Georgia - STEP Skills Measurement Employer Survey 2012 (Wave 2)

World Bank

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 400 non-government enterprise workplaces in the capital and urban regions of Georgia. Firms with less than 20 employees were excluded from the target population.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with the Georgia State Department of Statistics served as the sampling frame.

Detailed information about the sampling is available in the Georgia Employer Survey Design planning Report and Georgia Employer Survey Weighting Procedure, provided as an external resource.

Response Rate

An overall response rate of 53.6% was achieved in Georgia STEP Survey. Detailed distribution of responses by stratum can be found in the Georgia Employer Survey Weighting Procedure (Table 3), available as an external resource.

Weighting

The Georgia stratified design resulted in differential probabilities of selection for the selected firms. Consequently, each selected firm in the survey does not necessarily represent the same number of firms in the target population. To account for differential probabilities of selection due to the nature of the design and to ensure accurate survey estimates, the Georgia Employer Survey requires a sampling weight for each participating firm within each stratum.

In general, the objectives of the Georgia Employer Survey weighting are to construct a set of survey weights to:

1) Compensate for unequal probabilities of selection;
2) Compensate for firm-level non-response.

The general weighting procedure for the Georgia Employer Survey required the following tasks.
1) Preparation of a data file to input into the weighting process;
2) Weight Calculation:
a) Calculation of a Firm weight for each sampled Firm;
i) Calculation of a Firm-level non-response adjustment independently for each stratum.
3) The required output from the weighting process is a final Georgia data file with the survey weights (i.e., for each sampled Firm) appended to each data record.

Questionnaires

Overview

The Questionnaire for the STEP Employer Survey consists of five modules:

Section 1 – Work Force
Section 2 – Skills Used
Section 3 – Hiring Practices
Section 4 – Training and Compensation
Section 5 – Background

It has been provided as an external resource.

In the case of Georgia, the questionnaire was adapted to the Georgian context and published in English and Georgian.

Data Collection

Data Collection Dates

Start	**End**	**Cycle**
2012-11-08	2013-02-18	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

Each component of the STEP Employer Survey in Georgia was carried out by a personal visit using a Paper-and-Pencil Interview (PAPI) method. The implementation language was Georgian.

Because the STEP program requires all surveys to be implemented in a standardized way, particular attention was provided to implementation processes:

1) Each participating country (survey firm) wrote up as Employer Survey Design Planning Report (ESDPR) detailing how it intended to implement the STEP survey while complying with the STEP Technical Standards. The ESDPRs were submitted to the WB STEP team for approval.

2) The WB STEP team provided training to all survey firms. The 2-day training provided via video conference aimed at presenting the STEP Technical Standards and Train the Trainers. The training course aimed at project managers from each survey firm focused on the survey instruments, as well as on implementation and data management procedures.

3) Based on the STEP Technical Standards, the survey firms adapted and translated the STEP Employer survey instruments, the Interviewer Manual, and all training materials.

4) Once the instruments had been adapted and translated, survey firms carried out a pre-test, usually including 8-10 interviews. Findings from the pre-test were discussed with the WB STEP team to finalize the adaptation and translation of the STEP survey instruments.

5) Each survey firm provided a 4-day training course to its enumerators, using training materials developed by the WB STEP team (after translation and adaptation). The WB STEP team's Survey Consultant helped organize the training. In addition, the WB STEP team in Washington DC provided just-in-time technical assistance, answering questions sent by the survey firm during the training. The training included in-field mock interviews in addition to in-class courses. At the end of the training, survey firms only retained enumerators having demonstrated a good understanding of the instruments.

6) As per STEP Technical Standards, data collection started within a few days of the end of the enumerators' training course. The composition of each country's fieldwork teams is described in the ESDPR, as well as reporting procedures and quality control processes. Weekly reports were sent to the WB STEP team, which provided just-in-time technical assistance during fieldwork to answer questions or concerns. Regular calls or VCs were also held between survey firms and the WB STEP team to discuss progress. Matters discussed usually involved questions on how to deal with specific situations, strategies to reduce non-response, the activation of reserve firms, and general pace of progress.

7) Interviews lasted between 60 and 70 minutes.

Detailed information on the survey processes is provided in the Employer Survey Design Planning Report (ESDPR) provided as an external resource. The document describes the project management structure, fieldwork teams and reporting processes.

Data Collectors

Name	**Abbreviation**	**Affiliation**
Caucasus Research Resource Center for Armenia	CRRC- Georgia	

SUPERVISION

The data collection team consisted of a total of 20 interviewers and 8 Regional Supervisors. The Regional Supervisors were

responsible for weekly reporting to the Field Manager. Each interviewer reported to a Regional Supervisor.

Regional Supervisors' responsibilities include:
- Coordinating fieldwork in the assigned region
- Full-time work with the interviewers and on-going monitoring of interviewers' work
- Checking non-response, activation of reserves, problems encountered, and communicating regularly with the Field Manager
- Submitting questionnaires and fieldwork tracking forms to Headquarters

For quality control, Team Supervisors were responsible for:
- At least one meeting per week with each interviewer to discuss progress and/or problems.
- Random spot visits during interviewers' work to observe interviews. For each interview observed, team supervisors had to provide a 1-page evaluation report
- Follow-up of non-response cases and document all relevant information
- Check each accepted questionnaire for completeness and accuracy before submitting to Headquarters

Interviewer visit verification:
- The Team Supervisor revisited 15% of each interviewer's assigned firms. Telephone calls were permitted for up to 1/3 of the revisits. The firms to revisit will be selected randomly by the Field Manager or Headquarters.

Data Processing

Data Editing

STEP Data Management Process:

1) Raw data is sent by the survey firm.

2) The World Bank (WB) STEP team runs data checks on the Questionnaire data. Comments and questions are sent back to the survey firm.

3) The survey firm reviews comments and questions. When a data entry error is identified, the survey firm corrects the data.

4) The WB STEP team again check to make sure the data files are clean. This might require additional iterations with the survey firm.

5) Once the data has been checked and cleaned, the WB STEP team computes the weights. Weights are computed by the STEP team to ensure consistency across sampling methodologies.

Other Processing

Data entry processes, including team composition are described in the Georgia Employer Survey Design Planning Report (ESDPR) available as an external resource. In most countries, data entry took place at the survey firm's headquarters.

For the Questionnaire data, survey firms could use the World Bank STEP Data Entry Program (DEP) or design their own. In the latter case, the WB STEP team checked their DEP to ensure it complied with STEP Technical Standards. The STEP DEP was developed in Excel and mirrored the Questionnaire. Georgia developed their own DEP in CSPro.

Standards for Data Entry are summarized in the ESDPR. Double data entry process was required. All range checks and skips were controlled by the program. Consistency checks were also included in the data entry program.

Data Appraisal

No content available

File Description

Variable List

STEP GEO-W02 Employer Survey

Content	Georgia STEP Employer Survey 2012 (Wave 2) Data
Cases	354
Variable(s)	493
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V498	interview_result	Result Code of the interview	discrete	numeric	
V499	firm_number	Firm Number	contin	numeric	
V500	firm_number_2	Firm Number Replacement	discrete	numeric	
V501	interviewer_code	Interviewer Code	contin	numeric	
V502	interview_date	Interview Date	discrete	character	
V503	start_time	Interview Start Time	discrete	numeric	
V504	end_time	Interview End Time	discrete	numeric	
V505	m1_q01	Job Title	discrete	numeric	What is your job title (main responsibility)?
V506	m1_q01_spec	1.01 Other Specification	discrete	character	
V507	m1_q02	Is workplace part of larger company?	discrete	numeric	Is your workplace part of a larger company/ firm?
V508	m1_q03	Parent Company start operation year	discrete	numeric	In what year did the parent company/firm begin operations in this country?
V509	m1_q04_1	Workplace Headquarters function	discrete	numeric	What functions does this workplace perform? Headquarters
V510	m1_q04_2	Workplace Warehouse/Logistics function	discrete	numeric	What functions does this workplace perform? Warehouse/logistics
V511	m1_q04_3	Workplace Sales function	discrete	numeric	What functions does this workplace perform? Sales
V512	m1_q04_4	Workplace Factory/Production function	discrete	numeric	What functions does this workplace perform? Factory/production
V513	m1_q04_5	Workplace Other function	discrete	numeric	What functions does this workplace perform? Other
V514	m1_q05	Workplace start operation year	discrete	numeric	What year did your workplace begin operations in Armenia?
V515	m1_q06	Workplace legal status	discrete	numeric	What is the legal status of this workplace?
V516	m1_q06_spec	1.06 Other Specification	discrete	character	
V517	m1_q07	Largest Shareholders description	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V518	m1_q07_spec	1.07 Other Specification	discrete	character	
V519	m1_q08	Broad sector of economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity:
V520	m1_q09	Workplace main economic activity	discrete	numeric	What is the main economic activity of this workplace?

ID	Name	Label	Type	Format	Question
V521	m1_q10_1a	Full time with tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Men
V522	m1_q10_1b	Full time with tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Women
V523	m1_q10_2a	Full time without tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Men
V524	m1_q10_2b	Full time without tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Women
V525	m1_q10_3a	Part time with tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Men
V526	m1_q10_3b	Part time with tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Women
V527	m1_q10_4a	Part Time without tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Men
V528	m1_q10_4b	Part time without tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Women
V529	m1_q10_5a	Temporary men workers	discrete	numeric	How many workers does your workplace currently employ? Temporary Men
V530	m1_q10_5b	Temporary women workers	discrete	numeric	How many workers does your workplace currently employ? Temporary Women
V531	m1_q10_6a	Casual/daily men workers	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Men
V532	m1_q10_6b	Casual/daily women workers	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Women
V533	m1_q10_total_a	Total Men workers	discrete	numeric	How many workers does your workplace currently employ? Total men
V534	m1_q10_total_b	Total Women workers	discrete	numeric	How many workers does your workplace currently employ? Total women
V535	m1_q11a_1	Share of full-time workers with written contract	discrete	numeric	
V536	m1_q11a_2	Share of part-time workers with written contract	discrete	numeric	
V537	m1_q11a_3	Share of temporary workers with written contract	discrete	numeric	
V538	m1_q11_1	Managers working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Managers
V539	m1_q12_1	How many managers working in firm	discrete	numeric	How many current [POSITION] are there in the workplace? Managers
V540	m1_q13_1	How many female managers working on firm	discrete	numeric	How many current [POSITION] are female? Managers
V541	m1_q14_1	Current managers working less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Managers
V542	m1_q15_1	# of foreign managers	discrete	numeric	How many current [POSITION] are foreign? Managers
V543	m1_q16_1	# of managers firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Managers
V544	m1_q17_1	# of managers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Managers
V545	m1_q11_2	Professionals working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Professionals

ID	Name	Label	Type	Format	Question
V546	m1_q12_2	How many professionals working in firm	discrete	numeric	How many current [POSITION] are there in the workplace? Professionals
V547	m1_q13_2	How many female professionals working on firm	discrete	numeric	How many current [POSITION] are female? Professionals
V548	m1_q14_2	How many professionals working for less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Professionals
V549	m1_q15_2	# of foreign professionals	discrete	numeric	How many current [POSITION] are foreign? Professionals
V550	m1_q16_2	# of professionals firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Professionals
V551	m1_q17_2	# of professionals expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Professionals
V552	m1_q11_3	Technicians working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Technicians and associate professionals
V553	m1_q12_3	How many technicians working on firm	discrete	numeric	How many current [POSITION] are there in the workplace? Technicians and associate professionals
V554	m1_q13_3	How many female technicians working on firm	discrete	numeric	How many current [POSITION] are female? Technicians and associate professionals
V555	m1_q14_3	How many technicians working for less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Technicians and associate professionals
V556	m1_q15_3	# of foreign technicians	discrete	numeric	How many current [POSITION] are foreign? Technicians and associate professionals
V557	m1_q16_3	# of technicians firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Technicians and associate professionals
V558	m1_q17_3	# of technicians expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Technicians and associate professionals
V559	m1_q18_1	Do you have clerical support workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Clerical support workers
V560	m1_q19_1	# of clerical support workers	discrete	numeric	How many current [POSITION] are there in the workplace? Clerical support workers
V561	m1_q20_1	# of female clerical support workers	discrete	numeric	How many current [POSITION] are female? Clerical support workers
V562	m1_q21_1	# of clerical support workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Clerical support workers
V563	m1_q22_1	# of foreign clerical support workers	discrete	numeric	How many current [POSITION]are foreign? Clerical support workers
V564	m1_q23_1	# of clerical support workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Clerical support workers
V565	m1_q24_1	# of clerical support workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Clerical support workers
V566	m1_q18_2	Do you have service workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Service workers
V567	m1_q19_2	# of service workers	discrete	numeric	How many current [POSITION] are there in the workplace? Service workers
V568	m1_q20_2	# of female service workers	discrete	numeric	How many current [POSITION] are female? Service workers

