 – Employees of the company

See feature **EF26** in the operating data record.

EF36 – Basis for holiday calculation

See feature **WORKINGDAYSPERWEEK** in the operational data record.

EF37 – Usual weekly working hours

See feature **WEEKLYWORKINGTIMEVZ** in the operational data record.

EF38 – Extrapolation factor for employees (free extrapolation)

Attention: For projections for employees who do not meet the comparison with

2010, should not be the EF38 feature, but the **B52 feature,** the

bound extrapolation factor, can be used.

The VSE's free projections regularly underestimate the actual

solid numbers and sums of the population. This is mainly due to

that the sampling frame of the sample does not come from the reporting year,

but older (see VSE quality report). This leads to both over-coverage of the sample (in the case of

plant closures) and

Undercoverage (when starting a business). Undercoverage causes

the underestimation of absolute statistics. Relative statistics, such as proportions

or averages are hardly affected.

From the reporting year 2014, the undercoverage was covered by a tied high

calculation corrected. The extrapolation factor B52 is the official and qualified

tively best extrapolation factor of the VSE. For reporting years before 2014 it is

not available.

Should the research project include absolute statistics of the VSE 2014 and 2018

If the figures are to be compared with previous years, the factor EF38 should be used.

the comparison includes relative statistics, the factor EF38 can be used

However, the factor B52 is recommended. When comparing times, to use the feature GG2010.

The factor is the product of the extrapolation factors 1 and 2. level (EF21 and EF22 operating data set) and the supplementary factor (EF23 operating data record).

EF38 = EF21 (operating data set) *   EF22 (operating data set) *   EF23 (Be- drive data record)

EF40 – Length of service in years

Resulting from EF14U2 (reporting year) minus YEAR OF ENTRY:

EF40 = EF14U2 – YEAR OF ENTRY

EF41 – Age in years

Resulting from EF14U2 (reporting year) minus YEAR OF BIRTH:

EF41 = EF14U2 – YEAR OF BIRTH

It therefore corresponds to the person's age on December 31 of the reporting year.

EF42 – Occupational Code (ISCO 3-digit code)

To form EF42, the values in the feature **TAETIGKEITSSCHLUESSEL1** (or EF15) used occupational code from the social security knowledge in different combinations with the performance group, the host branch of industry and the highest professional qualification (EF59U3) converted into the corresponding ISCO 3-digit code (ISCO-08).

EF43 – Education Key (ISCED)

To form EF43, the information from the characteristics EF59U1 (Highest general education certificate) and EF59U3 (highest vocational qualification qualification) and is divided into the corresponding ISCED (2011) classes converted.

manifestations:

0 = Early childhood education (not available in VSE).

1 = Basic education in reading, writing and arithmetic. Basis for further
   Learn.

2 = First level of secondary education.

3 = Secondary education. Prepares for employment or tertiary education.
   Typically with a wider range of subjects and
   branches.

4 = Building on secondary education, but with broader content.
   Prepares for work or tertiary education. Not as complex as tertiary
   Education.

5 = Short first practice-oriented, job-specific tertiary education. Can
   also provide access to other tertiary education programmes.

6 = Programmes that provide initial academic and/or professional knowledge and
   Skills. Lead to a first tertiary or equivalent
   relevant qualification (e.g. Bachelor's degree, State-certified technician).

7 = Programs that provide advanced academic and/or professional
   Transfer knowledge and skills. Lead to a second tertiary
   or equivalent qualification (e.g. Master).

8 = Advanced research qualification, usually with publication

Publication and defense of a scientific work (e.g. PhD thesis)

motion).

EF44 – net monthly earnings

The net monthly income is calculated as follows:

EF44 = MVERDIENSTGESAMT (gross monthly earnings) – MVERDIENSTDA-

VONSTAEUERSOLI (statutory deductions through income tax) – MVER-

DIENSTDAVONSV (statutory deductions by social insurance)

EF45 – Standardized gross annual earnings

To standardize the gross annual earnings, this (JVERDIENSTGE-

SAMT) is generally based on the social security contributions actually paid.

obligatory working days in the year (SVARBEITSTAGEGESAMT) and divided by

360. However, this is only done for employees who earn less

work for the respective company for less than 360 working days per year.

