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Mixed-methods study of European medical doctors in Germany

Technical Report

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Abstract

This technical report describes the mixed methods data collection of the first in-depth empirical study of intra-EU highly skilled migration in Germany. The target population of our study consists of EU immigrants in Germany who belong to the medical profession. The overall study design is based on a mixed-method sequential explanatory design combining two types of primary data. First, we conducted a quantitative survey with standardized questionnaires among a random sample of EU citizens who immigrated to Germany after 2003 and who belong to the medical profession in Germany. Moreover, we included in this quantitative survey a random sample of German medical doctors for comparative purposes. The standardized questionnaire covered the following topics: migration experiences, motives for emigration and immigration, structural and social integration in the destination country, (life) satisfaction, sense of belonging, national and transnational social ties, and political attitudes and participation. The quantitative data collection ran from September 2015 to May 2016. In total, 1,607 EU physicians and 1,570 German physicians provided eligible responses to our survey. In a second step, we ran a latent class analysis on the migration patterns of the EU physicians measured in the quantitative data in order to construct a typology of intra-European immigrant medical doctors. This typology was then used to design the sample of the subsequent qualitative data collection. In total, 38 semi-structured interviews of the respondents selected were carried out between November 2016 and May 2017. The interviews covered the topics of migration motives and risks, social and structural integration, as well as aspirations for the future.

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1.   Introduction

1.1.   Purpose and objectives

The mixed-methods study on European medical doctors in Germany is based on the data collected in the research programme being undertaken by the "Transnationalization of Society, Politics and the Economy" junior research group. This junior research group is led by Céline Teney (SOCIUM, University of Bremen) and is funded for the period March 2014 – December 2018 as part of the institutional strategy of the University of Bremen within the excellence funding of the German federal government and federal states.

The overall objective of the junior research group is the assessment of the economic, social and political dimensions of intra-European highly skilled migration. This research issue is of particular relevance for both the international academic and public debates. As a unique migration space that has increasingly facilitated workers' mobility, the EU has indeed been facing a boom in intra-European immigration in recent years. Moreover, intra-European highly skilled migration is becoming a salient and polarizing issue in an increasing number of net sending and receiving countries. Indeed, intra-EU labour mobility of highly qualified workers might lead to intra-EU brain drain and gain, and might thus result in new forms of inequality between EU member states. Lastly, the increasing intra-EU labour mobility constitutes bottom-up dynamics in respect of the social, political and economic aspects of the Europeanisation of society.

The junior research group's project aims therefore to contribute to the European public and academic debate by providing the first in-depth empirical analysis of intra-EU highly skilled migration in Germany. In the last few years, Germany has become the main destination country for EU immigrants. As can be seen in Figure 1, the number of non-German EU citizens who immigrated to Germany doubled in 2013 compared to 2007. This significant increase in intra-EU immigration flows is mainly due to two external factors. First, the EU enlargement to Central and Eastern Europe and the access of citizens from the states which became new members in 2004 to the German labour market in 2011. Second, the recent EU financial and economic crisis experienced by southern EU countries led to a sudden labour emigration from these countries.[1] In contrast, the German economy remained relatively unaffected by the EU financial and economic crisis, making the German labour market attractive to EU workers seeking to improve their career prospects. Germany thus constitutes the EU country that is likely to attract the largest share of highly skilled intra-EU immigrants.

Regarding the population under study, we defined the target population by selecting EU immigrants in Germany who belong to the medical profession. We selected this profession because it is one of the high-skill professions characterized by the most acute supply shortage in Europe (van der Ende, Walsh, & Ziminiene, 2014: 61). As a result of a labour shortage, such professional occupations have been facing increasing flexibility and fluidity in terms of free movement of skilled persons (Iredale,

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[1] There has also been a redirection of migration flows. With the economic situation in Southern Europe deteriorating, Bulgarian and Rumanian nationals residing mainly in Spain and Italy moved further to Germany (Brücker, Hauptmann, & Vallizadeh, 2013; Hanganu, Humpert, & Kohls, 2014).

2001). This process also applies to the medical profession, whose access used to be highly restricted and regulated by the individual nation states (Raghuram & Kofman, 2002). Thus and thanks to this flexibilization, citizens whose profession is characterized by a labour shortage should encounter the lowest mobility constraints. Additionally, according to the EU Directive 2005/36/EC, medical qualifications are automatically recognized. Intra-EU immigrants belonging to these professions therefore represent the ideal types of intra-EU free movers in an integrated European labour market. On the other hand, studying intra-EU immigrants belonging to one of the highly skilled professions with the most acute labour shortage within the EU also enables an evaluation of the potential emergence of intra-EU brain drain and gain. The term "brain drain" refers to the international transfer of "human capital resources", mainly in the sense of the migration of highly educated individuals from less to more prosperous countries (Beine, Docquier, & Rapoport, 2008, p. 631), which leads to a skilled labour shortage in the sending countries. This, in turn, leads to brain *gain* for the destination countries: they make use of immigrants' qualifications, for whose acquisition they did not incur any costs, to offset labour shortages and boost their knowledge economy. All in all, by sampling the largest intra-EU immigration country and one of the high-skill professions with the most acute labour shortage within the EU, the junior research group's project focuses on the target population constituting the ideal type of free movers for labour reasons as well as the most likely case for finding evidence of an intra-EU brain gain.

Figure 1: EU immigration flows to Germany, by region of origin, 2007 and 2013 (excluding German citizens)
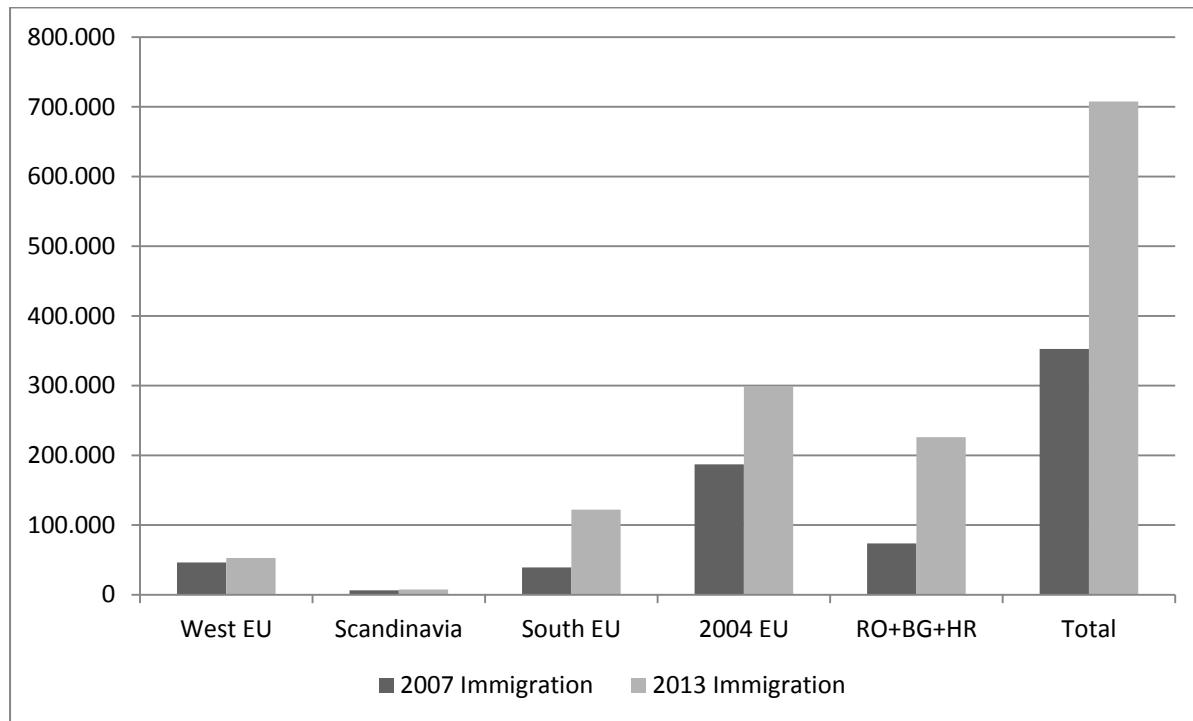
Note: West EU: Austria, Belgium, France, Ireland, Luxembourg, the Netherlands, the United Kingdom; Scandinavia: Denmark, Finland, Sweden; South EU: Greece, Italy, Portugal, Spain; 2004 EU: Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia; RO: Romania; BG: Bulgaria; HR: Croatia.
Source: Statistisches Bundesamt (2009, 2015)

We restricted the study to European physicians who recently immigrated to Germany in order to consider solely immigrants who benefited from the recently implemented free movement rights.[2] The target population is thus composed of medical doctors who are citizens of one of the EU-28 countries (with the exception of Germany) and who immigrated to Germany after 2003. This implies that the target population encompasses the entire ethnic diversity among the EU population working as medical doctors in Germany, as we did not restrict the samples to a few countries of origin.

1.2.   Design strategy

The overall design of the project research is based on a mixed-method sequential explanatory design (Creswell & Plano Clark, 2011) combining two types of primary data. First, we conducted a quantitative survey with standardized questionnaires among EU citizens who immigrated to Germany after 2003 and who belong to the medical profession in Germany. Moreover, we included in this quantitative survey a sample of German medical doctors for comparative purposes. The sampling design for the quantitative survey is based on a stratified sampling strategy and is composed of clustered samples drawn with the assistance of the German local State Chambers of Physicians. We contacted the target population by post and – in two cases – via advertisements in their members' journals. The standardized questionnaire covered the following topics: migration experiences, motives for emigration and immigration, structural and social integration in the destination country, (life) satisfaction, sense of belonging, national and transnational social ties, and political attitudes and participation. Moreover, the questionnaire for the comparative sample of Germans included a question on their assessment of (policy) solutions for the labour shortage in their profession. A further important feature of the questionnaire design is that it enables the comparison of the population sampled with cross-national and national mass surveys such as the EU Labour Force Survey, the Eurobarometer or the German Socio-Economic Panel: whenever possible, the item wording of the questions designed for the survey matched the wording of questions asked in previous cross-national and national surveys. This means that the data from the quantitative survey of EU medical doctors in Germany can be compared with survey data on the overall population in the countries of origin and in the destination country. The quantitative data collection ran from September 2015 to May 2016.

The quantitative data collected were then used in the design of the subsequent qualitative data collection, as is the case with mixed-method sequential designs (Leech & Onwuegbuzie, 2009). More precisely, we ran a latent class analysis with the quantitative data in order to construct a typology of intra-European immigrant medical doctors. The following variables were used in the latent class analysis: age at immigration, length of stay in Germany, the planned duration of stay in Germany, and immigration motives (i.e. economic, career and family motives). The latent class model that best fits the data is composed of three classes. Taking the size of the three classes into account, we selected 38 respondents who agreed to participate in a follow-up interview: eleven for class 1, six for class 2, and 21 for class three, which broadly represented the relative size of the respective classes.

The selection of the respondents for the interviews was done so as to maximize the heterogeneity of the overall qualitative sample with regard to gender, region of origin, place of residence (different

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[2] In Germany, the transitional period restricting free movement from the 2004 new member states was lifted by 2011, for Bulgaria and Romania by 2014, and for Croatia in 2015.

regions within Germany and different size of city/town), year of moving to Germany, and age. Semi-structured interviews of the respondents selected were carried out between November 2016 and May 2017. The interviews covered the topics of migration motives and risks, social and structural integration, as well as aspirations for the future. The aim of the qualitative data collection was to interpret and contextualize the main findings of the quantitative survey data (Creswell & Plano Clark, 2011).

Part 2 of the technical report describes the quantitative data collection, while Part 3 presents the qualitative data collection.

2.   Quantitative Data Collection

2.1.   Sampling design

Medical doctors with a citizenship from one of the 28 EU countries (with the exception of Germany) who immigrated to Germany after 2003 comprised the target population of the quantitative survey. We relied on the local State Chambers of Physicians for drawing the sample of medical doctors. The State Chambers of Physicians possess an exhaustive list of physicians who want (or wanted) to practice medicine in Germany: in order to be allowed to practice as a medical doctor in Germany, doctors are required to register with the State Chamber of Physicians for the federal state in which they want to work. Moreover, citizenship (at the time of registering with the State Chamber) is one of the pieces of information available in the State Chambers' registers. Thus, the use of these registers enabled us to draw a sample based on the exhaustive target population. There are 17 local State Chambers of Physicians in Germany (one for each state, except for two chambers that cover North Rhine-Westphalia). We asked each of the 17 local State Chambers of Physicians separately to assist us to draw the samples. Twelve out of the 17 Chambers agreed to do so and to forward our questionnaire and the reminder letter by post to the medical doctors sampled. Furthermore, two Chambers (Hamburg and Thuringia) were not able to forward our questionnaire by post, but proposed instead to include an advertisement with a link for the online version of our survey in their own medical journal that is sent to each registered medical doctor. The Chambers of Bremen, Brandenburg, and Hessen declined to participate in our survey. We had therefore to exclude medical doctors registered in these three states from the target population.

**Sampling design for EU medical doctors**

We defined the target population as medical doctors holding at least one citizenship of one of the EU-28 countries (with the exception of Germany) who registered with one of the German local State Chambers of Physicians between 2004 and 2015.[3] The target population included all EU citizens who registered after 2003 with one of the participating local State Chambers of Physicians regardless of their current status or professional activity. Moreover, the target population was constituted exclusively of medical doctors who were registered in the State Chamber database as having a non-German EU citizenship by the time of the data collection. Based on these definition criteria for the target population, the participating local State Chambers were asked to draw a random sample of the target population as we had shown them. Figure 2 presents the total number of EU medical doctors registered in Germany in 2005 and 2013.

The overall national sample target size for the EU medical doctors was 7,500. We used the available statistics on physicians with a non-German EU citizenship registered in each State Chamber to set the sample size for each participating local State Chamber. The minimum sample size for each State Chamber of Physicians was set at 200. The aim behind this decision was to ensure sufficient re-

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[3] It should be noted that, in most cases, the local State Chambers of Physicians did not have sufficient information about whether the registration with their chamber was also the first registration in Germany. Therefore, the sample also contains medical doctors who moved to Germany before 2004.

sponses per State Chamber in order to be able to consider the state as a variable in the data analyses.

Figure 2: EU medical doctors registered in Germany, in 2005 and 2013
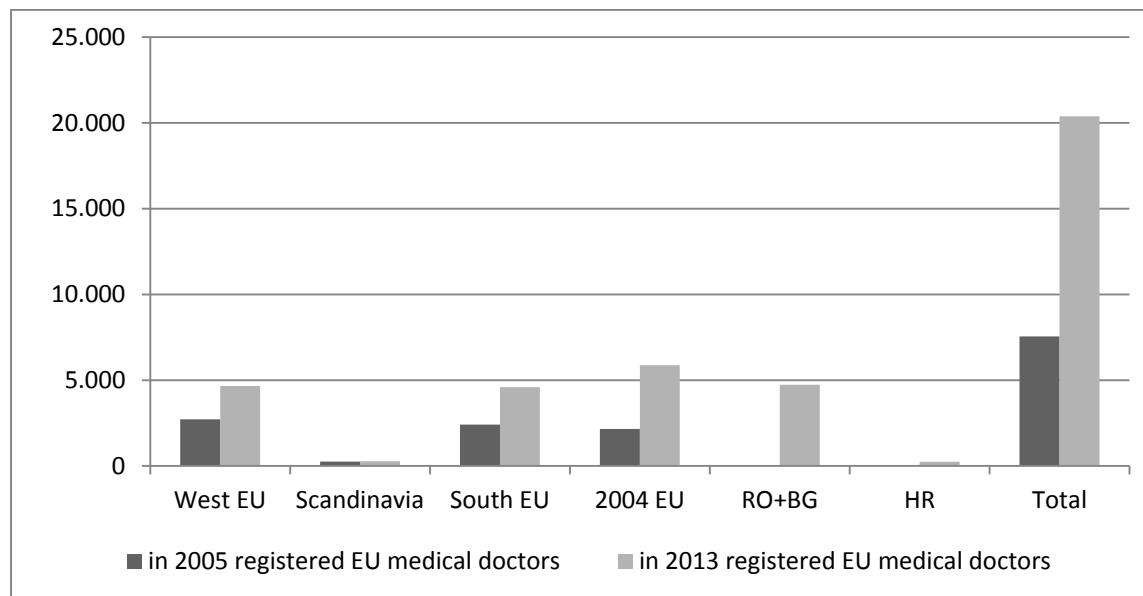
Source: Bundesärztekammer (2014a)

Furthermore, we oversampled two local State Chambers (Lower Saxony and Baden-Wuerttemberg) in order to generate an overall sample size that represented the geographical distribution of the EU medical doctors in Germany as closely as possible. We oversampled the target population in Lower Saxony in order to compensate for the non-participation in the postal survey of the local State Chambers in Hamburg and Bremen. For Baden-Wuerttemberg we oversampled the target population because the participation of the State Chamber in Bavaria was confirmed only after we had communicated the precise sample sizes to the other local State Chambers. Fortunately, the State Chamber in Bavaria did participate in the survey. This implies that Southern Germany has too high a weighting in the final sample. Similarly, the local State Chambers in Hesse and Thuringia communicated their decline to participate once the sample sizes were already approved by the other State Chambers. It was therefore not feasible to oversample the target population surrounding these states. Table 1 presents the statistics on the target population and sample sizes for EU medical doctors for each German state.

Table 1: Target population and sample size of EU medical doctors by federal state

	Registered EU medical doctors between 2005 and 2013[1]	Sampled EU medical doctors	% of target population sampled
Baden-Wuerttemberg	1,687	1,700	100%
Bavaria	2,701	1,600	59%
Berlin	445	275	62%
Brandenburg	466	Declined	
Bremen	105	Declined	
Hamburg	168	Through advert. in medical journal	
Hesse	807	Declined	
Mecklenburg-Western Pomerania	203	200	100%
Lower Saxony	672	550	82%
North Rhine-Westphalia[2]	3,046	1,800	59%
Rhineland-Palatinate	381	225	59%
Saarland	200	200	100%
Saxony	975	575	59%
Saxony-Anhalt	328	200	61%
Schleswig-Holstein	141	200	100%
Thuringia	509	Through advert. in medical journal	
Germany total	**12,834**	**7,525**	**59%**

[1] Source: Bundesärztekammer (2014a). Unfortunately, the most recent statistics available at the time of the sample design concerned the year 2013. Since the samples were drawn in 2015, the effective target population is likely to be slightly larger than the 2013 statistics presented in the first column.
[2] North Rhine-Westphalia has two local State Chambers: Westphalia-Lippe (where 775 EU medical doctors were contacted) and North Rhine (where 1,025 EU medical doctors were contacted).

Sampling design for German medical doctors

Turning now to the samples of the German physicians, we selected criteria to define the target population that were as comparable as possible to the EU medical doctor samples. That is, the target population for the German medical doctors was composed of physicians with German citizenship who registered with one of the German local State Chambers of Physicians between 2004 and 2015 and whose place of residence was located in Germany by the time of the data collection. The target population includes all Germans who registered after 2003 with one of the local State Chambers regardless of their current professional status or activity. Moreover, the target population was con-

stituted exclusively of medical doctors who were registered with the State Chamber's database as having German citizenship by the time of the data collection. Based on these selection criteria, the participating local State Chambers were asked to draw a random sample of the target population as we had shown them.

Regarding the sample size, we aimed at an overall sample size of 6,000 for the German medical doctors. We used the most recent statistics available at the time (i.e., from 2013) on the overall number of medical doctors registered with each Chamber. We applied the same rules for drawing the sample sizes of the German medical doctors as the aforementioned rules followed for the sampling of the EU medical doctors. First, we oversampled the sample size of German medical doctors in Lower Saxony and Baden-Wuerttemberg. Second, we set the minimum size of the German physician samples for each State Chamber at 200. Table 2 presents the statistics on the target population and the sample size for German physicians in each federal state.

Table 2: Target population and sample size of German medical doctors by federal state

	Registered medical doctors in 2013[1]	Sampled German medical doctors	% of target population sampled
Baden-Wuerttemberg	63,256	1,225	19%
Bavaria	77,847	825	11%
Berlin	29,337	315	11%
Brandenburg	12,556	Declined	
Bremen	4,780	Declined	
Hamburg	15,153	Declined	
Hesse	33,645	Declined	
Mecklenburg-Western Pomerania	9,860	200	20%
Lower Saxony	37,967	550	14%
North Rhine-Westphalia[2]	97,723	1,050	11%
Rhineland-Palatinate	19,894	225	11%
Saarland	5,820	200	34%
Saxony	22,733	250	11%
Saxony-Anhalt	11,762	200	17%
Schleswig-Holstein	16,062	250	16%
Thuringia	12,027	Declined	
Germany total	**470,422**	**5,290**	**11%**

[1] Source: Bundesärztekammer (2014b). Unfortunately, the most recent statistics available at the time of the sample design concerned the year 2013. Since the samples were drawn in 2015, the effective target population is likely to be slightly larger than the 2013 statistics presented in the first column.
[2] North Rhine-Westphalia has two local State Chambers: Westphalia-Lippe (where 600 German medical doctors were contacted) and North Rhine (where 450 German medical doctors were contacted).

2.2.   Questionnaire design

2.2.1.   Questionnaire for EU medical doctors

General design

The overall objective of the study was to assess the economic, social, and political dimensions of intra-European highly skilled migration. To this end, we combined several thematic foci that are reflected in five sections in the questionnaire: Section A: occupation and qualifications; Section B: personal history and migration biography; Section C: personal information (socio-demographic characteristics); Section D: language and social relations; Section E: attitudes and participation. Each section contains a couple of questions (from nine in Section D to 15 questions in Section C). Respondents were guided through the questionnaire with filter questions indicating when a question that was not relevant for individual respondents (e.g. questions about the nationality of one's partner are only relevant for those respondents who are in a relationship) can be skipped (see Appendix 0 for the German questionnaires and Appendix 0 for the English translation of the questionnaire for EU medical doctors).

The first section (*Section A*) consisted of profession-specific questions regarding education, training, and the respondent's individual employment situation in order to obtain information about their professional background. Moreover, we included questions to assess the context in which the respondents worked, such as the type of practice or hospital, the location of the workplace (e.g., a small town or big city), as these might have an effect on the structural integration as well as on the satisfaction with the respondent's employment situation. Two questions in the first section specifically assessed the self-reported satisfaction in professional as well as social areas of life, both currently and in comparison to the situation before moving to Germany. Additionally, we included a question about the respondent's professional occupation in the twelve months before moving to Germany. This is especially relevant for investigating career mobility patterns.

We compiled items assessing the medical doctors' biography, migration intentions, and experiences in *Section B*. In order to gain a comprehensive and at the same time differentiated understanding about the migration motives that included both push and pull factors, several items separately assessed the reasons for 1) leaving the country of origin, 2) moving specifically to Germany, and 3) intending to stay in Germany or returning to the country of origin/moving to another country. Respondents were asked – here and throughout the questionnaire – to refer to the country of origin as the country of their birth or the country in which they spent most of their childhood.

The middle part of the questionnaire (*Section C*) included common items on socio-demographic characteristics. Besides gender, year and place of birth, and current as well as previous citizenship(s), we asked about the intention to apply for German citizenship, respondents´ religious affiliation, marital status, the partner's place of residence and citizenship as well as the number of children. Moreover, the questionnaire included questions on the mother and father of the respondent: their country of birth, their education/qualifications, and their occupation when the respondent was aged 14. The latter questions were designed to examine intergenerational social mobility patterns.

In order to assess transnational ties and practices as well as cultural and social integration, *Section D* comprised questions about language skills and use, the composition of the circle of friends in Germany, having felt disadvantaged because of their origin, contact to relatives and friends abroad, and trips to the country of origin or other EU or non-EU countries. We also asked the respondents to evaluate their situation in comparison to physicians in the country of origin who did not move to another country as well as to German physicians.

The last section (*Section E*) covered questions on sense of belonging, attitudes, and political participation. They were especially relevant for the assessment of the identificative and cultural dimensions of integration. Questions included the attachment to the place and country of birth, to the place of residence, to Germany, to the EU, and to the world, the self-assessment as migrant and mobile EU citizen, interest in politics, use of different forms of (formal and non-formal) political participation within the last twelve months, and the (dis)agreement with various statements related to globalization and the EU. The latter were usually used to assess political attitudes toward the opening of national borders. The very last question was on general life satisfaction.