ID	Name	Label	Type	Format	Question
V569	m1_q21_2	# of service workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Service workers
V570	m1_q22_2	# of foreign service workers	discrete	numeric	How many current [POSITION]are foreign? Service workers
V571	m1_q23_2	# of service workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Service workers
V572	m1_q24_2	# of service workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Service workers
V573	m1_q18_3	Do you have sales workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Sales workers
V574	m1_q19_3	# of sales workers	discrete	numeric	How many current [POSITION] are there in the workplace? Sales workers
V575	m1_q20_3	# of female sales workers	discrete	numeric	How many current [POSITION] are female? Sales workers
V576	m1_q21_3	# of sales workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Sales workers
V577	m1_q22_3	# of foreign sales workers	discrete	numeric	How many current [POSITION]are foreign? Sales workers
V578	m1_q23_3	# of sales workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Sales workers
V579	m1_q24_3	# of sales workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Sales workers
V580	m1_q18_4	Do you have agricultury, foresty and fishery workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Skilled agriculture, forestry and fishery workers
V581	m1_q19_4	# of agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION] are there in the workplace? Skilled agriculture, forestry and fishery workers
V582	m1_q20_4	# of female agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION] are female? Skilled agriculture, forestry and fishery workers
V583	m1_q21_4	# of agriculture, foresty and fishery workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Skilled agriculture, forestry and fishery workers
V584	m1_q22_4	# of foreign agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION]are foreign? Skilled agriculture, forestry and fishery workers
V585	m1_q23_4	# of agriculture, foresty and fishery workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Skilled agriculture, forestry and fishery workers
V586	m1_q24_4	# of agriculture, foresty and fishery workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Skilled agriculture, forestry and fishery workers
V587	m1_q18_5	Do you have craft workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Crafts and related trades workers
V588	m1_q19_5	# of craft workers	discrete	numeric	How many current [POSITION] are there in the workplace? Crafts and related trades workers
V589	m1_q20_5	# of female craft and related trades workers	discrete	numeric	How many current [POSITION] are female? Crafts and related trades workers
V590	m1_q21_5	# of craft workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Crafts and related trades workers
V591	m1_q22_5	# of foreign craft workers	discrete	numeric	How many current [POSITION]are foreign? Crafts and related trades workers

ID	Name	Label	Type	Format	Question
V592	m1_q23_5	# of craft workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Crafts and related trades workers
V593	m1_q24_5	# of craft workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Crafts and related trades workers
V594	m1_q18_6	Do you have plant machine operators and assemblers?	discrete	numeric	Do you have any [POSITION] working in your firm? Plant and machine operators, and assemblers
V595	m1_q19_6	# of plant and machine operators and assemblers	discrete	numeric	How many current [POSITION] are there in the workplace? Plant and machine operators, and assemblers
V596	m1_q20_6	# of female plant and machine operators and assemblers	discrete	numeric	How many current [POSITION] are female? Plant and machine operators, and assemblers
V597	m1_q21_6	# of plant and machine operators and assemblers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Plant and machine operators, and assemblers
V598	m1_q22_6	# of foreign plant and machine operators and assemblers	discrete	numeric	How many current [POSITION]are foreign? Plant and machine operators, and assemblers
V599	m1_q23_6	# of plant and machine operators and assemblers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Plant and machine operators, and assemblers
V600	m1_q24_6	# of plant and machine operators and assemblers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Plant and machine operators, and assemblers
V601	m1_q18_7	Do you have elementary occupations?	discrete	numeric	Do you have any [POSITION] working in your firm? Elementary occupations
V602	m1_q19_7	# of elementary occupations	discrete	numeric	How many current [POSITION] are there in the workplace? Elementary occupations
V603	m1_q20_7	# of female elementary occupations	discrete	numeric	How many current [POSITION] are female? Elementary occupations
V604	m1_q21_7	# of elementary occupations working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Elementary occupations
V605	m1_q22_7	# of foreign elementary occupations	discrete	numeric	How many current [POSITION]are foreign? Elementary occupations
V606	m1_q23_7	# of elementary occupations working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Elementary occupations
V607	m1_q24_7	# of elementary occupations expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Elementary occupations
V608	m1_q25_1	Hired managers in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Managers
V609	m1_q26_1	Had problems trying to hire managers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Managers
V610	m1_q27_1_1	There were no or few manager applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Managers
V611	m1_q27_2_1	Manager applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Managers
V612	m1_q27_3_1	Manager applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Managers
V613	m1_q27_4_1	Manager applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Managers
V614	m1_q27_5_1	Managers other	discrete	numeric	What problems did you encounter? Other Managers

ID	Name	Label	Type	Format	Question
V615	m1_q27_spec_1	1.27 Other Specification	discrete	character	
V616	m1_q25_2	Hired professionals in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Professionals
V617	m1_q26_2	Had problems trying to hire professionals?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Professionals
V618	m1_q27_1_2	There were no or few professional applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Professionals
V619	m1_q27_2_2	Professional applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Professionals
V620	m1_q27_3_2	Professional applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Professionals
V621	m1_q27_4_2	Professional applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Professionals
V622	m1_q27_5_2	Professionals other	discrete	numeric	What problems did you encounter? Other Professionals
V623	m1_q27_spec_2	1.27 Other Specification	discrete	character	
V624	m1_q25_3	Hired technicians in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Technicians and associate professionals
V625	m1_q26_3	Had problems trying to hire technicians?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Technicians and associate professionals
V626	m1_q27_1_3	There were no or few technician applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Technicians and associate professionals
V627	m1_q27_2_3	Technician applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Technicians and associate professionals
V628	m1_q27_3_3	Technician applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Technicians and associate professionals
V629	m1_q27_4_3	Technician applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Technicians and associate professionals
V630	m1_q27_5_3	Technicians other	discrete	numeric	What problems did you encounter? Other Technicians and associate professionals
V631	m1_q27_spec_3	1.27 Other Specification	discrete	character	
V632	m1_q28_1	Hired clerical support workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Clerical support workers
V633	m1_q29_1	Had any problems hiring clerical support workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Clerical support workers
V634	m1_q30_1_1	No or few clerical support worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Clerical support workers
V635	m1_q30_2_1	Clerical support worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Clerical support workers
V636	m1_q30_3_1	Clerical support worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Clerical support workers
V637	m1_q30_4_1	Clerical support worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Clerical support workers
V638	m1_q30_5_1	Clerical support workers other	discrete	numeric	What problems did you encounter? Other Clerical support workers

ID	Name	Label	Type	Format	Question
V639	m1_q30_5_spec_1	1.30 Other specification	discrete	character	
V640	m1_q28_2	Hired service workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Service workers
V641	m1_q29_2	Had any problems hiring service workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Service workers
V642	m1_q30_1_2	No or few service worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Service workers
V643	m1_q30_2_2	Service worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Service workers
V644	m1_q30_3_2	Service worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Service workers
V645	m1_q30_4_2	Service worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Service workers
V646	m1_q30_5_2	Service workers other	discrete	numeric	What problems did you encounter? Other Service workers
V647	m1_q30_5_spec_2	1.30 Other specification	discrete	character	
V648	m1_q28_3	Hired sales workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Sales workers
V649	m1_q29_3	Had any problems hiring sales workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Sales workers
V650	m1_q30_1_3	No or few sales worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Sales workers
V651	m1_q30_2_3	Sales worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Sales workers
V652	m1_q30_3_3	Sales worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Sales workers
V653	m1_q30_4_3	Sales worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Sales workers
V654	m1_q30_5_3	Sales workers other	discrete	numeric	What problems did you encounter? Other Sales workers
V655	m1_q30_5_spec_3	1.30 Other specification	discrete	character	
V656	m1_q28_4	Hired agriculture, foresty and fishery workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Skilled agriculture, forestry and fishery workers
V657	m1_q29_4	Had any problems hiring agriculture, foresty and fishery workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Skilled agriculture, forestry and fishery workers
V658	m1_q30_1_4	No or few agriculture, foresty and fishery worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Skilled agriculture, forestry and fishery workers
V659	m1_q30_2_4	Agriculture, fishery and foresty worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Skilled agriculture, forestry and fishery workers
V660	m1_q30_3_4	Agriculture, foresty and fishery worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Skilled agriculture, forestry and fishery workers
V661	m1_q30_4_4	Agriculture, foresty and fishery worker applicants didn't like working condition	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Skilled agriculture, forestry and fishery workers
V662	m1_q30_5_4	Agriculture, foresty and fishery workers other	discrete	numeric	What problems did you encounter? Other Skilled agriculture, forestry and fishery workers

ID	Name	Label	Type	Format	Question
V663	m1_q30_5_spec_4	1.30 Other specification	discrete	character	
V664	m1_q28_5	Hired craft workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Crafts and related trades workers
V665	m1_q29_5	Had any problems hiring craft workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Crafts and related trades workers
V666	m1_q30_1_5	No or few craft worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Crafts and related trades workers
V667	m1_q30_2_5	Craft worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Crafts and related trades workers
V668	m1_q30_3_5	Craft worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Crafts and related trades workers
V669	m1_q30_4_5	Craft worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Crafts and related trades workers
V670	m1_q30_5_5	Craft workers other	discrete	numeric	What problems did you encounter? Other Crafts and related trades workers
V671	m1_q30_5_spec_5	1.30 Other specification	discrete	character	
V672	m1_q28_6	Hired plant and machine operators and assemblers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Plant and machine operators, and assemblers
V673	m1_q29_6	Had any problems hiring plant and machine operators and assemblers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Plant and machine operators, and assemblers
V674	m1_q30_1_6	No or few plant and machines operators and assemblers applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Plant and machine operators, and assemblers
V675	m1_q30_2_6	Plant and machine operators and assembler applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Plant and machine operators, and assemblers
V676	m1_q30_3_6	Plant and machine operators and assembler applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Plant and machine operators, and assemblers
V677	m1_q30_4_6	Plant and machine operators and assembler applicants didn't like working conditi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Plant and machine operators, and assemblers
V678	m1_q30_5_6	Plant and machine operators and assemblers other	discrete	numeric	What problems did you encounter? Other Plant and machine operators, and assemblers
V679	m1_q30_5_spec_6	1.30 Other specification	discrete	character	
V680	m1_q28_7	Hired elementary occupations last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Elementary occupations
V681	m1_q29_7	Had any problems hiring elementary occupations?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Elementary occupations
V682	m1_q30_1_7	No or few elementary occupations applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Elementary occupations
V683	m1_q30_2_7	Elementary occupation applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Elementary occupations
V684	m1_q30_3_7	Elementary occupation applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Elementary occupations

ID	Name	Label	Type	Format	Question
V685	m1_q30_4_7	Elementary occupation applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Elementary occupations
V686	m1_q30_5_7	Elementary occupations other	discrete	numeric	What problems did you encounter? Other Elementary occupations
V687	m1_q30_5_spec_7	1.30 Other specification	discrete	character	
V688	m2_q01_1	Firm had managers	discrete	numeric	Occupation Type Name Managers
V689	m2_q01_2	Firm had professionals	discrete	numeric	Occupation Type Name Professionals
V690	m2_q01_3	Firm had technicians	discrete	numeric	Occupation Type Name Technicians and associate professionals
V691	m2_q02_1	Type A position type number	discrete	numeric	Position Type Number
V692	m2_q02_2	Type A position type name	discrete	character	Position Type Name
V693	m2_q03_1	Firm had clerical support workers	discrete	numeric	Position Type Name Clerical support workers
V694	m2_q03_2	Firm had service workers	discrete	numeric	Position Type Name Service workers
V695	m2_q03_3	Firm had sales workers	discrete	numeric	Position Type Name Sales Workers
V696	m2_q03_4	Firm had agricultural, foresty and fishery workers	discrete	numeric	Position Type Name Skilled agriculture, forestry and fishery workers
V697	m2_q03_5	Firm had craft workers	discrete	numeric	Position Type Name Crafts and related trades workers
V698	m2_q03_6	Firm hard plant and machine operators and assemblers	discrete	numeric	Position Type Name Plant and machine operators, and assemblers
V699	m2_q03_7	Firm had elementary occupations	discrete	numeric	Position Type Name Elementary occupations
V700	m2_q04_1	Type B position type number	discrete	numeric	Position Type Number
V701	m2_q05_a	Type A job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type A
V702	m2_q05_b	Type B job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type B
V703	m2_q06_a	Type A job involve writting	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type A
V704	m2_q06_b	Type B job involve writting	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type B
V705	m2_q07_a	Type A job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type A
V706	m2_q07_b	Type B job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type B
V707	m2_q08_a	Type A job involve 30+ minute solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type A
V708	m2_q08_b	Type B job involve 30+ minute solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type B
V709	m2_q09_a	Type A job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type A

ID	Name	Label	Type	Format	Question
V710	m2_q09_b	Type B job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type B
V711	m2_q10_a	Type A job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type A
V712	m2_q10_b	Type B job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type B
V713	m2_q11_a	Type A job involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type A
V714	m2_q11_b	Type B involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type B
V715	m2_q12_a	Type A highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type A
V716	m2_q12_b	Type B highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type B
V717	m2_q13_a	Type A % of arrivals at time	discrete	numeric	Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)? Worker type A
V718	m2_q13_b	Type B % of arrivals at time	discrete	numeric	Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)? Worker type B
V719	m2_q14_a	Type A avg monthly gross compensation in 12 months	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC. Worker type A
V720	m2_q14_b	Type B avg montly gross compensation in 12 months	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC. Worker type B
V721	m2_q15_a	Type A months since last promotion	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS. Worker type A
V722	m2_q15_b	Type B months since last promotion	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS. Worker type B
V723	m2_q16_a	Type A highest education level	discrete	numeric	What is the highest education level of this worker? Worker type A
V724	m2_q16_b	Type B highest education level	discrete	numeric	What is the highest education level of this worker? Worker type B
V725	m2_q17_a	Does Type A have certificate or degree	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type A
V726	m2_q17_b	Does Type B have certificate on degree	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type B
V727	m3_A	Type A occupation	discrete	numeric	
V728	m3_B	Type B occupation	discrete	numeric	
V729	m3_q01_1a	TYPE A: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type A

