Bosnia and Herzegovina - STEP Skills Measurement Employer Survey 2016-2017 (Wave 3)

World Bank

Report generated on: April 19, 2018

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 500 non-government enterprise workplaces in the capital and urban regions of BIH. Firms with less than five employees were excluded from the target population.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with TEC from 2014, served as the sampling frame.

Detailed information about sampling is available in the BIH Employer Survey Design Planning Report and BIH Employer Survey Weighting Procedure, provided as Related Material.

Response Rate

An overall response rate of 42% was achieved in BIH STEP Survey. Detailed distribution of responses by stratum can be found in the document BIH Employer Survey Weighting Procedure, available as Related Material.

Weighting

To account for differential probabilities of selection due to the nature of the design and to ensure accurate survey estimates, the BIH Employer Survey requires a sampling weight for each participating firm within each stratum and a sampling weight for each participating workplace within each stratum.

In general, the objectives of the BIH Employer Survey weighting are to construct a set of survey weights to compensate for unequal probabilities of selection and to compensate for workplace level non response.

The general weighting procedure for the BIH Employer Survey required the following tasks.
1) Preparation of a data file to input into the weighting process;

2) Weight calculation:
- Calculation of a firm weight for each sampled firm;
- Calculation of a workplace weight for each sampled workplace;
- Calculation of a workplace level non response adjustment independently for each stratum.

3) The required output from the weighting process is a final BIH data file with the final survey weights (i.e., for each sampled firm and workplace) 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

In the case of BIH the questionnaire was adapted to the Bosnian context and published in English and Bosnian. It has been provided as Related Material.

Data Collection

Data Collection Dates

Start	End	Cycle
2016-09-26	2017-03-13	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

Because 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 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 World Bank (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, D.C. 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.

Non-response rates were high in BIH in part due to refusals because the relevant respondents were not available to schedule the interviews.

7) Interviews lasted between 60 and 70 minutes.

Data Collectors

Name	Abbreviation	Affiliation
IPSOS Strategic Marketing		

SUPERVISION

The data collection team consisted of two teams with a total of 42 interviewers and regional supervisors. The regional supervisors were responsible for reporting to the Fieldwork 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, Regional 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, 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 Regional Supervisor will revisit 15% of each interviewer's assigned firms. (Telephone calls are permitted for up to 1/3 of the revisits). The firms to revisit will be selected randomly by the Field Manager or Headquarters.

Field Supervision details are laid out in point 2.2 of the Fieldwork section 2.4 (p18) of the ESDPR provided as Related Material.

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 BIH Employer Survey Design Planning Report (ESDPR) available as Related Material. In most countries, data entry took place at the survey firm's headquarters.

For the Questionnaire data, survey firms could use the WB 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. IPSOS developed their own DEP SM-S Program

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

BiH_Final ES Data

Content	STEP Bosnia and Herzegovina 2016 - 2017 (Wave 3). This file provides data from Module 1 to Module 6
Cases	536
Variable(s)	623
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V3716	id	Firm Number	contin	numeric	
V3717	pilot	pilot	discrete	numeric	
V3718	sp	Sampling point	discrete	numeric	
V3719	gender1	Gender 1	discrete	numeric	
V3720	age1	Age Group1	discrete	numeric	
V3721	mod1	Module 1	discrete	character	
V3722	gender2	Gender 2	discrete	numeric	
V3723	age2	Age Group 2	discrete	numeric	
V3724	mod2	Module 2	discrete	character	
V3725	gender3	Gender 3	discrete	numeric	
V3726	age3	Age Group 3	discrete	numeric	
V3727	mod3	Module 3	discrete	character	
V3728	mod1_01	What is your job title (main responsibility)?	discrete	numeric	What is your job title (main responsibility)?
V3729	mod1_01x1	What is your job title (main responsibility)? - Other, please specify	discrete	character	What is your job title (main responsibility)? Other (Please specify__)
V3730	mod1_02	Is your workplace part of a larger company/ firm?	discrete	numeric	Is your workplace part of a larger company/ firm?
V3731	mod1_03	In what year did the company/firm begin operations in this ountry?	discrete	numeric	In what year did the parent establishment begin operations in [Country]?
V3732	mod1_04	What year did your workplace begin operations in Federation of Bosnia and Herzeg	discrete	numeric	What year did your workplace begin operations in [COUNTRY]?
V3733	mod1_05	What is the legal status of this workplace?	discrete	numeric	What is the legal status of this workplace?
V3734	mod1_05x1	What is the legal status of this workplace - Other, please specify ?	discrete	character	What is the legal status of this workplace? Other (specify_____)
V3735	mod1_06	Which of the following describes the largest shareholders in your firm?	discrete	numeric	Which of the following describes the largest shareholders in your firm?

ID	Name	Label	Type	Format	Question
V3736	mod1_07	Use the following list to identify the broad sector of your economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity
V3737	mod1_08_1	TOTAL	discrete	numeric	How many workers does your workplace currently employ? (TOTAL) - Permanent Workers (Including full-time – over 40 working hours and part-time – less than 40 working hours a week)
V3738	mod1_08_2	Men	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Permanent Workers (Including full-time - over 40 working hours and part-time - less than 40 working hours a week)
V3739	mod1_08_3	Women	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Permanent Workers (Including full-time - over 40 working hours and part-time - less than 40 working hours a week)
V3740	mod1_08b_1	TOTAL	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (TOTAL) - Temporary Workers (including Casual Workers)
V3741	mod1_08b_2	Men	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Temporary Workers (including Casual Workers)
V3742	mod1_08b_3	Women	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Temporary Workers (including Casual Workers)
V3743	mod1_09r	Do you have any managers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Managers
V3744	mod1_10r	How many current managers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Managers
V3745	mod1_11r	How many managers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Managers
V3746	mod1_12rx	How many total managers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
V3747	mod1_12r	How many total managers do you expect to have in 12 months time? (including pres	discrete	numeric	How many workers do you expect to have in each category in 12 months time (including present workers) - Managers
V3748	mod1_13rx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers)
V3749	mod1_13r	What proportion of current managers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Managers
V3750	mod1_14r	What proportion of current managers have worked for less than one year for the w	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Managers
V3751	mod1_15r	How many current managers are foreign?	discrete	numeric	How many current [OCCUPATION]]are foreign? - Managers
V3752	mod1_09s	Do you have any proffesionals working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Professionals
V3753	mod1_10s	How many current proffesionals are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace - Professionals

ID	Name	Label	Type	Format	Question
V3754	mod1_11s	How many proffesionals did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Professionals
V3755	mod1_12sx	How many total professionals do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
V3756	mod1_12s	How many total proffesionals do you expect to have in 12 months time? (including	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Professionals
V3757	mod1_13sx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers)
V3758	mod1_13s	What proportion of current proffesionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Professionals
V3759	mod1_14s	What proportion of current proffesionals have worked for less than one year for	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Professionals
V3760	mod1_15s	How many current proffesionals are foreign?	discrete	numeric	How many current [OCCUPATION]]are foreign? - Professionals
V3761	mod1_09t	Do you have any technicians and associate proffesionals working in your workplac	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Technicians and associate professionals
V3762	mod1_10t	How many current technicians and associate proffesionals are there in the workpl	discrete	numeric	How many current [OCCUPATION] are there in the workplace - Technicians and associate professionals
V3763	mod1_11t	How many technicians and associate proffesionals did the workplace have 12 month	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Technicians and associate professionals
V3764	mod1_12tx	How many total technicians do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
V3765	mod1_12t	How many total technicians and associate proffesionals do you expect to have in	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Technicians and associate professionals
V3766	mod1_13tx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
V3767	mod1_13t	What proportion of current technicians and associate proffesionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Technicians and associate professionals
V3768	mod1_14t	What proportion of current technicians and associate proffesionals have worked f	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Technicians and associate professionals
V3769	mod1_15t	How many current technicians and associate proffesionals are foreign?	discrete	numeric	How many current [POSITION]are foreign? - Technicians and associate professionals
V3770	mod1_16s	Do you have any clerical support workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Clerical and support workers