EF45 = (JTOTAL EARNINGS / SVTOTAL WORKING DAYS) * 360, for
TOTAL WORKING DAYS < 360.

Employees with an employment period of less than 30 weeks per year

are not shown in the publication tables.

Note: For marginally employed persons, this calculation may lead to a

lead to a significant deviation in annual earnings. (Example: monthly

service 165 €, annual salary 1 980 €, but employment subject to social insurance

working days 52 instead of 360. Now the annual earnings are divided by 52 days and

times 360 days. Annual earnings now €13,700.)

EF46 – Estimated values at EF45

If the condition required for standardization, days worked

less than 360, or the standardization of the gross annual earnings

carried out, EF46 will indicate that EF45 is a

estimated value of annual earnings:

If SVWORKINGDAYSTOTAL < 360, then EF46 = 1 (estimated value).

If SVARBEITSTAGEGESAMT = 360, then EF46 = 0 (value not given)

estimates).

EF47 – Standardized special payments

To standardize the special payments, these (JVERDIENSTDAVON-

SONSTBEZ) is generally based on the actual working days (SVA-

TOTAL WORKING DAYS) and multiplied by 360. However, this is only done for

Employees who work less than 360 days a year for

work for the respective company.

EF47 = (JWERDIENSTDAVONSONSTBEZ / SVWORKDAYS-

TOTAL) * 360, for SVWORKING DAYS TOTAL < 360.

In the case of marginally employed persons, inaccuracies may occur (see **EF45).**

EF48 – gross hourly earnings

To calculate the gross hourly earnings, the gross monthly earnings

(MTOTAL EARNINGS) divided by the paid hours including paid overtime (PAID WORKING

HOURS + OVERTIME

PAID):

EF48 = MTOTAL EARNINGS / (PAID WORKING HOURS + OVER-

HOURLY PAID)

EF49 – Converted vacation days

EF49 is a "conversion" (=standardization) of the holiday

days of the employees in the event that a 5-day week is the basic

The basis for calculating vacation is:

Case 1:   For WORKING DAYS PER WEEK (basis for holiday calculation

entitlement) = 5 is EF49 = HOLIDAY ENJOYMENT (holiday entitlement for

the calendar year)

Case 2:   If WORKING DAYS PER WEEK ÿ 5, EF49 = HOLIDAY ACCEPTANCE

SAYING / WORKING DAYS PER WEEK * 5

EF50 – Number of (working) weeks per year

To calculate EF50, the working hours subject to social insurance contributions

days of employees (SVWORKING DAYS TOTAL) divided by 7:

EF50 = SVARBEITSGESOLL / 7 (Note: Value has 2 decimal places)

len)

EF51 – Paid hours (WORKING HOURS PAID) were

appreciates

This feature is not documented in the VSE 2018.

EF52 – Pro rata weekly working hours of a part-time employee ten

To calculate the pro rata weekly working time of a part-time employee
employees (EF16U1 = 8 or 9 and EF17 = 1 or 2) at the usual

The following applies to weekly working hours:

EF52 = WEEKLY WORKING HOURS (regular weekly working hours) /

WEEKLY WORKING HOURS (standard weekly working hours) * 100

EF53 – Weekly working hours of a marginal employee

For marginally employed persons (EF17 = 5) whose monthly paid hours
(PAID FOR WORKING HOURS) have been filled out by the company, the week
working time can be calculated as follows:

EF53 = WORKING HOURS PAID (monthly paid hours) / 4,345

(average number of weeks per month)

EF55 – salary conversion

See feature **JVERNIENSTDAVONENTSAMWERKLUNG .**

EF56 – Weekly working hours were estimated or corrected

This feature is not documented.

EF57 – Minimum wage sector

A minimum wage sector is characterized by a binding minimum wage

minimum wage for employees, which is calculated according to the employee

Broadcasting Act (AEntG) is applicable throughout the industry. These minimum wages

then apply to all employers and employees in the industry,

depending on their collective bargaining agreement.

1 = yes

2 = no

3 = don't know

EF58 – Collective bargaining agreement of the company

A distinction must be made between

> o company collective agreements or collective agreements to which the company is bound by agreement between
>> between the employer and one or more trade unions,
> o Company agreements between employer and works council on the orientation
>> or reference to a sectoral collective agreement regarding earnings.
> o The company being questioned has no regulations.

