Appendix BIBB Report 2 (2022)

Table A1: Employed persons by type of disability, age and qualification

	< 25 years	25-40 years	41-55 years	≥ 56 years	Without Vocational Education	Vocational Training Qualification	Vocational Training Qualification and further Erducation	Academic Degree	Overall
No disabilities[a]	5.93	36.86	40.31	16.9	8.7	54.7	7.6	29.1	91.06
Disability[a]	2.14	15.23	45.63	37.0	11.0	66.0	6.9	16.1	8.94
Degree of disability (GdB)[b]									
GdB 20 to < 50 (recognized disability, no severity)	-	10.55	50.28	39.17	*2.04*	51.43	*9.15*	37.37	29.66
Legally equal (to GdB ≥50)	-	*5.67*	54.22	*40.11*	*2.75*	70.69	*7.59*	*18.98*	14.07
GdB ≥ 50 (recognized severe disability)	*1.70*	14.15	38.15	45.99	*3.51*	49.95	12.30	34.24	56.27
Occurrence of the disability[b]									
Birth, childhood, youth	*4.25*	26.05	42.40	27.30	*7.33*	50.90	*5.55*	36.21	23.14
Adulthood	-	7.61	46.65	45.74	*2.01*	53.23	10.72	34.04	76.86
Visibility of the disability[b]									
Visible	*1.41*	*12.18*	42.15	44.25	*5.25*	50.61	*10.14*	34.00	33.88
Not visible	0.74	11.63	45.39	42.25	*1.88*	54.72	11.26	32.13	66.12
Type of disability									
Severe illness and chronic disease	*2.00*	*10.82*	42.43	44.74		50.80	*11.55*	37.64	28.37
Physical disability	*0.55*	*8.52*	46.32	44.60	*2.85*	54.98	*10.71*	31.46	40.38
Neurological and psychological impairment	-	*13.66*	*46.22*	40.12	*4.48*	56.31	*10.64*	28.58	5.34
Sensory impairment	*1.16*	*14.14*	41.63	43.08	*3.48*	59.32	*10.69*	*26.50*	14.57
Other disability	*1.90*	*10.51*	32.34	55.25	*9.12*	56.01	*12.74*	*22.14*	11.35

Source: [a] BIBB/BAuA-Employment Survey 2018, n=20,012; [b] follow-up survey of the BIBB/BAuA-Employment Survey 2018, n=1,010, weighted; Italics: n<30 (it can be assumed that that these results are not reliable).

Table A2: Operationalization of the labor capacity index (AV) based on data from the BIBB/BAuA employment survey 2018			
AV-Dimension	**BIBB-/BAuA-Operationalization**		
sitKOM situational coping with complexity	How often does it happen in your work that … (often/sometimes/never)		Formed from the arithmetic mean values of the assigned variables. Encoded as 0 and 1. 0 = situational handling of complexity never necessary 1 = Situational handling of complexity often or sometimes necessary
	F327_01	… you have to react to problems and solve them?	
	F327_02	… you have to make difficult decisions on your own?	
	F327_06	… you have to communicate with other people professionally?	
sitUW situational coping with imponderables *	How often does it happen in your work that … (often/sometimes/rarely/never)		Formed from the arithmetic mean values of the assigned variables. Encoded as 0 and 1. 0 = situational imponderability never occurring 1 = situational unpredictability occurring frequently or sometimes
	F411_01	… you have to work under strong deadline or performance pressure?	
	F411_06	… you are disturbed or interrupted at work, e.g. B. by colleagues, bad material, machine malfunctions or telephone calls?	
	F411_08	… things are asked of you that you have not learned or that you do not master?	
	F411_09	you have to keep an eye on different types of work or processes at the same time?	
	F411_13	… you have to work very quickly?	
	F700_09	… you do not receive all the necessary information to be able to carry out your work properly?	
strKOM structural increase in complexity	In the last two years, in your immediate work environment, have you been … (yes/no)		Formed from the arithmetic mean values of the assigned
	F1001_01	… introduced new manufacturing or process technologies?	
	F1001_02	… introduced new computer programs? (not just new versions)	
	F1001_03	… introduced new machines/equipment?	

	F1001_04	… used new or significantly modified products or materials?	variables. Encoded as 0 and 1. 0 = no increase in structural complexity 1 = increase in structural complexity
	F1001_05	… provided new or significantly changed services?	
	F1001_06	… carried out significant restructuring or reorganization?	
	Change in the last two years (increased/stayed/decreased)		
	F1001_10	How have stress and work pressure changed?	
REL relevance of experience-based learning	F401	In order to be able to do the job, a longer period of induction is required. (Yes / No)	Is normalized from 0 and . 0 = no longer training necessary, 1 = longer training required in the company.

* Note: Originally, the sitUW dimension also included the item "that a minor mistake or slight inattention leads to greater financial losses" (PFEIFFER/SUPHAN 2015). After a validation of the AV index (PFEIFFER 2018), the variable is no longer used to form the index in more recent works by Pfeiffer (BACH et al. 2020).