ID	Name	Label	Type	Format	Question
V3771	mod1_17s	How many current clerical support workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Clerical and support workers
V3772	mod1_18s	How many clerical support workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Clerical and support workers
V3773	mod1_19sx	How many total clerical workers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
V3774	mod1_19s	How many total clerical support workers do you expect to have in 12 months time?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Clerical and support workers
V3775	mod1_20sx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
V3776	mod1_20s	What proportion of current clerical support workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Clerical and support workers
V3777	mod1_21s	How many current clerical support workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Clerical and support workers
V3778	mod1_16u	Do you have any service workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Service workers
V3779	mod1_17u	How many current service workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Service workers
V3780	mod1_18u	How many service workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Service workers
V3781	mod1_19ux	How many total clerical workers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Service workers
V3782	mod1_19u	How many total service workers do you expect to have in 12 months time? (includi	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Service workers
V3783	mod1_20ux	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Service workers
V3784	mod1_20u	What proportion of current service workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Service workers
V3785	mod1_21u	How many current service workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Service workers
V3786	mod1_16t	Do you have any sales workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Sales workers
V3787	mod1_17t	How many current sales workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Sales workers
V3788	mod1_18t	How many sales workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Sales workers

ID	Name	Label	Type	Format	Question
V3789	mod1_19tx	How many total sales workers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Sales workers
V3790	mod1_19t	How many total sales workers do you expect to have in 12 months time? (including	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Sales workers
V3791	mod1_20tx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Sales workers
V3792	mod1_20t	What proportion of current sales workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Sales workers
V3793	mod1_21t	How many current sales workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Sales workers
V3794	mod1_16k	Do you have any skilled agriculture, forestry and fishery workers working in you	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Skilled agricultural, forestry, and fishery workers
V3795	mod1_17k	How many current skilled agriculture, forestry and fishery workers are there in	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Skilled agricultural, forestry, and fishery workers
V3796	mod1_18k	How many skilled agriculture, forestry and fishery workers did the workplace hav	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Skilled agricultural, forestry, and fishery workers
V3797	mod1_19kx	How many total skilled agri workers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Skilled agricultural, forestry, and fishery workers
V3798	mod1_19k	How many total skilled agriculture, forestry and fishery workers do you expect t	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Skilled agricultural, forestry, and fishery workers
V3799	mod1_20kx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Skilled agricultural, forestry, and fishery workers
V3800	mod1_20k	What proportion of current skilled agriculture, forestry and fishery workers are	discrete	numeric	What proportion of current [OCCUPATION] are female? - Skilled agricultural, forestry, and fishery workers
V3801	mod1_21k	How many current skilled agriculture, forestry and fishery workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Skilled agricultural, forestry, and fishery workers
V3802	mod1_16g	Do you have any construction, crafts & related trades workers working in your wo	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Construction, Craft and related trades workers
V3803	mod1_17g	How many current construction, crafts & related trades workers are there in the	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Construction, Craft and related trades workers
V3804	mod1_18g	How many construction, crafts & related trades workers did the workplace have 12	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Construction, Craft and related trades workers

ID	Name	Label	Type	Format	Question
V3805	mod1_19gx	How many total construction/crafts workers do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Construction, Craft and related trades workers
V3806	mod1_19g	How many total construction, crafts & related trades workers do you expect to ha	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Construction, Craft and related trades workers
V3807	mod1_20gx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Construction, Craft and related trades workers
V3808	mod1_20g	What proportion of current construction, crafts & related trades workers are fem	discrete	numeric	What proportion of current [OCCUPATION] are female? - Construction, Craft and related trades workers
V3809	mod1_21g	How many current construction, crafts & related trades workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign?n - Construction, Craft and related trades workers
V3810	mod1_16v	Do you have any drivers, plant & machine operators & assemblers working in your	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Plant and machine operators, and assemblers, Drivers
V3811	mod1_17v	How many current drivers, plant & machine operators & assemblers are there in th	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Plant and machine operators, and assemblers, Drivers
V3812	mod1_18v	How many drivers, plant & machine operators & assemblers did the workplace have	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Plant and machine operators, and assemblers, Drivers
V3813	mod1_19vx	How many total drivers/machine operators do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Plant and machine operators, and assemblers, Drivers
V3814	mod1_19v	How many total drivers, plant & machine operators & assemblers do you expect to	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Plant and machine operators, and assemblers, Drivers
V3815	mod1_20vx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Plant and machine operators, and assemblers, Drivers
V3816	mod1_20v	What proportion of current drivers, plant & machine operators & assemblers are f	discrete	numeric	What proportion of current [OCCUPATION] are female? - Plant and machine operators, and assemblers, Drivers
V3817	mod1_21v	How many current drivers, plant & machine operators & assemblers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Plant and machine operators, and assemblers, Drivers
V3818	mod1_16j	Do you have any elementary occupations workers in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Elementary occupations

ID	Name	Label	Type	Format	Question
V3819	mod1_17j	How many current elementary occupations workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Elementary occupations
V3820	mod1_18j	How many elementary occupations workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Elementary occupations
V3821	mod1_19jx	How many total elementary occupations do you expect to have in 6 months?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers) - Elementary occupations
V3822	mod1_19j	How many total elementary occupations workers do you expect to have in 12 months	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)) - Elementary occupations
V3823	mod1_20jx	From this total number of positions you expect to have in 12 months€™ time (inc	discrete	numeric	From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)? - Elementary occupations
V3824	mod1_20j	What proportion of current elementary occupations workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Elementary occupations
V3825	mod1_21j	How many current elementary occupations workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Elementary occupations
V3826	mod1_22r	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Managers)
V3827	mod1_23r	Did you receive female applicants when TRYING to hire managers?	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Managers)
V3828	mod1_24_r1	Did you encounter any of these problems when TRYING to hire managers? - There we	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - There were no or few applicants
V3829	mod1_24_r2	Applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required skills
V3830	mod1_24_r3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants expected wages higher than we can offer
V3831	mod1_24_r4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants did not like working conditions
V3832	mod1_24_r5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required work experience
V3833	mod1_24_r6a1	Other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Other
V3834	mod1_24_r6a2	Other, specify	discrete	character	Other specify_____)
V3835	mod1_22s	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Professionals)

ID	Name	Label	Type	Format	Question
V3836	mod1_23s	Did you receive female applicants when TRYING to hire proffesionals?	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Professionals)
V3837	mod1_24_s1	Did you encounter any of these problems when TRYING to hire proffesionals? - The	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - There were no or few applicants
V3838	mod1_24_s2	Applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required skills
V3839	mod1_24_s3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants expected wages higher than we can offer
V3840	mod1_24_s4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants did not like working conditions
V3841	mod1_24_s5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required work experience
V3842	mod1_24_s6a1	Other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other
V3843	mod1_24_s6a2	Other, specify	discrete	character	Other specify_____)
V3844	mod1_22t	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Technicians and associate professionals)
V3845	mod1_23t	Did you receive female applicants when TRYING to hire technicians and associate	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Technicians and associate professionals)
V3846	mod1_24_t1	Did you encounter any of these problems when TRYING to hire technicians and asso	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - There were no or few applicants
V3847	mod1_24_t2	Applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required skills
V3848	mod1_24_t3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants expected wages higher than we can offer
V3849	mod1_24_t4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants did not like working conditions
V3850	mod1_24_t5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]?(Technicians and associate professionals) - Applicants lacked required work experience
V3851	mod1_24_t6a1	Other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Other
V3852	mod1_24_t6a2	Other, specify	discrete	character	Other specify_____)