1 = Collective bargaining agreement (collective agreement, company collective agreement)

2 = works agreement (no collective bargaining agreement)

3 = other (no collective agreement)

The coding is based solely on the values of the feature **EARNINGS-**

REGULATION1 to EARNINGS REGULATION5 of the company form. The

The most common remuneration rule should be applied here.

enter the lung.

EF59 Activity key positions 6 and 7 including imputed values

EF59U1 – Highest general education qualification

The characteristics are identical to the characteristic **ACTIVITY KEY-SEL2 .** For the variable EF59U1, the value "9" (completion unknown) values using the hot-deck method – the so-called nearest Neighbour method – imputed. The auxiliary features were the following variables are used:

Gender, ACTIVITY KEY1, ACTIVITY KEY3,

Total earnings, economic sector, EF17 (of the employee), EF41 (of the employee), performance group, group of persons, EF4 of the employee drive.

The donor records represent the collected data sets.

EF59U3 – Highest vocational qualification

The characteristics are identical to the characteristic **ACTIVITY KEY-SEL3 .** For the feature EF59U3, the value "9" (completion of un-known) values are imputed. This is the same procedure as for the Feature EF59U1. In addition to the above-mentioned variables, the **ACTIVITY KEY2** is used.

Delivery characteristics according to EU regulation (from VSE 2014)

YEAR – reporting year

The year 2018 is indicated for all data sets.

KEYE – Key identifying the employee

Number for each employee record. Since only a 6-digit format for
delivery to Eurostat is possible, a bookkeeping
letter is used for the first two digits (1 000 000 = A00000).

B21 – Gender

manifestations:

F = Female

M = Male

B22 – Age (year of birth)

Year of birth of the employee.

B23 – Occupation (ISCO-08, 3-digit)

To form B23, the values specified in the characteristic **TAETIGKEITSSCHLUESSEL1**
(or EF15) used occupational code from the social security
converted into the corresponding ISCO 3-digit code (ISCO-08).

B24 – Management or supervisory activity

manifestations:

Y = Yes, the employee has some kind of management function.

N = No

B25 – Highest level of general and vocational education (IS-CED 2011)

G1 = Group 1: Basic education (0 Less than primary; 1 Primary; 2 Lower secondary)

G2 = Group 2: Secondary education (3 Upper secondary; 4 Post-secondary (non-tertiary))

G3 = Group 3: Tertiary education (up to 4 years) (5 Short-cycle tertiary; 6 Bachelor or eq.)

G4 = Group 4: Tertiary education (more than 4 years) (7 Master or equivalent; 8 Doctoral or eq.)

See also **EF43.**

B26 – Length of service

The affiliation to the company is indicated. See feature **EF40.**

B27 – Contractual working hours (full-time or part-time)

B27 was derived from **ACTIVITY KEY5** (contract form).

manifestations:

FT = full-time employment

PT = part-time employment

B271 – Share of normal working hours of a full-time employee

employed

See feature **EF52.**

B28 – Type of employment contract

manifestations:

A = Permanent

B = Limited (without trainees)

C = Training

B29 – Citizenship

The feature is not documented.

B31 – Number of weeks in the reporting year to which the gross annual income service refers

See feature **EF50.**

B32 – Number of hours worked paid in the reporting month

See feature **WORKING HOURS PAID.** B32 is

the working hours including overtime (EF19_1+EF20_1). For Euros-

Tat is the feature B32 to be delivered as an integer, nationally the hours

but with two decimal places. This results in deviations

to WORKING HOURS PAID if the hours specified are descendants

digits and is rounded up to B32.

B321 – Number of overtime hours paid in the reporting month

See characteristic **OVERTIME PAID .** For Eurostat, the characteristic

B321 to be delivered as an integer, but nationally the hours are given with two suffixes.

decimal places. This results in deviations from UEBER-

HOURLY PAID if the hours have decimal places

and rounded up to B321.

B33 – Annual vacation days (based on a 5-day week)

See feature **EF49.**

B34 – Other annual absence days

In all cases the feature is assigned 99999999.