ID	Name	Label	Type	Format	Question
V730	m3_q01_2a	TYPE A: Appearance	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Appearance Worker type A
V731	m3_q01_3a	TYPE A: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type A
V732	m3_q01_4a	TYPE A: Family relations/ personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type A
V733	m3_q01_1b	TYPE B: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type B
V734	m3_q01_2b	TYPE B: Appearance	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Appearance Worker type B
V735	m3_q01_3b	TYPE B: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type B
V736	m3_q01_4b	TYPE B: Family relations/ personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type B
V737	m3_q02_1a	TYPE A: Ability to read and write in Georgian (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in the (an) official language (literacy) Worker type A
V738	m3_q02_2a	TYPE A: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability with calculations and numbers (numeracy) Worker type A
V739	m3_q02_3a	TYPE A: Ability to read and write in English	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in English? Worker type A

ID	Name	Label	Type	Format	Question
V740	m3_q02_4a	TYPE A: Ability to read and write in other foreign languages	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in (another) foreign language (specify) Worker type A
V741	m3_q02_5a	TYPE A: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Job-specific technical skills Worker type A
V742	m3_q02_6a	TYPE A: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Communication skills Worker type A
V743	m3_q02_7a	TYPE A: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Leadership skills Worker type A
V744	m3_q02_8a	TYPE A: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Team work skills Worker type A
V745	m3_q02_9a	TYPE A: Creative and critical thinking	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Creative and critical thinking Worker type A
V746	m3_q02_10a	TYPE A: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Problem solving skills Worker type A
V747	m3_q02_11a	TYPE A: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to work independently Worker type A
V748	m3_q02_12a	TYPE A: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Time management skills Worker type A
V749	m3_q02_1b	TYPE B: Ability to read and write in Georgian (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in the (an) official language (literacy) Worker type B

ID	Name	Label	Type	Format	Question
V750	m3_q02_2b	TYPE B: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability with calculations and numbers (numeracy) Worker type B
V751	m3_q02_3b	TYPE B: Ability to read and write in English	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in English? Worker type B
V752	m3_q02_4b	TYPE B: Ability to read and write in other foreign languages	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in (another) foreign language (specify) Worker type B
V753	m3_q02_5b	TYPE B: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Job-specific technical skills Worker type B
V754	m3_q02_6b	TYPE B: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Communication skills Worker type B
V755	m3_q02_7b	TYPE B: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Leadership skills Worker type B
V756	m3_q02_8b	TYPE B: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Team work skills Worker type B
V757	m3_q02_9b	TYPE B: Creative and critical thinking	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Creative and critical thinking Worker type B
V758	m3_q02_10b	TYPE B: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Problem solving skills Worker type B
V759	m3_q02_11b	TYPE B: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to work independently Worker type B

ID	Name	Label	Type	Format	Question
V760	m3_q02_12b	TYPE B: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Time management skills Worker type B
V761	m3_q03_1a	TYPE A: Conscientiousness (Does a thorough job, is hard working, does things eff	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently) Worker type A
V762	m3_q03_2a	TYPE A: Emotional stability (Is relaxed and handles stress well, doesn't worry o	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily) Worker type A
V763	m3_q03_3a	TYPE A: Agreeableness (Forgives other people easily, is considerate and kind, is	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite) Worker type A
V764	m3_q03_4a	TYPE A: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable) Worker type A
V765	m3_q03_5a	TYPE A: Openness to experience (Is original and comes up with new ideas, has an	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination) Worker type A
V766	m3_q03_1b	TYPE B: Conscientiousness (Does a thorough job, is hard working, does things eff	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently) Worker type B
V767	m3_q03_2b	TYPE B: Emotional stability (Is relaxed and handles stress well, doesn't worry o	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily) Worker type B
V768	m3_q03_3b	TYPE B: Agreeableness (Forgives other people easily, is considerate and kind, is	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite) Worker type B

ID	Name	Label	Type	Format	Question
V769	m3_q03_4b	TYPE B: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable) Worker type B
V770	m3_q03_5b	TYPE B: Openness to experience (Is original and comes up with new ideas, has an	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination) Worker type B
V771	m3_q04_1a	TYPE A: GROUP 1: Personal characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type A
V772	m3_q04_2a	TYPE A: GROUP 2: Job-related skills	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management) Worker type A
V773	m3_q04_3a	TYPE A: GROUP 3: Personality traits	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience) Worker type A
V774	m3_q04_1b	TYPE B: GROUP 1: Personal characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type B
V775	m3_q04_2b	TYPE B: GROUP 2: Job-related skills	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management) Worker type B
V776	m3_q04_3b	TYPE B: GROUP 3: Personality traits	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience) Worker type B

ID	Name	Label	Type	Format	Question
V777	m3_q05_1a	Type A public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type A
V778	m3_q05_1b	Type B public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type B
V779	m3_q05_2a	Type A private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type A
V780	m3_q05_2b	Type B private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type B
V781	m3_q05_3a	Type A job fairs recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type A
V782	m3_q05_3b	Type B job fairs recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type B
V783	m3_q05_4a	Type A offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type A
V784	m3_q05_4b	Type B offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type B
V785	m3_q05_5a	Type A contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type A
V786	m3_q05_5b	Type B contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type B
V787	m3_q05_6a	Type A media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type A
V788	m3_q05_6b	Type B media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type B
V789	m3_q05_7a	Type A internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type A
V790	m3_q05_7b	Type B internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type B
V791	m3_q05_8a	Type A informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type A
V792	m3_q05_8b	Type B informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type B
V793	m3_q06_a	Type A days to fill a position past 12 months	discrete	numeric	Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created? Worker type A
V794	m3_q06_b	Type B days to fill a position past 12 months	discrete	numeric	Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created? Worker type B
V795	m3_q07_a	Type A # of persons offered to fill position past 12 months	discrete	numeric	Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position? Worker type A

ID	Name	Label	Type	Format	Question
V796	m3_q07_b	Type B # of persons offered to fill position past 12 months	discrete	numeric	Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position? Worker type B
V797	m3_q08_a	Type A education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type A
V798	m3_q08_b	Type B education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type B
V799	m3_q09_a	Type A Diploma/certificate of most recent hired person	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type A
V800	m3_q09_b	Type B Diploma/certificate of most recent hired person	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type B
V801	m3_q10_a	Type A avg monthly gross compensation past 6 months	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]? Worker type A
V802	m3_q10_b	Type B avg monthly gross compensation past 6 months	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]? Worker type B
V803	m3_q11_a	Type A negotiable salary when hiring	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type A
V804	m3_q11_b	Type B negotiable salary when hiring	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type B
V805	m3_q12a	Type A used contractors for skill shortages past 12 months	discrete	numeric	
V806	m3_q12b	Type B used contractors for skill shortages past 12 months	discrete	numeric	
V807	m3_q13	Hired or tried to hire young employee with university diploma past 24 months	discrete	numeric	Does this workplace employ any persons under 30 years old who have a university degree or post-secondary diploma, or have you tried to hire such workers in the past 24 months?
V808	m3_q14_1	Young employees w/uni diploma - Ability to read and write in Georgian (literacy)	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in Armenian (literacy)
V809	m3_q14_2	Young employees w/uni diploma - Ability with calculations and numbers (numeracy)	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability with calculations and numbers (numeracy)
V810	m3_q14_3	Young employees w/uni diploma - Ability to read and write in English	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in English

ID	Name	Label	Type	Format	Question
V811	m3_q14_4	Young employees w/uni diploma - Job-specific technical skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in (another) foreign language (specify)
V812	m3_q14_5	Young employees w/uni diploma - Communication skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Job-specific technical skills
V813	m3_q14_6	Young employees w/uni diploma - Leadership skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Communication skills
V814	m3_q14_7	Young employees w/uni diploma - Team work skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Leadership skills
V815	m3_q14_8	Young employees w/uni diploma - Creative and critical thinking	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Team work skills
V816	m3_q14_9	Young employees w/uni diploma - Problem solving skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Creative and critical thinking
V817	m3_q14_10	Young employees w/uni diploma - Ability to work independently	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Problem solving skills
V818	m3_q14_11	Young employees w/uni diploma - Time management skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to work independently
V819	m3_q15_1	Young employees w/uni diploma - Conscientiousness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Conscientiousness (Does a thorough job, is hard working, does things efficiently)

ID	Name	Label	Type	Format	Question
V820	m3_q15_2	Young employees w/uni diploma - Emotional stability	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
V821	m3_q15_3	Young employees w/uni diploma - Agreeableness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)
V822	m3_q15_4	Young employees w/uni diploma - Extraversion	discrete	numeric	
V823	m3_q15_5	Young employees w/uni diploma - Openness to experience	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)
V824	m3_q16	Young employees w/uni diploma - Lack of skills important for the firm	discrete	numeric	You indicated that young university or post-secondary workers lack some job-related skills and personality traits. Which one is more of a problem for your firm:
V825	m3_q17	Hired or tried to hire young employee with school diploma past 24 months	discrete	numeric	Does this workplace employ any persons under 30 years old who have secondary school education (general or technical/vocational), or have you tried to hire such workers in the past 24 months?
V826	m3_q18_1	Young employees w/school diploma - Ability to read and write in Georgian (litera	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in Armenian (literacy)
V827	m3_q18_2	Young employees w/school diploma - Ability with calculations and numbers (numera	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability with calculations and numbers (numeracy)
V828	m3_q18_3	Young employees w/school diploma - Ability to read and write in English	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in English
V829	m3_q18_4	Young employees w/school diploma - Job-specific technical skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in (another) foreign language (specify)
V830	m3_q18_5	Young employees w/school diploma - Communication skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Job-specific technical skills

ID	Name	Label	Type	Format	Question
V831	m3_q18_6	Young employees w/school diploma - Leadership skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Communication skills
V832	m3_q18_7	Young employees w/school diploma - Team work skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Leadership skills
V833	m3_q18_8	Young employees w/school diploma - Creative and critical thinking	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Team work skills
V834	m3_q18_9	Young employees w/school diploma - Problem solving skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Creative and critical thinking
V835	m3_q18_10	Young employees w/school diploma - Ability to work independently	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Problem solving skills
V836	m3_q18_11	Young employees w/school diploma - Time management skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to work independently
V837	m3_q19_1	Young employees w/school diploma - Conscientiousness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Conscientiousness (Does a thorough job, is hard working, does things efficiently)
V838	m3_q19_2	Young employees w/school diploma - Emotional stability	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
V839	m3_q19_3	Young employees w/school diploma - Agreeableness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)
V840	m3_q19_4	Young employees w/school diploma - Extraversion	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Extraversion (Is talkative, assertive, outgoing and sociable)

ID	Name	Label	Type	Format	Question
V841	m3_q19_5	Young employees w/school diploma - Openness to experience	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)
V842	m3_q20	Young employees w/school diploma - Lack of skills important for the firm	discrete	numeric	You indicated that young workers lack some job-related skills and personality traits. Which one is more of a problem for your firm for workers with secondary (general or technical/vocational) education:
V843	m4_q01_a	Type A have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type A
V844	m4_q02_1a	Type A recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type A
V845	m4_q02_2a	Type A testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type A
V846	m4_q02_3a	Type A feedback to institution purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type A
V847	m4_q02_4a	Type A training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type A
V848	m4_q02_5a	Type A work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type A
V849	m4_q02_6a	Type A other purpoose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type A
V850	m4_q02_spec_a	4.02 Other specification	discrete	character	
V851	m4_q03_a	Type A share of fully qualified workers	discrete	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type A
V852	m4_q04_a	Type A workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type A
V853	m4_q05_1a	Type A on the job training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) On the job training (learning as they worked at the job, with help from more experienced workers) Worker type A
V854	m4_q05_2a	Type A training by firm managers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's managers, technical persons, peers, etc. Worker type A

ID	Name	Label	Type	Format	Question
V855	m4_q05_3a	Type A training by firm trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's dedicated trainers Worker type A
V856	m4_q05_4a	Type A training with external trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type A
V857	m4_q05_5a	Type A other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other Worker type A
V858	m4_q05_spec_a	4.05 Other specification	discrete	character	
V859	m4_q06_1a	Type A avg days per year trained by firm manager	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's managers, technical persons, peers, etc. Worker type A
V860	m4_q06_2a	Type A avg days per year trained by firm trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's dedicated trainers Worker type A
V861	m4_q06_3a	Type A avg days per year trained by external trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type A
V862	m4_q06_4a	Type A avg days per year trained by other	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Other Worker type A
V863	m4_q06_spec_a	4.06 Other specification	discrete	character	
V864	m4_q07_a	Type A received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type A
V865	m4_q08_1a	Type A training at public school share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: At a technical or vocational education and training public school Worker type A
V866	m4_q08_2a	Type A training at private providers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through private training providers Worker type A
V867	m4_q08_3a	Type A training through equipment suppliers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through equipment suppliers (for example, a company selling computers providing training on software) Worker type A

ID	Name	Label	Type	Format	Question
V868	m4_q08_4a	Type A training at international organizations share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: NGO's or international organizations Worker type A
V869	m4_q08_5a	Type A training at other share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Other Worker type A
V870	m4_q08_spec_a	4.08 Other specification	discrete	character	
V871	m4_q09_a	Type A # spent to train workers outside	discrete	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace).
V872	m4_q01_b	Type B have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type B
V873	m4_q02_1b	Type B recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type B
V874	m4_q02_2b	Type B testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type B
V875	m4_q02_3b	Type B feedback to institution purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type B
V876	m4_q02_4b	Type B training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type B
V877	m4_q02_5b	Type B work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type B
V878	m4_q02_6b	Type B other purpoose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type B
V879	m4_q02_spec_b	4.02 Other specification	discrete	character	
V880	m4_q03_b	Type B share of fully qualified workers	discrete	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type B
V881	m4_q04_b	Type B workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type B
V882	m4_q05_1b	Type B on the job training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) On the job training (learning as they worked at the job, with help from more experienced workers) Worker type B
V883	m4_q05_2b	Type B training by firm managers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's managers, technical persons, peers, etc. Worker type B