ID	Name	Label	Type	Format	Question
V3853	mod1_25s	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Clerical and support worker
V3854	mod1_26s	Did you receive female applicants when TRYING to hire clerical support workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Clerical and support workers)
V3855	mod1_27_s1	Did you encounter any of these problems when TRYING to hire clerical support wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - There were no or few applicants
V3856	mod1_27_s2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required skills
V3857	mod1_27_s3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants expected wages higher than we can offer
V3858	mod1_27_s4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants did not like working conditions
V3859	mod1_27_s5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required work experience
V3860	mod1_27_s6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other
V3861	mod1_27_s6a2	Other, specify	discrete	character	Other specify_____)
V3862	mod1_25u	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Service workers
V3863	mod1_26u	Did you receive female applicants when TRYING to hire service workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Service workers)
V3864	mod1_27_u1	Did you encounter any of these problems when TRYING to hire service workers? - T	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - There were no or few applicants
V3865	mod1_27_u2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required skills
V3866	mod1_27_u3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants expected wages higher than we can offer
V3867	mod1_27_u4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants did not like working conditions
V3868	mod1_27_u5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required work experience
V3869	mod1_27_u6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other

ID	Name	Label	Type	Format	Question
V3870	mod1_27_u6a2	Other, specify	discrete	character	Other specify_____)
V3871	mod1_25t	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Sales workers
V3872	mod1_26t	Did you receive female applicants when TRYING to hire sales workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Sales workers)
V3873	mod1_27_t1	Did you encounter any of these problems when TRYING to hire sales workers? - The	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - There were no or few applicants
V3874	mod1_27_t2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required skills
V3875	mod1_27_t3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants expected wages higher than we can offer
V3876	mod1_27_t4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants did not like working conditions
V3877	mod1_27_t5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required work experience
V3878	mod1_27_t6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other
V3879	mod1_27_t6a2	Other, specify	discrete	character	Other specify_____)
V3880	mod1_25k	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Skilled agricultural, forestry, and fishery workers
V3881	mod1_26k	Did you receive female applicants when TRYING to hire skilled agriculture, fores	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)
V3882	mod1_27_k1	Did you encounter any of these problems when TRYING to hire skilled agriculture,	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers) - There were no or few applicants
V3883	mod1_27_k2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required skills
V3884	mod1_27_k3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants expected wages higher than we can offer
V3885	mod1_27_k4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers) - Applicants did not like working conditions
V3886	mod1_27_k5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers) - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V3887	mod1_27_k6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other
V3888	mod1_27_k6a2	Other, specify	discrete	character	Other specify_____)
V3889	mod1_25g	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Construction, Craft and related trades workers
V3890	mod1_26g	Did you receive female applicants when TRYING to hire construction, crafts & rel	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
V3891	mod1_27_g1	Did you encounter any of these problems when TRYING to hire construction, crafts	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - There were no or few applicants
V3892	mod1_27_g2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Construction, Craft and related trades workers) - Applicants lacked required skills
V3893	mod1_27_g3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants expected wages higher than we can offer
V3894	mod1_27_g4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants did not like working conditions
V3895	mod1_27_g5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants lacked required work experience
V3896	mod1_27_g6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other
V3897	mod1_27_g6a2	Other, specify	discrete	character	Other specify_____)
V3898	mod1_25v	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Plant and machine operators, and assemblers, Drivers
V3899	mod1_26v	Did you receive female applicants when TRYING to hire drivers, plant & machine o	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
V3900	mod1_27_v1	Did you encounter any of these problems when TRYING to hire drivers, plant & mac	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - There were no or few applicants
V3901	mod1_27_v2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required skills
V3902	mod1_27_v3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants expected wages higher than we can offer

ID	Name	Label	Type	Format	Question
V3903	mod1_27_v4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants did not like working conditions
V3904	mod1_27_v5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required work experience
V3905	mod1_27_v6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other
V3906	mod1_27_v6a2	Other, specify	discrete	character	Other specify_____)
V3907	mod1_25j	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Elementary occupations
V3908	mod1_26j	Did you receive female applicants when TRYING to hire elementary occupations wor	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Elementary occupations)
V3909	mod1_27_j1	Did you encounter any of these problems when TRYING to hire elementary occupatio	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - There were no or few applicants
V3910	mod1_27_j2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required skills
V3911	mod1_27_j3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants expected wages higher than we can offer
V3912	mod1_27_j4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Elementary occupations) - Applicants did not like working conditions
V3913	mod1_27_j5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required work experience
V3914	mod1_27_j6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other
V3915	mod1_27_j6a2	Other, specify	discrete	character	Other specify_____)
V3916	m_2_01r	Occupation Name - Managers	discrete	numeric	- Manager
V3917	m_2_01s	Occupation Name - Professionals	discrete	numeric	- Professional
V3918	m_2_01t	Occupation Name - Technicians and associate professionals	discrete	numeric	- Technicians and associate professionals
V3919	m_2_02b	Occupation Number Type A	discrete	numeric	Occupation Number Type A:
V3920	m_2_02z	Occupation Type A	discrete	character	Occupation Type A:
V3921	m2_03_4	Occupation Name - Clerical support workers	discrete	numeric	- Clerical support workers
V3922	m2_03_5	Occupation Name - Service workers	discrete	numeric	- Service workers

ID	Name	Label	Type	Format	Question
V3923	m2_03_6	Occupation Name - Sales workers	discrete	numeric	- Sales workers
V3924	m2_03_7	Occupation Name - Skilled agricultural, forestry and fishery workers	discrete	numeric	- Skilled agricultural, forestry and fishery workers
V3925	m2_03_8	Occupation Name - Craft and related trades workers	discrete	numeric	- Craft and related trades workers
V3926	m2_03_9	Occupation Name - Plant and machine operators, and assemblers	discrete	numeric	- Plant and machine operations, assemblers
V3927	m2_03_10	Occupation Name - Elementary occupations	discrete	numeric	- Elementary occupation
V3928	m_2_04b	Occupation Number Type B	discrete	numeric	Occupation Number Type B:
V3929	m_2_04z	Occupation Type B	discrete	character	Occupation Type B:
V3930	m2_2_05a	WRITE THE OCCUPATION TYPE A	discrete	character	[WRITE THE OCCUPATION TYPE A] _____
V3931	m2_2_05b	WRITE THE OCCUPATION TYPE B	discrete	character	[WRITE THE OCCUPATION TYPE B] _____
V3932	m2_2_06aa	Do you recruit TYPE A from the following sources- National Employment Services	discrete	numeric	Do you recruit from the following sources? - National Employment Services
V3933	m2_2_06ab	Private Employment Services	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V3934	m2_2_06ac	Job Fairs	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V3935	m2_2_06ad	Offers to experienced people in other firms	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms
V3936	m2_2_06ae	Direct contact with educational institutions, schools, training centers, univers	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V3937	m2_2_06af	Internet postings	discrete	numeric	Do you recruit from the following sources? - Internet posting
V3938	m2_2_06ag	Other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)
V3939	m2_2_06ah	Informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V3940	m2_2_06ai	Other	discrete	numeric	Do you recruit from the following sources? - Other
V3941	m2_2_06ba	Do you recruit TYPE B from the following sources- National Employment Services	discrete	numeric	Do you recruit from the following sources? - National Employment Services
V3942	m2_2_06bb	Private Employment Services	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V3943	m2_2_06bc	Job Fairs	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V3944	m2_2_06bd	Offers to experienced people in other firms	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms

ID	Name	Label	Type	Format	Question
V3945	m2_2_06be	Direct contact with educational institutions, schools, training centers, univers	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V3946	m2_2_06bf	Internet postings	discrete	numeric	Do you recruit from the following sources? - Internet posting
V3947	m2_2_06bg	Other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)
V3948	m2_2_06bh	Informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V3949	m2_2_06bi	Other	discrete	numeric	Do you recruit from the following sources? - Other
V3950	m2_2_07a	Did you hire [OCCUPATION TYPE_A] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V3951	m2_2_07b	Did you hire [OCCUPATION TYPE_B] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V3952	m2_2_08a1	What proportion of the applicants for [OCCUPATION TYPE_A] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V3953	m2_2_08a2	Female	discrete	numeric	
V3954	m2_2_08b1	What proportion of the applicants for [OCCUPATION TYPE_B] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V3955	m2_2_08b2	Female	discrete	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V3956	m2_2_09_1	Over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years, on average for [OCCUPATION TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
V3957	m2_2_09_2	Over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years, on average for [OCCUPATION TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
V3958	m2_2_10_1	What is the education level of the most recent person hired as a [OCCUPATION TYP	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?
V3959	m2_2_10_2	What is the education level of the most recent person hired as a [OCCUPATION TYP	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?
V3960	m_2_11_1x	Was the field of study (training) of the most recent person hired Type A in Scie	discrete	numeric	Was the field of study (training) of the most recent person hired in Science, Technology, Engineering or Math?
V3961	m_2_11_2x	Was the field of study (training) of the most recent person hired Type B in Scie	discrete	numeric	Was the field of study (training) of the most recent person hired in Science, Technology, Engineering or Math?
V3962	m_2_11_1	What is the gender of the most recent person hired for [OCCUPATION TYPE_A] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

ID	Name	Label	Type	Format	Question
V3963	m_2_11_2	What is the gender of the most recent person hired for [OCCUPATION TYPE_B] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V3964	m_2_12a	What is the average monthly gross compensation over the past 6 months (or the mo	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 [OCCUPATION TYPE _] ?
V3965	m_2_12b	What is the average monthly gross compensation over the past 6 months (or the mo	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 [OCCUPATION TYPE _] ?
V3966	m_2_12a1	Is the compensation noted above for a part-time position? Type A	discrete	numeric	Is the compensation noted above for a part-time position?
V3967	m_2_12a2	Is the compensation noted above for a part-time position? Type B	discrete	numeric	Is the compensation noted above for a part-time position?
V3968	m_2_13_1	Is the salary for a [OCCUPATION TYPE _A] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?
V3969	m_2_13_2	Is the salary for a [OCCUPATION TYPE _B] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?
V3970	m_2_14_1y_1	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? (Most important)
V3971	m_2_14_1y_2	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Second most important)
V3972	m_2_14_1y_3	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Third most important)
V3973	m_2_14a_1_1	Selected age group (15-24 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3974	m_2_14a_1_2	Selected age group (25-44 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3975	m_2_14a_1_3	Selected age group (45-64 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3976	m_2_14a_2_1	Selected gender=male for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender

ID	Name	Label	Type	Format	Question
V3977	m_2_14a_2_2	Selected gender=female for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V3978	m_2_14_2y_1	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Most important)
V3979	m_2_14_2y_2	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Second most important)
V3980	m_2_14_2y_3	What is the most important of these personal characteristics when deciding whic	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Third most important)
V3981	m_2_14b_1_1	Selected age group (15-24 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3982	m_2_14b_1_2	Selected age group (25-44 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3983	m_2_14b_1_3	Selected age group (45-64 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V3984	m_2_14b_2_1	Selected gender=male for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V3985	m_2_14b_2_2	Selected gender=female for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V3986	m2b16_1	Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in	discrete	numeric	Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in the past 5 years?
V3987	m2b17_1	What is the average monthly gross compensation you would offer a new hire 18 to	discrete	numeric	What is the average monthly gross compensation you would offer a new hire 18 to 29 years old full-time as a [OCCUPATION]? (INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.)

ID	Name	Label	Type	Format	Question
V3988	m2b18_1	Assume you have a formal job opening for a young worker, ages 18 to 29. You have	discrete	numeric	Assume you have a formal job opening for a young worker, ages 18 to 29. You have two options to hire a qualified applicant: - 1) you hire a person ages 18 to 29, who is a registered as unemployed in the Public Employment Services and has been out of work for at least 6 months, who has at least the minimum expected qualifications for your job, and you have to retain this employee for at least 3 months;
V3989	m2b16_2	Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in	discrete	numeric	Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in the past 5 years?
V3990	m2b17_2	What is the average monthly gross compensation you would offer a new hire 18 to	discrete	numeric	What is the average monthly gross compensation you would offer a new hire 18 to 29 years old full-time as a [OCCUPATION]? (INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.)
V3991	m2b18_2	Assume you have a formal job opening for a young worker, ages 18 to 29. You have	discrete	numeric	Assume you have a formal job opening for a young worker, ages 18 to 29. You have two options to hire a qualified applicant: - you hire any person aged 18-29 you want. Which option would you take - the jobseeker with Public Employment Services or another worker 18-29 for [OCCUPATION TYPE _] ?
V3992	m2b19_1	If the Entity Public Employment Services offered you a monthly subsidy for 3 mon	discrete	numeric	If the Entity Public Employment Services offered you a monthly subsidy for 3 months to hire a person 18-29 years of age who is registered unemployed with PES and has been unemployed for 6 months, what is the minimum amount of subsidy per month (for the three months) you would need to select this unemployed 18-29-year-old as a [OCCUPATION TYPE], rather than select any 18-29-year-old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0; KMs10,000)]
V3993	m2b20_1	Now, if the Public Employment Services offered you a monthly subsidy for 12 mont	discrete	numeric	Now, if the Public Employment Services offered you a monthly subsidy for 12 months to hire an 18-29 unemployed jobseeker, what is the minimum amount of subsidy per month for you to select the 18-29 year old unemployed jobseeker, rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]
V3994	m2b21_1	If the Public Employment Services offers you a monthly subsidy for 12 months on	discrete	numeric	If the Public Employment Services offers you a monthly subsidy for 12 months on condition of retaining the employee for an additional 12 months (after the completion of 12 months of subsidy, that is a total of 24 months of employment) to hire an 18-29-yearold unemployed jobseeker, what is the minimum amount of subsidy per month for 12 months for you to select the 18-29 year old unemployed jobseeker as a [OCCUPATION TYPE], rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]
V3995	m2b22_1	So far, it has been assumed that there was a job opening (vacancy). If your firm	discrete	numeric	So far, it has been assumed that there was a job opening (vacancy). If your firm does not have a job opening, would a subsidy of KMs 200 per month for 12 months [THIS IS A SUBSIDY THAT WOULD COVER A LITTLE OVER THE CONTRIBUTIONS AND HEALTH INSURANCE OF A MINIMUM WAGE OF KMs 406] be enough for you to consider creating a new job for an 18-29 year old registered unemployed jobseeker as a [OCCUPATION TYPE_]?