B41 – Gross annual earnings in the reporting year

See feature **JVERDIENSTGESAMT .**

B411 – Annual bonuses and allowances, not linked to each salary

paid

See feature **JVERIENSTDAVOSONSBEZ .**

B412 – Annual benefits in kind

In all cases the feature is assigned 99999999.

B42 – Gross earnings in the reporting month

See feature **MVERDIENSTGESAMT .**

B421 – Overtime compensation

See feature **MVERDIENSTDAVONUEBERSTD .**

B422 – Special payments for shift work

See feature **MVERDIENSTDAVOZUSCHLAEGE .**

B423 – Statutory social contributions and employers' taxes

Sum of characteristics B4231 and B4232.

B4231 – Statutory social contributions

See feature **MVERDIENSTDAVONSV .** However, there are

Officials deviations, as they are subject to a fictitious social contribution in B4321

becomes.

B4232 – Taxes

See feature **MVERIENSTDAVONTHEUSSOLI .**

B43 – Average gross hourly earnings in the reporting month

See feature **EF48.**

B52 – Extrapolation factor for employees (bound extrapolation)

The fixed projection factor for employees is the factor with which

the information for the employees is weighted

The factor is the product of A51 x EF22 in the operating data

sentence.

The bound projection of the VSE 2018 was carried out at the company level according to

the Generalised regression estimator method (see quality report of the

VSE). Projected numbers of companies and employment relationships

The results of the VSE 2018 are therefore consistent with the results of the Federal Agency

for Work and the Microcensus.

KEYL – Identification key of the local unit the employee belongs to

Randomly assigned consecutive number of the company from the company data

sentence.

2.2 Comparability of characteristics over time

In the recent past, the survey increasingly covered more economic

The reporting year 2014 was the first full year of

Coverage of the economic sections A to S of the WZ 2008 was achieved and also

For the first time, companies with fewer than ten social security employees were included.

For comparisons, it is essential to use identical coverage as a basis.

The publications from the reporting year 2014 are therefore in principle

not comparable with publications from previous reporting years.

Since the reporting year 2014, a bound projection has been used,

to ensure greater coherence with other statistics on the number of employees

The process resulted in higher absolute

Number of employees (approx. +9%). Even with the same definition of the calculated

absolute figures cannot be compared with previous surveys. However, the

Federal and State Statistical Offices also have results from the reporting year

2018 in coverage and projection as for the reporting year 2010. On this

If required, comparable results for 2010 and 2018 can be obtained.

For the manufacturing industry, the longest-standing

time series results for the reporting years 1995 to 2018

place.

In 2012, the Federal Statistical Office published retrospective results for the

Section L of the Classification of Economic Activities, 2003 edition and

previous reporting years in the Classification of Economic Activities, Edition

2008 (unpublished). It is thus able to calculate time series of

Sections B to K for the reporting years 2001 to 2018 and time series of the

sections B to S for the reporting years 2006 to 2018.

2.3 Key figures of relevant characteristics and combinations of characteristics

See the Fachreihe 16 Heft 1 of the Federal Statistical Office.

2.4 Evaluable regional level

The survey is based on European Union regulations and is carried out in all

Member States and the results are therefore EU-wide

comparable, at the deepest regional level according to NUTS1 "Nomenclature of

unités territoriales statistiques" (classification of territorial units for statistics).

tik), which in Germany corresponds to the federal states. Results at level

of the districts and municipalities are not part of the objective of the statistics.

3 Practical tips

3.1 Notes on confidentiality

3.1.1 Legal basis of statistical confidentiality

Secrecy means establishing absolute anonymity

the results of statistical analyses. In concrete terms, this means that

confidentiality is ensured that the published results

No conclusions can be drawn about an individual case (e.g. person, company, institution

Statistical confidentiality is maintained wherever

applied where statistical results or individual data are the protected

Leave the official statistics offices.

Confidentiality in official statistics is regulated in Section 16 of the Federal Statistics Act

(BStatG) and includes that individual information about personal and

factual circumstances that are given for a federal statistic, of

are to be kept secret by the statistical authorities carrying out the data, as far as

There are no provisions to the contrary. This is also known as statistical

secrecy. Statistical secrecy obliges official statistics,

to protect the information received, i.e. to anonymize it in a form

that no longer allow any conclusions to be drawn about the person concerned and the

Confidentiality is also required with regard to the

Informational self-determination is of particular interest: Many surveys

Official statistics are subject to the obligation to provide information, so that

Respondents are not free to decide for themselves whether to pass on information

Official statistics must therefore ensure that the data collected

data cannot be assigned to any respondent.