ID	Name	Label	Type	Format	Question
V884	m4_q05_3b	Type B training by firm trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's dedicated trainers Worker type B
V885	m4_q05_4b	Type B training with external trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type B
V886	m4_q05_5b	Type B other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other Worker type B
V887	m4_q05_spec_b	4.05 Other specification	discrete	character	
V888	m4_q06_1b	Type B avg days per year trained by firm manager	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's managers, technical persons, peers, etc. Worker type B
V889	m4_q06_2b	Type B avg days per year trained by firm trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's dedicated trainers Worker type B
V890	m4_q06_3b	Type B avg days per year trained by external trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type B
V891	m4_q06_4b	Type B avg days per year trained by other	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Other Worker type B
V892	m4_q06_spec_b	4.06 Other specification	discrete	character	
V893	m4_q07_b	Type B received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type B
V894	m4_q08_1b	Type B training at public school share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: At a technical or vocational education and training public school Worker type B
V895	m4_q08_2b	Type B training at private providers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through private training providers Worker type B
V896	m4_q08_3b	Type B training through equipment suppliers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through equipment suppliers (for example, a company selling computers providing training on software) Worker type B

ID	Name	Label	Type	Format	Question
V897	m4_q08_4b	Type B training at international organizations share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: NGO's or international organizations Worker type B
V898	m4_q08_5b	Type B training at other share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Other Worker type B
V899	m4_q08_spec_b	4.08 Other specification	discrete	character	
V900	m4_q09_b	Type B # spent to train workers outside	discrete	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace). Worker type B
V901	m4_q10_1	Training meets skill needs of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Meets the skill needs of employers adequately
V902	m4_q10_2	Training doesn't produce people with LEVEL of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the LEVEL of skills needed by employers
V903	m4_q10_3	Training doesn't produce people with KINDS of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the KINDS of skills needed by employers
V904	m4_q10_4	Training does not produce people with updates knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V905	m4_q10_5	Training doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with PRACTICAL SKILLS
V906	m4_q10_6	Training doesn't produce people with good attitude	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE
V907	m4_q11_1	Education meet skills of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Meets the skill needs of employers adequately
V908	m4_q11_2	Education doesn't meet LEVEL of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the LEVEL of skills needed by employers
V909	m4_q11_3	Education doesn't meet KINDS of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the KINDS of skills needed by employers

ID	Name	Label	Type	Format	Question
V910	m4_q11_4	Education doesn't produce people with updated knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V911	m4_q11_5	Education doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with PRACTICAL SKILLS
V912	m4_q11_6	Education does not produce people with good attitude	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE
V913	m4_q12_1a	Type A fixed salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type A
V914	m4_q12_1b	Type B fixed salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type B
V915	m4_q12_2a	Type A variable salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type A
V916	m4_q12_2b	Type B variable salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type B
V917	m4_q12_3a	Type A bonus remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type A
V918	m4_q12_3b	Type B bonus remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type B
V919	m4_q12_4a	Type A comission remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type A
V920	m4_q12_4b	Type B comission remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type B
V921	m5_q01	Financial performance of your company last year	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V922	m5_q02	Prospect of your company next three years	discrete	numeric	How would you describe the prospects for your company in the coming three years?
V923	m5_q03	Main buyer of products	discrete	numeric	Who is the main buyer of your products or services?
V924	m5_q03_spec	5.03 Other specification	discrete	character	
V925	m5_q04	Company international business contacts	discrete	numeric	Does your company have international business contacts with entities in other countries?
V926	m5_q05_1	New technology	discrete	numeric	In the past 3 years, has your firm introduced any... NEW TECHNOLOGIES within the firm
V927	m5_q05_2	New production processes	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PROCESSES within the firm
V928	m5_q05_3	New products	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PRODUCTS on the market
V929	m5_q05_4	New services	discrete	numeric	In the past 3 years, has your firm introduced any... NEW SERVICES on the market
V930	m5_q06_1	Employment protection legislation problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Employment protection legislation/ labor code laws

ID	Name	Label	Type	Format	Question
V931	m5_q06_2	Labor availability problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Labor availability
V932	m5_q06_3	General education of workers problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" General education of workers
V933	m5_q06_4	Technical and vocational training problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Technical and vocational education and training of workers
V934	m5_q06_5	Finding workers with previous experience problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Finding workers with previous experience
V935	m5_q06_6	High job turnover problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" High job turnover
V936	m5_q06_7	Payroll taxes problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Payroll taxes and social security contributions
V937	m5_q06_8	Overall wage level problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Overall wage level
V938	m5_q07_1	Electricity as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Electricity
V939	m5_q07_2	Telecommunicatons / Transportation as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation
V940	m5_q07_3	Access to land as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land
V941	m5_q07_4	Tax rates / tax administration as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration
V942	m5_q07_5	Customs and trade regulations as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Customs and trade regulations
V943	m5_q07_6	Business licensing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Business Licensing and Operating Permits

ID	Name	Label	Type	Format	Question
V944	m5_q07_7	Access to financing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V945	m5_q07_8	Political uncertainty as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\ Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V946	m5_q07_9	Corruption as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Corruption, crime, theft and disorder
V947	m5_q07_10	Anti-competitive or informal practices as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Anti-competitive or informal practices, Legal system/conflict resolution
V948	m5_q08	Workplace has personnel department	discrete	numeric	Does your workplace have a personnel department (HR DEPARTMENT)?
V949	m5_q09	Responsible for personnel matters with no department	discrete	character	
V950	m5_q10_2	Position of respondent	discrete	character	Position
V951	m5_q11_1a	Date of report year ending one year ago	discrete	character	
V952	m5_q11_1b	Date of report year ending most recent year	discrete	character	
V953	m5_q11_2a	Avg number of employees one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Average number of employees in the year Year-end report from one year ago
V954	m5_q11_2b	Avg number of employees most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Average number of employees in the year Most recent year-end report
V955	m5_q11_3a	Wage bill and compensation for workers one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Wage bill and compensation fund for workers Year-end report from one year ago
V956	m5_q11_3b	Wage bill and compensation for workers most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Wage bill and compensation fund for workers Most recent year-end report
V957	m5_q11_4a	Operating expenses one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Year-end report from one year ago
V958	m5_q11_4b	Operating expenses most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Most recent year-end report

ID	Name	Label	Type	Format	Question
V959	m5_q11_5a	Sales one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Sales Year-end report from one year ago
V960	m5_q11_5b	Sales most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Sales Most recent year-end report
V961	m5_q12_1a	Avg employees in the month, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Average number of employees in the month Last month
V962	m5_q12_1b	Avg employees in the month, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Average number of employees in the month One year ago
V963	m5_q12_2a	Wage bill and compensations for workers last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Wage bill and compensation fund for workers Last month
V964	m5_q12_2b	Avg employees in the month, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Wage bill and compensation fund for workers One year ago
V965	m5_q12_3a	Operating expenses, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Last month
V966	m5_q12_3b	Operating expenses, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold One year ago
V967	m5_q12_4a	Sales, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Sales Last month
V968	m5_q12_4b	Sales, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Sales One year ago
V969	m5_q13	Firm registered with government entity	discrete	numeric	Is this firm registered with any government entity?
V970	stratum	Stratum	discrete	numeric	
V971	identification_code	Identification code	contin	numeric	
V972	SmplCase	Sampled Case ID#	contin	numeric	
V973	FrameSeq	Frame Sequence#	contin	numeric	
V974	SmpType	Sample type	discrete	numeric	
V975	SmpOrder	Sample order	contin	numeric	
V976	Order_code	Order code	contin	numeric	
V977	random_1	Type A: First	discrete	numeric	
V978	random_2	Type A: Second	discrete	numeric	
V979	random_3	Type A: Third	discrete	numeric	
V980	random_4	Type B: First	discrete	numeric	
V981	random_5	Type B: Second	discrete	numeric	
V982	random_6	Type B: Third	discrete	numeric	
V983	random_7	Type B: Fourth	discrete	numeric	
V984	random_8	Type B: Fifth	discrete	numeric	
V985	random_9	Type B: Sixth	discrete	numeric	

ID	Name	Label	Type	Format	Question
V986	activated	Firm was activated?	discrete	numeric	
V987	selection_error	Selection error	discrete	numeric	
V988	Fin_RespCat	Final Response Category-Firms	discrete	numeric	
V989	W_Finwt	Final FIRM Weight	contin	numeric	
V990	Country		discrete	character	

ID	Name	Label	Type	Format	Question
V986	activated	Firm was activated?	discrete	numeric	
V987	selection_error	Selection error	discrete	numeric	
V988	Fin_RespCat	Final Response Category-Firms	discrete	numeric	

Result Code of the interview (interview_result)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-7

Valid cases: 354
Invalid: 0

Firm Number (firm_number)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 11002-26040

Valid cases: 354
Invalid: 0
Minimum: 11002
Maximum: 26040
Mean: 17943.4
Standard deviation: 5246.3

Firm Number Replacement (firm_number_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -7-26045

Valid cases: 354
Invalid: 0

Interviewer Code (interviewer_code)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 23-1816

Valid cases: 354
Invalid: 0
Minimum: 23
Maximum: 1816
Mean: 1590.7
Standard deviation: 244.8

Interview Date (interview_date)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 352
Minimum: NaN
Maximum: NaN

Interview Start Time (start_time)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 353
Format: numeric	Invalid: 1
Width: 8	
Decimals: 0	
Range: -7-78300000	

Interview End Time (end_time)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 344
Format: numeric	Invalid: 10
Width: 8	
Decimals: 0	
Range: -7-82200000	

Job Title (m1_q01)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

Pre question

Hello, my name is [insert your name] I am collecting data for a World Bank Study. The study is trying to understand the skills that are being used by employers, what they look for when hiring and how skills affect training and compensation. Your workplace has been chosen randomly, along with several hundred others, to provide a representative sample of all employers. The information you provide is strictly confidential and will be used only in aggregated form for research. The World Bank hopes to use the findings to provide recommendations to policymakers on ways to improve firms' access to skills.

I would like to begin by asking a few background questions.

Literal question

What is your job title (main responsibility)?

1.01 Other Specification (m1_q01_spec)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 64
Format: character	Invalid: 0
Width: 75	

Is workplace part of larger company? (m1_q02)
File: STEP GEO-W02 Employer Survey

Is workplace part of larger company? (m1_q02)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Is your workplace part of a larger company/ firm?

Parent Company start operation year (m1_q03)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -7-2008

Valid cases: 354
Invalid: 0

Literal question

In what year did the parent company/firm begin operations in this country?

Workplace Headquarters function (m1_q04_1)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

What functions does this workplace perform?
Headquarters

Workplace Warehouse/Logistics function (m1_q04_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

What functions does this workplace perform?
Warehouse/logistics

Workplace Sales function (m1_q04_3)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question	

What functions does this workplace perform?
Sales

Workplace Factory/Production function (m1_q04_4)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question	

What functions does this workplace perform?
Factory/production

Workplace Other function (m1_q04_5)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question	

What functions does this workplace perform?
Other

Workplace start operation year (m1_q05)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -1-2012

Valid cases: 354
Invalid: 0

Literal question	

What year did your workplace begin operations in Armenia?

Workplace legal status (m1_q06)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

Literal question

What is the legal status of this workplace?

1.06 Other Specification (m1_q06_spec)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 60	

Largest Shareholders description (m1_q07)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-19	

Literal question

Which of the following describes the largest shareholders in your firm?

1.07 Other Specification (m1_q07_spec)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 9
Format: character	Invalid: 0
Width: 87	

Broad sector of economic activity (m1_q08)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-20	

Literal question

Use the following list to identify the broad sector of your economic activity:

Workplace main economic activity (m1_q09)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -3-990

Valid cases: 354
Invalid: 0

Literal question

What is the main economic activity of this workplace?

Full time with tax deductions men workers (m1_q10_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -7-1539

Valid cases: 354
Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time (registered)
Men

Full time with tax deductions women workers (m1_q10_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-224

Valid cases: 354
Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time (registered)
Women

Full time without tax deductions men workers (m1_q10_2a)
File: STEP GEO-W02 Employer Survey

Overview

Full time without tax deductions men workers (m1_q10_2a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-19

Valid cases: 354
Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time (not registered)
Men

Full time without tax deductions women workers (m1_q10_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time (not registered)
Women

Part time with tax deductions men workers (m1_q10_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-12

Valid cases: 354
Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Permanent Part-Time (registered)
Men

Part time with tax deductions women workers (m1_q10_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-10

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?

Permanent Part-Time (registered)

Women

Part Time without tax deductions men workers (m1_q10_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?

Permanent Part-Time (not registered)

Men

Part time without tax deductions women workers (m1_q10_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?

Permanent Part-Time (not registered)

Women

Temporary men workers (m1_q10_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-490	

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Temporary
Men

Temporary women workers (m1_q10_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Temporary
Women

Casual/daily men workers (m1_q10_6a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-62	

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Casual/Daily
Men

Casual/daily women workers (m1_q10_6b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-15

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Casual/Daily
Women

Total Men workers (m1_q10_total_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 4

Decimals: 0

Range: -3-1544

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Total men

Total Women workers (m1_q10_total_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: -3-226

Valid cases: 354

Invalid: 0

Pre question

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise (outsourced from another firm) who are assigned to work at your workplace.