ID	Name	Label	Type	Format	Question
V3996	m2b23_1	What would be the minimum subsidy amount you would require to create a new job f	discrete	numeric	What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?
V3997	m2b23_1r	What would be the minimum subsidy amount you would require to create a new job f	discrete	numeric	What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?
V3998	m2b19_2	If the Entity Public Employment Services offered you a monthly subsidy for 3 mon	discrete	numeric	If the Entity Public Employment Services offered you a monthly subsidy for 3 months to hire a person 18-29 years of age who is registered unemployed with PES and has been unemployed for 6 months, what is the minimum amount of subsidy per month (for the three months) you would need to select this unemployed 18-29-year-old as a [OCCUPATION TYPE], rather than select any 18-29-year-old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0; KMs10,000)]
V3999	m2b20_2	Now, if the Public Employment Services offered you a monthly subsidy for 12 mont	discrete	numeric	Now, if the Public Employment Services offered you a monthly subsidy for 12 months to hire an 18-29 unemployed jobseeker, what is the minimum amount of subsidy per month for you to select the 18-29 year old unemployed jobseeker, rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]
V4000	m2b21_2	If the Public Employment Services offers you a monthly subsidy for 12 months on	discrete	numeric	If the Public Employment Services offers you a monthly subsidy for 12 months on condition of retaining the employee for an additional 12 months (after the completion of 12 months of subsidy, that is a total of 24 months of employment) to hire an 18-29-yearold unemployed jobseeker, what is the minimum amount of subsidy per month for 12 months for you to select the 18-29 year old unemployed jobseeker as a [OCCUPATION TYPE], rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]
V4001	m2b22_2	So far, it has been assumed that there was a job opening (vacancy). If your firm	discrete	numeric	So far, it has been assumed that there was a job opening (vacancy). If your firm does not have a job opening, would a subsidy of KMs 200 per month for 12 months [THIS IS A SUBSIDY THAT WOULD COVER A LITTLE OVER THE CONTRIBUTIONS AND HEALTH INSURANCE OF A MINIMUM WAGE OF KMs 406] be enough for you to consider creating a new job for an 18-29 year old registered unemployed jobseeker as a [OCCUPATION TYPE_]?
V4002	m2b23_2	What would be the minimum subsidy amount you would require to create a new job f	discrete	numeric	What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?
V4003	m2b23_2r	What would be the minimum subsidy amount you would require to create a new job f	discrete	numeric	What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?
V4004	m2b24_1a	Do not trust that the PES applicants are qualified for Type A	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Do not trust that the PES applicants are qualified

ID	Name	Label	Type	Format	Question
V4005	m2b24_1b	Think it will take too long to get a PES-subsidized worker for Type A	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Think it will take too long to get a PES-subsidized worker
V4006	m2b24_1c	Think that the PES paperwork will be too burdensome for Type A	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Think that the PES paperwork will be too burdensome
V4007	m2b24_1d	Not sure about my firm's future for Type A	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Not sure about my firm's future
V4008	m2b24_1e	Other for Type A	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Other (Specify _____)
V4009	m2b24_1dr	Other for Type A	discrete	character	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Other (Specify _____)
V4010	m2b24_2a	Do not trust that the PES applicants are qualified for Type B	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Do not trust that the PES applicants are qualified
V4011	m2b24_2b	Think it will take too long to get a PES-subsidized worker for Type B	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Think it will take too long to get a PES-subsidized worker
V4012	m2b24_2c	Think that the PES paperwork will be too burdensome for Type B	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Think that the PES paperwork will be too burdensome
V4013	m2b24_2d	Not sure about my firm's future for Type B	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Not sure about my firm's future
V4014	m2b24_2e	Other for Type B	discrete	numeric	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Other (Specify _____)
V4015	m2b24_2dr	Other for Type B	discrete	character	Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are? - Other (Specify _____)
V4016	m2b25	Have you/your firm ever heard about the PES subsidy programs?	discrete	numeric	Have you/ your firm ever heard about the PES subsidy programs?
V4017	m2b26	Have you/your firm ever used a PES subsidy program?	discrete	numeric	Have you/ your firm ever used a PES subsidy program?
V4018	m2b27fd1	Opportunity for all	discrete	numeric	Have you already used or applied to the following subsidy program(s)? - Opportunity for all
V4019	m2b27fd2	Job voucher	discrete	numeric	Have you already used or applied to the following subsidy program(s)? - Job voucher
V4020	m2b27fd3	Seasonal employment	discrete	numeric	Have you already used or applied to the following subsidy program(s)? - Seasonal employment
V4021	m2b27fd4	First work experience	discrete	numeric	Have you already used or applied to the following subsidy program(s)? -

ID	Name	Label	Type	Format	Question
V4022	m2b27fd5	Public Work Program	discrete	numeric	Have you already used or applied to the following subsidy program(s)? -
V4023	m2b27fd6	Roma employment	discrete	numeric	Have you already used or applied to the following subsidy program(s)? - Roma employment
V4024	m2b27fd7	Statute (only for 2016)	discrete	numeric	
V4025	m2b27fd8	Other	discrete	numeric	Other
V4026	m2b27fddr	Other	discrete	character	Other
V4027	m2b27rs1	Support for employment in the economy sectors	discrete	numeric	
V4028	m2b27rs2	Support for employment of the children of the fallen soldiers	discrete	numeric	
V4029	m2b27rs3	Support for employment of persons that have more than 45 years of age	discrete	numeric	
V4030	m2b27rs4	Roma employment	discrete	numeric	Have you already used or applied to the following subsidy program(s)? - Roma employment
V4031	m2b27rs5	Other	discrete	numeric	Other
V4032	m2b27rsdr	Other	discrete	character	Other
V4033	m_30a_1	For each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V4034	m_30a_2	Does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V4035	m_30a_3	Does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V4036	m_30a_4	Does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V4037	m_30a_5	Does the job regularly involve speaking a language other than Bosnian/ Croatian/	discrete	numeric	Does the job regularly involve speaking a language other than Bosnian/ Croatian/ Serbian?
V4038	m_30a_6	Does the job regularly require making formal presentations to clients or colleag	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V4039	m_30a_7	Does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of co-workers??
V4040	m_30b_1	For each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V4041	m_30b_2	Does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V4042	m_30b_3	Does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?

ID	Name	Label	Type	Format	Question
V4043	m_30b_4	Does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V4044	m_30b_5	Does the job regularly involve speaking a language other than Bosnian/ Croatian/	discrete	numeric	Does the job regularly involve speaking a language other than Bosnian/ Croatian/ Serbian??
V4045	m_30b_6	Does the job regularly require making formal presentations to clients or colleag	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V4046	m_30b_7	Does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of co-workers?
V4047	m_3_08a	What is the highest level of computer use involved in this job? [Type A]?	discrete	numeric	What is the highest level of computer use involved in each occupation type?
V4048	m_3_08b	What is the highest level of computer use involved in this job? [Type B]?	discrete	numeric	What is the highest level of computer use involved in each occupation type?
V4049	m_3_09a	Thinking of the last month, how frequently did this typical worker arrive at wor	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V4050	m_3_09b	Thinking of the last month, how frequently did this typical worker arrive at wor	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V4051	m_3_010a	What is the average monthly gross compensation over the last 12 months for this	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, COMMINSSIONS, PER DIEMS, ETC.
V4052	m_3_010b	What is the average monthly gross compensation over the last 12 months for this	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, COMMINSSIONS, PER DIEMS, ETC.
V4053	m_3_010aa	Is the noted compensation for a part-time position? Type A	discrete	numeric	Is the compensation noted above for a part-time position?
V4054	m_3_010ab	Is the noted compensation for a part-time position? Type B	discrete	numeric	Is the compensation noted above for a part-time position?
V4055	m_3_011a	How long has it been since the last promotion (increase in job responsibility,	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V4056	m_3_011b	How long has it been since the last promotion (increase in job responsibility,	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V4057	m_3_12a	What is the highest education level this worker has completed? - Type A	discrete	numeric	What is the highest education level this typical [OCCUPATIO N TYPE _] worker has completed?
V4058	m_3_12b	What is the highest education level this worker has completed? - Type B	discrete	numeric	What is the highest education level this typical [OCCUPATIO N TYPE _] worker has completed?