Table A3: Perception of the employment rate gap including control variables (OLS-regressions)			
	Model 1 Gap	**Model 2 Gap**	**Model 3 Gap**
Ref. without disabilities			
Respondents with disability	-7.757*** (1.393)	-7.986*** (1.500)	-7.668*** (1.515)
Ref. rare contact Frequent contact with persons with disabilities …			
… in the neighbourhood			1.624 (1.620)
… at work			-3.919*** (1.497)
… among friends			-1.159 (1.526)
Health status		-1.011 (0.957)	-1.028 (0.958)
Ref. male			
Female		-3.028* (1.545)	-3.106** (1.540)
Ref. low educational status			
High educational status		-2.192 (1.484)	-2.111 (1.474)
Age		0.086 (0.539)	0.154 (0.547)
Age^2		0.001 (0.006)	0.000 (0.006)
Ref. West Germany			
East Germany		1.883 (1.752)	1.802 (1.758)
Ref. white-collar worker			
Blue-collar worker		-2.471 (2.572)	-2.656 (2.561)
Civil servant		-3.525 (2.425)	-3.701 (2.460)
Other		3.681 (2.687)	3.150 (2.685)
Ref. civil service			
Health- and social sector		-4.927**	-4.546*

		(2.407)	(2.428)
Business services		-3.017	-4.032
		(2.976)	(2.958)
Private services/banks/insurances		-4.459*	-5.046**
		(2.363)	(2.381)
Trade		-1.540	-2.158
		(3.210)	(3.178)
Metal- and electronic industry		-2.940	-3.867
		(2.855)	(2.831)
Agriculture/mining/energy etc.		-1.877	-2.648
		(2.802)	(2.799)
Observations	931	931	931
R^2	0.033	0.054	0.063

Notes: Weighted results with robust standard errors. The dependent variable is the perceived employment rate gap between persons with and without disabilites. ***p<0.01. **p<0.05. *p<0.1.
Source: Follow-up survey of the BIBB/BAuA-Labour Force Survey 2018. n = 931.

Table A4: Perception of the employment rate (ER) of people with disabilities (OLS-regressions)

	Model 1	Model 2	Model 3
	ER with disabilities	ER with disabilities	ER with disabilities
Ref. without disabilities			
Respondents with disability	5.166***	6.633***	6.449***
	(1.331)	(1.402)	(1.409)
Ref. rare contact			
Frequent contact with persons with disabilities …			
… in the neighbourhood			0.168
			(1.502)
… at work			3.008**
			(1.403)
… among friends			0.552
			(1.469)
Control variables		✓	✓
Observations	931	931	931
R^2	0.016	0.051	0.057

Notes: Weighted results with robust standard errors. The dependent variable is the perceived employment rate of persons with disabilites. The control variables are health, gender, education, age, age squared, region (East- vs. West Germany), occupational status and sector. ***p<0.01. **p<0.05. *p<0.1.
Source: Follow-up survey of the BIBB/BAuA-Labour Force Survey 2018. n = 931.

Table A5: Perception of the employment rate (ER) of people without disabilities (OLS-regressions)			
	Model 1	Model 2	Model 3
	ER without disabilities	ER without disabilities	ER without disabilities
Ref. without disabilities			
Respondents with disability	-2.592*** (0.988)	-1.353 (1.044)	-1.219 (1.050)
Ref. rare contact Frequent contact with people with disabilities …			
… in the neighbourhood			1.792* (1.081)
… at work			-0.911 (1.070)
… among friends			-0.607 (1.085)
Control variables		✓	✓
Observations	931	931	931
R^2	0.008	0.050	0.054

Notes: Weighted results with robust standard errors. The dependent variable is the perceived employment rate of persons without disabilites. The control variables are health, gender, education, age, age squared, region (East- vs. West Germany), occupational status and sector. ***p<0.01. **p<0.05. *p<0.1.
Source: Follow-up survey of the BIBB/BAuA-Labour Force Survey 2018. n = 931.

Table A6: Randomisation test for respondents with disabilities				
	Control group	Treatment group	Difference	P-Value
ER with disabilities	44.162	43.666	0.497	0.680
ER without disabilities	70.678	72.547	-1.868	0.265
Gap	26.516	28.881	-2.365	0.228
Health status	3.353	3.305	0.048	
Female	0.543	0.469	0.074	0.110
Education	0.432	0.459	-0.027	0.691
Age	52.500	51.523	0.977	0.320
East Germany	0.216	0.194	0.022	0.497
Contact in the neighbourhood	0.338	0.343	-0.005	0.951
Contact at work	0.592	0.560	0.031	0.487
Contact among friends	0.426	0.476	-0.05	0.251

Notes: Weighted averages for a selection of variables (perceived employment rate (ER) of persons with and witout disabilities, perceived gap in the employment rate, health, gender, education, age, region (East- vs. West Germany), contact with persons with disabilities in the neighbourhood, at work, among friends. P-values are the result of t Tests to test significant differences between control and treatment group for respondents with disabilities.
Source: Follow-up survey of the BIBB/BAuA-Labour Force Survey 2018. n = 931.