However, the Federal Statistics Act also provides for cases in which statistical secrecy is not

Section 16 of the Federal Statistics Act sets out the exceptions to the confidentiality obligation.

Among other things, it specifies under which circumstances the data

official statistics may be made available to science

and which rules must be followed.

3.1.2 Confidentiality of results

In order to ensure the legally required confidentiality of individual cases in the data

To ensure that all results obtained at the guest researcher's

workplace or by controlled remote data processing, before

their release to the user by the FDZ of a confidentiality check and

The FDZs ensure that the results are absolutely

are anonymous and re-identification of individual respondents after human

discretion can be excluded. The

Departments of the Statistical Offices before publishing results

nits.

To ensure confidentiality, the FDZ uses various secret

rules that are individually tailored to the respective statistics.

In the brochure "Regulations for the evaluation of microdata in the research

data centres of the Federal and State Statistical Offices"

the most common rules for primary secrecy are presented.

These rules are basically applied to all statistics in the FDZ.

The appendix to this brochure contains information on which secret

rules to which statistics are to be applied.

You can find the brochure here: http://www.forschungsdatenzentrum.de/ge-
heimhaltung.asp.

3.1.3 Practical tips for avoiding confidentiality cases

If confidentiality cases occur in the analyses created, these will be

Values from the FDZ to ensure confidentiality through a blocking

pattern. Especially in cross tables, the necessary

Secondary blocking quickly creates many "holes" in the evaluations.

table cell used for secondary locking also in all subsequent

Analyses must be locked (cross-table confidentiality) –

Even if it is not necessary in the newly created table, it is useful to

Whenever a result is created, care must be taken to ensure that no secret

confidentiality cases are generated. If confidentiality cases occur in an output,

the responsible FDZ is free to review and release the output

to reject.

In order to avoid cases of confidentiality in the analyses, it should always be ensured

Care must be taken to ensure that the analyses carried out are based on sufficiently large case

If the number of cases is small, it is advisable to use variable

to summarize the data and thus achieve larger case numbers.

3.2 FAQ

If you have any questions, please contact the person listed in the imprint for specialist

FDZ location mentioned in the information.

3.3 Available tools

For this product, the research data centers do not charge any additional

leading tools offered.

Attachment

Tab. 1: Operating data set

feature description	Designation		
	2010	**2014**	**2018**
survey state	EF1U1	SURVEY COUNTRY	SURVEY COUNTRY
company identification number (URS)	EF1U2	REPORTING UNIT ID	REPORTING UNIT ID
type of bow	EF2	BOW TYPE	BOW TYPE
Public sector participation in corporate capital	-	CAPITAL PARTICIPATION	CAPITAL PARTICIPATION
employees of the company	-	PAYMENT COMPANIES	PAYMENT COMPANIES
employees of the company	-	NUMBER-MATURE	NUMBER-MATURE
employees of the company	-	NUMBERFEMALE	NUMBERFEMALE
basis for calculating vacation days	-	WORKING DAYS PER WEEK	WORKING DAYS PER WEEK
usual weekly working hours	-	WEEKLY WORKING HOURS	WEEKLY WORKING HOURS
1. Designation of earnings regulation	-	EARNINGS REGULATION1	EARNINGS REGULATION1
2. Designation of earnings regulation	-	EARNINGS REGULATION2	EARNINGS REGULATION2
3. Designation of earnings regulation	-	EARNINGS REGULATION3	EARNINGS REGULATION3
4. Designation of earnings regulation 5.	-	EARNINGS REGULATION4	EARNINGS REGULATION4
Designation of earnings regulation	-	EARNINGS REGULATION5	EARNINGS REGULATION5
minimum wage sector	-	INDUSTRY MINIMUM WAGE SECTOR	INDUSTRY MINIMUM WAGE SECTOR
regional key	-	REGIONAL KEY	REGIONAL KEY
country key	-	COUNTRY	COUNTRY
administrative district	-	GOVERNMENTAL DISTRICT	GOVERNMENTAL DISTRICT
Circle	-	CIRCLE	CIRCLE
municipality code	-	COMMUNITY	COMMUNITY
industry	-	SECTOR	SECTOR
company number	-	COMPANY NUMBER COMPANY NUMBER	
craft affiliation	-	CRAFTSMANSHIP KEIT	CRAFTSMANSHIP KEIT
subsample drawn in the StLA	-	SUBSAMPLE	SUBSAMPLE
Date of import into the database	-	DATE OF ENTRY	DATE OF ENTRY
Fields GL040X (Old Designations)			
regional key	EF4	EF4	EF4
country key	EF4U1	EF4U1	EF4U1
administrative district	EF4U2	EF4U2	EF4U2
Circle	EF4U3	EF4U3	EF4U3
municipality code	EF4U4	EF4U4	EF4U4
selection country	EF5	EF5	EF5
industry	EF6	EF6	EF6
shift number (STIA)	EF7	EF7	EF7
craft affiliation	EF8	EF8	EF8
Public sector participation in corporate capital	EF9	EF9	EF9
employees of the company	EF10	EF10	EF10
employees of the company	EF11	EF11	EF11
employees of the company	EF12	EF12	EF12
selection distance 2nd level (within the company)	EF13	EF13	EF13