At the end of the questionnaire, respondents were invited to provide additional comments. Respondents were also asked to indicate whether they would be willing to participate in a follow-up interview. A separate contact form was included in order for the respondents to provide their preferred contact details. This contact form was kept separate from the questionnaire in order to guarantee the anonymity of the answered questionnaire.

Questionnaire development

In order to be able to compare survey items with other mass survey data, we included and/or adapted – where possible – questions that have been asked in other national and international surveys. In the case of repeated surveys we used the most recent wave available at the time of the questionnaire development (i.e. spring 2015). We used questions from the following surveys (see Appendix I.3 for an overview of all the variables and their respective origins):

German socio-economic panel 2014 (SOEP 2014)

The German socio-economic panel (SOEP) is a representative longitudinal panel study of private households in Germany that was first undertaken in 1984 and is conducted on a yearly basis with the same households, persons, and families. The core survey covers a wide range of topics including housing, earnings, employment, education, health, and life satisfaction. We refer to the 2014 individual questionnaire[4] that is for all household members who were born in or before 1997. Questions that we took and/or adapted from SOEP relate to satisfaction, working hours, and migration intentions (for the questionnaire of the German sample).

IAB-SOEP Migration Sample (IAB-SOEP MS 2013)

This additional sample to the SOEP core survey is a joint project of the Institute for Employment Research (IAB) and the Socio-Economic Panel (SOEP). The IAB-SOEP MS 2013 establishes the first wave of the largest longitudinal household survey of immigrants in Germany (Brücker et al., 2014) with a focus on those who have immigrated since 1995 (as well as descendants of immigrants who

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[4] Available at: https://www.diw.de/en/diw_02.c.222729.en/questionnaires.html.

have entered the German labour market since 1995). The questionnaire covers the respondents' migration, education, and labour market trajectories in all countries they have lived in, and includes immigrant-specific questions such as labour market integration and occupational status before migration as well as migration decisions in the family/partnership context. We took, adapted, and/or were inspired by questions from the IAB-SOEP MS mainly for Sections B, C, and D (and, to a lesser extent, A) of our questionnaire.

Labour Force Survey (LFS 2014)

The EU Labour Force Survey (LFS) is a large household sample survey providing annual, harmonized results on labour participation of people aged 15 and older as well as on persons outside the labour force in all EU Member States. The surveys are conducted by the respective national statistics institute and are processed centrally by the statistics office of the European Union (Eurostat). In Germany, the LFS is integrated into the Microcensus, which provides annual official representative statistics on the population and the labour market in Germany. The survey programme of the Microcensus consists of a core programme (the same every year) and a supplementary alternating programme (taking place in a four-year cycle). Moreover, the Microcensus includes optional ad-hoc modules implemented within the framework of the EU-LFS which, in 2014, included questions on the labour market situation of immigrants and their descendants.

We took, adapted, and/or were inspired by questions from the LFS 2014 mainly for Section C (and, to a lesser extent, A, B, and D) of our questionnaire.

Eurobarometer (EB 81 (spring 2014); EB 82 (autumn 2014); EB SE 337 (2010); Flash EB 292 (2010); Flash EB No. 189a (2006))

The EU Eurobarometer programme is conducted on behalf of the European Commission and comprises a series of surveys that address a wide variety of issues to monitor public opinion in the European Union Member States. The *Standard Eurobarometer* consists of approximately 1,000 face-to-face interviews per country and its reports are published twice a year. We took the questions on sense of belonging/attachment and attitudes towards the EU from the 2014 spring and autumn versions of the Standard Eurobarometer. We additionally used the *Special Eurobarometer 337 / Wave 72.5* on geographical and labour market mobility, the *Flash EB 292* on electoral rights of EU citizens, and the *Flash EB Nr. 189a – EU Communication and the citizens* to get an idea about the questions for Section E of our questionnaire.

European Social Survey (ESS 2014)

The European Social Survey (ESS) is a sociological cross-national study that examines social and political attitudes, beliefs, and behaviour patterns of citizens from over 30 European countries. Face-to-face interviews are conducted with newly selected, cross-sectional samples every two years. We adapted questions mainly for Sections C and E of our questionnaire from the ESS Source Questionnaire (Round 7, 2014/15, European Social Survey, 2014).

Survey Transnationalisierung 2006

The Survey Transnationalisierung (Mau, 2007) is a representative study conducted between March and April 2006 in which 2,700 German nationals living in Germany were asked about their transnational social contacts and cross-border practices. Additionally, the questionnaire contains questions

on mobility experiences and attitudes (e.g. towards globalization and foreign citizens). These inspired some questions in Sections D and E of our questionnaire.

European Internal Movers Social Survey (EIMSS)

The European Internal Movers Social Survey (EIMSS) is the main part of the PIONEUR project (Ettore Recchi & Favell, 2009), the aim of which was to examine intra-EU movers' migration motives and experiences as well as, for instance, attitudes towards European identity, political behaviour, and media usage. The target population included migrants from Britain, France, Germany, Italy, and Spain who were living in one of the other countries in 2004. Questions in Sections A and E of our questionnaire were adapted from or inspired by the EIMSS.

The Europeanisation of Everyday Life: Cross-Border Practices and Transnational Identities among EU and Third-Country Citizens (EUCROSS)

The EUCROSS project examines the relationship between the cross-border activities of EU residents and their collective identities in six European countries (Denmark, Germany, Italy, Romania, Spain, and the United Kingdom). The quantitative survey was carried out between June 2012 and April 2013 among 6,016 EU-member state nationals currently living in their country of origin, 1,248 intra-EU migrants (Romanian citizens) and 1,248 migrants from a third country (Turkish citizens) (Pötzschke, 2015; Ettore Recchi, Salamońska, Rossi, & Baglioni, 2014). We used question 2.4 on experiences abroad before turning 18 for our questionnaire (Section B).

Furthermore, several items of our questionnaire were inspired by other surveys including

- *European Values Study (EVS, 2008)* – cross-national and longitudinal survey of attitudes, opinions, and values in several domains in 47 European countries/regions.
- *Causes and Consequences of Socio-Cultural Integration Processes among New Immigrants in Europe (SCIP)* – cross-national survey on the integration trajectories of new immigrants in Germany, the Netherlands, Ireland, and Great Britain (Gresser & Schacht, 2015)[5].
- *German Federal Agency of Migration and Refugees: studies on highly skilled migration (BAMF, 2009, 2012)* – surveys among highly qualified workers with a job title according to §19 of the German Residence Act (AufenthG) (BAMF, 2009) and among qualified workers with a job title according to §18 of the German Residence Act (AufenthG) (BAMF, 2012).
- *All Citizens Now*: Intra-EU Mobility and Political Participation of Britons, Germans, Poles, and Romanians in Western and Southern Europe (MOVEACT) – cross-national survey on the political participation of British, German, Polish, and Romanian citizens in four European countries (France, Italy, Spain, and Greece) (Ettore Recchi et al., 2012).

As stated above, the questionnaire was available in a print and an online version. The latter was administered with the survey tool "limesurvey". Owing to the formatting constraints of the survey tool, the set-up of some questions had to be adjusted. However, content and phrasing were retained.

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[5] The questionnaires are available at:
 http://www.uni-goettingen.de/de/data--documentation/153341.html.

2.2.2.   Questionnaire translation

For the online survey, we translated the German questionnaire into English. The literature on cross-national survey research stresses the importance of a high-quality translation of questionnaires in order to ensure the comparability of the data (e.g. Behr & Scholz, 2011). Additionally, the specific cultural context in which the respondents were socialized crucially affects their understanding of the questions (Braun & Harkness, 2005). Therefore, translating a questionnaire into another language is a challenging endeavour.

Owing to known insufficiencies, the common translation practice shifted from the method of back translation to a team-based approach (Harkness, 2003) to better face these challenges. This was also the approach we applied for translating the German questionnaire into English. We relied on a co-operation between survey and language experts, whereby functional equivalence was the crucial aim to be achieved. This meant that measures needed to be found that took, for instance, different national contexts into account and assessed them in a comparative manner (e.g. level of education) (see also Behr, Braun, & Dorer, 2015). Where available, we included the questions from other mass surveys in their English version in order to guarantee the comparability of the questions. However, quality testing of the comparability usually follows ex-post (Behr et al., 2015: 9; Rammstedt et al., 2014) and is – due to our small N for the English version – not achievable.

2.2.3.   Adaptation of questionnaire to German medical doctors

We took the questionnaire of the EU medical doctors as a basis and adapted the questionnaire for German medical doctors where necessary. The profession-specific questions in *Section A* were identical, except for the question relating to the occupation prior to immigration as well as satisfaction in comparison to the situation before immigrating to Germany. These questions were omitted in the questionnaire targeted at the German medical doctors.

Likewise, *Section B* included questions on the respondent's biography. In contrast to EU medical doctors, German physicians were asked whether they had seriously been thinking about moving abroad, either for a couple of months, years or forever, and if yes which country they had considered. This enabled the attitudes of German physicians toward emigration to be assessed.

Section C on socio-demographic characteristics mirrored the questions of the questionnaire targeted at the EU physicians. For German medical doctors, we also assessed current and previous citizenships as well as the parents' countries of birth. This enabled us to identify a potential migration background of the respondents.

Questions on language skills, transnational ties and practices, and feeling disadvantaged in *Section D* were also taken from the questionnaire for the EU physicians and were adapted to the German sample (how many friends were from Germany, other EU or non-EU countries, trips to other EU or non-EU countries, having felt disadvantaged because of origin, gender, sexual orientation or age).

In *Section E*, German medical doctors were also asked about their attachment to their place of birth, their current place of residence, to Germany, to the EU, and to the world, as well as about their political participation within the last twelve months, and their (dis)agreement with various statements relating to globalization and the EU. Additionally, we included a question about potential solutions to tackle the shortage of physicians in Germany: respondents were asked to assess the importance of several options (e.g. promoting the attractiveness of the medical profession, financial assistance, or attracting foreign medical doctors).

2.2.4. Pretest

In order to detect possible difficulties in understanding certain questions, find inconsistencies in the questionnaire construction, and to determine the time needed to complete the questionnaire, we first carried out pretests with the German-language version of the questionnaire.

We conducted different phases of pretesting: expert pretesting with social scientists/survey experts, pretesting with physicians that focused in particular on the profession-specific questions, and, as the main questionnaire was designed to address non-native German speakers, we conducted language pretesting.

We started with a so-called expert pretesting to confirm that our research interests were accurately covered, discussed the order of the questions and possible problems when filling out the questionnaire. We handed out a feedback sheet to five German-speaking social scientists and discussed their criticism afterwards. Minor concerns regarding the phrasing of some questions were addressed and subsequently adjusted. The major criticism was linked to the length of the questionnaire and led to concerns that there would be a low response rate. We decided subsequently to shorten the questionnaire so as to keep questions covering physicians' biographies, migration trajectories as well as their structural, social, cultural, and political integration.

In addition to the expert pretesting, we conducted pretesting (with the questionnaire for the German sample)[6] with four German medical professionals working in hospitals as well as general practitioners. Moreover, we sent both the EU and German versions of the questionnaire to all participating local State Chambers of Physicians. Two of them gave us in-depth feedback, particularly on the profession-specific questions. These insights helped us to improve the fit of these questions to the actual professional situation and pertinent occupational titles of medical professionals. Apart from this, we adjusted the questionnaire to include the Chambers' suggestions such as the Common European Framework of Reference for Languages for the self-assessment of respondents' language skills.

The third phase of pretesting especially took into account language difficulties. As physicians practising medicine in Germany need to have a high level of language skills (mainly B2/C1), we decided to design the postal questionnaire in German only (with an additional option to complete the ques-

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[6] The profession-related questions were the same in the questionnaires for both the EU and the German sample.

tionnaire online in German or in English). However, addressing non-native German speakers, we aimed to use simple wording in our questions and answer options. We pretested with three non-medical non-German native speakers and one medical professional who indicated they had a language skill level of at least B2. In addition to linguistic difficulties, we could pretest the length of the questionnaire assuming that non-native German speakers would need more time to complete the questionnaire. Feedback concerned some phrasing that could be difficult for non-native German speakers to understand, and the rather long time needed to fill out the questionnaire (approx. 45 minutes). We replaced the expressions that were difficult to understand with more commonly used words.

2.3.　　Field phase

Administration of questionnaire for medical doctors

As previously mentioned, we relied on the support of 12 out of 17 local State Chambers of Physicians to carry out our postal survey. For reasons of data protection, the State Chambers forwarded our questionnaire in a stamped envelope without communicating to us the contact information of the physicians sampled. This meant that we sent the questionnaires and all accompanying documents in pre-stamped envelopes to the State Chambers. The State Chambers then put the address labels of the doctors sampled on the envelopes and posted them. Where doctors had registered both a professional and a private address with their particular State Chamber of Physicians, the questionnaire was sent to the address they had indicated to be their preferred means of communication. In addition to the questionnaire, the doctors received an invitation to take part in our survey (cover letter), a data privacy statement, a post-paid envelope to return the questionnaire directly to us, and – in the case of the EU physicians – a contact card to give their consent to being contacted for a follow-up interview. For reasons of data protection, the cover letters could not be individually personalized but included references to the respective State Chamber. The cover letter also included the link to the web-based survey (available in German and English) in case doctors preferred to fill out the questionnaire online and/or in English. We further elaborated on data protection as well as on the data collection procedure in the data protection sheet. Two State Chambers, namely Berlin and Mecklenburg-Western Pomerania, included additional cover letters explaining to their members that they had been randomly selected to participate in a survey conducted by the University of Bremen. They further explained that they supported the survey by forwarding the questionnaire to doctors but that it was an independent survey. Two State Chambers (Westphalia-Lippe and Mecklenburg-Western Pomerania) additionally made use of our offer to support them with addressing the letters.

Two local State Chambers published an advertisement with the link to our survey in their monthly medical journal instead of forwarding our questionnaire to a sample of physicians. This was the case in Hamburg and Thuringia, where the advertisement was included in the October issue of the journals (published on 12.10.2015 and 10.10.2015 respectively)[7].

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[7] Hamburg medical journal: www.aerztekammer-ham-

The distribution of the questionnaires by the other participating State Chambers started in mid-September 2015. Two weeks after the questionnaires had been sent, the State Chambers forwarded our reminder letter which again invited doctors to take part in our survey and expressed our thanks if they had already done so. The reminders did not include the paper questionnaire again but referred to the ones previously sent and to the survey available online. We continued to receive completed questionnaires until spring 2016. The online survey was available until April 2016.

2.4. Response rates

To calculate the response rate, we followed the definition of the American Association for Public Opinion Research (AAPOR, 2016). The AAPOR defines the response rate as "the number of complete interviews with reporting units divided by the number of eligible reporting units in the sample" (AAPOR, 2016, p. 61). In our survey, "interviews" refers to both the questionnaires filled out online and filled-out questionnaires sent back to us by post. The response rates are calculated using the following components:

I = complete interview

P = partial interview

R = refusal and break-off

NC = non-contact

O = other

UH = unknown, household

UO = unknown, other

e = estimated proportion of cases of unknown eligibility that are eligible

Complete interviews are defined as interviews with responses to more than 80% of the questions. In the range of 50-80% answered questions, interviews are coded as partial interviews. If less than 50% of the questions are answered, the interview is coded as break-off. Break-offs, non-contact and other non-responses are all coded as eligible, i.e. the respondents meet the criteria of the sampled population but did not return the questionnaire. Unknown eligibility comprises all cases in which the questionnaire was not returned (UH) or when the eligibility is unknown for other reasons, for instance when the questionnaire was undeliverable (UO).

The AAPOR (2016, pp. 61-62) suggests four different response rates.

Response Rate 1 is called the minimum response rate:

$$RR1 = \frac{I}{(I + P) + (R + NC + O) + (UH + UO)}$$

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burg.org/files/aerztekammer_hamburg/ueber_uns/hamburger_aerzteblatt/archiv/haeb2015/HAeB_10_15_web.pdf;
Thuringia medical journal: http://www.aebthuer.de/pdf/thu1510_574.pdf.

Response Rate 1 only counts complete interviews as a response. The sum of complete interviews (I) is divided by the sum of all interviews (I + P), non-interviews (R + NC + O) and cases of unknown eligibility (UH + UO).

Response Rate 2 also includes partial interviews as a response:

$$RR2 = \frac{(I + P)}{(I + P) + (R + NC + O) + (UH + UO)}$$

Response Rate 3 introduces the factor "e":

$$RR3 = \frac{I}{(I + P) + (R + NC + O) + e(UH + UO)}$$

Treating all cases of unknown eligibility as eligible underestimates the response rate because not all of the cases are eligible to be included in the sample. The factor "e" estimates the proportion of eligible cases based on the number of known ineligible cases. Response Rate 3 only counts complete cases as a response, whereas Response Rate 4 takes partial interviews into account.

$$RR4 = \frac{(I + P)}{(I + P) + (R + NC + O) + e(UH + UO)}$$

Our survey was composed of two distinct samples: one containing medical doctors who were registered with one of the participating State Chambers of Physicians as having a (non-German) EU citizenship, the other containing those who were registered with one of the participating State Chambers of Physicians as having German citizenship. Both groups should be selected from the working population. Filled-out questionnaires revealed that some respondents did not correspond to these criteria. Hence, they were coded as ineligible. Ineligible respondents for the EU sample were retirees (defined as non-working and born before 1950) and non-EU citizens (as stated in the questionnaire) as well. As for the German sample, the responses of retired respondents and those with a non-German citizenship were excluded from the eligible responses.

Concerning the EU sample, 1,607 out of 1,712 returned questionnaires provided eligible responses. The group of non-eligible questionnaires in the EU sample was composed of the responses of 21 retirees (i.e. respondents older than 65 years by the time of the survey), 22 non-EU medical doctors and respondents who did not provide information on either their citizenship or their age. Missing values were most frequent for respondents who answered the questionnaire online. The dataset of German doctors showed that 1,570 out of 1,700 responses could be classified as eligible. Among the non-eligible German physicians, 108 respondents were retirees.

Out of the eligible respondents in the EU sample, 1,566 out of the 1,607 responses were complete interviews. There were 41 partial interviews and no break-offs. German doctors also showed a high number of complete interviews. 1,555 of the 1,570 eligible interviews were complete. There were twelve partial questionnaires and eight break-offs.

All non-responses were coded as unknown eligibility. Non-responses referred to cases in which the questionnaire was not returned or was undeliverable. These cases were coded as unknown eligibility because retirees and non-EU citizens could have been among them.

Table 3 presents the number of responses in total (including ineligible responses, complete and partial interviews as well as break-offs), ineligible cases (retirees, non-EU), complete and partial interviews as well as break-offs for EU and German doctors differentiated by the State Chambers of Physicians.

Table 3: Overview of responses by State Chambers of Physicians

	Responses in total	ineligible responses	missing	eligible responses: total	eligible responses complete	partial	break-off
EU Doctors	**1712**	**44**	**61**	**1607**	**1566**	**41**	**0**
Baden-Wuerttemberg	380	10	2	368	362	6	0
Bavaria	382	1	3	378	374	4	0
Berlin	54	18	0	36	35	1	0
Mecklenburg-Western Pomerania	37	0	0	37	36	1	0
Lower Saxony	110	1	0	109	107	2	0
Rhineland-Palatinate	47	0	0	47	43	4	0
Saarland	27	0	0	27	27	0	0
Saxony	132	1	0	131	129	2	0
Saxony-Anhalt	47	0	2	45	45	0	0
Schleswig-Holstein	57	1	0	56	55	1	0
North Rhine-Westphalia*	386	14	2	370	350	20	0
Thuringia***	3	0	0	3	3	0	0
missing	50	0	50	0	0	0	0
			0				
German Doctors	**1700**	**108**	**22**	**1570**	**1550**	**12**	**8**
Baden-Wuerttemberg	324	80	2	242	238	1	3
Bavaria	313	2	0	311	309	2	0
Berlin	115	6	0	109	109	0	0
Mecklenburg-Western Pomerania	64	0	0	64	64	0	0
Lower Saxony	124	0	0	124	123	1	0
Rhineland-Palatinate	70	0	0	70	69	1	0
Saarland	59	0	0	59	59	0	0
Saxony	79	3	0	76	75	1	0
Saxony-Anhalt	68	0	0	68	67	1	0

Schleswig-Holstein	91	4	1	86	82	4	0
North Rhine-Westphalia**	364	12	345	7	3	0	4
Hamburg***	2	0	0	2	2	0	0
missing	27	1	19	7	3	0	4

* North Rhine-Westphalia has two local State Chambers: North Rhine (202 responses in total) and Westphalia-Lippe (149 responses in total), the remainder were online responses (35)

** North Rhine-Westphalia has two local State Chambers: North Rhine (214 responses in total) and Westphalia-Lippe (121 responses in total), the remainder were online responses (29)

** only online

Schleswig-Holstein	91	4	1	86	82	4	0

Figure **3** shows the four types of response rate previously described for German and EU medical doctors including responses by mail and online. The survey of German doctors shows a higher response rate than the survey of EU doctors in all four calculations. Thus, a higher proportion of German medical professionals responded to the questionnaire compared to the EU physicians sampled. Response Rate 4 shows that 32% of the German doctors sampled filled out the questionnaire completely or partly. This figure is much lower for EU doctors as only 23% of the questionnaires were filled out completely or partially by the EU physicians. The four response rates for EU and German medical doctors do not vary much. Response Rate 1 as the minimum response rate is not very different from Response Rate 4, which is designed to produce the highest figures by taking into account the number of ineligible cases of unknown eligibility and including partial interviews. This can be explained by the low proportion of partial interviews and a low proportion of non-eligible cases among the unknown eligible cases. The low variation between the response rates is due to two reasons: 1) the factor "e" is close to 1, treating almost all unknown cases as eligible since there were very few ineligible cases and 2) partial interviews were very rare. Treating all non-responses as eligible right from the start is justified if the sample is based on a "complete, accurate, and up-to-date list"(AAPOR, 2016, p. 28). The registers of the State Chambers of Physicians used to draw our samples are assumed to meet this requirement almost perfectly. Only in a very few cases were the State Chambers not able to filter out retirees or had insufficient information concerning the citizenship of the registered physicians.

Figure 3: Response rates for EU and German doctors
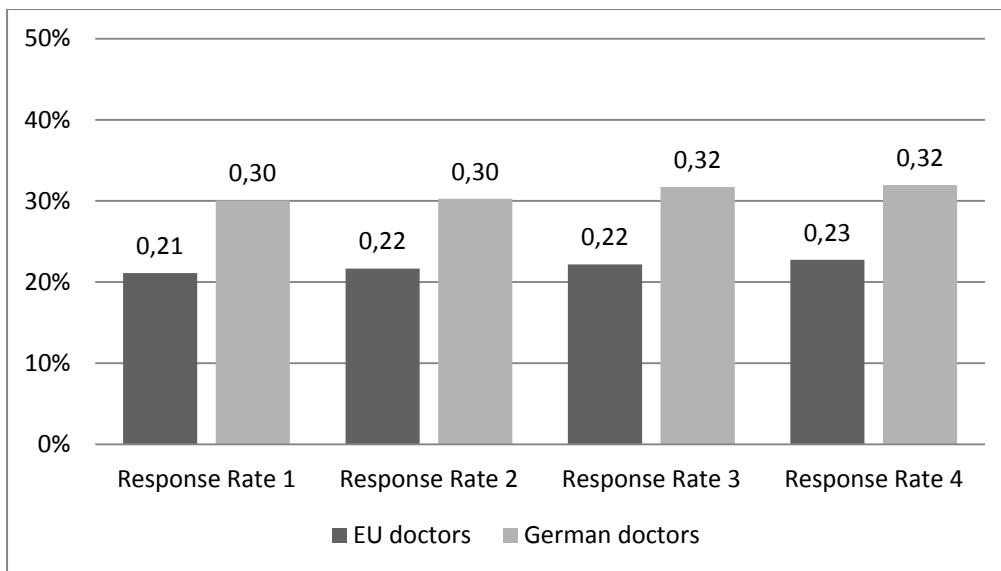
In the following, Response Rate 4 is presented in more detail as this represents the most sophisticated measure taking into account the number of non-eligible responses in the unknown eligible category and including partial interviews. The Response Rate 4 for the different State Chambers of Physicians is displayed in

Figure **4**. Note that the online version did not distinguish between North Rhine-Westphalia and Westphalia-Lippe. In order to present an overall measure that includes both mail and online response rates, the response rate is shown for the federal state of North Rhine-Westphalia. The response rate is lower for EU doctors than for German doctors for all State Chambers. However, differences between response rates for the samples of EU and German physicians vary slightly across State Chambers. The smallest difference can be found in Lower Saxony (3%). The State Chambers of the small federal states of Berlin and Saarland show the largest difference in response rates. The highest response rates for both German and EU medical doctors are achieved in Bavaria and Schleswig-Holstein.