ID	Name	Label	Type	Format	Question
V4059	m_3_013a	Does this worker have a technical or vocational post-secondary diploma or certif	discrete	numeric	Does this typical [OCCUPATION TYPE _] worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...
V4060	m_3_013b	Does this worker have a technical or vocational post-secondary diploma or certif	discrete	numeric	Does this typical [OCCUPATION TYPE _] worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...
V4061	m_3_014a	Are you satisified with the education level of this worker? - Type A	discrete	numeric	Are you satisfied with the education level of this worker (typical [OCCUPATION TYPE _] ?
V4062	m_3_014b	Are you satisified with the education level of this worker? - Type B	discrete	numeric	Are you satisfied with the education level of this worker (typical [OCCUPATION TYPE _] ?
V4063	m_3_015a	What is the average age of this worker? - Type A	discrete	numeric	What is the average age of this worker(typical [OCCUPATION TYPE _] ?
V4064	m_3_015b	What is the average age of this worker? - Type B	discrete	numeric	What is the average age of this worker(typical [OCCUPATION TYPE _] ?
V4065	m_3_016a	What is the gender of this worker? - Type A	discrete	numeric	What is the gender of this worker(typical [OCCUPATION TYPE _] ?
V4066	m_3_016b	What is the gender of this worker? - Type B	discrete	numeric	What is the gender of this worker(typical [OCCUPATION TYPE _] ?
V4067	m_3_017a_1	For each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can do calculations and work with numbers
V4068	m_3_017a_2	Can read and write in English	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in English
V4069	m_3_017a_3	Can read and write in another foreign language	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in another foreign language (For example, French, Turkish, German, etc.)
V4070	m_3_017a_4	Can find new and better ways to do things	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can find new and better ways to do things
V4071	m_3_017a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can stay on a long and difficult task until it is finished

ID	Name	Label	Type	Format	Question
V4072	m_3_017a_6	Can be relied on to get things done	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can be relied on to get things done
V4073	m_3_017a_7	Can work well with others and listens to others' views	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well with others and listens to others' views
V4074	m_3_017a_8	Can work well in very busy or difficult situations	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well in very busy or difficult situations
V4075	m_3_017a_9	Can continue in the face of challenging situations at work	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can continue in the face of challenging situations at work
V4076	m_3_017a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can easily adapt to new tasks or changes in the workplace
V4077	m_3_017a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V4078	m_3_017a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can demonstrate specific technical skills relevant to the job.
V4079	m_3_018a_1	How large is the difference between the current skills and the required skills i	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V4080	m_3_018a_2	Can read and write in English	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in English
V4081	m_3_018a_3	Can read and write in another foreign language	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V4082	m_3_018a_4	Can find new and better ways to do things	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can find new and better ways to do things

ID	Name	Label	Type	Format	Question
V4083	m_3_018a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can stay on a long and difficult task until it is finished
V4084	m_3_018a_6	Can be relied on to get things done	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can be relied on to get things done
V4085	m_3_018a_7	Can work well with others and listens to others' views	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well with others and listens to others' views
V4086	m_3_018a_8	Can work well in very busy or difficult situations	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well in very busy times or difficult situations
V4087	m_3_018a_9	Can continue in the face of challenging situations at work	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can continue in the face of challenging situations at work
V4088	m_3_018a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can easily adapt to new tasks or changes in the workplace
V4089	m_3_018a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V4090	m_3_018a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	IF A YES WAS REPORTED IN Q 3.17: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can demonstrate specific technical skills relevant to the job.
V4091	m_3_019a_1	Of these skills, which ones do you think are important when making decisions reg	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V4092	m_3_019a_2	Can read and write in English	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in English
V4093	m_3_019a_3	Can read and write in another foreign language	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in another foreign language (For example, Russian, French, German, etc.)

ID	Name	Label	Type	Format	Question
V4094	m_3_019a_4	Can find new and better ways to do things	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can find new and better ways to do things
V4095	m_3_019a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can stay on a long and difficult task until it is finished
V4096	m_3_019a_6	Can be relied on to get things done	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can be relied on to get things done
V4097	m_3_019a_7	Can work well with others and listens to others' views	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well with others and listens to others' views
V4098	m_3_019a_8	Can work well in very busy or difficult situations	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well in very busy times or difficult situations
V4099	m_3_019a_9	Can continue in the face of challenging situations at work	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can continue in the face of challenging situations at work
V4100	m_3_019a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can easily adapt to new tasks or changes in the workplace
V4101	m_3_019a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

ID	Name	Label	Type	Format	Question
V4102	m_3_019a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can demonstrate specific technical skills relevant to the job.
V4103	m_3_020_1	For each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in Bosnian/ Croatian/ Serbian
V4104	m_3_020_2	Can do calculations and work with numbers	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can do calculations and work with numbers
V4105	m_3_020_3	Can read and write in English	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in English
V4106	m_3_020_4	Can read and write in another foreign language	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in another foreign language (For example: French, Turkish, German etc.)
V4107	m_3_020_5	Can find new and better ways to do things	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can find new and better ways to do things
V4108	m_3_020_6	Can be relied on to get things done	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can be relied on to get things done
V4109	m_3_020_7	Can work well with others and listens to others' views	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can work well with others and listens to others' views
V4110	m_3_020_8	Can work well in very busy times or difficult situations	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can work well in very busy times or difficult situations
V4111	m_3_020_9	Can continue in the face of challenging situations at work	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can continue in the face of challenging situations at work

ID	Name	Label	Type	Format	Question
V4112	m_3_020_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can easily adapt to new tasks or changes in the workplace
V4113	m_3_020_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can use a computer for basic word processing tasks, email and internet searches
V4114	m_3_020_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can demonstrate specific technical skills that are job-relevant.
V4115	m_3_021_1	How large is the difference between the current skills and the required skills i	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V4116	m_3_021_2	Can do calculations and work with numbers	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can do calculations and work with numbers
V4117	m_3_021_3	Can read and write in English	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in English
V4118	m_3_021_4	Can read and write in another foreign language	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V4119	m_3_021_5	Can find new and better ways to do things	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can find new and better ways to do things
V4120	m_3_021_6	Can be relied on to get things done	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can be relied on to get things done
V4121	m_3_021_7	Can work well with others and listens to others' views	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well with others and listens to others' views
V4122	m_3_021_8	Can work well in very busy times or difficult situations	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well in very busy times or difficult situations
V4123	m_3_021_9	Can continue in the face of challenging situations at work	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can continue in the face of challenging situations at work

ID	Name	Label	Type	Format	Question
V4124	m_3_021_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can easily adapt to new tasks or changes in the workplace
V4125	m_3_021_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can use a computer for basic word processing tasks, email and internet searches
V4126	m_3_021_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can demonstrate specific technical skills that are job-relevant.
V4127	m_3_022_1	Of these skills, which ones do you think are important when making decisions reg	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V4128	m_3_022_2	Can do calculations and work with numbers	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can do calculations and work with numbers
V4129	m_3_022_3	Can read and write in English	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can read and write in English
V4130	m_3_022_4	Can read and write in another foreign language	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V4131	m_3_022_5	Can find new and better ways to do things	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can find new and better ways to do things
V4132	m_3_022_6	Can be relied on to get things done	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can be relied on to get things done
V4133	m_3_022_7	Can work well with others and listens to others' views	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can work well with others and listens to others' views