Literal question

How many workers does your workplace currently employ?
Total women

Share of full-time workers with written contract (m1_q11a_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -5-100	

Share of part-time workers with written contract (m1_q11a_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -5-100	

Share of temporary workers with written contract (m1_q11a_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -5-100	

Managers working in your firm (m1_q11_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. GIVE SHOW CARD #1 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

Literal question

Do you have any [POSITION] working in your workplace?
Managers

How many managers working in firm (m1_q12_1)
File: STEP GEO-W02 Employer Survey

Overview

How many managers working in firm (m1_q12_1)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-80

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Managers

How many female managers working on firm (m1_q13_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-17

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Managers

Current managers working less than a year (m1_q14_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-20

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Managers

of foreign managers (m1_q15_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are foreign?
Managers

of managers firm had 12 months ago (m1_q16_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-78

Valid cases: 354
Invalid: 0

Literal question

How many [POSITION] did the workplace have 12 months ago?
Managers

of managers expected in 12 months (m1_q17_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-80

Valid cases: 354
Invalid: 0

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Managers

Professionals working in your firm (m1_q11_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Do you have any [POSITION] working in your workplace?
Professionals

How many professionals working in firm (m1_q12_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-159

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Professionals

How many female professionals working on firm (m1_q13_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-49

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Professionals

How many professionals working for less than a year (m1_q14_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-13

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Professionals

of foreign professionals (m1_q15_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-8

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are foreign?
Professionals

of professionals firm had 12 months ago (m1_q16_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-158

Valid cases: 354
Invalid: 0

Literal question

How many [POSITION] did the workplace have 12 months ago?
Professionals

of professionals expected in 12 months (m1_q17_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-159	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Professionals

Technicians working in your firm (m1_q11_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Do you have any [POSITION] working in your workplace?
Technicians and associate professionals

How many technicians working on firm (m1_q12_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-226	

Literal question

How many current [POSITION] are there in the workplace?
Technicians and associate professionals

How many female technicians working on firm (m1_q13_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-42	

Literal question

How many current [POSITION] are female?
Technicians and associate professionals

How many technicians working for less than a year (m1_q14_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-35	

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Technicians and associate professionals

of foreign technicians (m1_q15_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-7	

Literal question

How many current [POSITION] are foreign?
Technicians and associate professionals

of technicians firm had 12 months ago (m1_q16_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-191	

Literal question

How many [POSITION] did the workplace have 12 months ago?
Technicians and associate professionals

of technicians expected in 12 months (m1_q17_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-226	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Technicians and associate professionals

Do you have clerical support workers? (m1_q18_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Pre question

And for these positions could you please tell me which apply to your workplace? ASK RESPONDENT TO LOOK AT GROUPS 4 -/7/10 ON SHOW CARD #1

Literal question

Do you have any [POSITION] working in your firm?
Clerical support workers

of clerical support workers (m1_q19_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-80

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Clerical support workers

of female clerical support workers (m1_q20_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-40

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Clerical support workers

of clerical support workers working less than one year (m1_q21_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-8

Valid cases: 354
Invalid: 0

Literal question

of clerical support workers working less than one year (m1_q21_1)
File: STEP GEO-W02 Employer Survey

How many current [POSITION] have worked for less than one year for the workplace?
Clerical support workers

of foreign clerical support workers (m1_q22_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Literal question

How many current [POSITION]are foreign?
Clerical support workers

of clerical support workers working 12 months ago (m1_q23_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-75	

Literal question

How many [POSITION] did the workplace have 12 months ago?
Clerical support workers

of clerical support workers expected in 12 months (m1_q24_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-80	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Clerical support workers

Do you have service workers? (m1_q18_2)
File: STEP GEO-W02 Employer Survey

Overview	

Do you have service workers? (m1_q18_2)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Do you have any [POSITION] working in your firm?
Service workers

of service workers (m1_q19_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-200

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Service workers

of female service workers (m1_q20_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-126

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Service workers

of service workers working less than one year (m1_q21_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-36

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Service workers

of foreign service workers (m1_q22_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-0	

Literal question

How many current [POSITION]are foreign?
Service workers

of service workers working 12 months ago (m1_q23_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-185	

Literal question

How many [POSITION] did the workplace have 12 months ago?
Service workers

of service workers expected in 12 months (m1_q24_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-200	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Service workers

Do you have sales workers? (m1_q18_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Do you have any [POSITION] working in your firm?
Sales workers

of sales workers (m1_q19_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-150

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Sales workers

of female sales workers (m1_q20_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-38

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Sales workers

of sales workers working less than one year (m1_q21_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-20

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Sales workers

of foreign sales workers (m1_q22_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-0

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION]are foreign?
Sales workers

of sales workers working 12 months ago (m1_q23_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-130

Valid cases: 354
Invalid: 0

Literal question

How many [POSITION] did the workplace have 12 months ago?
Sales workers

of sales workers expected in 12 months (m1_q24_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-150

Valid cases: 354
Invalid: 0

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Sales workers

Do you have agricultury, foresty and fishery workers? (m1_q18_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Do you have any [POSITION] working in your firm?
Skilled agriculture, forestry and fishery workers

of agriculture, foresty and fishery workers (m1_q19_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Skilled agriculture, forestry and fishery workers

of female agriculture, foresty and fishery workers (m1_q20_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-0	

Literal question

How many current [POSITION] are female?
Skilled agriculture, forestry and fishery workers

of agriculture, foresty and fishery workers working less than one year (m1_q21_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-0	

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Skilled agriculture, forestry and fishery workers

of foreign agriculture, foresty and fishery workers (m1_q22_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-0	

Literal question

How many current [POSITION]are foreign?
Skilled agriculture, forestry and fishery workers

of agriculture, foresty and fishery workers working 12 months ago (m1_q23_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

of agriculture, foresty and fishery workers working 12 months ago (m1_q23_4)
File: STEP GEO-W02 Employer Survey

How many [POSITION] did the workplace have 12 months ago?
Skilled agriculture, forestry and fishery workers

of agriculture, foresty and fishery workers expected in 12 months (m1_q24_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Skilled agriculture, forestry and fishery workers

Do you have craft workers? (m1_q18_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Do you have any [POSITION] working in your firm?
Crafts and related trades workers

of craft workers (m1_q19_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-480	

Literal question

How many current [POSITION] are there in the workplace?
Crafts and related trades workers

of female craft and related trades workers (m1_q20_5)
File: STEP GEO-W02 Employer Survey

Overview	

of female craft and related trades workers (m1_q20_5)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Crafts and related trades workers

of craft workers working less than one year (m1_q21_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-220

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Crafts and related trades workers

of foreign craft workers (m1_q22_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION]are foreign?
Crafts and related trades workers

of craft workers working 12 months ago (m1_q23_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-480

Valid cases: 354
Invalid: 0

Literal question

How many [POSITION] did the workplace have 12 months ago?
Crafts and related trades workers

of craft workers expected in 12 months (m1_q24_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-500	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Crafts and related trades workers

Do you have plant machine operators and assemblers? (m1_q18_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Do you have any [POSITION] working in your firm?
Plant and machine operators, and assemblers

of plant and machine operators and assemblers (m1_q19_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-298	

Literal question

How many current [POSITION] are there in the workplace?
Plant and machine operators, and assemblers

of female plant and machine operators and assemblers (m1_q20_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Literal question

How many current [POSITION] are female?
Plant and machine operators, and assemblers

of plant and machine operators and assemblers working less than one year (m1_q21_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-20	

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Plant and machine operators, and assemblers

of foreign plant and machine operators and assemblers (m1_q22_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-10	

Literal question

How many current [POSITION]are foreign?
Plant and machine operators, and assemblers

of plant and machine operators and assemblers working 12 months ago (m1_q23_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-298	

Literal question

How many [POSITION] did the workplace have 12 months ago?
Plant and machine operators, and assemblers

of plant and machine operators and assemblers expected in 12 months (m1_q24_6)
File: STEP GEO-W02 Employer Survey

Overview

of plant and machine operators and assemblers expected in 12 months (m1_q24_6)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-330

Valid cases: 354
Invalid: 0

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Plant and machine operators, and assemblers

Do you have elementary occupations? (m1_q18_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Do you have any [POSITION] working in your firm?
Elementary occupations

of elementary occupations (m1_q19_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-647

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are there in the workplace?
Elementary occupations

of female elementary occupations (m1_q20_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-30

Valid cases: 354
Invalid: 0

Literal question

How many current [POSITION] are female?
Elementary occupations

of elementary occupations working less than one year (m1_q21_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-160	

Literal question

How many current [POSITION] have worked for less than one year for the workplace?
Elementary occupations

of foreign elementary occupations (m1_q22_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Literal question

How many current [POSITION]are foreign?
Elementary occupations

of elementary occupations working 12 months ago (m1_q23_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-647	

Literal question

How many [POSITION] did the workplace have 12 months ago?
Elementary occupations

of elementary occupations expected in 12 months (m1_q24_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-810	

Literal question

How many total [POSITION] do you expect to have in 12 months time? (including present workers)
Elementary occupations

Hired managers in past 12 months (m1_q25_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Managers

Had problems trying to hire managers? (m1_q26_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Managers

There were no or few manager applicants (m1_q27_1_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
There were no or few applicants
Managers

Manager applicants lacked required skills (m1_q27_2_1)
File: STEP GEO-W02 Employer Survey

Overview

Manager applicants lacked required skills (m1_q27_2_1)
File: STEP GEO-W02 Employer Survey

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?

Applicants lacked required skills

Managers

Manager applicants expected higher wages (m1_q27_3_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?

Applicants expected wages higher than we can offer

Managers

Manager applicants didn't like working conditions (m1_q27_4_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?

Applicants did not like working conditions

Managers

Managers other (m1_q27_5_1)
File: STEP GEO-W02 Employer Survey

Overview

Managers other (m1_q27_5_1)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Other
Managers

1.27 Other Specification (m1_q27_spec_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 1
Invalid: 0

Hired professionals in past 12 months (m1_q25_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Professionals

Had problems trying to hire professionals? (m1_q26_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Professionals

There were no or few professional applicants (m1_q27_1_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
There were no or few applicants
Professionals

Professional applicants lacked required skills (m1_q27_2_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants lacked required skills
Professionals

Professional applicants expected higher wages (m1_q27_3_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Professionals

Professional applicants didn't like working conditions (m1_q27_4_2)
File: STEP GEO-W02 Employer Survey

Professional applicants didn't like working conditions (m1_q27_4_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants did not like working conditions
Professionals

Professionals other (m1_q27_5_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Other
Professionals

1.27 Other Specification (m1_q27_spec_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Hired technicians in past 12 months (m1_q25_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Hired technicians in past 12 months (m1_q25_3)
File: STEP GEO-W02 Employer Survey

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Technicians and associate professionals

Had problems trying to hire technicians? (m1_q26_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Technicians and associate professionals

There were no or few technician applicants (m1_q27_1_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
There were no or few applicants
Technicians and associate professionals

Technician applicants lacked required skills (m1_q27_2_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants lacked required skills
Technicians and associate professionals

Technician applicants expected higher wages (m1_q27_3_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Technicians and associate professionals

Technician applicants didn't like working conditions (m1_q27_4_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Applicants did not like working conditions
Technicians and associate professionals

Technicians other (m1_q27_5_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

Literal question

What problems did you encounter?
Other
Technicians and associate professionals

1.27 Other Specification (m1_q27_spec_3)
File: STEP GEO-W02 Employer Survey

Overview	

1.27 Other Specification (m1_q27_spec_3)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: character
Width: 3

Valid cases: 0
Invalid: 0

Hired clerical support workers last 12 months? (m1_q28_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Clerical support workers

Had any problems hiring clerical support workers? (m1_q29_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Clerical support workers

No or few clerical support worker applicants (m1_q30_1_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

What problems did you encounter?
There were no or few applicants
Clerical support workers

Clerical support worker applicants lacked required skills (m1_q30_2_1)
File: STEP GEO-W02 Employer Survey

Clerical support worker applicants lacked required skills (m1_q30_2_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants lacked required skills
Clerical support workers

Clerical support worker applicants expected higher wages (m1_q30_3_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Clerical support workers

Clerical support worker applicants didn't like working conditions (m1_q30_4_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants did not like working conditions
Clerical support workers

Clerical support workers other (m1_q30_5_1)
File: STEP GEO-W02 Employer Survey

Overview

Clerical support workers other (m1_q30_5_1)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

What problems did you encounter?
Other
Clerical support workers

1.30 Other specification (m1_q30_5_spec_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 0
Invalid: 0

Hired service workers last 12 months? (m1_q28_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Service workers

Had any problems hiring service workers? (m1_q29_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Service workers

No or few service worker applicants (m1_q30_1_2)
File: STEP GEO-W02 Employer Survey

Overview

No or few service worker applicants (m1_q30_1_2)
File: STEP GEO-W02 Employer Survey

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
There were no or few applicants
Service workers

Service worker applicants lacked required skills (m1_q30_2_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
Applicants lacked required skills
Service workers

Service worker applicants expected higher wages (m1_q30_3_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Service workers

Service worker applicants didn't like working conditions (m1_q30_4_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

Service worker applicants didn't like working conditions (m1_q30_4_2)
File: STEP GEO-W02 Employer Survey

What problems did you encounter?
Applicants did not like working conditions
Service workers

Service workers other (m1_q30_5_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Other
Service workers

1.30 Other specification (m1_q30_5_spec_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Hired sales workers last 12 months? (m1_q28_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Sales workers

Had any problems hiring sales workers? (m1_q29_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Had any problems hiring sales workers? (m1_q29_3)
File: STEP GEO-W02 Employer Survey

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Sales workers

No or few sales worker applicants (m1_q30_1_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
There were no or few applicants
Sales workers

Sales worker applicants lacked required skills (m1_q30_2_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants lacked required skills
Sales workers

Sales worker applicants expected higher wages (m1_q30_3_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Sales workers

Sales worker applicants didn't like working conditions (m1_q30_4_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?

Applicants did not like working conditions

Sales workers

Sales workers other (m1_q30_5_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?