Figure 4: Response rates by State Chamber of Physicians
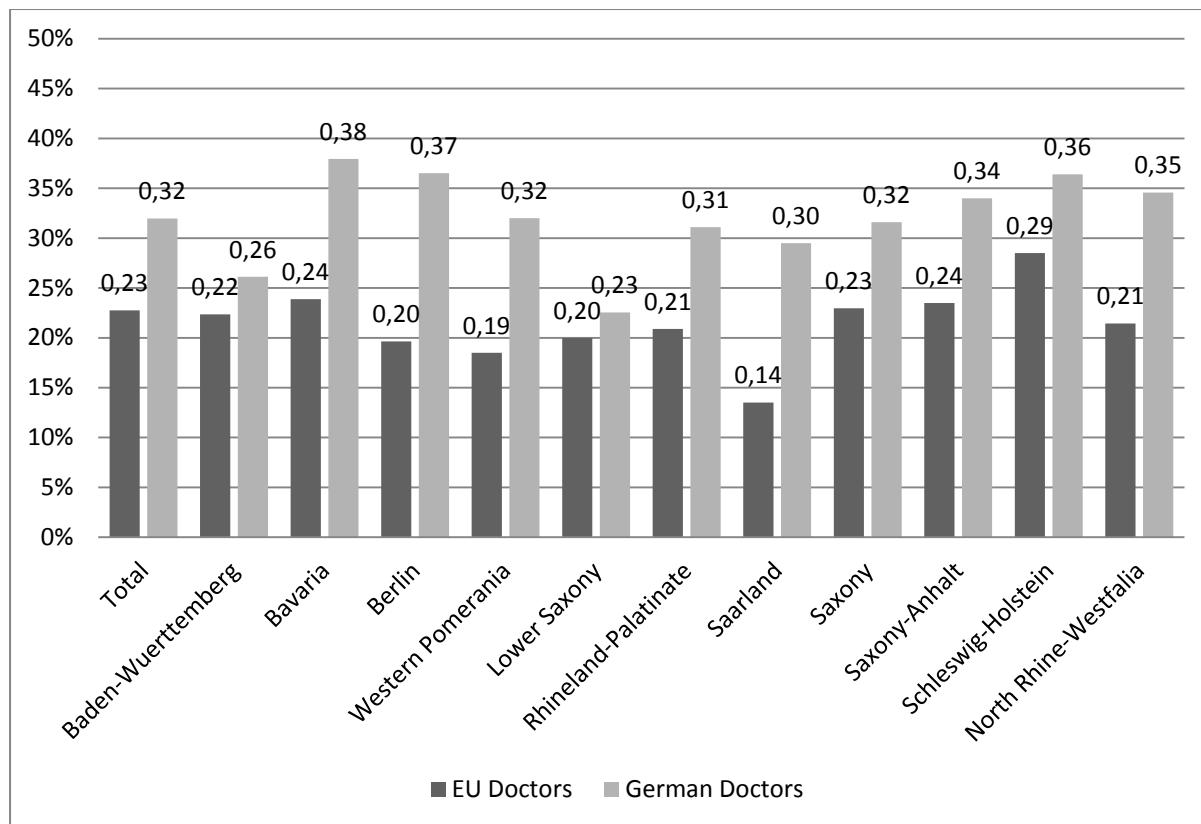
2.5.   Data processing

The data processing encompassed different steps. First, we entered the information from the postal surveys into an Excel spreadsheet. The Excel spreadsheet contained a row for each variable. In this first step, we kept the data as raw as possible, i.e. if multiple items, e.g. on the Likert-scale, were ticked instead of one, we kept all responses given. In the next step, we exported the data from the English as well as the German versions of the online survey and adjusted the variables to match those of the postal survey in the cases in which the online survey was – due to practical reasons – divergent from the postal survey. We then merged the postal and the online data into one data set by appending the online data set to the postal data set.

2.5.1.   Missing data

There are different kinds of missing data in our data set. The value "-1" indicates that the respondents gave an answer but that this answer was not valid or plausible (e.g. it is not possible to work 300 hours overtime *per week*). "996" was coded when a certain question was not applicable for a respondent, e.g. when filter questions applied. This applies to various questions such as the question about the citizenship of one's partner that is only applicable for those who indicated before that they were in a relationship. Unanswered questions that should have been answered according to the characteristic of the respondent were coded as ".". Questions for which we gave the respondents an option not to answer ("prefer not to say"), e.g. concerning their political attitude, were coded "999".

2.5.2. Main recoding scheme

We reviewed whether all variables only had values that were valid. In some cases, we could correct the data, e.g. if instead of year of moving to Germany, the age at the time of moving was inserted. In cases in which the values remained not valid, we adjusted the data, as stated above, by recoding to the value "-1" to indicate that an answer had been given but that it was not valid. We applied two main procedures to recode invalid Likert-scaled variables: first, values that were not next to each other (e.g. 1 and 4) were given the value "-1". Second, values that were next to each other (e.g. 2 and 3) were given the average value (2.5). We also created an additional variable for the case when none of these values was valid. We further aggregated the string variables into meaningful numerical variables whenever possible. This applied to the country of origin, citizenship, and field of specialty. We further aggregated variables concerning the occupations of the respondents' parents by using an ISCO-8 classification (European Commission, 2009) with up to three digits. We also categorized the first occupation in Germany as well as the last occupation at home.

3.   Qualitative data collection

3.1.   Sampling design

The sample for the qualitative data collection was drawn from the quantitative survey data. We asked the EU physicians sampled in the quantitative survey whether they were willing to give us their contact information for a follow-up interview. 309 respondents provided us with either an email or a phone number; this represented 19.2% of the overall sample of EU medical doctors (i.e., number of eligible responses from the EU sample). Based on the dataset restricted to EU medical doctors who were not born in Germany and who were older than 17 years of age at the time of immigration, we ran a latent class analysis in order to establish a typology of European physicians as per their migration characteristics. Six categorical variables were used for the latent class analysis: the planned duration of stay in Germany (temporary; permanent; don't know yet), age at immigration (under 26 years old; between 26 and 30 years old; between 31 and 40 years old; 41 years and older), length of stay in Germany (0 to 3 years; 4 to 6 years; 7 to 10 years; 11 to 20 years; over 21 years), and three distinct migration motives that were retrieved from a factor analysis of the sets of questions on emigration and immigration reasons. The first migration motive variable measured the importance of family and relationship reasons in the decision to immigrate and was composed of the categories "not important", "somewhat important" and "very important". The second migration motive variable referred to reasons related to career prospects in both the sending and the receiving country and comprised the categories "not important", "somewhat important" and "very important". The last migration motive variable measured the importance of economic reasons in the decision to immigrate (i.e. national economic situation, working conditions, income, and standard of living of both country of origin and receiving country) and was composed of the following categories: "not important at all", "rather unimportant", "in-between", "somewhat important" and "very important".

We used the Latent Class Analysis Stata Plugin to run the analysis (Lanza, Dziak, Huang, Wagner, & Collins, 2015). The selection of the latent class model that best fits the data was done by comparing the BIC statistics (Nylund, Asparouhov, & Muthen, 2007). The three classes model provides the lowest BIC statistic and was therefore selected as a final model (BIC for two classes: 2,581; BIC for three classes: 2,556; BIC for four classes: 2,563; and BIC for five classes: 2,612). 25.9% of the respondents were allocated to Class 1, 21.6% belonged to Class 2 and Class 3 was comprised of 52.5% of the sample. Table 1 presents the item-response probabilities conditional on latent class membership (the rho matrix from the LCA analysis). The standard errors for the item response probabilities for each of the three latent classes are all close to 0, which is a further indication of the good fit of the model. For ease of interpretation, the last column of Table 4 shows the distribution of the variables in the entire sample. The probabilities in bold refer to probabilities that are more than five points higher than the overall frequency of the respective category. The probabilities in italics relate to probabilities that are more than five points lower than the overall frequency of the respective category.

As can be seen in Table 4, Class 1 is characterized by physicians who plan to stay permanently in Germany, who have recently immigrated, and who immigrated mainly because of economic and career reasons. By contrast, Class 2 is composed – to a large extent – of medical doctors who plan to

stay permanently in Germany, who immigrated when they were 26 years old or younger, and who have been in Germany for more than eleven years. For respondents belonging to Class 2, family reasons were the main immigration motives, while career and economic reasons were rated by the majority of the Class 2 members as not important at all in their decision to immigrate. Lastly, Class 3 is characterized by physicians who plan to stay temporarily in Germany, and who rated career reasons as rather important, and economic and family motives as rather unimportant or not important.

Table 4: Item-response probabilities conditional on latent class membership (rho matrix)

	Class 1	Class 2	Class3	Overall distribution
Planned stay				
Temporary	*16.09*	*13.17*	**38.72**	27.42
Permanent	**52.38**	**51.53**	*25.13*	37.81
Don´t know yet	31.52	35.31	36.15	34.77
Total	100	100	100	100
Age at immigration				
Under 26 years	17.66	**25.22**	15.63	18.23
Between 26 and 30 years	39.39	*27.13*	39.90	37.02
Between 31 and 40 years	17.77	19.66	21.56	20.16
41 years and older	25.18	27.99	22.91	24.59
Total	100	100	100	100
Length of stay				
0 to 3 years	**30.85**	*06.65*	29.52	25.17
4 to 6 years	34.65	*11.79*	34.36	29.80
7 to 10 years	19.99	*13.89*	20.71	19.12
11 to 20 years	11.22	**31.81**	12.08	15.91
Over 21 years	*03.30*	**35.87**	*03.34*	10.01
Total	100	100	100	100
Family motives				
Not important	*44.98*	*34.81*	**66.56**	54.29
Rather important	24.82	*15.06*	19.78	20.10
Very important	30.20	**50.13**	*13.65*	25.61
Total	100	100	100	100
Career reasons				
Not important	*05.56*	**58.89**	*10.95*	19.44

Rather important	*28.29*	*26.36*	**52.36**	40.72
Very important	**66.15**	*14.75*	36.70	39.84
Total	100	100	100	100
Economic reasons				
Not important at all	*00.12*	**76.20**	*16.26*	24.16
Rather unimportant	28.29	26.36	**52.36**	26.65
In-between	*09.83*	*05.09*	**25.56**	17.34
Rather important	**30.61**	*00.85*	15.41	16.42
Very important	**59.05**	*00.06*	*00.14*	15.42
Total	100	100	100	100

The selection of the respondents for the semi-structured interviews was done in such a way as to maximize the representativeness of the respondents within each class with regard to gender, region of origin, place of residence and place of work (different regions within Germany and different size of city/town), year of moving to Germany, and age. The following contingency tables present the distribution of the three classes with regard to gender, age, region of birth, and place of work.

Table 5: Latent class membership by gender

	Male	Female	Total
Class 1	35.93%	64.07%	100.00%
Class 2	28.67%	71.33%	100.00%
Class 3	47.64%	52.36%	100.00%
Total	41.19%	58.81%	100.00%
	(N: 596)	(N: 851)	(N: 1,447)

Table 6: Average age by class membership

	Mean	Std. deviation	Minimum	Maximum
Class 1	36.04	8.12	25	69
Class 2	46.66	11.49	26	74
Class 3	37.84	9.93	26	85
Total	39.16	10.58	25	85

Table 7: Latent class membership by region of birth

	EU North/West	EU East 2004	Bulgaria, Romania, Croatia	EU South	Austria[8]	Total
Class 1	1.22%	43.16%	38.91%	11.55%	5.17%	100.00%
Class 2	30.04%	22.97%	14.13%	20.49%	12.37%	100.00%
Class 3	7.68%	34.15%	21.10%	21.22%	15.85%	100.00%
Total	10.61%	34.01%	23.81%	18.85%	12.71%	100.00%
	(N: 152)	(N: 487)	(N: 341)	(N: 270)	(N: 182)	(N: 1,432)

Table 8: Latent class membership by place of work

	Large city	Medium-sized city	small town/ village/ rural area	Total
Class 1	30.86%	42.14%	27.00%	100.00%
Class 2	46.55%	28.62%	24.83%	100.00%
Class 3	36.30%	33.48%	30.21%	100.00%
Total	37.05%	34.48%	28.47%	100.00%
	(N: 561)	(N: 522)	(N: 431)	(N: 1,514)

[1)] This is the place of work at the time of the survey.

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[8] Austrians were kept in a separate category. This is firstly because Austrians differ from other EU physicians in that their mother language is the same as the official language of the destination country and, secondly, because the proportion of Austrian physicians in the group EU North/West is relatively high and would therefore significantly influence the results for this group.

The sample of the qualitative data collection was composed of eleven respondents belonging to Class 1, six respondents within Class 2 and 21 respondents allocated to Class 3. The following table presents the characteristics of the interviewees with regard to their gender, region of origin, place of residence and work (different regions within Germany and different size of city/town), year of moving to Germany, and age.

Table 9: Characteristics of interview partners

	Freq.	Percent
Gender		
Male	17	44.74%
Female	21	55.26%
Region of origin		
EU North/West	5	13.16%
Austria	3	7.89%
EU East 2004	11	28.95%
Bulgaria, Romania, Croatia	11	28.95%
EU South	8	21.05%
Place of residence[1]		
Baden-Wuerttemberg	7	18.42%
Bavaria	9	23.68%
Berlin	2	5.26%
Hesse	3	7.89%
Mecklenburg-Western Pomerania	1	2.63%
Lower Saxony	4	10.53%
North Rhine-Westphalia	5	13.16%
Rhineland-Palatinate	1	2.63%
Saarland	1	2.63%
Saxony	2	5.26%
Saxony-Anhalt	1	2.63%
Schleswig-Holstein	2	5.26%
Size of work place		
Large city	20	52.63%
Medium-sized city	12	31.58%
Small town/village/rural area	6	15.79%
Age[3]		
25-30 years	8	21.05%
31-35 years	14	36.84%
36-40 years	9	23.16%
41-45 years	5	13.16%
46-50 years	2	5.26%
Total	38	100,00%

[1] This is the place of residence (region within Germany) at the time of the interview. It might, however, differ from the one stated in the questionnaire. A high number of the medical doctors interviewed changed their place of residence between the conduction of the questionnaire and the personal interview.

[2] This is the age of the interviewee at the time of the interview. It thus possibly deviates from the age derived from the year of birth in the questionnaire.

3.2. Interview Guide

3.2.1. Interview guide development

By means of personal interviews, respondents were given the opportunity to elaborate on their experiences as EU medical doctors in Germany. We conducted guided interviews with relatively open questions so as to encourage narrative talks. The interview guide was intended to support the flow of the conversation. Additionally, it ensured that all four researchers conducting interviews asked similar questions. The guide followed a chronological order along the respondents' migration process and consisted of the following sections: path to Germany (motivation, expectations, and uncertainties), initial phase in Germany and its development up to now, current professional situation, plans for the future and potential changes of future plans, and overall assessment of the migration experience (see Appendix 0 for the German interview guide).

To develop the interview guide, we followed the four-step procedure proposed by Helfferich (2011, pp. 182-185). In the first step, we collected all questions that were relevant and of interest to our research agenda. The development of the questions was based on the structure of the questionnaire as well as corresponding gaps and the need for further elaboration, on general knowledge as well as on literature research.

During the second step, we worked through the list of questions thoroughly in order to reduce the number of questions and structure the questions. The following checks proposed by Helfferich (2011, pp. 182-185), for instance, helped us to do the following: eliminate mere factual questions (e.g. Do we get this information automatically from the narrative?), check for suitability (e.g. Do the questions consider the fact that we can only survey actual subjective experience and, thus, retrospective interpretations?), check for implicit expectations (e.g. What do we know already and which questions represent our expectations that we want to be confirmed?), think about unexpected knowledge (e.g. What would surprise us? Are the questions formulated in such a way that interviewees can report completely different circumstances than expected?), translate the abstract research questions into the subjective world of the interviewees (e.g. Are the questions direct questions to the interviewees or rather the verification of theoretical relationships?).

The third and fourth steps consisted of sorting and subsuming the remaining questions. We sorted them according to the chronological steps of the interview partners' migration process and clustered them into several batches. Finally, in the last step, we formulated open questions for each batch in such a way as to leave room for the respondents to bring up as many interesting aspects as possible. Some of the questions and key words were kept as follow-up questions in order to ease the flow of the conversation if necessary, for instance, to generate new impulses if the interview came to a halt or the interviewee needed further stimuli.

3.2.2. Pretest

We first discussed a draft of the topic guide with fellow researchers who have extensive experience in conducting qualitative interviews. This resulted in the revision of some formulations in order to

open the questions up even more. For instance, instead of the formulation "What has changed?" (suggesting that there has been a change) we chose "How is it today?", or instead of "How did you feel?" (implying a feeling) we asked "How was that for you?". Additionally, we conducted three pilot interviews with two Bulgarian and one Serbian medical doctor residing in Bremen. Only minor revisions were made thereafter. For instance, we decided to include the question on the respondent's identification as a migrant to be asked either at the end or – if appropriate and more fitting to the course of the conversation – during the interview.

During the development of the interview guide as well as the pre-test interview phase, the interviewing team, consisting of four researchers, intensively exchanged impressions and experiences and organized interview training among themselves.

3.3.   Field phase

Respondents who agreed to be contacted for a follow-up interview provided us with (either) their phone number and/or email address. In total, we tried to contact 68 medical doctors to invite them to participate in a face-to-face interview at a location of their choice and convenience. With email contact, we attached a data protection sheet; on the phone, we explained the interview procedure in detail and/or sent a follow-up email with the relevant information. Out of the 68 we were not able to reach 30 persons: three phone numbers and one email address were not or no longer assigned, five medical doctors selected had already left Germany and were living abroad, and 19 persons could not be reached either by phone or email after various attempts. We tried to call on several days at various hours of the day and sent one reminder email. One person cancelled the interview; another interview had to be cancelled on our part.

All in all, 38 interviews were conducted between November 2016 and May 2017 by four different interviewers. The interviewer team regularly exchanged impressions from their respective interviews so that these experiences could be used to improve the course and setting of further interviews. For instance, after several interviews had taken place in restaurants, reducing the quality of the interviews considerably, the team took more care to ask the interview partners for a relatively quiet location. In general, the interviews took place either in cafés or restaurants, or – more often – at the respondent's work place or at their home.

The interviews lasted between 24 and 98 minutes. This is not only due to different lengths of narratives but varying language skills which lead to some interview partners talking much faster than others. With the agreement or at the request of the respondent, all interviews were conducted in German. Except for the Austrian and South Tyrolean interviewees, German was not their mother tongue. Only very few interview partners occasionally had difficulties in expressing themselves; comprehension problems were rare.

Before starting the interview, respondents were informed about the content and procedure of the interview and were asked for their consent to record the interview. All interviews were transcribed

by a professional service provider and smoothed slightly from a linguistic point of view. Directly after the interview, each interviewer wrote a postscript with impressions from the interview situation or other remarks (e.g. interviewee's cooperation, impressions about the location, language or other peculiarities, general conditions and environment such as disturbances, remarks about the course of the conversation, personal impressions and emotions). Moreover, the interviewers could make a written note on additional information that was important to the interview. The postscript notes were used to support the subsequent data analysis, for instance, in order enhance the understanding of the situation and possibly the content of the interviews.

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Appendix

35

Questionnaires in German

Appendix

Questionnaires in German

FRAGEBOGEN

Erfahrungen von Ärztinnen und Ärzten in Deutschland

Eine bundesweite Umfrage der Universität Bremen

Wichtige Hinweise zum Ausfüllen des Fragebogens

Wir freuen uns, dass Sie sich die Zeit nehmen, unseren Fragebogen zu beantworten. Hier finden Sie einige Hinweise zum Ausfüllen des Fragebogens.

Bitte beantworten Sie die Fragen der Reihe nach entweder durch Ankreuzen der entsprechenden Kästchen oder indem Sie Ihre Antwort in die dafür vorgesehenen Felder eintragen.

Bei manchen Antworten werden Sie einen Pfeil ➜ sowie die Anmerkung „*weiter mit Frage …*" finden. Dieser Hinweis fordert Sie dazu auf, eine oder mehrere Fragen zu überspringen. Wenn es keinen solchen Hinweis gibt, geht es mit der nachfolgenden Frage weiter.

Sie werden vielleicht den Eindruck bekommen, dass bei einigen Fragen komplexe Zusammenhänge auf wenige einfache Antwortmöglichkeiten reduziert werden. Bitte wählen Sie die Antwortkategorie, die am besten zu Ihrer Meinung oder Situation passt. Darüber hinaus haben Sie die Möglichkeit, bei einigen Fragen sowie am Ende des Fragebogens Kommentare und Erklärungen hinzuzufügen.

Wenn Sie Fragen haben, können Sie uns gerne unter celine.teney@uni-bremen.de kontaktieren.

Vielen Dank für Ihre Unterstützung!

A Ausbildung und Beruf

A1 Zunächst eine Frage zu Ihrer ärztlichen Weiterbildung. Haben Sie eine Facharztweiterbildung oder eine andere Zusatz- oder Weiterbildung abgeschlossen bzw. absolvieren diese zur Zeit?

❏ Facharztweiterbildung, und zwar im Gebiet: _____

❏ Schwerpunkt, und zwar: _____

❏ Zusatzweiterbildung, und zwar im Bereich: _____

A2 Nun eine Frage zu Ihrer derzeitigen beruflichen Situation. In welcher Situation sind Sie? 🔢 *mehrere Antworten möglich*

Ambulant tätig:
- Niedergelassen, Vertragsärztin/-arzt ❏
- Niedergelassen, Privatärztin/-arzt ❏
- Angestellt ❏
- Ärztin/Arzt in der Facharztweiterbildung ❏

Stationär tätig:
- Chefärztin/-arzt ❏
- Leitende/r Oberärztin/-arzt ❏
- Oberärztin/-arzt ❏ ➜ *weiter mit Frage A5*
- Fachärztin/-arzt ❏
- Ärztin/Arzt in der Facharztweiterbildung ❏
- Assistenzärztin/-arzt ❏

In Behörden/Körperschaften tätig ❏ ➜ *weiter mit Frage A7*
In sonstigen Bereichen tätig ❏
Ohne ärztliche Tätigkeit (d.h. auch erwerbslos) ❏ ➜ *weiter mit Frage A10*

A3 Falls Sie in einer Praxis tätig sind, wie wird diese betrieben?

- ❏ Als Einzelpraxis
- ❏ Als Gemeinschaftspraxis
- ❏ Als Praxisgemeinschaft
- ❏ Als medizinisches Versorgungszentrum
- ❏ Als sonstige Praxisform

A4 Falls Sie in einer Praxis tätig sind, wie viele Personen arbeiten dort?

Anzahl der Praxisinhaber/-innen:_____

Anzahl der angestellten Ärztinnen/Ärzte: _____

Anzahl weiterer Mitarbeiter/-innen: _____

➜ *jetzt weiter mit Frage A7*

A5 Falls Sie in einem Krankenhaus tätig sind, um welche Art von Krankenhaus handelt es sich und wer ist der Träger?

Art des Krankenhauses:

- ❏ Hochschul-/Universitätskrankenhaus
- ❏ Allgemeinkrankenhaus
- ❏ Fachkrankenhaus
- ❏ Belegkrankenhaus
- ❏ Rehabilitationsklinik
- ❏ Sonstige stationäre Einrichtung
- ❏ Weiß nicht

Trägerschaft:

- ❏ Öffentliche Trägerschaft
- ❏ Private Trägerschaft
- ❏ Freigemeinnützige Trägerschaft
- ❏ Weiß nicht

A6 Falls Sie in einem Krankenhaus tätig sind, wie viele Betten hat dieses ungefähr?