Tab. 1: Operating data set

feature description	Designation		
	2010	**2014**	**2018**
Basis for calculating vacation days EF14		EF14	EF14
usual weekly working hours	EF15	EF15	EF15
1. Name of the earnings regulation 2. Name	EF16	EF16	EF16
of the earnings regulation	EF17	EF17	EF17
3. Designation of earnings regulation	EF18	EF18	EF18
4. Designation of earnings regulation 5.	EF19	EF19	EF19
Designation of earnings regulation	EF20	EF20	EF20
extrapolation factor 1st level	EF21	EF21	EF21
extrapolation factor 2nd level	EF22	EF22	EF22
supplementary factor	EF23	EF23	EF23
tabulation number	EF24	EF24	EF24
employees of the company	EF26	EF26	EF26
company number	EF29	EF29	EF29
type of unit	EF30	EF30	EF30
minimum wage sector	EF31	EF31	EF31
delivery characteristics according to EU regulation			
reporting year	-	YEAR	YEAR
Geographical location of the local unit (NUTS-1)	-	A11	A11
Size of the company to which the local unit belongs	-	A12	A12
Main economic activity of the local unit (NACE Rev. 2)	-	A13	A13
form of economic and financial control	-	A14	A14
collective agreement (of the company)	-	A15	A15
Total number of employees in the local units in the reporting month	-	A16	A16
Affiliation of the local unit to a group of companies	-	A17	A17
extrapolation factor operation (2 decimal places)	-	A51	A51
Key identifying the enterprise	-	KEYB	KEYB
Key identifying the local unit	-	KEYL	KEYL
number of companies (=1)	-	TO	TO
number of social security employees	-	SV	SV
number of marginally paid employees	-	GB	GB
correction factor for homoscedasticity	-	QK	QK
Federal State	-	BLOCK	BLOCK
size class of the company (1..5)	-	GKL5	GKL5
economic sector of the company	-	WZ18	WZ18
Layer identifier (Fusions: xx09xx)	-	STRATID	STRATID
Number of population (estimated)	-	NPOP	NPOP
number of respondents	-	NRESP	NRESP
population 2010 for comparisons with VSE 2010	-	GG2010	GG2010
origin of the company's data	-	ORIGIN	ORIGIN

Tab. 1: Operating data set

feature description	Designation		
	2010	2014	2018
basic region type	-	EF33	EF33
Differentiated region type	-	EF34	EF34
circle type	-	EF35	EF35
community type	-	EF36	EF36
labor market region	-	EF37	EF37
spatial planning region	-	EF38	EF38
planning region	-	EF39	EF39
urban areas	-	EF40	EF40
centrality	-	EF41	EF41
travel area	-	EF42	EF42
urban-rural division	-	EF43	EF43
BIK region number 001 – 753	-	EF44	EF44
BIK region type 1-5 (753)	-	EF45	EF45
BIK structure type 1-5 (753)	-	EF46	EF46