Other

Sales workers

1.30 Other specification (m1_q30_5_spec_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 0

Invalid: 0

Hired agriculture, foresty and fishery workers last 12 months? (m1_q28_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 0-1

Valid cases: 354

Invalid: 0

Literal question

In the past 12 months, have you tried to hire any [POSITION]?

Skilled agriculture, forestry and fishery workers

Had any problems hiring agriculture, foresty and fishery workers? (m1_q29_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Skilled agriculture, forestry and fishery workers

No or few agriculture, foresty and fishery worker applicants (m1_q30_1_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

What problems did you encounter?
There were no or few applicants
Skilled agriculture, forestry and fishery workers

Agriculture, fishery and foresty worker applicants lacked required skills (m1_q30_2_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

What problems did you encounter?
Applicants lacked required skills
Skilled agriculture, forestry and fishery workers

Agriculture, foresty and fishery worker applicants expected higher wages (m1_q30_3_4)
File: STEP GEO-W02 Employer Survey

Overview

Agriculture, foresty and fishery worker applicants expected higher wages (m1_q30_3_4)
File: STEP GEO-W02 Employer Survey

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Skilled agriculture, forestry and fishery workers

Agriculture, foresty and fishery worker applicants didn't like working condition (m1_q30_4_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
Applicants did not like working conditions
Skilled agriculture, forestry and fishery workers

Agriculture, foresty and fishery workers other (m1_q30_5_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?
Other
Skilled agriculture, forestry and fishery workers

1.30 Other specification (m1_q30_5_spec_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 0

Invalid: 0

Hired craft workers last 12 months? (m1_q28_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Crafts and related trades workers

Had any problems hiring craft workers? (m1_q29_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Crafts and related trades workers

No or few craft worker applicants (m1_q30_1_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
There were no or few applicants
Crafts and related trades workers

Craft worker applicants lacked required skills (m1_q30_2_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants lacked required skills
Crafts and related trades workers

Craft worker applicants expected higher wages (m1_q30_3_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?

Applicants expected wages higher than we can offer

Crafts and related trades workers

Craft worker applicants didn't like working conditions (m1_q30_4_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?

Applicants did not like working conditions

Crafts and related trades workers

Craft workers other (m1_q30_5_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Literal question

What problems did you encounter?

Other

Crafts and related trades workers

1.30 Other specification (m1_q30_5_spec_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: character

Width: 3

Valid cases: 0

Invalid: 0

Hired plant and machine operators and assemblers last 12 months? (m1_q28_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Plant and machine operators, and assemblers

Had any problems hiring plant and machine operators and assemblers? (m1_q29_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Plant and machine operators, and assemblers

No or few plant and machines operators and assemblers applicants (m1_q30_1_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
There were no or few applicants
Plant and machine operators, and assemblers

Plant and machine operators and assembler applicants lacked required skills (m1_q30_2_6)
File: STEP GEO-W02 Employer Survey

Overview

Plant and machine operators and assembler applicants lacked required skills (m1_q30_2_6)
File: STEP GEO-W02 Employer Survey

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants lacked required skills
Plant and machine operators, and assemblers

Plant and machine operators and assembler applicants expected higher wages (m1_q30_3_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Plant and machine operators, and assemblers

Plant and machine operators and assembler applicants didn't like working conditi (m1_q30_4_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants did not like working conditions
Plant and machine operators, and assemblers

Plant and machine operators and assemblers other (m1_q30_5_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Plant and machine operators and assemblers other (m1_q30_5_6)
File: STEP GEO-W02 Employer Survey

Literal question

What problems did you encounter?
Other
Plant and machine operators, and assemblers

1.30 Other specification (m1_q30_5_spec_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Hired elementary occupations last 12 months? (m1_q28_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Elementary occupations

Had any problems hiring elementary occupations? (m1_q29_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did you encounter any problems when trying to hire [POSITION]?
Elementary occupations

No or few elementary occupations applicants (m1_q30_1_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

No or few elementary occupations applicants (m1_q30_1_7)
File: STEP GEO-W02 Employer Survey

What problems did you encounter?
There were no or few applicants
Elementary occupations

Elementary occupation applicants lacked required skills (m1_q30_2_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants lacked required skills
Elementary occupations

Elementary occupation applicants expected higher wages (m1_q30_3_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Elementary occupations

Elementary occupation applicants didn't like working conditions (m1_q30_4_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Applicants did not like working conditions
Elementary occupations

Elementary occupations other (m1_q30_5_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

What problems did you encounter?
Other
Elementary occupations

1.30 Other specification (m1_q30_5_spec_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Firm had managers (m2_q01_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Occupation Type Name
Managers

Interviewer instructions

INTERVIEWER: Look at the responses in the table on Page 5. For each type of position, check if the workplace had that type of worker, and indicate yes or no.

Firm had professionals (m2_q01_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Occupation Type Name
Professionals

Interviewer instructions

INTERVIEWER: Look at the responses in the table on Page 5. For each type of position, check if the workplace had that type of worker, and indicate yes or no.

Firm had technicians (m2_q01_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Occupation Type Name
Technicians and associate professionals

Interviewer instructions

INTERVIEWER: Look at the responses in the table on Page 5. For each type of position, check if the workplace had that type of worker, and indicate yes or no.

Type A position type number (m2_q02_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-3

Valid cases: 354
Invalid: 0

Literal question

Position Type Number

Interviewer instructions

INTERVIEWER: You will now choose ONE of the above three position types to ask the firm additionnal questions about workers in this type of position. Follow these steps: (1) Look at the left hand column (for A positions) on the sticker on the cover page of the questionnaire. (2) Look at the first line , with the number and corresponding job position in that left column. (3) Check if the firm has workers in this position type, by looking above. (4) If so, write the position type number and position type name below. If not, go to the next number and job position in the left hand column, and repeat until you have an position Type A for which the workplace has workers.

Type A position type name (m2_q02_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 354
Invalid: 0

Literal question

Position Type Name

Interviewer instructions

INTERVIEWER: You will now choose ONE of the above three position types to ask the firm additionnal questions about workers in this type of position. Follow these steps: (1) Look at the left hand column (for A positions) on the sticker on the cover page of the questionnaire. (2) Look at the first line , with the number and corresponding job position in that left column. (3) Check if the firm has workers in this position type, by looking above. (4) If so, write the position type number and position type name below. If not, go to the next number and job position in the left hand column, and repeat until you have an position Type A for which the workplace has workers.

Firm had clerical support workers (m2_q03_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Position Type Name
Clerical support workers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm had service workers (m2_q03_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Position Type Name
Service workers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm had sales workers (m2_q03_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Literal question

Position Type Name
Sales Workers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm had agricultural, foresty and fishery workers (m2_q03_4)
File: STEP GEO-W02 Employer Survey

Overview

Firm had agricultural, foresty and fishery workers (m2_q03_4)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Position Type Name
Skilled agriculture, forestry and fishery workers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm had craft workers (m2_q03_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Position Type Name
Crafts and related trades workers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm hard plant and machine operators and assemblers (m2_q03_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Position Type Name
Plant and machine operators, and assemblers

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Firm had elementary occupations (m2_q03_7)
File: STEP GEO-W02 Employer Survey

Overview

Firm had elementary occupations (m2_q03_7)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Literal question

Position Type Name
Elementary occupations

Interviewer instructions

INTERVIEWER: Now you are going to choose Worker Type B. Look at the responses to the table on page 5 . For each type of position below, check if the workplace had that type of worker, and check yes or no.

Type B position type number (m2_q04_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-10

Valid cases: 354
Invalid: 0

Literal question

Position Type Number

Interviewer instructions

INTERVIEWER: You will now choose ONE of these position types above to ask the workplace about as Worker Type B. [1] Look at the right hand column of the sticker, which has the B type positions. [2] Follow the same steps as above to determine the Worker Type B. [3] Write the Position Type Number and Position Type Name below.

Type A job involve reading (m2_q05_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve reading?
Worker type A

Type B job involve reading (m2_q05_b)
File: STEP GEO-W02 Employer Survey

Overview

Type B job involve reading (m2_q05_b)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve reading?
Worker type B

Type A job involve writting (m2_q06_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve writing using correct spelling and grammar?
Worker type A

Type B job involve writting (m2_q06_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve writing using correct spelling and grammar?
Worker type B

Type A job involve math (m2_q07_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
Worker type A

Type B job involve math (m2_q07_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
Worker type B

Type A job involve 30+ minute solving problems (m2_q08_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution?
Worker type A

Type B job involve 30+ minute solving problems (m2_q08_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution?
Worker type B

Type A job involve speaking another language (m2_q09_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]?
Worker type A

Type B job involve speaking another language (m2_q09_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]?
Worker type B

Type A job involve making formal presentations (m2_q10_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
Worker type A

Type B job involve making formal presentations (m2_q10_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
Worker type B

Type A job involve interacting with team (m2_q11_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve interacting with a team of co-workers?
Worker type A

Type B involve interacting with team (m2_q11_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:

For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does their job regularly involve interacting with a team of co-workers?
Worker type B

Type A highest level of pc use involved (m2_q12_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-5

Valid cases: 354

Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:

For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the highest level of computer use involved in their job?
Worker type A

Type B highest level of pc use involved (m2_q12_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-5

Valid cases: 354

Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:

For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the highest level of computer use involved in their job?
Worker type B

Type A % of arrivals at time (m2_q13_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)?
Worker type A

Type B % of arrivals at time (m2_q13_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)?
Worker type B

Type A avg monthly gross compensation in 12 months (m2_q14_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 5	
Decimals: 0	
Range: -7-15000	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.
Worker type A

Type B avg montly gross compensation in 12 months (m2_q14_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 4	
Decimals: 0	
Range: -7-4000	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.
Worker type B

Type A months since last promotion (m2_q15_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-168	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS.
Worker type A

Type B months since last promotion (m2_q15_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-156	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS.
Worker type B

Type A highest education level (m2_q16_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-9

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the highest education level of this worker?
Worker type A

Type B highest education level (m2_q16_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-9

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

What is the highest education level of this worker?
Worker type B

Does Type A have certificate or degree (m2_q17_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does this worker have a technical or vocational certificate, diploma, or degree?
Worker type A

Does Type B have certificate on degree (m2_q17_b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about two types (positionl categories of workers). These are the two types:
For each [WORKER TYPE _], please think of one particular person who is typical of that type when answering the following questions.

Literal question

Does this worker have a technical or vocational certificate, diploma, or degree?
Worker type B

Type A occupation (m3_A)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Type B occupation (m3_B)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-10	

TYPE A: Age (m3_q01_1a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

TYPE A: Age (m3_q01_1a)
File: STEP GEO-W02 Employer Survey

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Age
Worker type A

Interviewer instructions

SHOW CARD #2

TYPE A: Appearance (m3_q01_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Appearance
Worker type A

Interviewer instructions

SHOW CARD #2

TYPE A: Gender (m3_q01_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Gender
Worker type A

Interviewer instructions

SHOW CARD #2

TYPE A: Family relations/ personal ties (m3_q01_4a)
File: STEP GEO-W02 Employer Survey

TYPE A: Family relations/ personal ties (m3_q01_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Family relations/personal ties
Worker type A

Interviewer instructions

SHOW CARD #2

TYPE B: Age (m3_q01_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Age
Worker type B

Interviewer instructions

SHOW CARD #2

TYPE B: Appearance (m3_q01_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

TYPE B: Appearance (m3_q01_2b)
File: STEP GEO-W02 Employer Survey

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Appearance
Worker type B

Interviewer instructions

SHOW CARD #2

TYPE B: Gender (m3_q01_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Gender
Worker type B

Interviewer instructions

SHOW CARD #2

TYPE B: Family relations/ personal ties (m3_q01_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-3	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important?
Family relations/personal ties
Worker type B

Interviewer instructions

SHOW CARD #2

TYPE A: Ability to read and write in Georgian (literacy) (m3_q02_1a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in the (an) official language (literacy)
Worker type A

TYPE A: Ability with calculations and numbers (numeracy) (m3_q02_2a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability with calculations and numbers (numeracy)
Worker type A

TYPE A: Ability to read and write in English (m3_q02_3a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

TYPE A: Ability to read and write in English (m3_q02_3a)
File: STEP GEO-W02 Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in English?
Worker type A

TYPE A: Ability to read and write in other foreign languages (m3_q02_4a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in (another) foreign language (specify)
Worker type A

TYPE A: Job-specific technical skills (m3_q02_5a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Job-specific technical skills
Worker type A

TYPE A: Communication skills (m3_q02_6a)
File: STEP GEO-W02 Employer Survey

Overview	

TYPE A: Communication skills (m3_q02_6a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Communication skills
Worker type A

TYPE A: Leadership skills (m3_q02_7a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Leadership skills
Worker type A

TYPE A: Team work skills (m3_q02_8a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Team work skills
Worker type A

TYPE A: Creative and critical thinking (m3_q02_9a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Creative and critical thinking
Worker type A

TYPE A: Problem solving skills (m3_q02_10a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Problem solving skills
Worker type A

TYPE A: Ability to work independently (m3_q02_11a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to work independently
Worker type A

TYPE A: Time management skills (m3_q02_12a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Time management skills
Worker type A

TYPE B: Ability to read and write in Georgian (literacy) (m3_q02_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in the (an) official language (literacy)
Worker type B

TYPE B: Ability with calculations and numbers (numeracy) (m3_q02_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

TYPE B: Ability with calculations and numbers (numeracy) (m3_q02_2b)
File: STEP GEO-W02 Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability with calculations and numbers (numeracy)
Worker type B

TYPE B: Ability to read and write in English (m3_q02_3b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in English?
Worker type B

TYPE B: Ability to read and write in other foreign languages (m3_q02_4b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to read and write in (another) foreign language (specify)
Worker type B

TYPE B: Job-specific technical skills (m3_q02_5b)
File: STEP GEO-W02 Employer Survey