ID	Name	Label	Type	Format	Question
V4134	m_3_022_8	Can work well in very busy times or difficult situations	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can work well in very busy times or difficult situations
V4135	m_3_022_9	Can continue in the face of challenging situations at work	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can continue in the face of challenging situations at work
V4136	m_3_022_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can easily adapt to new tasks or changes in the workplace
V4137	m_3_022_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B]. - Can use a computer for basic word processing tasks, email and internet searches
V4138	m_3_022_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can demonstrate specific technical skills that are job-relevant.
V4139	m_4_01a	Does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V4140	m_4_01b	Does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V4141	m_4_02a_1	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - You use for Recruitment of staff
V4142	m_4_02a_2	Your firm participates in testing of students	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm participates in testing of students
V4143	m_4_02a_3	Your firm gives feedback to the institution for their Curriculum development	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm gives feedback to the institution for their Curriculum development
V4144	m_4_02a_4	Your firm uses the institution for further training	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm uses the institution for further training

ID	Name	Label	Type	Format	Question
V4145	m_4_02a_5	Your firm provides work experience for students (internships and apprenticeships	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm provides work experience for students (internships and apprenticeships)
V4146	m_4_02a_6a	1. Other (Specify)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify_____)
V4147	m_4_02a_6ax	1. Other (Specify)	discrete	character	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify_____)
V4148	m_4_02b_1	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - You use for Recruitment of staff
V4149	m_4_02b_2	Your firm participates in testing of students	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm participates in testing of students
V4150	m_4_02b_3	Your firm gives feedback to the institution for their Curriculum development	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm gives feedback to the institution for their Curriculum development
V4151	m_4_02b_4	Your firm uses the institution for further training	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm uses the institution for further training
V4152	m_4_02b_5	Your firm provides work experience for students (internships and apprenticeships	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm provides work experience for students (internships and apprenticeships)
V4153	m_4_02b_6a	1. Other (Specify)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify_____)
V4154	m_4_02b_6ax	1. Other (Specify)	discrete	character	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify_____)
V4155	m_4_03a	Did the [OCCUPATION TYPE _A] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? (Do not include any training mandated by law like managing fire hazard situations or first-aid training)
V4156	m_4_03b	Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? (Do not include any training mandated by law like managing fire hazard situations or first-aid training)
V4157	m_4_04a	What percentage received on-the-job training last year? [Type A]	discrete	numeric	What percentage [OCCUPATION TYPE _] received on-the-job training last year?
V4158	m_4_04b	What percentage received on-the-job training last year? [Type B]	discrete	numeric	What percentage [OCCUPATION TYPE _] received on-the-job training last year?
V4159	m_4_05a	Did the [OCCUPATION TYPE _A] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].

ID	Name	Label	Type	Format	Question
V4160	m_4_05b	Did the [OCCUPATION TYPE _B] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].
V4161	m_4_06a_1	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's managers, technical persons, peers, etc.
V4162	m_4_06a_2	Training by the firm's dedicated trainers	discrete	numeric	For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's dedicated trainers
V4163	m_4_06a_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V4164	m_4_06a_4	1. Other (Specify)	discrete	numeric	For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V4165	m_4_06a_4x	1. Other (Specify)	discrete	character	For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V4166	m_4_06b_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's managers, technical persons, peers, etc.
V4167	m_4_06b_2	Training by the firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's dedicated trainers
V4168	m_4_06b_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V4169	m_4_06b_4	1. Other (Specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V4170	m_4_06b_4x	1. Other (Specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V4171	m_4_07a_1p	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's managers, technical persons, peers, etc.
V4172	m_4_07a_2p	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's dedicated trainers

ID	Name	Label	Type	Format	Question
V4173	m_4_07a_3p	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V4174	m_4_07a_4p	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (Specify_____)
V4175	m_4_07a_4x	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (Specify_____)
V4176	m_4_07a_1b	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS) - Training by the firm's managers, technical persons, peers, etc.
V4177	m_4_07a_2b	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS) - Training by the firm's dedicated trainers
V4178	m_4_07a_3b	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V4179	m_4_07a_4b	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS) - Other (Specify_____)
V4180	m_4_07a_4bx	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS) - Other (Specify_____)
V4181	m_4_07bp_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's managers, technical persons, peers, etc.
V4182	m_4_07bp_2	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's dedicated trainers
V4183	m_4_07bp_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

ID	Name	Label	Type	Format	Question
V4184	m_4_07bp_4	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (Specify_____)
V4185	m_4_07b_4x	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (Specify_____)
V4186	m_4_07bb_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days) - Training by the firm's managers, technical persons, peers, etc.
V4187	m_4_07bb_2	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days) - Training by the firm's dedicated trainers
V4188	m_4_07bb_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V4189	m_4_07bb_4	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days) - Other (Specify_____)
V4190	m_4_07b_4bx	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days) - Other (Specify_____)
V4191	m_4_08a	Thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?
V4192	m_4_08ax1	Thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?
V4193	m_4_08b	Thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?
V4194	m_4_08bx1	Thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?
V4195	m_4_09a	What was the duration in days of that longest training? - Type A	discrete	numeric	What was the duration in days of that longest training?
V4196	m_4_09b	What was the duration in days of that longest training? - Type B	discrete	numeric	What was the duration in days of that longest training?

ID	Name	Label	Type	Format	Question
V4197	m_4_010a	How much did your workplace spend paying outside providers for training conducte	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V4198	m_4_010b	How much did your workplace spend paying outside providers for training conducte	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V4199	m_4_011a	Did the [OCCUPATION TYPE_A] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V4200	m_4_011b	Did the [OCCUPATION TYPE_B] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V4201	m_4_012a_1	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through public training providers
V4202	m_4_012a_2	Through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through private training providers
V4203	m_4_012a_3	Through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through equipment suppliers (for example, a company selling computers providing training on software)
V4204	m_4_012a_4	NGO's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - NGO's or international organizations
V4205	m_4_012a_5	Other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other
V4206	m_4_012a_5x	Other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other (specify _____)
V4207	m_4_012b_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through public training providers
V4208	m_4_012b_2	Through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through private training providers
V4209	m_4_012b_3	Through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through equipment suppliers (for example, a company selling computers providing training on software)
V4210	m_4_012b_4	NGO's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - NGOs or international organizations
V4211	m_4_012b_5	Other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other
V4212	m_4_012b_5x	Other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other (specify _____)

ID	Name	Label	Type	Format	Question
V4213	m_4_013ap_1	Indicate the percentage of [OCCUPATION TYPE _ A] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V4214	m_4_013ap_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through private training providers
V4215	m_4_013ap_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through equipment suppliers (for example, a company selling computers providing training on software)
V4216	m_4_013ap_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - NGOs or international organizations
V4217	m_4_013ap_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Other (specify _____)
V4218	m_4_013ab_1	indicate the percentage of [OCCUPATION TYPE _A] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V4219	m_4_013ab_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V4220	m_4_013ab_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)
V4221	m_4_013ab_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V4222	m_4_013ab_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other (specify _____)

ID	Name	Label	Type	Format	Question
V4223	m_4_013bp_1	Indicate the percentage of [OCCUPATION TYPE _ B] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through public training providers
V4224	m_4_013bp_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through private training providers
V4225	m_4_013bp_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through equipment suppliers (for example, a company selling computers providing training on software)
V4226	m_4_013bp_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - NGOs or international organizations
V4227	m_4_013bp_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Other (specify _____)
V4228	m_4_013bb_1	indicate the percentage of [OCCUPATION TYPE _B] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through public training providers
V4229	m_4_013bb_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V4230	m_4_013bb_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)
V4231	m_4_013bb_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V4232	m_4_013bb_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other (specify _____)