- ❏ Unter 49
- ❏ 50 bis 149
- ❏ 150 bis 299
- ❏ 300 bis 599
- ❏ 600 und mehr
- ❏ Weiß nicht

A7 Wenn Sie einmal an Ihre wöchentliche Arbeitszeit denken: Wie viele Stunden arbeiten Sie normalerweise pro Woche?

Vertraglich vereinbarte Arbeitszeit pro Woche (falls zutreffend):_____

Anzahl der Überstunden (gesamt):_____ darunter bezahlte Überstunden:_____

A8 Liegt Ihr aktueller Arbeitsplatz in …?

- ❏ … einer Großstadt (mehr als 100.000 Einwohner/-innen)
- ❏ … einer mittleren Stadt (mehr als 20.000 und bis zu 100.000 Einwohner/-innen)
- ❏ … einer Kleinstadt (mehr als 5.000 und bis zu 20.000 Einwohner/-innen)
- ❏ … auf dem Land (5.000 und weniger Einwohner/-innen)

A9 Es kann sein, dass der Arbeitsplatz zwar in Deutschland liegt, man aber im Ausland lebt. Wie ist das bei Ihnen, arbeiten Sie in Deutschland, leben aber in einem anderen Land?

- ❏ Ja
- ❏ Nein

A10 Jetzt möchten wir Sie nach Ihrer Zufriedenheit in einigen Lebens- und Arbeitsbereichen fragen. Wie zufrieden sind Sie gegenwärtig mit den folgenden Bereichen Ihres Lebens?

	völlig zufrieden	zufrieden	weder zufrieden noch unzufrieden	unzufrieden	völlig unzufrieden	trifft nicht zu
Freundes- und Bekanntenkreis	❏	❏	❏	❏	❏	❏
Lebensstandard	❏	❏	❏	❏	❏	❏
Persönliches Einkommen	❏	❏	❏	❏	❏	❏
Berufliche Aufstiegsmöglichkeiten	❏	❏	❏	❏	❏	❏
Arbeitsbedingungen	❏	❏	❏	❏	❏	❏
Nutzung Ihrer fachlichen Qualifikationen	❏	❏	❏	❏	❏	❏

B Lebenslauf und Migrationserfahrungen

B1 Wo haben Sie den Großteil Ihrer Kindheit verbracht?

❏ In Deutschland
❏ In einem anderen Land, und zwar in: _____ ➔ *weiter mit Frage B3*

B2 Haben Sie, bevor Sie 18 Jahre alt wurden, für mindestens drei Monate in einem anderen Land als Deutschland gelebt?

❏ Ja, und zwar in: _____
❏ Nein
❏ Weiß nicht

B3 Wir bitten Sie nun um Angaben zu Ihrem Lebenslauf ab dem Alter von 18 Jahren.

▯ *Wichtig ist, dass Sie für alle Jahre Ihres Lebens bis heute bzw. bis zu Ihrem 65. Lebensjahr etwas angegeben. Wenn in einem Jahr mehreres zutraf, kreuzen Sie mehreres an. Geben Sie auch an, in welchem Land Sie sich dabei jeweils aufgehalten haben (durchgehende Aufenthaltsdauer im Ausland von mehr als drei Monaten). Falls Sie mehrere Jahre lang in der gleichen Situation waren, können Sie Ihre Angaben auch durch einen horizontalen Strich kennzeichnen.*
Beispiel:

Im Alter von...	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45 - 49	50 - 54	55 - 59	60 - 65
war ich:																															
in der Schule/ im Studium																															
in Facharztausbildung/ im Facharztstudium																															
voll berufstätig																															
nicht voll berufstätig/ teilzeitbeschäftigt																															
arbeitslos/ arbeitssuchend																															
Und in welchem Land?																															
in Deutschland																															
in einem anderen EU-Mitgliedsland (heutige EU28)																															
in einem nicht-EU-Mitgliedsland																															

B4 Haben Sie in letzter Zeit ernsthaft mit dem Gedanken gespielt, für längere Zeit oder für immer ins Ausland zu gehen?

- ❏ Ja, für einige Monate
- ❏ Ja, für einige Jahre
- ❏ Ja, für immer
- ❏ Nein ➜ *weiter mit Frage C1*

B5 In welches Land beabsichtigen Sie zu gehen bzw. auszuwandern?

Land: _____

B6 Wie wichtig wären folgende Gründe für Ihre Entscheidung in einem anderen Land zu leben oder zu arbeiten?

	äußerst wichtig	eher wichtig	weder wichtig noch unwichtig	eher unwichtig	überhaupt nicht wichtig
Gesellschaftliche Gründe					
Wirtschaftliche Lage	❏	❏	❏	❏	❏
Politische Lage	❏	❏	❏	❏	❏
Bürokratie/Reglementierung	❏	❏	❏	❏	❏
Mentalität/Lebenseinstellung	❏	❏	❏	❏	❏
Soziale Absicherung	❏	❏	❏	❏	❏
Persönliche Gründe					
Berufliche Perspektiven	❏	❏	❏	❏	❏
Höhe des Einkommens	❏	❏	❏	❏	❏
Arbeitsbedingungen	❏	❏	❏	❏	❏
Partnerschaft/Familie	❏	❏	❏	❏	❏
Soziales Umfeld/Freunde	❏	❏	❏	❏	❏
Sprache	❏	❏	❏	❏	❏
Lebensstandard/-qualität	❏	❏	❏	❏	❏
Geographische Gründe					
Nähe zu Deutschland	❏	❏	❏	❏	❏

Sonstiges, und zwar:

_____

_____

_____

C Angaben zur Person

C1 Sie sind …

- ❏ männlich
- ❏ weiblich

C2 Wann und wo sind Sie geboren?

Geburtsjahr: _____

Bundesland bzw. Land (falls außerhalb Deutschlands): _____

C3 Besitzen Sie neben der deutschen noch eine andere/andere Staatsangehörigkeit/-en?

❏ Ja, und zwar: _____

❏ Nein

C4 Sind Sie deutsche/-r Staatsangehörige/-r ...?

❏ ... durch Geburt ➔ *weiter mit Frage C6*

❏ ... durch den Status als (Spät-)Aussiedler/-in

❏ ... durch Einbürgerung im Jahr:_____

C5 Falls Sie die deutsche Staatsangehörigkeit <u>nicht seit Ihrer Geburt</u> besitzen:
Welche Staatsangehörigkeit(en) besaßen Sie vor dem Zuzug als (Spät-)Aussiedler/-in oder vor der Einbürgerung?

Bitte tragen Sie diese hier ein: _____

C6 Gehören Sie einer Religion oder Glaubensrichtung an?

❏ Ja, und zwar: _____

❏ Nein

C7 Nun ein paar Fragen zu Ihrer Familiensituation. Welchen Familienstand haben Sie?

❏ Verheiratet oder in eingetragener Lebenspartnerschaft

❏ Ledig, aber in fester Partnerschaft

❏ Ledig, ohne feste/n Partnerin/Partner

❏ Verwitwet ➔ *weiter mit Frage C10*

❏ Geschieden oder getrennt

C8 Falls Sie in einer Partnerschaft sind: Wo lebt Ihr/-e (Ehe-)Partner/-in?

❏ In Deutschland

❏ In einem anderen Land, und zwar in: _____

C9 Falls Sie in einer Partnerschaft sind: Welche Staatsangehörigkeit(en) besitzt Ihr/-e (Ehe-)Partner/-in?

1. Staatsangehörigkeit: _____

Weitere Staatsangehörigkeit(en): _____

C10 Haben Sie Kinder unter 16 Jahren?

❏ Ja   Anzahl der Kinder: _____

❏ Nein

C11 Nun noch ein paar Fragen zu Ihren Eltern. Wo sind Ihre Eltern geboren?

Geburtsland des Vaters: _____

Geburtsland der Mutter:_____

C12 Welchen höchsten Schulabschluss haben/hatten Ihre Eltern?

	Vater	Mutter
Keinen Schulabschluss	❏	❏
Pflichtschule/Grundschule/Primärunterricht	❏	❏
Weiterführende Schule/Sekundarschule:		
- auf Berufsbildung vorbereitend (z.B. Haupt-/Real-/Mittelschule)	❏	❏
- auf Hochschule/Studium vorbereitend (z.B. Abitur oder Äquivalent)	❏	❏
Anderen Abschluss	❏	❏
Weiß nicht	❏	❏

C13 Haben/Hatten Ihre Eltern eine berufliche Ausbildung oder ein Studium abgeschlossen? ◳ *mehrere Antworten möglich*

	Vater	Mutter
Ja, berufliche Ausbildung	❏	❏
Ja, Hochschulstudium:		
- Bachelor oder Äquivalent	❏	❏
- Master/Magister/Diplom oder Äquivalent	❏	❏
- Andere	❏	❏
Ja, Promotion	❏	❏
Nein	❏	❏
Weiß nicht	❏	❏

C14 Welchen Beruf haben Ihre Eltern ausgeübt, als Sie 14 Jahre alt waren?

◳ *Geben Sie die Berufsbezeichnung möglichst genau an. Geben Sie auch an, falls Ihre Eltern zu diesem Zeitpunkt selbstständig, angestellt oder nicht berufstätig waren.*

Beruf des Vaters: _____   ❏ selbstständig   ❏ angestellt   ❏ nicht berufstätig   ❏ weiß nicht

Beruf der Mutter: _____   ❏ selbstständig   ❏ angestellt   ❏ nicht berufstätig   ❏ weiß nicht

D Sprache und soziales Umfeld

D1 Welche Sprache(n) sprechen Sie? Und wie schätzen Sie Ihre jeweiligen Sprachkenntnisse ein?

Muttersprache(n): _____

Weitere Sprache(n):	A: Elementare Sprachverwendung		B: Selbstständige Sprachverwendung		C: Kompetente Sprachverwendung	
	A1	A2	B1	B2	C1	C2
	Anfänger	Grundlegende Kenntnisse	Fortgeschrittene Sprachverwendung	Selbstständige Sprachverwendung	Fachkundige Sprachverwendung	Annähernd mutter- sprachliche Kenntnisse
_____	❏	❏	❏	❏	❏	❏
_____	❏	❏	❏	❏	❏	❏
_____	❏	❏	❏	❏	❏	❏
_____	❏	❏	❏	❏	❏	❏
_____	❏	❏	❏	❏	❏	❏

D2 Im alltäglichen Leben bewegt man sich manchmal in mehreren Bereichen, in denen man unterschiedliche Sprachen sprechen kann. In welcher Sprache sprechen Sie mit …?

	vor allem in deutscher Sprache	vor allem in einer anderen Sprache	gleichermaßen in verschiedenen Sprachen	trifft nicht zu
… Ihrer Partnerin/Ihrem Partner	❏	❏	❏	❏
… Ihrem Kind/Ihren Kindern	❏	❏	❏	❏
… Kolleginnen/Kollegen	❏	❏	❏	❏
… Freundinnen/Freunden	❏	❏	❏	❏
… Patientinnen/Patienten und/oder deren Angehörigen	❏	❏	❏	❏

D3 Und wie setzt sich Ihr Freundeskreis zusammen? Wie viele Ihrer Freundinnen/Freunde kommen aus Deutschland und wie viele aus anderen Ländern?

	alle	die meisten	viele	einige	keiner
kommen/kommt aus ...					
… Deutschland	❏	❏	❏	❏	❏
… einem anderen EU-Land	❏	❏	❏	❏	❏
… einem nicht-EU-Land	❏	❏	❏	❏	❏

D4 Wie häufig haben Sie persönlich in Deutschland die Erfahrung gemacht, benachteiligt worden zu sein (z.B. aufgrund Ihrer Herkunft, Ihres Geschlechts, Ihrer sexuellen Orientierung, Ihres Alters)?

❏ Häufig
❏ Selten
❏ Nie ➜ *weiter mit Frage D6*

D5 Wie häufig kam es in den folgenden Bereichen vor, dass Sie in Deutschland benachteiligt wurden?

	häufig	selten	nie
Im Alltag (z.B. bei der Wohnungssuche, beim Einkaufen)	❏	❏	❏
Bei Ämtern oder Behörden	❏	❏	❏
Am Arbeitsplatz …			
… durch Kolleginnen/Kollegen oder Vorgesetzte	❏	❏	❏
… durch andere Mitarbeiter/-innen oder Pflegepersonal	❏	❏	❏
… durch Patientinnen/Patienten und/oder deren Angehörige	❏	❏	❏

D6 Haben Sie Freundinnen/Freunde, Verwandte oder Bekannte, die nicht in Deutschland leben?

❏ Ja, deutsche Freundinnen/Freunde, Bekannte oder Verwandte
❏ Ja, nicht-deutsche Freundinnen/Freunde, Bekannte oder Verwandte
❏ Nein ➜ *weiter mit Frage D8*

D7 Und wie oft haben Sie Kontakt zu diesen Freundinnen/Freunden, Verwandten oder Bekannten?
∎ *Mit Kontakt sind beispielsweise Telefongespräche, Emails, Briefe oder Kontakt über soziale Medien gemeint.*

Freundinnen/Freunde, Verwandte oder Bekannte …	täglich	mindestens ein Mal die Woche	mindestens ein Mal im Monat	mehrmals pro Jahr	seltener oder nie
… in anderen EU-Ländern	❏	❏	❏	❏	❏
… in anderen nicht-EU-Ländern	❏	❏	❏	❏	❏

D8 Und nun noch eine Frage zu Ihren Reisen <u>in den letzten 12 Monaten</u>. Wie oft haben Sie im letzten Jahr ein anderes EU-Land oder ein nicht-EU-Land besucht?

▯ Bitte zählen Sie hier auch Dienst- und Urlaubsreisen bzw. Besuche bei Freundinnen/Freunden und Verwandten hinzu.

Reisen in …	täglich	mindestens ein Mal die Woche	mindestens ein Mal im Monat	mehrmals pro Jahr	seltener oder nie
… ein anderes EU-Land	❏	❏	❏	❏	❏
… ein nicht-EU-Land	❏	❏	❏	❏	❏

E Einstellungen und Partizipation

E1 Bitte sagen Sie uns, wie stark Sie sich verbunden fühlen mit …

	sehr verbunden	ziemlich verbunden	weder verbunden noch unverbunden	nicht sehr verbunden	überhaupt nicht verbunden
… Ihrem Geburtsort	❏	❏	❏	❏	❏
… Ihrem derzeitigen Wohnort	❏	❏	❏	❏	❏
… Deutschland	❏	❏	❏	❏	❏
… der Europäischen Union	❏	❏	❏	❏	❏
… der Welt	❏	❏	❏	❏	❏

E2 Nun eine Frage zu Ihrem Interesse an Politik allgemein. Wie stark sind Sie interessiert an …?

	stark interessiert	eher interessiert	teils teils	eher nicht interessiert	überhaupt nicht interessiert
… der Politik in Deutschland	❏	❏	❏	❏	❏
… der Politik der Europäischen Union	❏	❏	❏	❏	❏
… der Weltpolitik	❏	❏	❏	❏	❏

E3 Es gibt verschiedene Möglichkeiten, mit denen man versuchen kann, etwas in der Gesellschaft zu verbessern oder zu verhindern. Haben Sie innerhalb der letzten 12 Monate etwas davon unternommen? Hatte(n) diese Aktivität(en) etwas mit Deutschland zu tun, mit der Europäischen Union oder hatten sie einen anderen Bezug?

▯ mehrere Antworten möglich

Haben Sie …?	ja, mit einem Bezug zu Deutschland	ja, mit einem Bezug zur EU	ja, mit einem anderen Bezug	nein
… Kontakt zu einem/r Politiker/-in oder einer Amtsperson aufgenommen	❏	❏	❏	❏
… Ihre Meinung über öffentliche Themen im Internet oder in sozialen Medien geäußert	❏	❏	❏	❏
… in einer politischen Partei oder Gruppierung mitgearbeitet	❏	❏	❏	❏
… sich an einer Unterschriftensammlung, einem Bürger- oder Volksbegehren beteiligt (in Papierform oder online)	❏	❏	❏	❏
… an einer genehmigten öffentlichen Demonstration teilgenommen	❏	❏	❏	❏

	ja	nein
… bestimmte Produkte boykottiert	❏	❏

E4 Haben Sie an den folgenden Wahlen teilgenommen?

▯ *Bitte berücksichtigen Sie auch, falls Sie per Briefwahl oder in einer ausländischen Vertretung gewählt haben. Falls Sie mehrere Staatsangehörigkeiten besitzen, denken Sie an alle Wahlen, an denen Sie teilgenommen haben.*

Ich habe an den letzten … teilgenommen	ja	nein	weiß nicht
… Lokal-/Kommunalwahlen	❏	❏	❏
… Landtagswahlen	❏	❏	❏
… nationalen Wahlen	❏	❏	❏
… Wahlen zum Europäischen Parlament	❏	❏	❏

E5 In der Politik reden die Leute oft von „links" und „rechts", wenn es darum geht, unterschiedliche politische Einstellungen zu kennzeichnen. Wenn Sie, ganz allgemein, an Ihre eigenen politischen Ansichten denken: Wo würden Sie diese Ansichten einstufen?

▯ *Der Wert 0 bedeutet: ganz links, der Wert 10 bedeutet: ganz rechts. Mit den Werten zwischen 0 und 10 können Sie Ihre Meinung abstufen.*

ganz links										ganz rechts	keine Angabe
❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏
0	1	2	3	4	5	6	7	8	9	10	

E6 In Deutschland wird mancherorts von einem Ärztemangel gesprochen. In diesem Zusammenhang werden verschiedene Lösungen diskutiert. Für wie wichtig halten Sie folgende Vorschläge, um dem Ärztemangel zu begegnen?

	äußerst wichtig	eher wichtig	weder wichtig noch unwichtig	eher unwichtig	überhaupt nicht wichtig
Mehr Studienplätze/Fakultäten an Universitäten	❏	❏	❏	❏	❏
Mehr Investitionen in die Aus- und Weiterbildung	❏	❏	❏	❏	❏
Attraktivität des Arztberufs fördern (z.B. Vereinbarkeit von Beruf und Familie, bessere Bezahlung)	❏	❏	❏	❏	❏
Entlastung der Ärztinnen/Ärzte bspw. durch Verwaltungsfachkräfte	❏	❏	❏	❏	❏
Finanzielle Anreize und Unterstützung für Ärztinnen/Ärzte in ärztlich unterversorgten Regionen	❏	❏	❏	❏	❏
Anwerbung von Ärztinnen/Ärzten aus anderen EU-Ländern	❏	❏	❏	❏	❏
Anwerbung von Ärztinnen/Ärzten aus nicht-EU-Ländern	❏	❏	❏	❏	❏

E7 Bitte sagen Sie uns noch, inwieweit Sie den folgenden Aussagen zustimmen oder nicht zustimmen.

	stimme voll und ganz zu	stimme eher zu	weder noch	stimme eher nicht zu	stimme überhaupt nicht zu
Zuwanderung erhöht die wirtschaftliche Wettbewerbsfähigkeit eines Landes.	❏	❏	❏	❏	❏
Es ist gut für eine Gesellschaft, wenn Menschen verschiedener Herkunft ihre unterschiedlichen Traditionen und Gebräuche beibehalten.	❏	❏	❏	❏	❏
Globalisierung erhöht soziale Ungleichheiten.	❏	❏	❏	❏	❏

**E8 Nun möchten wir gerne noch etwas über Ihre Einstellungen gegenüber der Europäischen Union wissen.
Wie ist Ihre Meinung zu den folgenden Vorschlägen: Sind Sie dafür, eher dafür, weder dafür noch dagegen,
eher dagegen oder dagegen?**

	dafür	eher dafür	weder dafür noch dagegen	eher dagegen	dagegen
Eine Europäische Wirtschafts- und Währungsunion mit einer gemeinsamen Währung, nämlich dem Euro	❏	❏	❏	❏	❏
Eine gemeinsame Außenpolitik der EU-Mitgliedsstaaten	❏	❏	❏	❏	❏
Eine zusätzliche Erweiterung der EU, um in den nächsten Jahren andere Länder aufzunehmen	❏	❏	❏	❏	❏

**E9 Zum Schluss möchten wir Sie noch nach Ihrer Zufriedenheit mit Ihrem Leben insgesamt fragen. Wie zufrieden sind
Sie gegenwärtig, alles in allem, mit Ihrem Leben?**

*▮ Antworten Sie bitte anhand der folgenden Skala. „0" bedeutet ganz und gar unzufrieden, „10" bedeutet ganz und gar
zufrieden.*

ganz und gar unzufrieden										ganz und gar zufrieden
❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏
0	1	2	3	4	5	6	7	8	9	10

**Gibt es noch etwas, das Sie den oben genannten Fragen gerne hinzufügen würden oder etwas anderes, das Sie uns gerne
mitteilen möchten?**

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Sie haben das Ende des Fragebogens erreicht.

Vielen herzlichen Dank, dass Sie sich die Zeit genommen haben, den Fragebogen auszufüllen.

Sie haben uns damit sehr geholfen!

FRAGEBOGEN

Erfahrungen von europäischen Ärztinnen und Ärzten in Deutschland

Eine bundesweite Umfrage der Universität Bremen

Wichtige Hinweise zum Ausfüllen des Fragebogens

Wir freuen uns, dass Sie sich die Zeit nehmen, unseren Fragebogen zu beantworten. Hier finden Sie einige Hinweise zum Ausfüllen des Fragebogens.

Bitte beantworten Sie die Fragen der Reihe nach entweder durch Ankreuzen der entsprechenden Kästchen oder indem Sie Ihre Antwort in die dafür vorgesehenen Felder eintragen.

Bei manchen Antworten werden Sie einen Pfeil ➜ sowie die Anmerkung „*weiter mit Frage …*" finden. Dieser Hinweis fordert Sie dazu auf, eine oder mehrere Fragen zu überspringen. Wenn es keinen solchen Hinweis gibt, geht es mit der nachfolgenden Frage weiter.

Auf einigen Seiten des Fragebogens werden Sie zudem mit einem **i** gekennzeichnete Hinweise finden. Diese enthalten wichtige Informationen, die Ihnen beim Ausfüllen des Fragebogens helfen.

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i Bitte beachten Sie Folgendes für die Beantwortung des <u>gesamten</u> Fragebogens:

- Falls Sie im Laufe Ihres Lebens mehrmals nach Deutschland gezogen sind, beziehen Sie sich bitte darauf, als Sie das letzte Mal gekommen sind (also auf den letzten Zuzug).

- Im Laufe der Befragung wird immer wieder von Ihrem Herkunftsland die Rede sein. Damit ist Ihr Geburts- land gemeint bzw. das Land, in dem Sie den Großteil Ihrer Kindheit verbracht haben.

Sie werden vielleicht den Eindruck bekommen, dass bei einigen Fragen komplexe Zusammenhänge auf wenige einfache Antwortmöglichkeiten reduziert werden. Bitte wählen Sie die Antwortkategorie, die am besten zu Ihrer Meinung oder Situation passt. Darüber hinaus haben Sie die Möglichkeit, bei einigen Fragen sowie am Ende des Fragebogens Kommentare und Erklärungen hinzuzufügen.

Wenn Sie Fragen haben, können Sie uns gerne unter <u>celine.teney@uni-bremen.de</u> kontaktieren.

Vielen Dank für Ihre Unterstützung!

A Ausbildung und Beruf

A1 Zunächst eine Frage zu Ihrer ärztlichen Weiterbildung. Haben Sie eine Facharztweiterbildung oder eine andere Zusatz- oder Weiterbildung abgeschlossen bzw. absolvieren diese zur Zeit?

❏ Facharztweiterbildung, und zwar im Gebiet: _____

❏ Schwerpunkt, und zwar: _____

❏ Zusatzweiterbildung, und zwar im Bereich: _____

A2 Nun eine Frage zu Ihrer derzeitigen beruflichen Situation. In welcher Situation sind Sie?