Overview	

TYPE B: Job-specific technical skills (m3_q02_5b)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Job-specific technical skills
Worker type B

TYPE B: Communication skills (m3_q02_6b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Communication skills
Worker type B

TYPE B: Leadership skills (m3_q02_7b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Leadership skills
Worker type B

TYPE B: Team work skills (m3_q02_8b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Team work skills
Worker type B

TYPE B: Creative and critical thinking (m3_q02_9b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Creative and critical thinking
Worker type B

TYPE B: Problem solving skills (m3_q02_10b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Problem solving skills
Worker type B

TYPE B: Ability to work independently (m3_q02_11b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to work independently
Worker type B

TYPE B: Time management skills (m3_q02_12b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Time management skills
Worker type B

TYPE A: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-4

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

TYPE A: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1a)
File: STEP GEO-W02 Employer Survey

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Agreeableness (Forgives other people easily, is considerate and kind, is (m3_q03_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q03_4a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Openness to experience (Is original and comes up with new ideas, has an (m3_q03_5a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE B: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

TYPE B: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1b)
File: STEP GEO-W02 Employer Survey

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-4

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Agreeableness (Forgives other people easily, is considerate and kind, is (m3_q03_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-4

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type B

Interviewer instructions

TYPE B: Agreeableness (Forgives other people easily, is considerate and kind, is (m3_q03_3b)
File: STEP GEO-W02 Employer Survey

SHOW CARD #4

TYPE B: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q03_4b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Openness to experience (Is original and comes up with new ideas, has an (m3_q03_5b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-4	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE A: GROUP 1: Personal characteristics (m3_q04_1a)
File: STEP GEO-W02 Employer Survey

TYPE A: GROUP 1: Personal characteristics (m3_q04_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE A: GROUP 2: Job-related skills (m3_q04_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE A: GROUP 3: Personality traits (m3_q04_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

TYPE A: GROUP 3: Personality traits (m3_q04_3a)
File: STEP GEO-W02 Employer Survey

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 1: Personal characteristics (m3_q04_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type B

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 2: Job-related skills (m3_q04_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type B

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 3: Personality traits (m3_q04_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Pre question

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for each position group, separately. Please this time think of the type of workers, not a particular worker.

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type B

Interviewer instructions

SHOW CARD #5

Type A public employment services recruiting (m3_q05_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type A

Type B public employment services recruiting (m3_q05_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type B

Type A private employment services recruiting (m3_q05_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?

Private Employment Services

Worker type A

Type B private employment services recruiting (m3_q05_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?

Private Employment Services

Worker type B

Type A job fairs recruiting (m3_q05_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-1

Valid cases: 354

Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?

Job fairs

Worker type A

Type B job fairs recruiting (m3_q05_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type B job fairs recruiting (m3_q05_3b)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Job fairs
Worker type B

Type A offers to experienced people in other firms recruiting (m3_q05_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type A

Type B offers to experienced people in other firms recruiting (m3_q05_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type B

Type A contact with educational institutions recruiting (m3_q05_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type A

Type B contact with educational institutions recruiting (m3_q05_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type B

Type A media advertisements recruiting (m3_q05_6a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type A

Type B media advertisements recruiting (m3_q05_6b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type B

Type A internet recruiting (m3_q05_7a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type A

Type B internet recruiting (m3_q05_7b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type B

Type A informal channels recruiting (m3_q05_8a)
File: STEP GEO-W02 Employer Survey

Overview

Type A informal channels recruiting (m3_q05_8a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Informal channels (personal contacts, people recommended by others)
Worker type A

Type B informal channels recruiting (m3_q05_8b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Informal channels (personal contacts, people recommended by others)
Worker type B

Type A days to fill a position past 12 months (m3_q06_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-90

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
Worker type A

Type B days to fill a position past 12 months (m3_q06_b)
File: STEP GEO-W02 Employer Survey

Overview

Type B days to fill a position past 12 months (m3_q06_b)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-60

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
Worker type B

Type A # of persons offered to fill position past 12 months (m3_q07_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-500

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position?
Worker type A

Type B # of persons offered to fill position past 12 months (m3_q07_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-500

Valid cases: 354
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position?
Worker type B

Type A education level of most recent hired person (m3_q08_a)
File: STEP GEO-W02 Employer Survey

Type A education level of most recent hired person (m3_q08_a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type A

Type B education level of most recent hired person (m3_q08_b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type B

Type A Diploma/certificate of most recent hired person (m3_q09_a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree?
Worker type A

Type B Diploma/certificate of most recent hired person (m3_q09_b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree?
Worker type B

Type A avg monthly gross compensation past 6 months (m3_q10_a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 4	
Decimals: 0	
Range: -7-8000	

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]?
Worker type A

Type B avg monthly gross compensation past 6 months (m3_q10_b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 4	
Decimals: 0	
Range: -7-6800	

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]?
Worker type B

Type A negotiable salary when hiring (m3_q11_a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring?
Worker type A

Type B negotiable salary when hiring (m3_q11_b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring?
Worker type B

Type A used contractors for skill shortages past 12 months (m3_q12a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Type B used contractors for skill shortages past 12 months (m3_q12b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Hired or tried to hire young employee with university diploma past 24 months (m3_q13)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Does this workplace employ any persons under 30 years old who have a university degree or post-secondary diploma, or have you tried to hire such workers in the past 24 months?

Young employees w/uni diploma - Ability to read and write in Georgian (literacy) (m3_q14_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Young employees w/uni diploma - Ability to read and write in Georgian (literacy) (m3_q14_1)
File: STEP GEO-W02 Employer Survey

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in Armenian (literacy)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Ability with calculations and numbers (numeracy) (m3_q14_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability with calculations and numbers (numeracy)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Ability to read and write in English (m3_q14_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in English

Interviewer instructions

Young employees w/uni diploma - Ability to read and write in English (m3_q14_3)
File: STEP GEO-W02 Employer Survey

SHOW CARD 6

Young employees w/uni diploma - Job-specific technical skills (m3_q14_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in (another) foreign language (specify)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Communication skills (m3_q14_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Job-specific technical skills

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Leadership skills (m3_q14_6)
File: STEP GEO-W02 Employer Survey

Young employees w/uni diploma - Leadership skills (m3_q14_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Communication skills

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Team work skills (m3_q14_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Leadership skills

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Creative and critical thinking (m3_q14_8)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Young employees w/uni diploma - Creative and critical thinking (m3_q14_8)
File: STEP GEO-W02 Employer Survey

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Team work skills

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Problem solving skills (m3_q14_9)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Creative and critical thinking

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Ability to work independently (m3_q14_10)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Problem solving skills

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Time management skills (m3_q14_11)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to work independently

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Conscientiousness (m3_q15_1)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Conscientiousness (Does a thorough job, is hard working, does things efficiently)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Emotional stability (m3_q15_2)
File: STEP GEO-W02 Employer Survey

Overview	

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Young employees w/uni diploma - Emotional stability (m3_q15_2)
File: STEP GEO-W02 Employer Survey

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Agreeableness (m3_q15_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Extraversion (m3_q15_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Young employees w/uni diploma - Openness to experience (m3_q15_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Young employees w/uni diploma - Openness to experience (m3_q15_5)
File: STEP GEO-W02 Employer Survey

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)

Interviewer instructions

SHOW CARD 6

Young employees w/uni diploma - Lack of skills important for the firm (m3_q16)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-2

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

You indicated that young university or post-secondary workers lack some job-related skills and personality traits. Which one is more of a problem for your firm:

Hired or tried to hire young employee with school diploma past 24 months (m3_q17)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-1

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Does this workplace employ any persons under 30 years old who have secondary school education (general or technical/vocational), or have you tried to hire such workers in the past 24 months?

Young employees w/school diploma - Ability to read and write in Georgian (litera (m3_q18_1)
File: STEP GEO-W02 Employer Survey

Overview

Young employees w/school diploma - Ability to read and write in Georgian (litera (m3_q18_1)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in Armenian (literacy)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Ability with calculations and numbers (numera (m3_q18_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability with calculations and numbers (numeracy)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Ability to read and write in English (m3_q18_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Young employees w/school diploma - Ability to read and write in English (m3_q18_3)
File: STEP GEO-W02 Employer Survey

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in English

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Job-specific technical skills (m3_q18_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in (another) foreign language (specify)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Communication skills (m3_q18_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Job-specific technical skills

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Leadership skills (m3_q18_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Communication skills

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Team work skills (m3_q18_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Leadership skills

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Creative and critical thinking (m3_q18_8)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Young employees w/school diploma - Creative and critical thinking (m3_q18_8)
File: STEP GEO-W02 Employer Survey

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Team work skills

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Problem solving skills (m3_q18_9)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Creative and critical thinking

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Ability to work independently (m3_q18_10)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Problem solving skills

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Time management skills (m3_q18_11)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to work independently

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Conscientiousness (m3_q19_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Conscientiousness (Does a thorough job, is hard working, does things efficiently)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Emotional stability (m3_q19_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-5

Valid cases: 354
Invalid: 0

Pre question

Young employees w/school diploma - Emotional stability (m3_q19_2)
File: STEP GEO-W02 Employer Survey

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Agreeableness (m3_q19_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Agreeableness (Forgives other people easily, is considerate and kind, is polite)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Extraversion (m3_q19_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Extraversion (Is talkative, assertive, outgoing and sociable)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Openness to experience (m3_q19_5)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-5	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Openness to experience (Is original and comes up with new ideas, has an active imagination)

Interviewer instructions

SHOW CARD 6

Young employees w/school diploma - Lack of skills important for the firm (m3_q20)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

You indicated that young workers lack some job-related skills and personality traits. Which one is more of a problem for your firm for workers with secondary (general or technical/vocational) education:

Type A have regular contact with training institutions (m4_q01_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A recruitment of staff purpose (m4_q02_1a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases:** 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A testing of students purpose (m4_q02_2a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases:** 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A feedback to institution purpose (m4_q02_3a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	**Valid cases:** 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training existing employees purpose (m4_q02_4a)
File: STEP GEO-W02 Employer Survey

Type A training existing employees purpose (m4_q02_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A work experience for students purpose (m4_q02_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other purpoose (m4_q02_6a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	**Valid cases: 354**
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.02 Other specification (m4_q02_spec_a)
File: STEP GEO-W02 Employer Survey

4.02 Other specification (m4_q02_spec_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 60	

Type A share of fully qualified workers (m4_q03_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A workers received training last year (m4_q04_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A on the job training share (m4_q05_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

Type A on the job training share (m4_q05_1a)
File: STEP GEO-W02 Employer Survey

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm managers share (m4_q05_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm trainers share (m4_q05_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training with external trainers share (m4_q05_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type A training with external trainers share (m4_q05_4a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-100

Valid cases: 354
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other training share (m4_q05_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-0

Valid cases: 354
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.05 Other specification (m4_q05_spec_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 0
Invalid: 0

Type A avg days per year trained by firm manager (m4_q06_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-250

Valid cases: 354
Invalid: 0

Literal question

Type A avg days per year trained by firm manager (m4_q06_1a)
File: STEP GEO-W02 Employer Survey

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by firm trainers (m4_q06_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by external trainers (m4_q06_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-420	

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by other (m4_q06_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type A avg days per year trained by other (m4_q06_4a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-0

Valid cases: 354
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.06 Other specification (m4_q06_spec_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 75

Valid cases: 1
Invalid: 0

Type A received outside training last year (m4_q07_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at public school share (m4_q08_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-100

Valid cases: 354
Invalid: 0

Literal question

Type A training at public school share (m4_q08_1a)
File: STEP GEO-W02 Employer Survey

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at private providers share (m4_q08_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training through equipment suppliers share (m4_q08_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at international organizations share (m4_q08_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type A training at international organizations share (m4_q08_4a)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-100

Valid cases: 354
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
NGO's or international organizations
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at other share (m4_q08_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -7-100

Valid cases: 354
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.08 Other specification (m4_q08_spec_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 40

Valid cases: 4

Type A # spent to train workers outside (m4_q09_a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -7-8750

Valid cases: 354
Invalid: 0

Literal question

Type A # spent to train workers outside (m4_q09_a)
File: STEP GEO-W02 Employer Survey

How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace).