Tab. 2: Employee data set

feature description	Designation		
	2010	2014	2018
survey state	EF1U1	SURVEY COUNTRY	SURVEY COUNTRY
identification number URS	EF1U2	REPORTING UNIT ID	REPORTING UNIT ID
type of bow	EF2	BOW TYPE	BOW TYPE
Sequential number of the employee	-	CASE NUMBER	CASE NUMBER
Serial number of the collective agreement in the company record	-	NUMERIC INCOME REGULATION	NUMERIC INCOME REGULATION
salary group	-	EARNINGS GROUP	EARNINGS GROUP
performance group with remuneration according to free agreement	-	PERFORMANCE GROUP	PERFORMANCE GROUP
Gender	-	GENDER	GENDER
year of birth	-	YEAR OF BIRTH	YEAR OF BIRTH
month of entry	-	MONTH OF ENTRY	MONTH OF ENTRY
year of entry	-	YEAR OF ENTRY	YEAR OF ENTRY
group of people	-	GROUP OF PEOPLE	GROUP OF PEOPLE
Occupation (KldB 2010)	-	ACTIVITY KEY1	ACTIVITY KEY1
Highest general education qualification	-	ACTIVITY KEY2	ACTIVITY KEY2
Highest professional qualification	-	ACTIVITY KEY3	ACTIVITY KEY3
temporary employment	-	ACTIVITY KEY4	ACTIVITY KEY4
form of contract	-	ACTIVITY KEY5	ACTIVITY KEY5
Regular weekly working hours -		WEEKLY WORKING HOURS	WEEKLY WORKING HOURS
Paid working hours without overtime	-	PAID WORKING HOURS	PAID WORKING HOURS
Paid overtime	-	OVERTIME PAID	OVERTIME PAID
total gross monthly income	-	MTOTAL EARNINGS	MTOTAL EARNINGS
total earnings for overtime	-	MEARNINGS FROM-EBERSTD	MEARNINGS FROM-EBERSTD
allowances for shift, night, Sunday and holiday work	-	MEARNINGS FROM THIS BEATS	MEARNINGS FROM THIS BEATS
Statutory deductions through wage tax (including solidarity surcharge)	-	MEARNINGS FROM TAX SOLI	MEARNINGS FROM TAX SOLI
Statutory deductions through social insurance (total)	-	MVERRIESTDAVOSV	MVERRIESTDAVOSV
Working days subject to social insurance contributions per year	-	TOTAL WORKING DAYS	TOTAL WORKING DAYS
gross annual income (total)	-	JTOTAL EARNINGS	JTOTAL EARNINGS
Special payments within the gross annual earnings	-	JEARNINGS FROM OTHERS JEARNINGS FROM OTHERS	
salary conversion	-	JEARNINGS FROM THIS PAYMENT-CONVERSION	JEARNINGS FROM THIS PAYMENT-CONVERSION
vacation entitlements for the calendar year	-	HOLIDAY RIGHT	HOLIDAY RIGHT
fields of the material GL040X			
serial number of the employee	EF3	EF3	EF3
sheet number	EF3U1	EF3U1	EF3U1
serial number	EF3U2	EF3U2	EF3U2
industry	EF4	EF4	EF4
shift number	EF5	EF5	EF5