❚ mehrere Antworten möglich

Ambulant tätig:

- Niedergelassen, Vertragsärztin/-arzt ❏
- Niedergelassen, Privatärztin/-arzt ❏
- Angestellt ❏
- Ärztin/Arzt in der Facharztweiterbildung ❏

Stationär tätig:

- Chefärztin/-arzt ❏
- Leitende/r Oberärztin/-arzt ❏
- Oberärztin/-arzt ❏
- Fachärztin/-arzt ❏ ➜ *weiter mit Frage A5*
- Ärztin/Arzt in der Facharztweiterbildung ❏
- Assistenzärztin/-arzt ❏

In Behörden/Körperschaften tätig ❏
In sonstigen Bereichen tätig ❏ ➜ *weiter mit Frage A7*

Ohne ärztliche Tätigkeit (d.h. auch erwerbslos) ❏ ➜ *weiter mit Frage A10*

Ambulant tätig:

A3 Falls Sie in einer Praxis tätig sind, wie wird diese betrieben?

❏ Als Einzelpraxis
❏ Als Gemeinschaftspraxis
❏ Als Praxisgemeinschaft
❏ Als medizinisches Versorgungszentrum
❏ Als sonstige Praxisform

A4 Falls Sie in einer Praxis tätig sind, wie viele Personen arbeiten dort?

Anzahl der Praxisinhaber/-innen: _____

Anzahl der angestellten Ärztinnen/Ärzte: _____

Anzahl weiterer Mitarbeiter/-innen: _____

➜ *jetzt weiter mit Frage A7*

Stationär tätig:

A5 Falls Sie in einem Krankenhaus tätig sind, um welche Art von Krankenhaus handelt es sich und wer ist der Träger?

Art des Krankenhauses:

❏ Hochschul-/Universitätskrankenhaus
❏ Allgemeinkrankenhaus
❏ Fachkrankenhaus
❏ Belegkrankenhaus
❏ Rehabilitationsklinik
❏ Sonstige stationäre Einrichtung
❏ Weiß nicht

Trägerschaft:

❏ Öffentliche Trägerschaft
❏ Private Trägerschaft
❏ Freigemeinnützige Trägerschaft
❏ Weiß nicht

A6 Falls Sie in einem Krankenhaus tätig sind, wie viele Betten hat dieses ungefähr?

❏ Unter 49
❏ 50 bis 149
❏ 150 bis 299
❏ 300 bis 599
❏ 600 und mehr
❏ Weiß nicht

A7 Wenn Sie einmal an Ihre wöchentliche Arbeitszeit denken: Wie viele Stunden arbeiten Sie normalerweise pro Woche?

Vertraglich vereinbarte Arbeitszeit pro Woche (falls zutreffend):_____

Anzahl der Überstunden (gesamt):_____ darunter bezahlte Überstunden:_____

A8 Liegt Ihr aktueller Arbeitsplatz in …?

❏ … einer Großstadt (mehr als 100.000 Einwohner/-innen)
❏ … einer mittleren Stadt (mehr als 20.000 und bis zu 100.000 Einwohner/-innen)
❏ … einer Kleinstadt (mehr als 5.000 und bis zu 20.000 Einwohner/-innen)
❏ … auf dem Land (5.000 und weniger Einwohner/-innen)

A9 Es kann sein, dass man in Deutschland arbeitet, aber weiterhin im Herkunftsland bzw. im Ausland lebt. Wie ist das bei Ihnen, arbeiten Sie in Deutschland, leben aber in einem anderen Land?

❏ Ja ➜ *Im weiteren Verlauf des Fragebogens, wenn nach Ihrer Entscheidung nach Deutschland zu kommen und nach Ihrem Leben in Deutschland gefragt wird, ist immer Deutschland als Ihr Arbeitsort gemeint.*
❏ Nein

A10 Jetzt möchten wir Sie nach Ihrer Zufriedenheit in einigen Lebens- und Arbeitsbereichen fragen. Wie zufrieden sind Sie gegenwärtig mit den folgenden Bereichen Ihres Lebens?

	völlig zufrieden	zufrieden	weder zufrieden noch unzufrieden	unzufrieden	völlig unzufrieden	trifft nicht zu
Freundes- und Bekanntenkreis	❏	❏	❏	❏	❏	❏
Lebensstandard	❏	❏	❏	❏	❏	❏
Persönliches Einkommen	❏	❏	❏	❏	❏	❏
Berufliche Aufstiegsmöglichkeiten	❏	❏	❏	❏	❏	❏
Arbeitsbedingungen	❏	❏	❏	❏	❏	❏
Nutzung Ihrer fachlichen Qualifikationen	❏	❏	❏	❏	❏	❏

A11 Nun ein paar Fragen zu den beruflichen Tätigkeiten, die Sie in den letzten 12 Monaten hatten, bevor Sie nach Deutschland gekommen sind. Geben Sie möglichst genau Ihre Jobbezeichnung(en) an (z.B. Assistenzärztin/-arzt in der Chirurgie). Geben Sie auch an, falls Sie nicht ärztlich tätig waren.
🔖 *Falls Sie im Laufe Ihres Lebens mehrmals nach Deutschland gezogen sind, beziehen Sie sich bitte darauf, als Sie das letzte Mal gekommen sind (also auf den letzten Zuzug).*
Dies gilt auch für alle anderen Fragen, in denen wir nach Ihrem Zuzug nach Deutschland fragen.

Waren Sie innerhalb der letzten 12 Monate, bevor Sie nach Deutschland gekommen sind, berufstätig?

❏ Ich war berufstätig, und zwar als: _____
❏ Ich war nicht berufstätig
❏ Ich war Student/-in

Was war Ihre erste Tätigkeit in Deutschland?

❏ Meine erste Tätigkeit in Deutschland war: _____
❏ Meine erste Tätigkeit in Deutschland ist meine jetzige Tätigkeit
❏ Ich war noch nicht in Deutschland berufstätig

A12 Vergleichen Sie einmal Ihre jetzige persönliche und berufliche Situation mit Ihrer Situation bevor Sie nach Deutschland gekommen sind: Wie beurteilen Sie allgemein Ihre jetzige Situation in den folgenden Bereichen Ihres Lebens?

	viel besser	besser	etwa gleich	schlechter	viel schlechter	trifft nicht zu
Freundes- und Bekanntenkreis	❏	❏	❏	❏	❏	❏
Lebensstandard	❏	❏	❏	❏	❏	❏
Persönliches Einkommen	❏	❏	❏	❏	❏	❏
Berufliche Aufstiegsmöglichkeiten	❏	❏	❏	❏	❏	❏
Arbeitsbedingungen	❏	❏	❏	❏	❏	❏
Nutzung Ihrer fachlichen Qualifikationen	❏	❏	❏	❏	❏	❏

B Lebenslauf und Migrationsbiografie

🛈 *Im Laufe der Befragung wird immer wieder von Ihrem Herkunftsland die Rede sein. Damit ist Ihr Geburtsland gemeint bzw. das Land, in dem Sie den Großteil Ihrer Kindheit verbracht haben.*

B1 Haben Sie für mindestens drei Monate in einem anderen Land als Ihrem Herkunftsland gelebt, bevor Sie 18 Jahre alt wurden?

❏ Ja, und zwar in: _____

❏ Nein

❏ Weiß nicht

B2 Wir bitten Sie nun um Angaben zu Ihrem Lebenslauf ab dem Alter von 18 Jahren.

🛈 *Wichtig ist, dass Sie für alle Jahre Ihres Lebens bis heute bzw. bis zu Ihrem 65. Lebensjahr etwas angegeben. Wenn in einem Jahr mehreres zutraf, kreuzen Sie mehreres an. Geben Sie auch an, in welchem Land Sie sich dabei jeweils aufgehalten haben (durchgehende Aufenthaltsdauer im Ausland von mehr als drei Monaten). Falls Sie mehrere Jahre lang in der gleichen Situation waren, können Sie Ihre Angaben auch durch einen horizontalen Strich kennzeichnen.*
Beispiel:

Im Alter von…	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45-49	50-54	55-59	60-65
war ich:																															
in der Schule/ im Studium																															
in Facharztausbildung/ im Facharztstudium																															
voll berufstätig																															
nicht voll berufstätig/ teilzeitbeschäftigt																															
arbeitslos/ arbeitssuchend																															
Und in welchem Land?																															
im Herkunftsland																															
in Deutschland																															
in einem anderen EU-Mitgliedsland (heutige EU28)																															
in einem nicht-EU-Mitgliedsland																															

B3 In welchem Jahr sind Sie nach Deutschland gezogen?

Jahr: _____

B4 Denken Sie einmal an Ihre Entscheidung, Ihr Herkunftsland zu verlassen. Wie wichtig waren folgende Gründe für Ihre Entscheidung?

Situation <u>im Herkunftsland</u> bezüglich…	äußerst wichtig	eher wichtig	weder wichtig noch unwichtig	eher unwichtig	überhaupt nicht wichtig
Gesellschaftliche Gründe					
… wirtschaftlicher Lage	❏	❏	❏	❏	❏
… politischer Lage	❏	❏	❏	❏	❏
… Welfare/sozialer Absicherung	❏	❏	❏	❏	❏
… Mentalität/Lebenseinstellung	❏	❏	❏	❏	❏
… Bürokratie/Reglementierung	❏	❏	❏	❏	❏
… Kriminalität/Korruption	❏	❏	❏	❏	❏
Persönliche Gründe					
… beruflicher Perspektiven	❏	❏	❏	❏	❏
… Höhe des Einkommens	❏	❏	❏	❏	❏
… Arbeitsbedingungen	❏	❏	❏	❏	❏
… Partnerschaft/Familie	❏	❏	❏	❏	❏
… Lebensstandard/-qualität	❏	❏	❏	❏	❏

Falls es andere Gründe für Ihre Entscheidung gab oder Sie Ihre zentralen Gründe näher erläutern möchten, haben Sie hier die Möglichkeit dazu:

_____

_____

_____

B5 Und warum sind Sie speziell nach Deutschland gekommen? Wie wichtig waren folgende Gründe für diese Entscheidung?

Situation <u>in Deutschland</u> bezüglich…	äußerst wichtig	eher wichtig	weder wichtig noch unwichtig	eher unwichtig	überhaupt nicht wichtig
Gesellschaftliche Gründe					
… wirtschaftlicher Lage	❏	❏	❏	❏	❏
… politischer Lage	❏	❏	❏	❏	❏
… Welfare/sozialer Absicherung	❏	❏	❏	❏	❏
… Mentalität/Lebenseinstellung	❏	❏	❏	❏	❏
… Nähe zum Herkunftsland	❏	❏	❏	❏	❏
Persönliche Gründe					
… beruflicher Perspektiven	❏	❏	❏	❏	❏
… Höhe des Einkommens	❏	❏	❏	❏	❏
… Arbeitsbedingungen	❏	❏	❏	❏	❏
… Partnerschaft/Familie	❏	❏	❏	❏	❏
… Kontakte in Deutschland	❏	❏	❏	❏	❏
… Sprachkenntnisse	❏	❏	❏	❏	❏
… Lebensstandard/-qualität	❏	❏	❏	❏	❏
Sonstige Gründe					
Andere bevorzugte Zielländer waren nicht möglich	❏	❏	❏	❏	❏

Falls es andere Gründe für Ihre Entscheidung gab oder Sie Ihre zentralen Gründe näher erläutern möchten, haben Sie auch hier die Möglichkeit dazu:

_____

_____

_____

B6 Denken Sie noch einmal an den Zeitpunkt zurück, als Sie sich entschieden haben nach Deutschland zu kommen. Für wie lange planten Sie damals ungefähr in Deutschland zu bleiben?

❚ Falls Sie es nicht genau sagen können, geben Sie einen ungefähren Zeitraum an (z.B. 3-4 Jahre).

❑ Ungefähr _____ Jahr(e)
❑ Für immer
❑ Hatte ich damals noch nicht geplant

B7 Hatten Sie bei Ihrem Zuzug nach Deutschland Unterstützung von Verwandten oder Bekannten, die zu diesem Zeitpunkt in Deutschland lebten?

❚ mehrere Antworten möglich

❑ Ja, Verwandte oder Bekannte aus Deutschland
❑ Ja, Verwandte oder Bekannte aus dem Herkunftsland
❑ Ja, Verwandte oder Bekannte aus einem anderen Land
❑ Nein

B8 Und welche familiäre Situation traf auf Sie zu, als Sie nach Deutschland gezogen sind?

❑ Alleine oder getrennt lebend

In einer Partnerschaft/Ehe …
❑ … aber alleine nach Deutschland gezogen
❑ … mit der Partnerin/dem Partner gemeinsam nach Deutschland gezogen
❑ … zur Partnerin/zum Partner nach Deutschland gezogen

B9 Hatten Sie vor der Einreise nach Deutschland eine Arbeitsstelle oder eine Stellenzusage in Deutschland?

❑ Ja
❑ Nein

B10 Nun noch ein paar Fragen zu Ihren Vorstellungen und Plänen für die Zukunft. Unabhängig davon in welchem Land Sie in Zukunft leben wollen, wie lange planen Sie jetzt ungefähr noch in Deutschland zu bleiben?

❚ Falls Sie es nicht genau sagen können, geben Sie einen ungefähren Zeitraum an (z.B. 3-4 Jahre).

❑ Ungefähr _____ Jahr(e)
❑ Für immer ➜ *weiter mit Frage B12*
❑ Das habe ich noch nicht geplant

B11 Und in welchem Land planen Sie danach zu leben?

❑ Abwechselnd sowohl im Herkunftsland als auch in Deutschland
❑ Im Herkunftsland
❑ In einem anderen Land, und zwar in: _____
❑ Das habe ich noch nicht geplant ➜ *weiter mit Frage C1*

B12 **Wenn Sie einmal an die Gründe für Ihre Pläne denken, in Deutschland zu bleiben oder in ein anderes Land zu gehen, wie wichtig sind folgende Gründe für Ihre Entscheidung?**

	äußerst wichtig	eher wichtig	weder wichtig noch unwichtig	eher unwichtig	überhaupt nicht wichtig
Gesellschaftliche Gründe					
Wirtschaftliche Lage					
- in Deutschland	❏	❏	❏	❏	❏
- im Herkunftsland/anderen Land	❏	❏	❏	❏	❏
Politische Lage					
- in Deutschland	❏	❏	❏	❏	❏
- im Herkunftsland/anderen Land	❏	❏	❏	❏	❏
Bürokratie/Reglementierung					
- in Deutschland	❏	❏	❏	❏	❏
- im Herkunftsland/anderen Land	❏	❏	❏	❏	❏
Mentalität/Lebenseinstellung					
- in Deutschland	❏	❏	❏	❏	❏
- im Herkunftsland/anderen Land	❏	❏	❏	❏	❏
Welfare/soziale Absicherung					
- in Deutschland	❏	❏	❏	❏	❏
- im Herkunftsland/anderen Land	❏	❏	❏	❏	❏
Nähe zum Herkunftsland	❏	❏	❏	❏	❏
Persönliche Gründe					
Berufliche Perspektiven	❏	❏	❏	❏	❏
Arbeitsbedingungen	❏	❏	❏	❏	❏
Höhe des Einkommens	❏	❏	❏	❏	❏
Partnerschaft/Familie	❏	❏	❏	❏	❏
Soziales Umfeld/Freunde	❏	❏	❏	❏	❏
Sprache	❏	❏	❏	❏	❏
Lebensstandard/-qualität	❏	❏	❏	❏	❏

Sonstiges, und zwar:

_____

_____

_____

C Angaben zur Person, Familie und Partnerschaft

C1 Sie sind …

❏   männlich

❏   weiblich

C2 Wann und wo sind Sie geboren?

Geburtsjahr: _____

Geburtsland: _____

C3 Und welche Staatsangehörigkeit(en) besitzen Sie?

1. Staatsangehörigkeit: _____

Weitere Staatsangehörigkeit(en): _____

➜ *Falls Sie die deutsche Staatsangehörigkeit <u>nicht</u> besitzen, weiter mit Frage C6.*

C4 Falls Sie die deutsche Staatsangehörigkeit besitzen:
Sind Sie deutsche/-r Staatsangehörige/-r ...?

❏   ... durch Geburt ➜ *weiter mit Frage C7*
❏   ... durch den Status als (Spät-)Aussiedler/-in

❏   ... durch Einbürgerung im Jahr: _____

C5 Falls Sie die deutsche Staatsangehörigkeit <u>nicht seit Ihrer Geburt</u> besitzen:
Welche Staatsangehörigkeit(en) besaßen Sie vor dem Zuzug als (Spät-)Aussiedler/-in oder vor der Einbürgerung?

Bitte tragen Sie diese hier ein: _____

➜ *jetzt weiter mit Frage C7*

C6 Falls Sie die deutsche Staatsangehörigkeit <u>nicht</u> besitzen:
Planen Sie, sobald dies möglich ist, die deutsche Staatsangehörigkeit zu beantragen?

❏   Ja, ganz sicher
❏   Ja, wahrscheinlich
❏   Eher unwahrscheinlich
❏   Ganz sicher nicht
❏   Weiß nicht

C7 Gehören Sie einer Religion oder Glaubensrichtung an?

❏   Ja, und zwar: _____
❏   Nein

C8 Nun ein paar Fragen zu Ihrer Familiensituation. Welchen Familienstand haben Sie?

❏   Verheiratet oder in eingetragener Lebenspartnerschaft
❏   Ledig, aber in fester Partnerschaft
❏   Ledig, ohne feste/n Partnerin/Partner
❏   Verwitwet   ➜ *weiter mit Frage C11*
❏   Geschieden oder getrennt

C9 Falls Sie in einer Partnerschaft sind: Wo lebt Ihr/-e (Ehe-)Partner/-in?

❏   In Deutschland
❏   Im Herkunftsland
❏   In einem anderen Land, und zwar in: _____

C10 Falls Sie in einer Partnerschaft sind: Welche Staatsangehörigkeit(en) besitzt Ihr/-e (Ehe-)Partner/-in?

1. Staatsangehörigkeit: _____

Weitere Staatsangehörigkeit(en): _____

C11 Haben Sie Kinder unter 16 Jahren und wo leben diese?

❏ Ja, in Deutschland   Anzahl der Kinder: _____

❏ Ja, im Herkunftsland   Anzahl der Kinder: _____

❏ Ja, in einem anderen Land   Anzahl der Kinder: _____

❏ Nein

C12 Nun noch ein paar Fragen zu Ihren Eltern. Wo sind Ihre Eltern geboren?

Geburtsland des Vaters: _____

Geburtsland der Mutter: _____

C13 Welchen höchsten Schulabschluss haben/hatten Ihre Eltern?

	Vater	Mutter
Keinen Schulabschluss	❏	❏
Pflichtschule/Grundschule/Primärunterricht	❏	❏
Weiterführende Schule/Sekundarschule:		
- auf Berufsbildung vorbereitend (z.B. Haupt-/Real-/Mittelschule)	❏	❏
- auf Hochschule/Studium vorbereitend (z.B. Abitur oder Äquivalent)	❏	❏
Anderen Abschluss	❏	❏
Weiß nicht	❏	❏

C14 Haben/Hatten Ihre Eltern eine berufliche Ausbildung oder ein Studium abgeschlossen? ▮ *mehrere Antworten möglich*

	Vater	Mutter
Ja, berufliche Ausbildung	❏	❏
Ja, Hochschulstudium:		
- Bachelor oder Äquivalent	❏	❏
- Master/Magister/Diplom oder Äquivalent	❏	❏
- Andere	❏	❏
Ja, Promotion	❏	❏
Nein	❏	❏
Weiß nicht	❏	❏

C15 Welchen Beruf haben Ihre Eltern ausgeübt, als Sie 14 Jahre alt waren?
▮ *Geben Sie die Berufsbezeichnung möglichst genau an. Geben Sie auch an, falls Ihre Eltern zu diesem Zeitpunkt selbstständig, angestellt oder nicht berufstätig waren.*

Beruf des Vaters: _____   ❏ selbstständig   ❏ angestellt   ❏ nicht berufstätig   ❏ weiß nicht

Beruf der Mutter: _____   ❏ selbstständig   ❏ angestellt   ❏ nicht berufstätig   ❏ weiß nicht

D Sprache und soziales Umfeld

D1 Welche Sprache(n) sprechen Sie?

Muttersprache(n): _____

Fremdsprache(n): _____

➡ *Falls Deutsch Ihre Muttersprache ist, weiter mit Frage D3.*

D2 Wie schätzen Sie Ihre Deutschkenntnisse ein?

A Elementare Sprachverwendung:
- ❏ A1 – Anfänger
- ❏ A2 – Grundlegende Kenntnisse

B Selbstständige Sprachverwendung:
- ❏ B1 – Fortgeschrittene Sprachverwendung
- ❏ B2 – Selbstständige Sprachverwendung

C Kompetente Sprachverwendung:
- ❏ C1 – Fachkundige Sprachverwendung
- ❏ C2 – Annähernd muttersprachliche Kenntnisse

D3 Im alltäglichen Leben bewegt man sich meist in mehreren Bereichen, in denen man unterschiedliche Sprachen spricht. In welcher Sprache sprechen Sie mit …?

	vor allem in deutscher Sprache	vor allem in der Sprache des Herkunftslandes	vor allem in einer anderen Sprache	gleichermaßen in verschiedenen Sprachen	trifft nicht zu
… Ihrer Partnerin/Ihrem Partner	❏	❏	❏	❏	❏
… Ihrem Kind/Ihren Kindern	❏	❏	❏	❏	❏
… Kolleginnen/Kollegen in Deutschland	❏	❏	❏	❏	❏
… Patientinnen/Patienten und/oder deren Angehörigen in Deutschland	❏	❏	❏	❏	❏

D4 Und wie setzt sich Ihr Freundeskreis in Deutschland zusammen? Wie viele Ihrer Freundinnen/Freunde kommen aus Deutschland, wie viele aus Ihrem Herkunftsland und wie viele aus anderen Ländern?

kommen/kommt aus …	alle	die meisten	viele	einige	keiner
… Deutschland	❏	❏	❏	❏	❏
… dem Herkunftsland	❏	❏	❏	❏	❏
… einem anderen EU-Land	❏	❏	❏	❏	❏
… einem nicht-EU-Land	❏	❏	❏	❏	❏

D5 Nun würden wir gerne wissen, wie Sie verschiedene Bereiche Ihres Lebens im Vergleich zu anderen Personengruppen einschätzen. Wie beurteilen Sie Ihre Situation: ist sie viel besser, besser, etwa gleich, schlechter oder viel schlechter?

Im Vergleich zu Ärztinnen/Ärzten aus Ihrem Herkunftsland, die nicht migriert sind, ist Ihre Situation bezüglich …

	viel besser	besser	etwa gleich	schlechter	viel schlechter	weiß nicht
… Freundes- und Bekanntenkreis	❏	❏	❏	❏	❏	❏
… Lebensstandard	❏	❏	❏	❏	❏	❏
… persönlichem Einkommen	❏	❏	❏	❏	❏	❏
… beruflichen Aufstiegsmöglichkeiten	❏	❏	❏	❏	❏	❏

Im Vergleich zu deutschen Ärztinnen/Ärzten ist Ihre Situation bezüglich …

	viel besser	besser	etwa gleich	schlechter	viel schlechter	weiß nicht
… Freundes- und Bekanntenkreis	❏	❏	❏	❏	❏	❏
… Lebensstandard	❏	❏	❏	❏	❏	❏
… persönlichem Einkommen	❏	❏	❏	❏	❏	❏
… beruflichen Aufstiegsmöglichkeiten	❏	❏	❏	❏	❏	❏

D6 Wie häufig haben Sie persönlich in Deutschland die Erfahrung gemacht, aufgrund Ihrer Herkunft benachteiligt worden zu sein?

- ❏ Häufig
- ❏ Selten
- ❏ Nie ➜ *weiter mit Frage D8*

D7 Wie häufig kam es in den folgenden Bereichen vor, dass Sie in Deutschland aufgrund Ihrer Herkunft benachteiligt wurden?

	häufig	selten	nie
Im Alltag (z.B. bei der Wohnungssuche, beim Einkaufen)	❏	❏	❏
Bei Ämtern oder Behörden	❏	❏	❏
Am Arbeitsplatz …			
… durch Kolleginnen/Kollegen oder Vorgesetzte	❏	❏	❏
… durch andere Mitarbeiter/-innen oder Pflegepersonal	❏	❏	❏
… durch Patientinnen/Patienten und/oder deren Angehörige	❏	❏	❏

D8 Denken Sie einmal an Ihre Freundinnen/Freunde, Verwandte oder Bekannte <u>außerhalb Deutschlands</u>. Wie oft haben Sie Kontakt zu ihnen?