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Type B have regular contact with training institutions (m4_q01_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B recruitment of staff purpose (m4_q02_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B testing of students purpose (m4_q02_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Type B testing of students purpose (m4_q02_2b)
File: STEP GEO-W02 Employer Survey

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B feedback to institution purpose (m4_q02_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training existing employees purpose (m4_q02_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B work experience for students purpose (m4_q02_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-1

Valid cases: 354
Invalid: 0

Type B work experience for students purpose (m4_q02_5b)
File: STEP GEO-W02 Employer Survey

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B other purpoose (m4_q02_6b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.02 Other specification (m4_q02_spec_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Type B share of fully qualified workers (m4_q03_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B workers received training last year (m4_q04_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B on the job training share (m4_q05_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm managers share (m4_q05_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm trainers share (m4_q05_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training with external trainers share (m4_q05_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B other training share (m4_q05_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-0	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.05 Other specification (m4_q05_spec_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 3

Valid cases: 0
Invalid: 0

Type B avg days per year trained by firm manager (m4_q06_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-90

Valid cases: 354
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by firm trainers (m4_q06_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-30

Valid cases: 354
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by external trainers (m4_q06_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -7-30

Valid cases: 354
Invalid: 0

Literal question

Type B avg days per year trained by external trainers (m4_q06_3b)
File: STEP GEO-W02 Employer Survey

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by other (m4_q06_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-10	

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.06 Other specification (m4_q06_spec_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 75	

Type B received outside training last year (m4_q07_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at public school share (m4_q08_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at private providers share (m4_q08_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training through equipment suppliers share (m4_q08_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at international organizations share (m4_q08_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
NGO's or international organizations
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at other share (m4_q08_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-20	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.08 Other specification (m4_q08_spec_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 3	

Type B # spent to train workers outside (m4_q09_b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 4	
Decimals: 0	
Range: -7-6070	

Literal question

Type B # spent to train workers outside (m4_q09_b)
File: STEP GEO-W02 Employer Survey

How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace).
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Training meets skill needs of employers (m4_q10_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Meets the skill needs of employers adequately

Training doesn't produce people with LEVEL of skills needed (m4_q10_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with the LEVEL of skills needed by employers

Training doesn't produce people with KINDS of skills needed (m4_q10_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

Training doesn't produce people with KINDS of skills needed (m4_q10_3)
File: STEP GEO-W02 Employer Survey

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with the KINDS of skills needed by employers

Training does not produce people with updates knowledge (m4_q10_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Training doesn't produce people with practical skills (m4_q10_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with PRACTICAL SKILLS

Training doesn't produce people with good attitude (m4_q10_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

Education meet skills of employers (m4_q11_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Meets the skill needs of employers adequately

Education doesn't meet LEVEL of skills (m4_q11_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Does not produce enough people with the LEVEL of skills needed by employers

Education doesn't meet KINDS of skills (m4_q11_3)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Does not produce enough people with the KINDS of skills needed by employers

Education doesn't produce people with updated knowledge (m4_q11_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

Education doesn't produce people with updated knowledge (m4_q11_4)
File: STEP GEO-W02 Employer Survey

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Education doesn't produce people with practical skills (m4_q11_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Does not produce enough people with PRACTICAL SKILLS

Education does not produce people with good attitude (m4_q11_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

Type A fixed salary remuneration (m4_q12_1a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B fixed salary remuneration (m4_q12_1b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A variable salary remuneration (m4_q12_2a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B variable salary remuneration (m4_q12_2b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A bonus remuneration (m4_q12_3a)
File: STEP GEO-W02 Employer Survey

Type A bonus remuneration (m4_q12_3a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B bonus remuneration (m4_q12_3b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A comission remuneration (m4_q12_4a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B comission remuneration (m4_q12_4b)
File: STEP GEO-W02 Employer Survey

Type B comission remuneration (m4_q12_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-1	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Financial performance of your company last year (m5_q01)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -2-5	

Literal question

How would you describe the financial performance of your company in the last fiscal year?

Prospect of your company next three years (m5_q02)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -2-5	

Literal question

How would you describe the prospects for your company in the coming three years?

Main buyer of products (m5_q03)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-5	

Literal question

Who is the main buyer of your products or services?

5.03 Other specification (m5_q03_spec)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 2
Format: character	
Width: 36	

Company international business contacts (m5_q04)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

Does your company have international business contacts with entities in other countries?

New technology (m5_q05_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In the past 3 years, has your firm introduced any...
NEW TECHNOLOGIES within the firm

New production processes (m5_q05_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

In the past 3 years, has your firm introduced any...
NEW PROCESSES within the firm

New products (m5_q05_3)
File: STEP GEO-W02 Employer Survey

Overview

New products (m5_q05_3)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -1-1

Valid cases: 354
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW PRODUCTS on the market

New services (m5_q05_4)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -1-1

Valid cases: 354
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW SERVICES on the market

Employment protection legislation problem level (m5_q06_1)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -5-5

Valid cases: 354
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Employment protection legislation/ labor code laws

Interviewer instructions

SHOW CARD 7

Labor availability problem level (m5_q06_2)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -5-5

Valid cases: 354
Invalid: 0

Literal question

Labor availability problem level (m5_q06_2)
File: STEP GEO-W02 Employer Survey

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Labor availability

Interviewer instructions

SHOW CARD 7

General education of workers problem level (m5_q06_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

General education of workers

Interviewer instructions

SHOW CARD 7

Technical and vocational training problem level (m5_q06_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Technical and vocational education and training of workers

Interviewer instructions

SHOW CARD 7

Finding workers with previous experience problem level (m5_q06_5)
File: STEP GEO-W02 Employer Survey

Overview	

Finding workers with previous experience problem level (m5_q06_5)
File: STEP GEO-W02 Employer Survey

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Finding workers with previous experience

Interviewer instructions

SHOW CARD 7

High job turnover problem level (m5_q06_6)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

High job turnover

Interviewer instructions

SHOW CARD 7

Payroll taxes problem level (m5_q06_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Payroll taxes and social security contributions

Interviewer instructions

SHOW CARD 7

Overall wage level problem level (m5_q06_8)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Overall wage level

Interviewer instructions

SHOW CARD 7

Electricity as constraint to doing business (m5_q07_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Electricity

Interviewer instructions

SHOW CARD 8

Telecommunicatons / Transportation as constraint to doing business (m5_q07_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Telecommunications, Transportation

Interviewer instructions

SHOW CARD 8

Access to land as constraint to doing business (m5_q07_3)
File: STEP GEO-W02 Employer Survey

Access to land as constraint to doing business (m5_q07_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land

Interviewer instructions

SHOW CARD 8

Tax rates / tax administration as constraint to doing business (m5_q07_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration

Interviewer instructions

SHOW CARD 8

Customs and trade regulations as constraint to doing business (m5_q07_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Customs and trade regulations

Interviewer instructions

SHOW CARD 8

Business licensing as constraint to doing business (m5_q07_6)
File: STEP GEO-W02 Employer Survey

Overview	

Business licensing as constraint to doing business (m5_q07_6)
File: STEP GEO-W02 Employer Survey

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Business Licensing and Operating Permits

Interviewer instructions

SHOW CARD 8

Access to financing as constraint to doing business (m5_q07_7)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOW CARD 8

Political uncertainty as constraint to doing business (m5_q07_8)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\
Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOW CARD 8

Corruption as constraint to doing business (m5_q07_9)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -5-5

Valid cases: 354

Invalid: 0

Corruption as constraint to doing business (m5_q07_9)
File: STEP GEO-W02 Employer Survey

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Corruption, crime, theft and disorder

Interviewer instructions

SHOW CARD 8

Anti-competitive or informal practices as constraint to doing business (m5_q07_10)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -5-5	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Anti-competitive or informal practices, Legal system/conflict resolution

Interviewer instructions

SHOW CARD 8

Workplace has personnel department (m5_q08)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -1-1	

Literal question

Does your workplace have a personnel department (HR DEPARTMENT)?

Responsible for personnel matters with no department (m5_q09)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: character	Invalid: 0
Width: 90	

Position of respondent (m5_q10_2)
File: STEP GEO-W02 Employer Survey

Overview

Position of respondent (m5_q10_2)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: character
Width: 90

Valid cases: 132
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Position

Date of report year ending one year ago (m5_q11_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 308
Minimum: NaN
Maximum: NaN

Date of report year ending most recent year (m5_q11_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 315
Minimum: NaN
Maximum: NaN

Avg number of employees one year ago (m5_q11_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -7-1100

Valid cases: 354
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Average number of employees in the year
Year-end report from one year ago

Avg number of employees most recent year (m5_q11_2b)
File: STEP GEO-W02 Employer Survey

Overview

Avg number of employees most recent year (m5_q11_2b)
File: STEP GEO-W02 Employer Survey

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -7-1541

Valid cases: 354
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Average number of employees in the year
Most recent year-end report

Wage bill and compensation for workers one year ago (m5_q11_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -7-30000000

Valid cases: 354
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Wage bill and compensation fund for workers
Year-end report from one year ago

Wage bill and compensation for workers most recent year (m5_q11_3b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -7-28000000

Valid cases: 354
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Wage bill and compensation fund for workers
Most recent year-end report

Operating expenses one year ago (m5_q11_4a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: -7-76682390	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
Year-end report from one year ago

Operating expenses most recent year (m5_q11_4b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: -7-94207700	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
Most recent year-end report

Sales one year ago (m5_q11_5a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: -7-35000000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):
Sales
Year-end report from one year ago

Sales most recent year (m5_q11_5b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 8

Decimals: 0

Range: -7-30975720

Valid cases: 354

Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Sales

Most recent year-end report

Avg employees in the month, last month (m5_q12_1a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 4

Decimals: 0

Range: -7-1480

Valid cases: 354

Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:

Average number of employees in the month

Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Avg employees in the month, one year ago (m5_q12_1b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete

Format: numeric

Width: 4

Decimals: 0

Range: -7-1300

Valid cases: 354

Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:

Average number of employees in the month

One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensations for workers last month (m5_q12_2a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 7	
Decimals: 0	
Range: -7-2400000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Wage bill and compensation fund for workers
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Avg employees in the month, one year ago (m5_q12_2b)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 7	
Decimals: 0	
Range: -7-2300000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Wage bill and compensation fund for workers
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses, last month (m5_q12_3a)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 7	
Decimals: 0	
Range: -7-9300000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
Last month

Interviewer instructions

Operating expenses, last month (m5_q12_3a)
File: STEP GEO-W02 Employer Survey

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses, one year ago (m5_q12_3b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 7	
Decimals: 0	
Range: -7-9700000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales, last month (m5_q12_4a)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: -7-29688199	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Sales
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales, one year ago (m5_q12_4b)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: -7-23500000	

Pre question

Sales, one year ago (m5_q12_4b)
File: STEP GEO-W02 Employer Survey

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Sales
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Firm registered with government entity (m5_q13)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Is this firm registered with any government entity?

Stratum (stratum)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-6	

Identification code (identification_code)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous	Valid cases: 354
Format: numeric	Invalid: 0
Width: 11	Minimum: 120380480
Decimals: 0	Maximum: 62001025024
Range: 120380480-62001025024	Mean: 1220736860.9
	Standard deviation: 6681512714.6

Sampled Case ID# (SmplCase)
File: STEP GEO-W02 Employer Survey

Overview

Sampled Case ID# (SmplCase)
File: STEP GEO-W02 Employer Survey

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 2-869

Valid cases: 354
Invalid: 0
Minimum: 2
Maximum: 869
Mean: 404.3
Standard deviation: 261

Frame Sequence# (FrameSeq)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 13-3728

Valid cases: 354
Invalid: 0
Minimum: 13
Maximum: 3728
Mean: 2021.1
Standard deviation: 1194.5

Sample type (SmpType)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-2

Valid cases: 354
Invalid: 0

Sample order (SmpOrder)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-78

Valid cases: 354
Invalid: 0
Minimum: 0
Maximum: 78
Mean: 8.1
Standard deviation: 17.8

Order code (Order_code)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 339-49494

Valid cases: 354
Invalid: 0
Minimum: 339
Maximum: 49494
Mean: 26167.4
Standard deviation: 14001.5

Type A: First (random_1)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

Type A: Second (random_2)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

Type A: Third (random_3)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

Type B: First (random_4)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Type B: Second (random_5)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Type B: Third (random_6)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Type B: Fourth (random_7)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Type B: Fifth (random_8)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Type B: Sixth (random_9)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 4-10	

Firm was activated? (activated)
File: STEP GEO-W02 Employer Survey

Overview	
Type: Discrete	Valid cases: 354
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Selection error (selection_error)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 6
Invalid: 348

Final Response Category-Firms (Fin_RespCat)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-4

Valid cases: 354
Invalid: 0

Final FIRM Weight (W_Finwt)
File: STEP GEO-W02 Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 16
Decimals: 0
Range: 1.23220125786164-26.4858851341955

Valid cases: 354
Invalid: 0
Minimum: 1.2
Maximum: 26.5
Mean: 8.3
Standard deviation: 8.8

(Country)
File: STEP GEO-W02 Employer Survey

Overview

Type: Discrete
Format: character
Width: 7

Valid cases: 354
Invalid: 0

Related Materials

Questionnaires

Georgia STEP Employer Survey 2012 Questionnaire

Title	Georgia STEP Employer Survey 2012 Questionnaire
Date	2012-01-01
Language	English
Filename	Georgia STEP Employer Survey 2012-2013.pdf

Reports

Georgia STEP Survey Findings (Urban Areas)

Title	Georgia STEP Survey Findings (Urban Areas)
Author(s)	Education Global Practice, Europe and Central Asia Region, World Bank
Date	2015-01-31
Language	English
Filename	Georgia Skills toward Employment and Productivity Survey Findings.pdf

Workforce Skills in the Eyes of the Employers

Title	Workforce Skills in the Eyes of the Employers
subtitle	Results of the Georgia STEP Employer Skills Survey
Author(s)	Jan Rutkowski
Date	2013-11-29
Country	Georgia
Language	English
Publisher(s)	The World Bank
Filename	Workforce skills in the eyes of the employers - STEP employer survey Georgia .pdf

Technical documents

Georgia Employer Survey Design Planning Report

Title	Georgia Employer Survey Design Planning Report
Date	2012-10-18
Country	Georgia
Language	English

Georgia Employer Survey Weighting Procedure Summary

Title	Georgia Employer Survey Weighting Procedure Summary
Date	2013-10-11
Language	English
Table of contents	
Filename	Employer Survey Weighting Procedures - Georgia.pdf

STEP Employer Survey Implementation Manual

Title	STEP Employer Survey Implementation Manual
Date	2011-06-01
Language	English
Table of contents	

Filename	Implementation Manual - STEP Employer Survey.pdf

STEP Employer Survey Interviewer Manual

Title	STEP Employer Survey Interviewer Manual
Date	2012-08-22
Language	English
Filename	STEP Employer Survey Interviewer Manual.pdf

STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

Title	STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills
Author(s)	Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)
Date	2014-07-09
Language	English
Table of contents	
Filename	STEP_ Methodology Note.pdf

STEP Employer Survey Variable Convention

Title	STEP Employer Survey Variable Convention
Language	English
Filename	STEP Employer Survey Master Variable Convention.pdf