Tab. 2: Employee data set

feature description	Designation		
	2010	2014	2018
collective wage group	EF6	EF6	EF6
Serial number of the collective agreement in the company record	EF7	EF7	EF7
collective agreement key from company records	EF8	EF8	EF8
performance group with remuneration according to free agreement	EF9	EF9	EF9
Gender	EF10	EF10	EF10
year of birth	EF11	EF11	EF11
month of entry	EF12U1	EF12U1	EF12U1
year of entry	EF12U2	EF12U2	EF12U2
Country from regional key	EF13	EF13	EF13
reporting month	EF14U1	EF14U1	EF14U1
reporting year	EF14U2	EF14U2	EF14U2
Practiced profession	EF15	EF15	EF15
Left part of the insurance certificate (occupational position)	EF16U1	EF16U1	EF16U1
Right part of the insurance certificate (training)	EF16U2	EF16U2	EF16U2
type of employment contract	EF17	EF17	EF17
Regular weekly working hours EF18		EF18	EF18
Paid working hours without overtime	EF19	EF19	EF19
Paid overtime	EF20	EF20	EF20
total gross monthly income	EF21	EF21	EF21
total earnings for overtime	EF22	EF22	EF22
allowances for shift, night, Sunday and holiday work	EF23	EF23	EF23
Statutory deductions through wage tax (including solidarity surcharge)	EF24	EF24	EF24
Statutory deductions through social insurance (total)	EF25	EF25	EF25
Working days subject to social insurance contributions per year	EF26	EF26	EF26
gross annual income (total)	EF27	EF27	EF27
Special payments within the gross annual earnings	EF28	EF28	EF28
vacation entitlements for the calendar year	EF29	EF29	EF29
Reduction in earnings in the reporting month EF30		EF30	EF30
reduction in earnings in the reporting year	EF31	EF31	EF31
group number	EF32	EF32	EF32
Public sector participation in corporate capital	EF33	EF33	EF33
employees of the company	EF34	EF34	EF34
employees of the company	EF35	EF35	EF35
basis for calculating vacation days	EF36	EF36	EF36
usual weekly working hours	EF37	EF37	EF37
extrapolation factor for employees EF38		EF38	EF38

Tab. 2: Employee data set

feature description	Designation		
	2010	2014	2018
tabulation number	-	EF39	EF39
length of service in years EF40		EF40	EF40
age in years	EF41	EF41	EF41
occupational code (ISCO 3-digit code)	EF42	EF42	EF42
education key (ISCED)	EF43	EF43	EF43
net monthly income	EF44	EF44	EF44
Standardized gross annual earnings	EF45	EF45	EF45
Estimated values at EF45	EF46	EF46	EF46
Standardized special payments	EF47	EF47	EF47
gross hourly earnings	EF48	EF48	EF48
Converted vacation days (5-day Week)	EF49	EF49	EF49
Number of (working) weeks in the year EF50		EF50	EF50
Paid hours (EF19) were estimated	EF51	EF51	EF51
Proportionate weekly working hours of a part-time employee	EF52	EF52	EF52
Weekly working hours of one marginally employed	EF53	EF53	EF53
Salary conversion	EF55	EF55	EF55
Weekly working time was estimated or corrected	EF56	EF56	EF56
minimum wage sector	EF57	EF57	EF57
collective bargaining agreement of the company	EF58	EF58	EF58
imputation values	EF59	-	-
Profession	EF59U1	-	-
Highest general education qualification	-	EF59U1	EF59U1
Highest professional qualification	EF59U2	EF59U3	EF59U3
delivery characteristics according to EU regulation			
reporting year	-	YEAR	YEAR
Key identifying the employee	-	KEYE	KEYE
Gender	-	B21	B21
age (year of birth)	-	B22	B22
occupation (ISCO-08, 3-digit)	-	B23	B23
management or supervisory activities	-	B24	B24
Highest level of general and vocational education (ISCED 2011)	-	B25	B25
length of service	-	B26	B26
Contractual working hours (full-time or part-time)	-	B27	B27
Share of the normal working hours of a full-time employee mers	-	B271	B271
type of employment contract	-	B28	B28
citizenship	-	B29	B29

Tab. 2: Employee data set

feature description	Designation		
	2010	2014	2018
Number of weeks in the reporting year to which the gross annual earnings refer	-	B31	B31
Number of paid in the reporting month working hours	-	B32	B32
Number of overtime hours paid in the reporting month	-	B321	B321
Annual vacation days (based on a 5-day week)	-	B33	B33
Other annual absence days	-	B34	B34
gross annual earnings in the reporting year	-	B41	B41
Annual bonuses and allowances, not paid with every salary	-	B411	B411
Annual benefits in kind	-	B412	B412
gross earnings in the reporting month	-	B42	B42
compensation for overtime	-	B421	B421
special payments for shift work	-	B422	B422
Statutory social contributions and employer taxes	-	B423	B423
Statutory social contributions	-	B4231	B4231
Steer	-	B4232	B4232
Average gross hourly earnings in the reporting month	-	B43	B43
Extrapolation factor employees (2 decimal places)	-	B52	B52
Identification key of the local unit the employee belongs to	-	KEYL	KEYL

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