▯ Mit Kontakt sind beispielsweise Telefongespräche, Emails, Briefe oder Kontakt über soziale Medien gemeint.

Freundinnen/Freunde, Verwandte oder Bekannte …	täglich	mindestens ein Mal die Woche	mindestens ein Mal im Monat	mehrmals pro Jahr	seltener oder nie
… im Herkunftsland	❏	❏	❏	❏	❏
… in anderen EU-Ländern	❏	❏	❏	❏	❏
… in anderen nicht-EU-Ländern	❏	❏	❏	❏	❏

D9 Und nun noch eine Frage zu Ihren Reisen <u>in den letzten 12 Monaten</u>. Wie oft haben Sie insgesamt Ihr Herkunftsland, ein anderes EU-Land oder ein nicht-EU-Land besucht?

▯ Bitte zählen Sie hier auch Dienst- und Urlaubsreisen bzw. Besuche bei Freundinnen/Freunden und Verwandten hinzu.

Reisen in …	täglich	mindestens ein Mal die Woche	mindestens ein Mal im Monat	mehrmals pro Jahr	seltener oder nie
… das Herkunftsland	❏	❏	❏	❏	❏
… ein anderes EU-Land	❏	❏	❏	❏	❏
… ein nicht-EU-Land	❏	❏	❏	❏	❏

E Einstellungen und Partizipation

E1 Bitte sagen Sie uns, wie stark Sie sich verbunden fühlen mit …

	sehr verbunden	ziemlich verbunden	weder verbunden noch unverbunden	nicht sehr verbunden	überhaupt nicht verbunden
… Ihrem derzeitigen Wohnort	❏	❏	❏	❏	❏
… Deutschland	❏	❏	❏	❏	❏
… Ihrem Herkunftsdorf/-ort, Ihrer Herkunftsstadt	❏	❏	❏	❏	❏
… Ihrem Herkunftsland	❏	❏	❏	❏	❏
… der Europäischen Union	❏	❏	❏	❏	❏
… der Welt	❏	❏	❏	❏	❏

E2 Es gibt verschiedene Begriffe um Menschen zu beschreiben, die in einem anderen Land als ihrem Herkunftsland leben. Was würden Sie sagen, wie gut treffen folgende Begriffe auf Sie persönlich zu?

	trifft voll und ganz zu	trifft überwiegend zu	trifft teils teils zu	trifft kaum zu	trifft ganz und gar nicht zu
Migrant/-in	❏	❏	❏	❏	❏
Ausländer/-in	❏	❏	❏	❏	❏
Mobile/-r EU-Bürger/-in	❏	❏	❏	❏	❏
Expat	❏	❏	❏	❏	❏
Weltbürger/-in	❏	❏	❏	❏	❏

❏ Nichts davon trifft voll und ganz zu, andere Begriffe beschreiben mich besser.
Wenn ich an meine derzeitige Situation in Deutschland denke, sehe ich mich eher als: _____

_____

_____

E3 Nun eine Frage zu Ihrem Interesse an Politik allgemein. Wie stark sind Sie interessiert an …?

	stark interessiert	eher interessiert	teils teils	eher nicht interessiert	überhaupt nicht interessiert
… der Politik in Deutschland	❏	❏	❏	❏	❏
… der Politik im Herkunftsland	❏	❏	❏	❏	❏
… der Politik der Europäischen Union	❏	❏	❏	❏	❏
… der Weltpolitik	❏	❏	❏	❏	❏

E4 Es gibt verschiedene Möglichkeiten, mit denen man versuchen kann, etwas in der Gesellschaft zu verbessern oder zu verhindern. Haben Sie innerhalb der letzten 12 Monate etwas davon unternommen? Hatte(n) diese Aktivität(en) etwas mit Deutschland zu tun, mit dem Herkunftsland, mit der Europäischen Union oder hatten sie einen anderen Bezug?
❚ mehrere Antworten möglich

Haben Sie …?	ja, mit einem Bezug zu Deutschland	ja, mit einem Bezug zum Herkunftsland	ja, mit einem Bezug zur EU	ja, mit einem anderen Bezug	nein
… Kontakt zu einem/r Politiker/-in oder einer Amtsperson aufgenommen	❏	❏	❏	❏	❏
… Ihre Meinung über öffentliche Themen im Internet oder in sozialen Medien geäußert	❏	❏	❏	❏	❏
… in einer politischen Partei oder Gruppierung mitgearbeitet	❏	❏	❏	❏	❏
… sich an einer Unterschriften-sammlung, einem Bürger- oder Volksbegehren beteiligt (in Papierform oder online)	❏	❏	❏	❏	❏
… an einer genehmigten öffentlichen Demonstration teilgenommen	❏	❏	❏	❏	❏

	ja	nein
… bestimmte Produkte boykottiert	❏	❏

E5 Haben Sie an den folgenden Wahlen teilgenommen?

❚ Bitte berücksichtigen Sie auch, falls Sie per Briefwahl oder in einer Vertretung Ihres Herkunftslandes gewählt haben. Falls Sie mehrere Staatsangehörigkeiten besitzen, denken Sie an alle Wahlen, an denen Sie teilgenommen haben.

Ich habe an den letzten … teilgenommen	im Herkunftsland	in Deutschland	nicht gewählt	weiß nicht
… Lokal-/Kommunalwahlen	❏	❏	❏	❏
… nationalen Wahlen	❏	❏	❏	❏

E6 Haben Sie bei den letzten Wahlen zum Europäischen Parlament im Mai 2014 gewählt? Wenn ja, haben Sie dabei für eine deutsche Partei oder eine Partei Ihres Herkunftslandes gestimmt?

- ❏ Für eine deutsche Partei
- ❏ Für eine Partei des Herkunftslandes
- ❏ Nicht gewählt

E7 In der Politik reden die Leute oft von „links" und „rechts", wenn es darum geht unterschiedliche politische Einstellungen zu kennzeichnen. Wenn Sie, ganz allgemein, an Ihre eigenen politischen Ansichten denken: Wo würden Sie diese Ansichten einstufen?

❚ Der Wert 0 bedeutet: ganz links, der Wert 10 bedeutet: ganz rechts. Mit den Werten zwischen 0 und 10 können Sie Ihre Meinung abstufen.

ganz links										ganz rechts	keine Angabe
❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏
0	1	2	3	4	5	6	7	8	9	10	

E8 Bitte sagen Sie uns noch, inwieweit Sie den folgenden Aussagen zustimmen oder nicht zustimmen.

	stimme voll und ganz zu	stimme eher zu	weder noch	stimme eher nicht zu	stimme überhaupt nicht zu
Zuwanderung erhöht die wirtschaftliche Wettbewerbsfähigkeit eines Landes.	❏	❏	❏	❏	❏
Es ist gut für eine Gesellschaft, wenn Menschen verschiedener Herkunft ihre unterschiedlichen Traditionen und Gebräuche beibehalten.	❏	❏	❏	❏	❏
Globalisierung erhöht soziale Ungleichheiten.	❏	❏	❏	❏	❏

E9 Nun möchten wir gerne noch etwas über Ihre Einstellungen gegenüber der Europäischen Union wissen. Wie ist Ihre Meinung zu den folgenden Vorschlägen: Sind Sie dafür, eher dafür, weder dafür noch dagegen, eher dagegen oder dagegen?

	dafür	eher dafür	weder dafür noch dagegen	eher dagegen	dagegen
Eine Europäische Wirtschafts- und Währungsunion mit einer gemeinsamen Währung, nämlich dem Euro	❏	❏	❏	❏	❏
Eine gemeinsame Außenpolitik der EU-Mitgliedsstaaten	❏	❏	❏	❏	❏
Eine zusätzliche Erweiterung der EU, um in den nächsten Jahren andere Länder aufzunehmen	❏	❏	❏	❏	❏

E10 Zum Schluss möchten wir Sie noch nach Ihrer Zufriedenheit mit Ihrem Leben insgesamt fragen.
Wie zufrieden sind Sie gegenwärtig, alles in allem, mit Ihrem Leben?

❚ Antworten Sie bitte anhand der folgenden Skala, bei der „0" ganz und gar unzufrieden, „10" ganz und gar zufrieden bedeutet.

ganz und gar unzufrieden										ganz und gar zufrieden
❏	❏	❏	❏	❏	❏	❏	❏	❏	❏	❏
0	1	2	3	4	5	6	7	8	9	10

Gibt es noch etwas, das Sie den oben genannten Fragen gerne hinzufügen würden oder etwas anderes, das Sie uns gerne mitteilen möchten?

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Sie haben das Ende des Fragebogens erreicht.

Vielen Dank, dass Sie sich die Zeit genommen haben, den Fragebogen auszufüllen. Sie haben uns damit sehr geholfen!

Ihre Antworten tragen erheblich dazu bei, Erfahrungen, Meinungen und Schwierigkeiten von europäischen Ärztinnen und Ärzten in Deutschland zu verstehen.

Um ein besseres Bild Ihres Lebens und Ihrer Erfahrungen in Deutschland zu bekommen, möchten wir Sie eventuell zu einem persönlichen Interview einladen. Wir würden uns sehr freuen, wenn Sie uns die Gelegenheit dazu geben würden.

Dürfen wir in einigen Wochen wieder auf Sie zukommen und Sie eventuell zu einem persönlichen Interview einladen? Natürlich können Sie Ihre Zustimmung jederzeit rückgängig machen!

❏ **Ja**
❏ **Nein**

Falls wir Sie zu einem Interview einladen dürfen, geben Sie bitte auf der beiliegenden Karte **Ihre bevorzugte Kontaktmöglichkeit** an. Ihre Kontaktinformationen werden getrennt vom Fragebogen aufbewahrt und ausschließlich dazu genutzt, um Sie zu einem Interview einzuladen. Andernfalls bzw. nach dem Interview werden Ihre Kontaktdaten vernichtet.

English translation of the questionnaire for EU medical doctors

A Occupation and Qualifications

A1 To begin with, a question related to your continuing medical education. Have you completed or are you currently participating in a specialist training or any other subspecialty or additional training?

Specialty training	O in the area: _____
Subspecialty	O in the area: _____
Additional training	O in the area: _____

A2 Now a question regarding your professional situation. What is your current position?
(multiple answers possible)

Working in the outpatient sector:

- Practice-based, statutory physician   O
- Practice-based, freelance/non-statutory physician   O
- Employed   O
- In specialty training   O

Working at a hospital:

- Chief physician   O ⎤
- Executive senior physician   O ⎥
- Senior physician   O ⎥ *continue with question A4*
- Specialist   O ⎥
- In specialty training   O ⎥
- Assistant physician   O ⎦ *continue with question A7*

Working for public authorities/ bodies   O ⎤
Working in other areas   O ⎦

Not working in the medical profession   O ➔ *continue with question A10*
(including being unemployed)

A3 If you are working at a practice, how is it organized?

As a single practice	O
As a joint practice	O
As a practice community	O
As a medical health centre	O
As a different kind of practice	O

A4 If you are working at a practice, how many people are working there?
Number of practice owners: _____
Number of salaried physicians: _____
Number of other staff: _____
➔ *now continue with question A7*

A5 If you are working at a hospital, what type of hospital is it and how is it funded?

Type of hospital:		Funding:	
- University hospital	O	- Public ownership	O
- General hospital	O	- Private ownership	O
- Specialty hospital	O	- Non-profit ownership	O

- General practitioner's hospital (Belegkrankenhaus)   O
- Rehabilitation clinic   O
- Different inpatient institution   O
- Don't know   O

- Don't know   O

A6 If you are working at a hospital, how many beds does it have approximately?

Less than 49	O	300 to 599	O
50 to 149	O	600 or more	O
150 to 299	O	Don't know	O

A7 Thinking about your working hours: How many hours do you usually work per week?

Weekly working hours according to your contract *(if applicable)*: _____

Overtime hours (in total per week): _____
         of which are paid overtime hours: _____

A8 Your current workplace is situated in…?

… a large city (more than 100,000 inhabitants)   O
… a medium-sized city (more than 20,000 and up to 100,000 inhabitants)   O
… a small town (more than 5,000 and up to 20,000 inhabitants)   O
… a village/rural area (less than 5,000 inhabitants)   O

A9 Some people work in Germany but continue to live in their country of origin or abroad. What is your situation: Do you work in Germany but live in a different country?

Yes   O ➔ *In the following, when asked about your decision to move to Germany and about your life in Germany, it always refers to Germany as your place of work.*

No   O

A10 Next, we would like to ask you about your level of satisfaction regarding some areas of your life and work. How satisfied are you currently in the following areas?

	completely satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	completely dissatisfied	does not apply
- Circle of friends and acquaintances	O	O	O	O	O	O
- Standard of living	O	O	O	O	O	O
- Personal income	O	O	O	O	O	O
- Professional career opportunities	O	O	O	O	O	O
- Working conditions	O	O	O	O	O	O
- Using your professional skills	O	O	O	O	O	O

A11 Now some questions about your professional occupation in the 12 months before you moved to Germany. Please give your exact job title (e.g. assistant surgical physician). Please also indicate if you were not working in the medical profession.

i	*If you have moved to Germany more than once in the course of your life, please relate your answers to the most recent time you moved to Germany. Please keep this in mind for all other questions about your immigration to Germany.*

Were you working in the 12 months immediately before you moved to Germany?

O I worked as a: _____

O I was unemployed

O I was a student

What was your first occupation in Germany?

O My first occupation in Germany was: _____

O My first occupation is my current occupation

O I have not worked in Germany yet

A12 Now please compare your current personal and professional situation to your situation before you moved to Germany: How would you describe your current situation regarding the following areas of your life?

	much better	better	about the same	worse	much worse	does not apply
- Circle of friends and acquaintances	O	O	O	O	O	O
- Standard of living	O	O	O	O	O	O
- Personal income	O	O	O	O	O	O
- Professional career opportunities	O	O	O	O	O	O
- Working conditions	O	O	O	O	O	O
- Using your professional skills	O	O	O	O	O	O

B Personal History and Migration Biography

i	*In the following, some questions will ask about your country of origin. The country of origin refers to your country of birth or the country in which you spent most of your childhood.*

B1 Apart from your country of origin, have you ever lived in another country for three or more consecutive months before you turned 18?

Yes   O   in: _____

No   O

Don't know   O

B2 We would like to ask you about your personal history from the age of 18 onwards.
*It is important that you provide answers for all years up to the present day or until the age of 65. If multiple situations apply during the same year, you can tick several boxes. Please also indicate in which country you resided during each year (**continuous duration of stay of at least three months**). If your situation was the same for   several years, you can indicate this with a horizontal line, e.g.:*

At the age of…	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45-49	50-54	55-59	60-65
I was:																															
at school/university																															
in specialty training																															
working full-time																															
working part-time																															
unemployed/ job-seeking																															
And in which country?																															
in my country of origin																															
in Germany																															

in another EU-country (one of today's EU28)																																	
in a non-EU country																																	

B3 In which year did you move to Germany?
In: _____

B4 Please think back to your decision to <u>leave your country</u> of origin. How important were the following reasons for your decision?

The situation **in your country of origin** regarding…	extremely important	very important	somewhat important	not very important	unimportant/irrelevant
Societal reasons					
… economic situation	O	O	O	O	O
… political situation	O	O	O	O	O
… welfare/social security	O	O	O	O	O
… mentality/attitude to life	O	O	O	O	O
… bureaucracy/regulation and control	O	O	O	O	O
… crime/corruption	O	O	O	O	O
Personal reasons					
… career prospects	O	O	O	O	O
… level of income	O	O	O	O	O
… working conditions	O	O	O	O	O
… relationship/family	O	O	O	O	O
… standard of living/quality of life	O	O	O	O	O

If other reasons were important or if you would like to elaborate on the key reasons, you have the opportunity to do so here:

_____
_____
_____
_____
_____

B5 Why did you decide to move to <u>Germany</u>? How important were the following reasons for your decision?

The situation **in Germany** regarding…	extremely important	rather important	somewhat important	not very important	unimportant/irrelevant
Societal reasons					
… economic situation	O	O	O	O	O
… political situation	O	O	O	O	O
… welfare/social security	O	O	O	O	O

… mentality/attitude to life	O	O	O	O	O
… proximity to country of origin	O	O	O	O	O
Personal reasons					
… career prospects	O	O	O	O	O
… level of income	O	O	O	O	O
… working conditions	O	O	O	O	O
… relationship/family	O	O	O	O	O
… social contacts in Germany	O	O	O	O	O
… language skills	O	O	O	O	O
… standard of living/quality of life	O	O	O	O	O
Other reasons					
Other preferred destination countries were not feasible	O	O	O	O	O

If other reasons were important or if you would like to elaborate on the key reasons, you have the opportunity to do so here:

_____
_____
_____
_____
_____

B6 **Think back to when you decided to move to Germany. How long approximately did you plan to stay in Germany at the time?** *If you can't say exactly, please indicate an approximate period of time (e.g. 3-4 years).*

_____ year(s)

Permanently   O

I did not plan that at the time   O

B7 **When you moved to Germany, did you have the help of relatives or acquaintances who lived in Germany at the time?** *(multiple answers possible)*
Yes, German relatives or acquaintances   O
Yes, relatives or acquaintances from my country of origin   O
Yes, relatives or acquaintances from a different country   O
No   O

B8 **What was your family situation when you moved to Germany?**
Single or separated   O
In a relationship/married …
    … but moved to Germany alone   O
    … and moved with my partner to Germany   O
    … and moved to my partner, who was already in Germany   O

B9 Before you moved to Germany, did you have a job offer in Germany?
Yes   O
No   O

**B10 A few questions about your expectations and plans for the future. Regardless of the coun-
try you want to live in the future, for how much longer approximately do you plan to live in
Germany?** *If you can't say exactly, please indicate an approximate period of time (e.g. 3-4
years).*

_____year(s)

Permanently   O   ➔ continue with question *B12*

Don't know yet   O

B11 And in which country do you plan to live afterwards?
Alternating between living in my country of origin and in Germany O
In my country of origin   O
In a different country: _____   O
Don't know yet   O ➔ *continue with
                                                                          question 0*

**B12 Thinking about the reasons for your plans to stay in Germany or to move to another coun-
try: How important are the following reasons for your decision?**

	extremely important	rather important	somewhat important	not very important	unimportant/irrelevant
Societal reasons					
Economic situation					
- in Germany	O	O	O	O	O
- in country of origin/other country	O	O	O	O	O
Political situation					
- in Germany	O	O	O	O	O
- in country of origin/other country	O	O	O	O	O
Bureaucracy/regulation and control					
- in Germany	O	O	O	O	O
- in country of origin/other country	O	O	O	O	O
Mentality/attitude to life					
- in Germany	O	O	O	O	O

- in country of origin/other country	O	O	O	O	O
Welfare/social security					
- in Germany	O	O	O	O	O
- in country of origin/other country	O	O	O	O	O
Proximity to country of origin	O	O	O	O	O
Personal reasons					
Career prospects	O	O	O	O	O
Level of income	O	O	O	O	O
Working conditions	O	O	O	O	O
Relationship/family	O	O	O	O	O
Community/friends	O	O	O	O	O
Language	O	O	O	O	O
Standard of living/quality of life	O	O	O	O	O

Other reasons, namely:

_____

_____

_____

_____

C Personal Information

C1 You are …
    … male   O
    … female   O

C2 When and where were you born?
    Year of birth: _____
    Country of birth: _____

C3 And which citizenship(s) do you have?
    1st citizenship: _____
    Further citizenship(s): _____
    ➔ *If you do **not** have German citizenship, continue with question C6.*

C4 If you have German citizenship:
    Are you a German citizen...?
    ... by birth   O   ➔ *continue with question C7*
    ... by status of (late) ethnic German
        resettler (Spätaussiedler)   O
    ... by nationalization   O   nationalization in the year: _____

C5 If you do <u>not</u> have German citizenship <u>by birth</u>:
Which citizenship(s) did you have before you immigrated as a (late) ethnic German resettler (Spätaussiedler) or were nationalized?
Please indicate which one(s): _____
➔ *now continue with question C7*

C6 If you do <u>not</u> have German citizenship:
Do you intend to apply for German citizenship as soon as it is possible?

Yes, definitely	O
Yes, probably	O
Probably not	O
Definitely not	O
Don't know	O

C7 Do you belong to a church or religious community?
Yes　　O　　please state: _____
No　　　O

C8 Now a few questions about your family situation. What is your marital status?

Married or living in a civil union	O
Single, but living in a de-facto relationship	O
Single, without de-facto relationship	O
Widowed	O
Divorced or separated	O

continue with question C11

C9 If you are in a relationship:
Where does your partner live?

In Germany	O
In my country of origin	O
In a different country	O　　please state: _____

C10 If you are in a relationship:
What citizenship(s) does your partner have?
1st citizenship: _____
Further citizenship(s): _____

C11 Do you have children under the age of 16 and where do they live?

Yes, in Germany	O	number of children: _____
Yes, in my country of origin	O	number of children: _____
Yes, in a different country	O	number of children: _____
No	O	

C12 Now a few questions about your parents. Where were your parents born?
Father's country of birth: _____
Mother's country of birth: _____

C13 What is the highest school qualification that your parents gained?

	Father	Mother
No educational qualification	O	O
Primary school education	O	O
Secondary school education:		

- preparing for vocational training	O	O
- preparing for university (e.g. university entrance certificate, such as "Abitur")	O	O
A different school qualification	O	O
Don't know	O	O

C14 Did your parents complete vocational training or a university degree?
(multiple answers possible)

	Father	Mother
Yes, vocational training	O	O
Yes, university degree:		
- Bachelor's degree or equivalent	O	O
- Master's degree, Diploma or equivalent	O	O
- Other	O	O
Yes, doctoral studies	O	O
No	O	O
Don't know	O	O

C15 Which job did your parents have, when you were 14 years of age?
Please give the job description as exactly as possible. Also indicate whether your parents were self-employed, employed or unemployed at the time.

		self-employed	employed	unem-ployed	don't know
Father's job:	_____	O	O	O	O
Mother's job:	_____	O	O	O	O

D Language and Social Relations

D1 Which language(s) do you speak?
Native language(s): _____
Foreign language(s): _____
➔ *If your native language is German, continue with question* **Fehler! Verweisquelle konnte nicht gefunden werden.**.

D2 How would you describe your German language skills?
A Basic language use

A1 – Breakthrough or beginner	O
A2 – Way stage or elementary skills	O

B Independent language use

B1 – Threshold or intermediate	O
B2 – Vantage or upper intermediate	O

C Proficiency

C1 – Effective operational proficiency or advanced	O

C2 – Mastery or proficiency   O

D3 People sometimes use different languages in different areas of their everyday live. What language do you speak with …?

	mainly in German	mainly in the language of my country of origin	mainly in another language	in several languages equally	does not apply
… your partner	O	O	O	O	O
… your child/children	O	O	O	O	O
… colleagues in Germany	O	O	O	O	O
… patients and/or their relatives in Germany	O	O	O	O	O

D4 What does your circle of friends *in Germany* look like: How many of your friends are from Germany, how many are from your country of origin and how many are from other countries?

	all	most	many	some	none
are from …					
… Germany	O	O	O	O	O
… my country of origin	O	O	O	O	O
… another EU-country	O	O	O	O	O
… another non-EU country	O	O	O	O	O

D5 Next, we would like to know how you rate several areas of your life compared to those of other groups of people. How do you evaluate your situation: is it much better, better, about the same, worse or much worse?

Compared to physicians from your country of origin who *did not* move to another country, is your situation regarding …?

	much better	better	about the same	worse	much worse	don't know
... circle of friends and acquaintances	O	O	O	O	O	O
... standard of living	O	O	O	O	O	O
... individual income	O	O	O	O	O	O
... career prospects	O	O	O	O	O	O

Compared to German physicians, is your situation regarding...?

	much better	better	about the same	worse	much worse	don't know

... circle of friends and acquaintances	O	O	O	O	O	O
... standard of living	O	O	O	O	O	O
... individual income	O	O	O	O	O	O
... career prospects	O	O	O	O	O	O

D6 How often have you personally felt disadvantaged in Germany because of your country of origin?

Frequently   O
Seldom   O
Never   O ➜ *continue with question D8*

D7 How often have you felt disadvantaged because of your country of origin in the following areas?

	frequently	seldom	never
In everyday life (e.g. looking for an apartment, shopping)	O	O	O
At government offices and agencies	O	O	O
At work …			
… by colleagues or superiors	O	O	O
… by other staff or nurses	O	O	O
… by patients and/or their relatives	O	O	O

D8 Now think of your friends, relatives or acquaintances that *do not live in Germany*. How often are you in contact with them? *This could be, for example, phone calls, emails, letters, or via social media.*

Friends, relatives or acquaintances …	daily	at least once a week	at least once a month	several times a year	less frequent or never
… in your country of origin	O	O	O	O	O
… in other EU countries	O	O	O	O	O
… in other non-EU countries	O	O	O	O	O

D9 Next, a question regarding your travel <u>during the last 12 months</u>. How often have you visited your country of origin, another EU country or a non-EU country? *Please include business trips, holidays and visits to friends and relatives.*

Trips to …	daily	at least once a week	at least once a month	several times a year	less frequent or never
… your country of origin	O	O	O	O	O
… another EU country	O	O	O	O	O

… another non-EU country	O	O	O	O	O

E Attitudes and Participation

E1 Please tell us how attached you feel to …

	very attached	fairly attached	neither attached not detached	not very attached	not at all attached
… your current place of residence	O	O	O	O	O
… Germany	O	O	O	O	O
… your village/city of origin	O	O	O	O	O
… your country of origin	O	O	O	O	O
… the European Union	O	O	O	O	O
… the world	O	O	O	O	O

E2 There are several terms to describe people that live in a different country from their country of origin. How much do you feel each of the following terms describes yourself?

	completely	mostly	partly	hardly	not at all
Migrant	O	O	O	O	O
Foreigner	O	O	O	O	O
Mobile EU citizen	O	O	O	O	O
Expat	O	O	O	O	O
Cosmopolitan	O	O	O	O	O

None of the above is appropriate, other terms describe me better.	O	When I think of my current situation in Germany, I see myself more as:

_____

E3 Next, a question about your interest in politics in general. How strongly are you interested in …?

	strongly interested	fairly interested	moderately interested	barely interested	not at all interested
… German politics	O	O	O	O	O
… politics in your country of origin	O	O	O	O	O
… EU politics	O	O	O	O	O
… global politics	O	O	O	O	O

E4 There are different ways of trying to improve things in society or help to prevent things from going wrong. During the last 12 months, have you done any of the following? Did this activity/these activities have anything to do with Germany, your country of origin, the EU or did it/they have another relation? *(multiple answers possible)*

Have you …?	yes, relating to Germany	yes, relating to my country of origin	yes, relating to the EU	yes, relating to another context	no
... contacted a politician or official	O	O	O	O	O
... expressed your views on public issues on the internet or in social media	O	O	O	O	O
... worked in a political party or action group	O	O	O	O	O
... signed a petition or participated in a referendum (on paper or online)	O	O	O	O	O
... taken part in a lawful public demonstration	O	O	O	O	O

	yes	no
... boycotted certain products	O	O

E5 Have you voted in the following elections?
Please also include if you voted by mail or in an embassy of your country of origin. If you hold multiple citizenships, think of all elections you have participated in.

I have participated …	in my country of origin	in Germany	did not vote	don't know
… in the most recent local/	O	O	O	O

municipal elections
… in the most recent nation-   O   O   O   O
al elections

E6   Did you vote in the most recent elections to the European Parliament in May 2014? If so, did you vote for a German party or a party of your country of origin?
For a German party   O

For a party of my country of origin   O
Did not vote   O

E7   In politics, people often talk about "left" and "right" when describing different political views. When you think about your own political views, broadly described, how would you rate them on the scale below?
Please answer using the following scale: "**0**" means **far left**, "**10**" means **far right**.

far left									far right		prefer not to say
O	O	O	O	O	O	O	O	O	O	O	O
0	1	2	3	4	5	6	7	8	9	10	
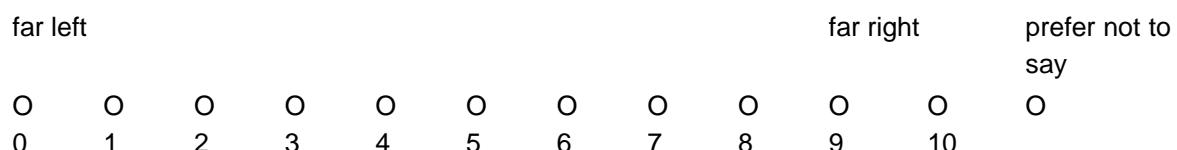
E8   Please also tell us to what extent you agree or disagree with the following statements.

	abso-lutely agree	mostly agree	neither agree nor disa-gree	mostly disagree	abso-lutely disa-gree
Immigration enhances the economic competitiveness of a country.	O	O	O	O	O
It is beneficial for a society, if people from different backgrounds keep their distinct traditions and customs.	O	O	O	O	O
Globalization increases social inequalities.	O	O	O	O	O

E9   Next, we would like to know a few things about your attitude towards the European Union. What is your opinion about the following statements? *Please tell us for each statement,*

whether you are in favour, more in favour, neither in favour nor against it, more against it or against it.

	in favour	more in favour	neither in favour nor against it	more against it	against it
A European economic and monetary union with a single currency: the euro	O	O	O	O	O
A common foreign policy of the Member States of the EU	O	O	O	O	O
Further enlargement of the EU to include other countries in the future	O	O	O	O	O

E10 To conclude, we would like to ask you about your satisfaction with your life in general. How satisfied are you currently with your life, all things considered?
Please answer using the following scale: *"0" means completely **dissatisfied**, "10" means completely **satisfied**.*

completely dis-satisfied										completely satis-fied
0	1	2	3	4	5	6	7	8	9	10
O	O	O	O	O	O	O	O	O	O	O

Is there anything that you would like to add to the above questions or is there anything else you would like to let us know?

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

You have reached the end of the questionnaire.

Thank you very much that you took the time to answer the questions!

You have helped us considerably.

Your answers contribute significantly to understanding the experiences, opinions and challenges of European physicians in Germany. To gain a better picture of your life and your experiences in Germany, we might like to invite you to a personal interview. We would be pleased, if you would give us the opportunity to do so.

May we approach you again in a few weeks in order to invite you to a personal interview? Of course, you can revoke your consent at any time!

Yes   O
No   O

Contact form:

If you consent to participate in a personal interview, please indicate **how you would like to be contacted** by us. Your contact details will be saved separately from the questionnaire and exclusively used to invite you to an interview. Alternatively or after the interview respectively your contact details will be destroyed.

Email: _____

Phone: _____

3. List of variables of quantitative data

Questions Block A

Variable	Question no. (EU/native)	Item	Scale	Origin	Respondents
spectrain1 – spec-train4, subspec1 – subspec3, addtrain1 – addtrain5 addtrain_rest	A1/A1	medical education: specialist training, subspecialty, addition-al training	list of titles of further medical training	no survey with compa-rable item[9]	all
os_sphys **os_fphys** **os_emp** os_spectrain	A2/A2	professional situation: working in outpatient sector (statutory phy-sician, freelance, em-ployed, in specialty training)	0-no/1-yes	no survey with compa-rable item[10]	all
ho_chief ho_ex**sen**	A2/A2	professional situation: working at a hospital	0-no/1-yes	no survey with compa-rable item[11]	all

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[9] The categories are taken from Bundesärztekammer (Arbeitsgemeinschaft der deutschen Ärztekammern) (2015): (Muster-)Weiterbildungsordnung in der Fassung vom 23.10.2015. Berlin: Bundesärztekammer.

[10] The categories are inspired by various sources including Bundesärztekammer (Arbeitsgemeinschaft der deutschen Ärztekammern) (2015): Ärztestatistik 2015. Berlin: Bun-desärztekammer, Das Fünfte Buch Sozialgesetzbuch – Gesetzliche Krankenversicherung – (Artikel 1 des Gesetzes vom 20.Dezember 1988, BGBl. I S. 2477, 2482), das durch Artikel 2a des Gesetzes vom 18. Juli 2016 (BGBl. I S. 1710) geändert worden ist, Sächsischen Landesärztekammer (2014): Weiterbildungsverordnung. Dresden: Sächsische Lan-desärztekammer.

[11] The categories are inspired by Charité – Universitätsmedizin Berlin and Marburger Bund Landesverband Berlin/Brandenburg (2015): Tarifvertrag für Ärztinnen und Ärzte an der Charité – Universitätsmedizin Berlin (TV-Ärzte Charité) in der Fassung vom 1. April 2015 and Sächsischen Landesärztekammer (2014): Weiterbildungsverordnung. Dresden: Sächsische Landesärztekammer.

ho_sen ho_spec ho_spectrain ho_assist		(chief physician, executive senior physician, senior physician, specialist, in specialty training, assistant physician			
pubauth workother notwork	A2/A2	professional situation: public authorities/bodies, other areas, not working in the medical profession	0-no/1-yes	no survey with comparable item[12]	all
prac_orga	A3/A3	organization of practice	1-single practice 2-joint practice 3-practice community 4-medical health centre 5-different kind of practice	no survey with comparable item[13]	all (if os_X=1)
prac_owner prac_phys	A4/A4	people working at practice: practice owner, salaried physicians,	open	no survey with comparable item[14]	all (if os_X=1)

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[12] The categories are taken from Bundesärztekammer (Arbeitsgemeinschaft der deutschen Ärztekammern) (2015): Ärztestatistik 2015. Berlin: Bundesärztekammer.

[13] The categeories are taken from Statistisches Bundesamt (2013): Unternehmen und Arbeitsstätten. Kostenstruktur bei Arzt- und Zahnarztpraxen sowie Praxen von psychologischen Psychotherapeuten. Fachserie 2 Reihe 1.6.1. Wiesbaden: Statistisches Bundesamt.

[14] The differentiation of staff is adapted from Statistisches Bundesamt (2013): Unternehmen und Arbeitsstätten. Kostenstruktur bei Arzt- und Zahnarztpraxen sowie Praxen von psychologischen Psychotherapeuten. Fachserie 2 Reihe 1.6.1. Wiesbaden: Statistisches Bundesamt.

prac_staff		other staff			
ho_type	A5/A5	type of hospital	1-university hospital	no survey with comparable item[15]	all
			2-general hospital		(if ho_X=1)
			3-specialty hospital		
			4-general practitioner's hospital		
			5-rehabilitation clinic		
			6-different inpatient institution		
			998-don't know		
ho_fund	A5/A5	funding of hospital	1-public ownership	no survey with comparable item[16]	all
			2-private ownership		(if ho_X=1)
			3-non-profit ownership		
			998-don't know		
ho_bed	A6/A6	number of hospital beds	1-under 49	no survey with comparable item[17]	all
			2-50 to 149		(if ho_X=1)
			3-150-299		

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[15] The categories are inspired by Statistisches Bundesamt (2014): Gesundheit – Grunddaten der Krankenhäuser. Fachserie 12 Reihe 6.1.1. Wiesbaden: Statistisches Bundesamt.

[16] The categories are taken from Statistisches Bundesamt (2014): Gesundheit – Grunddaten der Krankenhäuser. Fachserie 12 Reihe 6.1.1. Wiesbaden: Statistisches Bundesamt.

[17] The categories are adapted from Statistisches Bundesamt (2014): Gesundheit – Grunddaten der Krankenhäuser. Fachserie 12 Reihe 6.1.1. Wiesbaden: Statistisches Bundesamt.

			4-300-599		
			5-600 and more		
			998-don't know		
hrs_contr hrs_over hrs_overpaid	A7/A7	working hours (h/week): according to contract, overtime, paid overtime	open	adapted from LFS 2014 (Q52) and SOEP 2014 (Q47and Q48)	all (if os_X=1 and/or ho_X=1)
locworkplace	A8/A8	location of workplace	1-large city (more than 100,000 inhabitants) 2-medium-sized city (more than 20,000 and up to 100,000 inhabitants) 3-small town (more than 5,000 and up to 20,000 inhabitants) 4-village/rural area (less than 5,000 in-habitants) 7-several	inspired by SOEP-MS 2013 (Q127), answer categories SOEP MS 2013 (Q50)	all (except notwork=1)
commut	A9/A9[18]	living in another coun-try as GER	0-no/1-yes	inspired by SOEP 2014 (Q40)	all (except notwork=1)

[18] Fill-in remark for those EU respondents who are commuting (commut=1): "*In the following, when asked about your decision to move to Germany and about your life in Ger-many, it always refers to Germany as your place of work".*

sat_friends sat_sol sat_inc sat_careeropp sat_workcond sat_useskills	A10/A10	satisfaction with: circle of friends and ac-quaintances, standard of living, personal in-come, professional career opportunities, working conditions, using your profession-al skills	1 completely satisfied to 5 completely dissat-isfied, does not apply	adapted from IAB SOEP MS 2013 (Q170), inspired by ESS (F35B)	all
workbefger	A11[19]/-	working situation be-fore moving to GER	1-working 2-unemployed 3-student	adapted from EIMSS (2.15)	EU
occbefger_pos1 occbefger_pos2	A11/-	occupation before moving to GER	open	adapted from EIMSS (2.15a)	EU
firstoccger_curr firstoccger_not	A11/-	first occupation in GER: current, not worked	0-no/1-yes	adapted from EIMSS (2.20; 2.22a)	EU
firstoccs_pos1 firstocc_post2	A11/-	specific first occupa-tion in GER	open	adapted from EIMSS (2.20b)	EU
sitcom_friends sitcom_sol	A12/-	comparison of situa-tion before/after mov-ing to GER: circle of	1-much better to 5-much worse, does not apply	inspired by IAB-SOEP MS 2013 (Q146)	EU

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[19] Fill-in remark for EU respondents: "*If you have moved to Germany more than once in the course of your life, please relate your answers to the most recent time you moved to Germany. Please keep this in mind for all other questions about your immigration to Germany.*"

sitcom_inc	friends and acquaintances, standard of living, personal income, professional career opportunities, working conditions, using your professional skills
sitcom_careeropp	
sitcom_workcond	
sitcom_useskills	

Questions Block B

Variable	Question no. (EU/native)	Item	Scale	Origin	Respondents
liveano liveano_cntry1 – liveano_cntry4	B1[20]/B2	having lived in another country than CoO (for EU) / Germany (for native) for three or more consecutive months before turning 18; which country	0-no/1-yes; list of countries	EUCROSS (Q2.4)	all (all; if liveano=1)
childhood childhood_cntry1 childhood_cntry2	-/B1	country having spent most of child-hood; which country	1-Germany 2-in different country; open (if childhood =2) 3-in Germany and in a dif-ferent country	no survey with com-parable item	native (all; if child-hood=1)
uni_18 – uni_65, spectrain_18 – spectrain_65, workfull_18 – workfull_65, workpart_18 –	B2/B3	personal history: - at school/university: age -in specialty training: age -working full-time: age -working part-time: age	0-no/1-yes	adapted from IAB-SOEP MS 2013 (Q68)	all

[20] Fill-in remark for EU respondents: *"In the following, some questions will ask about your country of origin. The country of origin refers to your country of birth or the country in which you spent most of your childhood."*

workpart_65, partent_18 – parents_65, unemp_18 – unemp_65		- maternity/parental leave: age -unemployed: age → one variable for each status-age-combination, for the years 18 until 65			
coo_18 – coo_65, ger_18 – ger_65, eu_18 – eu_65, **noneu_18 – noneu_65**	B2/B3 (exception coo18 till coo65: B2/-)	personal history: - in country of origin: age - in Germany: age - in EU-country (today's EU 28): age - in non-EU country: age → one variable for each status-age-combination, for the years 18 until 65	0-no/1-yes	extension of IAB-SOEP MS 2013 (Q68)	all (except coo_18 until coo_65: EU only)
moveyr	B3/-	year moved to Germany	year: open	adapted from IAB-SOEP MS 2013 (Q24)	EU
lcoo_econ lcoo_pol lcoo_welf lcoo_ment lcoo_reg lcoo_crime	B4/-	reasons to leave country of origin: economic situation, political situation, welfare/social security, mentality/attitude to life, bureaucracy/regulation and control, crime/corruption, career prospects, level of income, working conditions, relationship/family, standard of	1-extremely important to 5-unimportant/irrelevant; other: open	inspired by BAMF 2009 (Q17) and BAMF 2012 (Q32)	EU

lcoo_career		living/quality of life, other			
lcoo_inc					
lcoo_workcon					
lcoo_fam					
lcoo_sol					
lcoo_other					
thoughtleave	-/B4	considered moving abroad for a longer time period or forever	1-yes, for a couple months 2-yes, for a couple of years 3-yes, for ever 4-no	SOEP 2014 (Q145 and Q146 combined)	native
thought-leavecntry1 – thought-leavecntry6	-/B5	if considered moving abroad: which country	list of countries	adapted from SOEP 2014 (Q147)	native (if thought-leave=1|2|3)
mger_econ mger_pol mger_wel mger_ment mger_prox mger_career mger_inc	B5/-	reasons to move to Germany: economic situation, political situation, welfare/social security, mentality/attitude to life, proximity to country of origin, career prospects, level of income, working conditions, relationship/family, social contacts in Germany, language skills, standard of living/quality of life, other preferred destination countries not	1-extremely important to 5-unimportant/irrelevant; other: open	inspired by BAMF 2009 (Q16) and BAMF 2012 (Q33)	EU

mger_workcon		feasible, other			
mger_fam					
mger_socont					
mger_lang					
mger_sol					
mger_feas					
mger_other					
planstay planstay_yrs	B6/-	how long planned to stay in Germany; if years planned to stay in Germany stated: years	1-years stated 2-permanently 3-not planned at the time; years: open	no survey with comparable item	EU (all; if planstay=1)
lger_econ lger_pol lger_reg lger_ment lger_welf lger_career lger_inc lger_work lger_fam	-/B6	reasons to move to another country: economic situation, political situation, bureaucracy/regulation and control, mentality/attitude to life, welfare/social security, career prospects, level of income, working conditions, relationship/family, social environment/friends, contacts in Germany, language, standard of living/quality of life, proximity to Germany, other	1-extremely important to 5-unimportant/irrelevant other: open	inspired by EB SE 337 (2010) (QC26)	native

lger_friends					
lger_lang					
lger_sol					
lger_prox					
lger_other					
helpmov_relger helpmov_relcoo helpmov_reldiff	B7/-	help/support when moved to Germany: from relatives or acquaintances from - Germany - country of origin - different country	0-no/1-yes	adapted from IAB-SOEP MS 2013 (Q27)	EU
famsitmov	B8/-	family situation when moved to Germany	1-single or separated 2-relationship/married but moved to Germany alone 3-relationship/married and moved to Germany with partner 4-relationship/married and moved to partner who already was in Germany	inspired by IAB-SOEP MS 2013 Q155-157	EU
joboffer	B9/-	having had job offer before moving to Germany	0-no/1-yes	LFS 2014 (Q207)	EU

planstayfut planstayfut_yrs	B10/-	how much longer planned to stay in Germany; if future years planned to stay in Germany stated: years	1-years stated 2-permanently 3-not planned yet years: open	inspired by IAB-SOEP MS 2013 (Q36, Q37)	EU (all; if planstayfut=1)
planlivecntry plan-livecntry_string1 – plan-livecntry_string4	B11/-	which country plan to live afterwards; planned to live in a different country: country	1-alternating between country of origin and Germany 2 -country of origin 3- different country 4-not planned yet country: open	inspired by SCIP (NA33a)	EU (if planstayfut = 1|3)
planecon_ger planecon_cntry planpol_ger planpol_cntry planreg_ger planreg_cntry planment_ger planment_cntry	B12/-	reasons to stay in Germany or move to another country: economic situation in GER, in CoO/ other country; political situation in GER, in CoO/other country; bureaucracy/regulation and control in GER, in CoO/other country; mentality/attitude to life in GER, in CoO/other country; welfare/social security in GER, in CoO/other country; proximity to CoO; career prospects; working conditions; level of	1-extremely important to 5-unimportant/irrelevant other: open	no survey with comparable item[21]	EU (if plan-livecntry = 1|2|3)

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[21]The categories are adapted from QB4/- and QB5/- (EU version) of our survey.

planwelf_ger	income; relationship/family; com-
planwelf_cntry	munity/friends; language skills;
planprox	standard of living/quality of life;
plancareer	other
planwork	
planinc	
planfam	
planfriends	
planlang	
plansol	
planother	

Questions Block C

Variable	Question no. (EU/native)	Item	Scale	Origin	Respondents
sex	C1/C1	sex	0-male/1-female	-	all
yrbirth ctrybirth	C2/C2	year and country of birth	open; list of countries	-	all (native: federal state or country of birth)
cit_1 - cit_3	C3/-	citizenship(s)	list of citizenships	adapted from LFS 2014 (Q144)	EU
ocit ocit1	-/C3	other citizenship(s) than German; if yes: which one	0-no/1-yes; list of citizenships	adapted from LFS 2014 (Q144)	native (all; if ocit=1)
gercitby gercityr	C4/C4	acquisition of German citizenship; year of acquisition of German citizenship	1-birth 2-German resettler 3-nationalization (year: open)	LFS 2014 (Q146 and Q147 combined)	all (EU if cit_1 or cit_2 German; if gercitby=3)
citbef1 citbef2	C5/C5	citizenship before immigration as German resettler or nationalization	list of citizenships	adapted from LFS 2014 (Q148)	all (if gercitby=2|3)

intendgercit	C6/-	intention to apply for German citizenship	1-yes, definitely	adapted from IAB-SOEP MS 2013 (Q14)	EU
			2-yes, probably		
			3-probably not		
			4-definitely not		
			998-don't know		
relig relig_string	C7/C6	belonging to a church or religious community; if yes: which one	0-no/1-yes; 1-Christian 2-Catholic 3-Protestant 4-Orthodox 5-Muslim 6-Buddhist 7-Hindu 8-Jewish 9-Other 10-multiple	adapted from ESS 2014 (C9)	all
maritalstat	C8/C7	current marital status	1-married or living in a civil union 2-single, but living in a de-facto relationship 3-single, without de-facto	inspired by LFS 2014 (Q9) and IAB-SOEP MS 2013 (Q152)	all

			relationship		
			4-widowed		
			5-divorced or separated		
partcntry partcntry_string	C9/C8	country where partner lives	1-GER 2-CoO (only EU) 3-different country (which country: open)	-	all (if marital-stat=1|2)
partcit1 – partcit3	C10/C9	citizenship(s) of the partner	list of citizenships	adapted from Survey Transnational-isierung 2006 (Q21)	all (if marital-stat=1|2)
child_ger	C11/C10	having children under the age of 16 (in GER): number of children	number: open	adapted from LFS 2014 (Q150)	all (all; if child_ger=1)
child_coo child_diff	C11/-	having children under the age of 16 in CoO or different country: number of children	number: open	adapted from LFS 2014, Q150	EU
fatcntry motcntry	C12/C11	father's and mother's country of birth	list of countries	-	all
fatqual motqual	C13/C12	father's and mother's highest school qualification	1-no educational qualifica-tion 2-primary school education 3-second. educ.: for voca-	adapted from LFS 2014 (Q191/Q192 and Q198/Q199)	all

			tional training		
			4-second. educ.: for university		
			5-different school qualification		
			998-don't know		
fatvoc motvoc fatba motba fatma **motma** **fatuni** **motuni** **fatdoc** **motdoc** **fatdk** motdk	C14/C13	father's and mother's vocational or academic degrees: vocational training, Bachelor or equivalent, Master or equivalent, other university degree, doctoral studies, don't know	0-no/1-yes	adapted from IAB-SOEP MS 2013 (Q67) and LFS 2014 (Q193/Q194 and Q200/201)	all
fatjob motjob fatjobtype	C15/C14	father's and mother's job when respondent 14 years of age: job title and employment relation	open; 1-self-employed 2-employed	adapted from ESS, 2014 (F53/F54)	all

motjobtype	3-unemployed
	998-don't know

Questions Block D

Variable	Question no. (EU/native)	Item	Scale	Origin	Respondents
natlang1 – natlang4, forlang1 – forlang8	D1/D1	native and foreign languages	list of languages	-	all
forlang1_skill – forlang8_skill	-/D1	self-assessment of foreign language skills	1-A1: breakthrough or beginner 2-A2: way stage or elementary skills 3-B1: threshold or intermediate 4-B2: vantage or upper intermediate 5-C1: effective operational proficiency or advanced 6-C2: mastery or proficiency (almost fluent)	adapted from EU version of our survey)– *expanded with Common European Framework of Reference for Languages*	native (if forlang1 etc. stated)
ger_skill	D2/-	self-assessment of German language skills	1-A1: breakthrough or beginner 2-A2: way stage or elementary skills	adapted from LFS 2014 (Q208) – *expanded with Common European Framework of Refer-*	EU (if forlangX= German)

			3-B1: threshold or intermediate	*ence for Languages*	
			4-B2: vantage or upper intermediate		
			5-C1: effective operational proficiency or advanced		
			6-C2: mastery or proficiency (almost fluent)		
speak_part	D3/D2	language spoken with: partner, child(ren), colleagues, patients and/or their relatives, friends	1-mainly in German	adapted from IAB-SOEP MS 2013 (Q43)	all
speak_child			2-mainly in the language of my CoO (only EU)		(except speak_friends: native only)
speak_coll			3-mainly in another language		
speak_pat			4-in several languages equally		
speak_friends			999-does not apply		
friends_ger	D4/D3	circle of friends in GER– friends coming from: GER, CoO (only EU), another EU country, another non-EU country	1-all	inspired by IAB-SOEP MS 2013 (Q46)	all
friends_coo			2-most		(except friends_coo: EU only)
friends_eu			3-many		
friends_noneu			4-some		
			5-none		
comcoo_friends	D5/-	evaluation of own situation: 1) com-	1-much better – 5-much	no survey with com-	EU

comcoo_sol		pared to physician from CoO who did not move, and 2) to German physicians;	worse	parable item	
comcoo_inc			998-don't know		
comcoo_career					
comger_friends		according to: circle of friends and acquaintances, standard of living, individual income, career prospects			
comger_sol					
comger_inc					
comger_career					
disgercoo	D6/-	having felt personally disadvantaged in GER because of CoO	1-frequently 2-seldom 3-never	IAB-SOEP MS 2013 (Q47)	EU
discoo_life	D7/-	felt disadvantaged in which area: everyday life, government offices and agencies, at work by colleagues or superiors, other staff or nurses, patients and/or their relatives	1-frequently 2-seldom 3-never	adapted from IAB-SOEP MS 2013 (Q48)	EU (if dis-gercoo=1|2)
discoo_gov					
discoo_coll					
discoo_staff					
discoo_pat					
disger	-/D4	having felt personally disadvantaged in GER	1-frequently 2-seldom 3-never	adapted from EU version of our survey	native
dis_life	-/D5	felt disadvantaged in which area: everyday life, government offices and agencies, at work by colleagues	1-frequently 2-seldom	adapted from EU version of our survey	native (if dis-
dis_gov					

dis_coll dis_staff dis_pat		or superiors, other staff or nurses, patients and/or their relatives	3-never		gercoo=1|2)
friendgerabr friendnogerabr	-/D6	having German friends/relatives and/or non-German friends/relatives not living in GER	0-no/1-yes	inspired by Survey Transnationalisier-ung 2006 (Q30/Q31)	native
friendcontcoo friendconteu friendcontnoeu	D8/D7	frequency of contact to friends/relatives in: CoO (EU only), other EU-countries, other non-EU countries	1-daily 2-at least once a week 3-at least once a month 4-several times a year 5-less frequent or never	inspired by Survey Transnationalisier-ung 2006 and adapted from IAB-SOEP 2013 (Q49)	all (friend-scontcoo: EU only; native only if friendgerabr=1|2 or friend-nogerabr=1|2)
tripcoo tripeu tripnoeu	D9/D8	frequency of trips in the last 12 months to: CoO, another EU-country, another non-EU country	1-daily 2-at least once a week 3-at least once a month 4-several times a year 5-less frequent or never	inspired by Survey Transnationalisier-ung 2006 and IAB SOEP-MS 2013	all (tripcoo: EU only)

Questions Block E

Variable	Question no. (EU/native)	Item	Scale	Origin	Respondents
attres **attger** **attbirth** **attcntry** **atteu** **attworld**	E1/E1	feeling attached to: current place of residence, GER, village/city of origin (natives: birthplace), CoO (only EU), European Union, world	1-very attached to 5-not at all attached	adapted from EB 82 (autumn 2014) (QD1, 1-4)	all (except attcntry: EU only)
term_migrant **term_foreigner** **term_mobile** **term_expat** **term_cosmo** **term_other**	E2/-	assessment to what extent terms about people living abroad describe oneself: migrant, foreigner, mobile EU citizen, expat, cosmopolitan, other	1-completely 2-mostly 3-partly 4-hardly 5-not at all other (open)	no survey with comparable item	EU
polint_ger **polint_coo** **polint_eu**	E3/E2	interest in politics: German politics, politics in CoO (only EU), EU politics, global politics	1-strongly interested to 5-not at all interested	adapted from EIMSS[22] (Q3.7)	all (except polint_coo: EU only)

[22] Recchi, Ettore and Favell, Adrian (2009): Pioneers of European integration. Citizenship and mobility in the EU. Cheltenham: Edward Elgar Publishing.

polint_gl					
act_polger	E4/E3	political activities in the last 12 months related to GER, CoO (only EU), EU, other context: contacted a politician or official, expressed views on public issues on the internet or in social media, worked in a political party or action group, signed a petition or participated in a referendum (on paper or online), having taken part in a lawful public demonstration, boycotted certain products (in general, no relation)	0-no/1-yes	adapted from ESS 2014 (B11, B12, B15, B15A, B16, B17) and Flash EB Nr. 189a (2006) (Q6); new: different geographical levels	all (except act_polcoo, act_soccoo, act_parcoo, act_petcoo, act_demcoo: EU only)
act_polcoo					
act_poleu					
act_poloth					
act_socger					
act_soccoo					
act_soceu					
act_socoth					
act_parger					
act_parcoo					
act_pareu					
act_paroth					
act_petger					
act_petcoo					
act_peteu					
act_petoth					
act_demger					
act_demcoo					
act_demeu					

act_demoth

act_boy

vote_locger vote_natger	E5/E4	having voted in most recent elections: local/municipal elections in in GER, national elections in GER	0-no/1-yes 998-don't know	inspired by ESS 2014 (B9)	all
vote_loccoo vote_natcoo	E5/-	having voted in most recent elections: local/municipal elections in CoO, national elections in CoO	0-no/1-yes 998-don't know	inspired by EIMSS (Q3.10)	EU
vote_reg	-/E4	having voted in most recent elections: regional elections	0-no/1-yes 998-don't know	inspired by Flash EB 292 (2010)	native
vote_epger	-/E4	having voted in most recent elections to the European Parliament	0-no/1-yes 998-don't know	inspired by EIMSS (Q3.9)	native
vote_epeu	E6/-	having voted in most recent elections to the European Parliament	1-for a German Party 2-for a party of my CoO 3-did not vote	inspired by MOVE-ACT and Flash EB 292 (2010) (Q4)	EU (if vote_epger=1)
polatt	E7/E5	political attitude on the left-right spectre	0-far left to 10-far right 997-prefer not to say	SOEP 2014 (Q122)	all
doc_uni **doc_edu** **doc_attr** **doc_rel**	-/E6	assessment of solutions to doctors shortage: more places/faculties at universities, investment in education, raising attractiveness of medical profession, relieve workload of	1-extremely important to 5-unimportant/irrelevant	no survey with comparable item	native

doc_fin **doc_eu** doc_noeu		doctors, financial incentives and support for doctors in undersupplied regions, recruitment of EU doctors, recruitment of non-EU doctors			
state_immec state_trad state_glineq	E8/E7	agreement with statements: immigration enhances economic competitiveness of economy; beneficial for society, if people from different backgrounds keep distinct traditions and customs; globalization increases social inequalities	1-absolutely agree to 5-absolutely disagree	inspired by EVS 2008 (Q78), EB 81 (spring 2014) (QA19.2), and Survey Transnationalisierung 2006 (Q179)	all
euatt_euro euatt_for euatt_enla	E9/E8	attitudes towards the EU: European economic and monetary union with the euro as single currency; common foreign policy of EU member states; further enlargement	1-in favour to 5-against it	adapted from EB 81 (spring 2014) (QA17, 1-4)	all
lifesat	E10/E9	life satisfaction	1-completely dissatisfied to 10-completely satisfied	SOEP 2014 (Q151) (also: IAB-SOEP MS 2013 (Q193))	all

Overview: Speciality training, subspecialty and additional training

Speciality training

1. Allgemeinchirurgie
2. Allgemeinmedizin
3. Anästhesiologie
4. Anatomie
5. Arbeitsmedizin
6. Augenheilkunde
7. Biochemie
8. Frauenheilkunde und Geburtshilfe
9. Gefäßchirurgie
10. Hals-Nasen-Ohrenheilkunde
11. Haut- und Geschlechtskrankheiten
12. Herzchirurgie
13. Humangenetik
14. Hygiene und Umweltmedizin
15. Innere Medizin
16. Innere Medizin und Angiologie
17. Innere Medizin und Endokrinologie und Diabetologie
18. Innere Medizin und Gastroenterologie
19. Innere Medizin und Hämatologie und Onkologie
20. Innere Medizin und Kardiologie
21. Innere Medizin und Nephrologie
22. Innere Medizin und Pneumologie
23. Innere Medizin und Rheumatologie
24. Kinder- und Jugendmedizin
25. Kinder- und Jugendpsychiatrie und -psychotherapie
26. Kinderchirurgie
27. Klinische Pharmakologie
28. Laboratoriumsmedizin
29. Mikrobiologie, Virologie und Infektionsepidemiologie
30. Mund-Kiefer-Gesichtschirurgie
31. Neurochirurgie
32. Neurologie
33. Neuropathologie
34. Nuklearmedizin
35. Öffentliches Gesundheitswesen
36. Orthopädie und Unfallchirurgie
37. Pathologie
38. Pharmakologie und Toxikologie
39. Physikalische und Rehabilitative Medizin
40. Physiologie
41. Plastische und Ästhetische Chirurgie
42. Psychiatrie und Psychotherapie
43. Psychosomatische Medizin und Psychotherapie
44. Radiologie
45. Rechtsmedizin
46. Sprach-, Stimm- und kindliche Hörstörungen
47. Strahlentherapie
48. Thoraxchirurgie
49. Transfusionsmedizin
50. Urologie
51. Viszeralchirurgie
52. Sprach-, Stimm- und kindliche Hörstörungen
53. Strahlentherapie
54. Thoraxchirurgie
55. Transfusionsmedizin
56. Urologie
57. Viszeralchirurgie

Subspeciality training

1. Forensische Psychiatrie
2. Gynäkologische Endokrinologie und Reproduktionsmedizin
3. Gynäkologische Onkologie
4. Kinder-Hämatologie und -Onkologie
5. Kinder-Kardiologie
6. Kinderradiologie
7. Neonatologie
8. Neuropädiatrie
9. Neuroradiologie
10. Spezielle Geburtshilfe und Perinatalmedizin

Additional training

1. Ärztliches Qualitätsmanagement
2. Akupunktur
3. Allergologie
4. Andrologie
5. Betriebsmedizin
6. Dermatohistologie
7. Diabetologie
8. Flugmedizin
9. Geriatrie
10. Gynäkologische Exfoliativ-Zytologie
11. Hämostaseologie
12. Handchirurgie
13. Homöopathie
14. Infektiologie
15. Intensivmedizin
16. Kinder-Endokrinologie und -Diabetologie
17. Kinder-Gastroenterologie
18. Kinder-Nephrologie
19. Kinder-Orthopädie
20. Kinder-Pneumologie
21. Kinder-Rheumatologie
22. Labordiagnostik -fachgebunden-
23. Magnetresonanztomographie -fachgebunden-
24. Manuelle Medizin/Chirotherapie
25. Medikamentöse Tumortherapie
26. Medizinische Informatik
27. Naturheilverfahren
28. Notfallmedizin
29. Orthopädische Rheumatologie
30. Palliativmedizin
31. Phlebologie
32. Physikalische Therapie und Balneologie
33. Plastische Operationen
34. Proktologie
35. Psychoanalyse
36. Psychotherapie -fachgebunden-
37. Rehabilitationswesen
38. Röntgendiagnostik -fachgebunden-
39. Schlafmedizin
40. Sozialmedizin
41. Spezielle Orthopädische Chirurgie
42. Spezielle Schmerztherapie
43. Spezielle Unfallchirurgie
44. Spezielle Viszeralchirurgie
45. Sportmedizin
46. Suchtmedizinische Grundversorgung
47. Tropenmedizin

Interview guide in German

Interviewer/-in: _____

Name Datei Aufnahmegerät: _____

Ort des Interviews: _____

Datum des Interviews: _____

Beginn des Interviews (Zeit):   _____

Thema	Frage	Mögliche Nach- oder Aufrechterhaltungs-fragen
Weg nach Deutschland		
Motivation	**Erzählen Sie mir doch zu Beginn einmal, wie es dazu gekommen ist, dass Sie jetzt hier leben und arbeiten.**	- Wie kam das erste Mal die Idee auf nach Deutschland zu ziehen? - Gibt es noch weitere Gründe/ Ereignisse/ Erfahrungen, die dazu geführt haben, dass Sie jetzt hier leben? - War es klar, dass Sie nach Deutschland gehen oder haben Sie auch an andere Länder gedacht?
Erwartungen	**Welche Erwartungen haben Sie mit diesem Schritt verbunden?**	- Was haben Sie sich vorgestellt, wie es sein würde in Deutschland zu leben und zu arbeiten? - Welche Ziele wollten Sie in Deutschland verfolgen? - Was dachten Sie, welche Auswirkungen Ihr Aufenthalt in Deutschland auf Ihr berufliches Leben hat? Und auf Ihr privates Leben? → *wird eine Unterscheidung zwischen beruflichem und privatem Leben gemacht?*
Unsicherheiten (Risiken)	**Waren Sie sich Ihrer Entscheidung sicher oder gab es auch Zweifel?**	- Was waren die größten Unsicherheiten in Ihrer Entscheidung? - Gab es einen Zeitpunkt, zu dem Sie sich Ihrer Entscheidung sicher waren? - Wendepunkt?
Anfangsphase in Deutschland		
Anfangszeit	**Denken Sie jetzt mal an Ihre Anfangszeit hier in**	- Was lief gut? - Was lief nicht so gut?

	Deutschland zurück – wie war das für Sie?	- Was waren die größten Probleme? - Was hat am meisten geholfen? - Gab es Dinge, bei denen Sie sich mehr Unterstützung gewünscht hätten? - Wie wurden Sie von Kolleg*innen aufgenommen? Und von Patient/-innen? → *nach konkreten Situationen/Beispielen fragen!* → *beruflich/privat? Nachfragen, falls nicht genannt!*
Veränderung im Zeitverlauf	**Und wie ist das heute? Hat sich etwas verändert?**	- Wie hat sich das verändert? → *Bezugnahme, auf zuvor Erzähltes*
Beschäftigungssituation		
Zufriedenheit und Bewertung *(Bezugsrahmen für die Bewertung soll aus dem Gesagten rekonstruiert werden)*	**Wie sehen Sie Ihre Situation hier im Krankenhaus *[in der Praxis]*?**	- Gibt es etwas, dass Ihnen besonders gut gefällt oder etwas, dass Ihnen nicht so gut gefällt? → *konkreter nachfragen, evtl. nach Beispielen, und auf das reagieren, was die Befragten gesagt haben! Was ist diesen wichtig?* *mögliche Nachfragen auf Dinge, die schon angesprochen wurden:* - Wie würden Sie die Zusammenarbeit mit Kolleg*innen beschreiben? Wie sieht das mit anderen Krankenhausmitarbeiter*innen aus? - Wie empfinden Sie z.B. die Zusammenarbeit zwischen Ärztinnen und Ärzten einerseits und dem Pflegepersonal andererseits? - Wie ist das Arbeitsklima? - Gibt es noch andere nicht-deutsche Ärzt/-innen auf Ihrer Station? Haben Sie den Eindruck, dass alle gleich behandelt werden?
Pläne für die Zukunft		

Überleitung: Lassen Sie und nun über Ihre Zukunftspläne sprechen.		
Bleibeabsicht	**Wie sehen Ihre Pläne für die Zukunft aus?**	- Sehen Sie sich dabei in Deutschland? - Überlegen Sie noch einmal umzuziehen? Wohin?
	Haben sich Ihre Pläne im Laufe der Zeit verändert? Inwiefern?	
Bilanz		
Überleitung: Lassen Sie uns zum Schluss noch einmal auf Ihre Erfahrungen zurückblicken.		
Bewertung der Migrationserfahrung	**Wie sehen Sie rückblickend Ihre Entscheidung, nach Deutschland zu kommen?** **Haben sich ihre Erwartungen erfüllt?**	*Flexibel sein, anpassen an das, was zuvor angesprochen wurde, z.B. ob überhaupt Erwartungen geäußert wurden.* - Ist Ihre Situation heute so wie Sie es sich vorgestellt hatten bevor Sie nach Deutschland gekommen sind? Was ist anders? - Würden Sie Freund*innen empfehlen auch diesen Weg zu gehen?
Vielen Dank. Ich habe nun keine weiteren Fragen mehr.		
Sonstiges/ Ergänzungen	**Möchten Sie noch etwas ergänzen?**	
!!Anmerkung für Interviewer!! *In den Gesprächsverlauf einbauen oder ganz am Ende stellen, wenn möglich!*		
Selbstwahrnehmung	**Fühlen Sie sich eigentlich als Migrant*in?**	- Wie würden Sie sich beschreiben?

Ende des Interviews (Zeit): _____

Checkliste/Kurzfragebogen am Ende (wenn noch nicht durch das Interview erfahren):

Geburtsjahr: _____

Herkunftsland: _____

Seit wann sind Sie in Deutschland?: _____

Sind Sie in einem Krankenhaus oder einer Praxis tätig?: _____

Was ist Ihre berufliche Position?: _____

Postskript/ Beobachtungsprotokoll:

- Interviewbereitschaft und Kooperation
- Beobachtungen zum Interviewort (vor allem wenn Wohnung oder Arbeitsort)
- Andere visuelle Beobachtungen (Erscheinungsbild Interviewpartner u.ä.)
- Sprachliche Auffälligkeiten (Dialekt etc.)
- Besondere Rahmenbedingungen des Interviews (Anwesenheit anderer, Störungen u.ä.)
- Bemerkungen zum Gesprächsverlauf, persönliche Eindrücke und Emotionen
- Weitere Anmerkungen

Interview guide in English

Interviewer: _____

Name file recording device: _____

Location of interview: _____

Date of interview: _____

Start of the interview (time):   _____

Topic	Question	Possible questions to clarify or expand on answer
Pathway to Germany		
Motivation	**To start with, please tell me how it came about that you now live and work here.**	- How did you first get the idea to move to Germany? - Are there any further reasons / events / experiences which led to your now living here? - Was it clear that you would go to Germany or did you consider other countries as well?
Expectations	**What were your expectations with this move?**	- What did you think it would be like to live and work in Germany? - Which goals did you want to pursue in Germany? - What did you think would be the effects of your stay in Germany on your professional life? And on your private life? → *is a distinction made between professional and private life?*
Uncertainties (risks)	**Were you certain about your decision or did you have any doubts?**	- What were the greatest uncertainties in your decision? - Was there a point in time when you were certain about your decision? - Turning point?
Initial phase in Germany		
Beginning	**Please think back to your initial time in Germany – how did it work out for you?**	- What went well? - What did not go so well? - What were the greatest problems? - What helped most?

		- Were there things where you would have wished for more support? - Were you welcomed by colleagues? And by patients? → *ask for specific situations/examples!* → *professional/private? Pursue, if not stated!*
Change over the course of time	**And how is it today? Has anything changed?**	- How has this changed? → *reference to anything told before*

Employment situation

Satisfaction and assessment *(reference frame for the assessment should be reconstructed from statements made)*	**How do you see your situation here in the hospital [in the surgery]?**	- Is there anything you like particularly well or anything that you do not like so much? → *ask for details, for examples if appl., and react to what the interviewee has said! What is important to them?* *possible follow-up questions to things which have already been discussed:* - How would you describe the teamwork with your colleagues? What about other members of the hospital staff? - How do you find e. g. the teamwork between doctors on the one hand and the nursing staff on the other? - What is the atmosphere like at work? - Are there any other non-German doctors on your ward? Do you have the impression that everyone is treated the same?

Plans for the future

Transition: Let us now talk about your plans for the future.

Intention to stay	**What are your plans for the future?**	- Do you see yourself staying in Germany? - Are you considering moving again? Where to?
	Have your plans changed over the course of time? How?	

Summary

Transition: Let us now in conclusion look back on your experiences.

Assessment of the migration experience	**In retrospect, how do you view your decision to come to Germany?** **Have your expectations been realised?**	*Be flexible, adjust to what was said beforehand, e.g. whether expectations were stated at all.* - Is your situation today as you had imagined it would be before you came to Germany? What is different? - Would you recommend your friends to also go down this same route?

Thank you very much. I now have no further questions.

Other/ Additions	**Would you like to add anything?**	

!!Note for interviewer!! Insert into course of interview or put at the very end, if possible!

Self-perception	**Do you actually feel like a migrant?**	- How would you describe yourself?

End of the interview (time):_____

Check list/brief questionnaire at the end (when not already ascertained from the interview):
Year of birth: _____ Country of origin: _____ When did you come to Germany?: _____

Do you work in a hospital or a surgery?: _____

What is your professional position?: _____

Postscript/ observation record:

- Willingness to be interviewed and cooperation
- Observations regarding location of interview (particularly when home or workplace)
- Other visual observations (appearance interview partner or similar)
- Linguistic characteristics (dialect etc.)
- Special framework conditions of the interview (presence of other people, disturbances etc.)
- Remarks on course of interview, personal impressions and emotions
- Further notes

Public use conditions

Due to data protection agreements, the survey and interview data cannot be put online. Anonymized data is available for scientific analysis on-site. Interested scholars are asked to contact celine.teney@uni-bremen.de for access. Users have to sign a confidentiality agreement and to agree to the terms of use. These include that they the data cannot be forwarded to anyone. When using the survey and the interview data for presentations, papers, thesis and publications, this technical report should always be cited.

Oldenburg
53° 9′ N, 8° 13′ E

Delmenhorst
53° 3′ N, 8° 38′ E

Bremen
53° 5′ N, 8° 48′ E

ZenTra
Center for Transnational Studies

ZenTra – Center for Transnational Studies of the Universities of Bremen and Oldenburg

ZenTra is an interdisciplinary and collaborative initiative joining researchers from the Universities of Bremen and Oldenburg from the fields of economic, organizational, sociological and legal scholarship. We believe it to be a particular strength of the ZenTra initiative being able to employ multiple disciplinary perspectives. ZenTra is organized in a matrix-structure: There are six working groups dealing with different themes of transnational studies:

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2. Climate Change & Policy (WG II)
3. Commercial Law: Between Contract and Corporation (WG III)
4. Linkages in Social Policy (WG IV)
5. Civil Society & Democracy (WG V)
6. Mobility & Elites (WG VI)
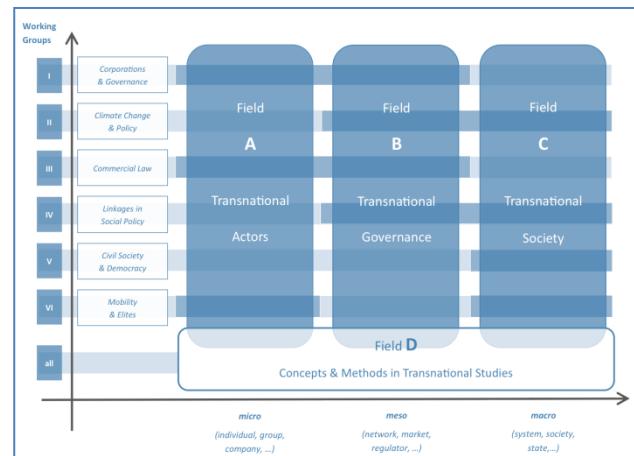
All six groups analyse phenomena and processes on the micro, meso and macro level within different arenas and focus on transnational actors, transnational governance and transnational society within different fields.

Contact: info@zen-tra.de

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