ID	Name	Label	Type	Format	Question
V4233	m_4_014a	How much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V4234	m_4_014b	How much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V4235	m_4_015a	IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_A]?	discrete	numeric	INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE]?
V4236	m_4_015b	IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_B]?	discrete	numeric	INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE]?
V4237	m_4_016a	Thinking of the [OCCUPATION TYPE_A] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V4238	m_4_016b	Thinking of the [OCCUPATION TYPE_B] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V4239	m_4_017_1	In your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately
V4240	m_4_017_2	Produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important
V4241	m_4_017_3	Produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology
V4242	m_4_017_4	Produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experience that can be applied to their work

ID	Name	Label	Type	Format	Question
V4243	m_4_017_5	Produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.
V4244	m_4_018	Does the workplace have any experience recruiting workers that have some technic	discrete	numeric	Does the workplace have any experience recruiting workers that have some technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, also higher schools such as Higher business school, Higher catering school...
V4245	m_4_019_1	In your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately
V4246	m_4_019_2	Produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important
V4247	m_4_019_3	Produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology
V4248	m_4_019_4	Produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experience that can be applied to their work
V4249	m_4_019_5	Produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.
V4250	m_4_020x	Does the workplace have any experience recruiting workers that have post-seconda	discrete	numeric	Does the workplace have any experience recruiting workers that have post-secondary diploma or university degree of Science, Technology, Engineering or Math?

ID	Name	Label	Type	Format	Question
V4251	m_4_021_1x	Meets the skill needs of your business adequately	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately
V4252	m_4_021_2x	Produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important
V4253	m_4_021_3x	Produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology
V4254	m_4_021_4x	Produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experience that can be applied to their work
V4255	m_4_021_5x	Produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like time-management, reliability, ability to work with others, etc.
V4256	m_4_020_1	In your opinion, do you agree or disagree with the following statements regardin	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women expect higher benefits than firms can offer (such as flexible hours)
V4257	m_4_020_2	Women lack the required work experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required work experience
V4258	m_4_020_3	Women lack the required skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required skills
V4259	m_4_020_4	Women are costlier to hire than men given labor regulations	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women are costlier to hire than men given labor regulations (such as maternity leave provisions)

ID	Name	Label	Type	Format	Question
V4260	m_4_020_5	Women have competing time demands given family responsibilities	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women have competing time demands given family responsibilities
V4261	m_4_021_1	In your opinion, is there usually a difference in the following skills between a	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Doing calculations and working with numbers
V4262	m_4_021_2	Reading and writing in English	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in English
V4263	m_4_021_3	Reading and writing in (another) foreign language	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in (another) foreign language
V4264	m_4_021_4	Finding new and better ways to do things	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Finding new and better ways to do things
V4265	m_4_021_5	Staying on a long and difficult task until it is finished	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Staying on a long and difficult task until it is finished
V4266	m_4_021_6	Being relied on to get things done	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Being relief on to get things done
V4267	m_4_021_7	Working well with others and listening to others' views	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Working well in with others and listening to others' views
V4268	m_4_021_8	Working well in very busy or difficult situations	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Working well in very busy or difficult situations
V4269	m_4_021_9	Continuing in the face of challenging situations at work	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Continuing in the face of challenging situations at work
V4270	m_4_021_10	Easily adapting to new tasks or changes in the workplace	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Easily adapting to new tasks or changing in the establishment
V4271	m_4_021_11	Using a computer for Email, internet, word processing tasks and/or other advanc	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Using a computer for email, internet, word processing tasks and/or other advanced purposed like creating and managing databases, or using specialized computer programs, etc.
V4272	m_4_021_12	Demonstrating specific technical skills that are job-relevant	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Demonstrating specific technical skills
V4273	m_5_01	How would you describe the financial performance of your company in the last fis	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V4274	m_5_02	How would you describe the growth prospects for your company in the coming three	discrete	numeric	How would you describe the growth prospects for your company in the coming three years?

ID	Name	Label	Type	Format	Question
V4275	m_5_03	Who is the main buyer of your products or services?	discrete	numeric	Who is the main buyer of your products or services?
V4276	m_5_03x1	Who is the main buyer of your products or services? - Other	discrete	character	Who is the main buyer of your products or services? Other
V4277	m_5_04	Does your company have business contacts with entities in other countries?	discrete	numeric	Does your firm have business contacts with entities in other countries?
V4278	m_5_05_1	In the past 3 years, has your firm introduced any - New or significantly improve	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved products or services
V4279	m_5_05_2	New or significantly improved methods of manufacturing or producing goods or ser	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved methods of manufacturing or producing goods or services
V4280	m_5_05_3	New or significantly improved procedures or supporting activities for your proce	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)
V4281	m_5_05_4	New or significantly improved organizational structures or management practices	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved organizational structures or management practices
V4282	m_5_06	During the last three years, did this establishment spend on formal research and	discrete	numeric	During the last 3 years, did your firm spend on formal research and development activities, either in-house or contracted with other companies?
V4283	m_5_07_1	Can you please indicate the extent to which each of the follwing factors present	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Electricity
V4284	m_5_07_2	Telecommunications, Transportation	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Telecommunication, Transportation
V4285	m_5_07_3	Access to Land	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Land
V4286	m_5_07_4	Tax rates, Tax administration	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Tax rates, Tax administration
V4287	m_5_07_5	Customs and Trade Regulations	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Customs and Trade Regulations

ID	Name	Label	Type	Format	Question
V4288	m_5_07_6	Business Licensing and Operating Permits	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Business Licensing and Operations Permits
V4289	m_5_07_7	Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V4290	m_5_07_8	Political Uncertainty; Economic and Financial Instability (inflation, exchange	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V4291	m_5_07_9	Corruption; Crime, theft and disorder	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Corruption; Crime, theft and disorder
V4292	m_5_07_10	Anti-competitive or informal practices ; Legal system/conflict resolution	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Anti-competitive or informal practices; Legal system/ conflict resolution
V4293	m_5_07_11	Labor Factors (for example, availability of labor, labor laws, high turnover, tr	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)
V4294	m_5_08_1	Can you please indicate how problematic each of the following labor factors is f	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Employment protection legislation/ labour code laws
V4295	m_5_08_2	Labor availability	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Labour availability
V4296	m_5_08_3	General education of workers	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - General education of workers
V4297	m_5_08_4	Technical and vocational education and training of workers	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Technical and vocational education and training of workers
V4298	m_5_08_5	Finding workers with previous experience	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Finding workers with previous experience

ID	Name	Label	Type	Format	Question
V4299	m_5_08_6	High job turnover	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - High job turnover
V4300	m_5_08_7	Payroll taxes and social security contributions	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Payroll taxes and social security contributions
V4301	m_5_08_8	Overall wage level	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Overall wage level
V4302	m_5_08_9	Labor Factors - Minimum wage	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Minimum wage
V4303	m_5_09	Does your firm have a personnel department (H/R DEPARTMENT)?	discrete	numeric	Does your workplace/ firm have a personnel department (H/R DEPARTMENT)?
V4304	m_5_10_1	We have a few questions about the recent results at your firm - Name of the resp	discrete	character	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:
V4305	m_5_10_2	Position	discrete	character	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:
V4306	m_5_11_2_3_1	Please tell us the following for the two most recent year-end reports for this f	discrete	character	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). Year-end report from one year ago (2014) - Date of the year ending: day/month/year.
V4307	m_5_11_2_3_2	Average number of employees in the year (2014)	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). Year-end report from one year ago (2014) - Average number of employees in the year
V4308	m_5_11_2_3_3	Wage bill and compensation fund for workers (2014)	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). Year-end report from one year ago (2014) - Wage bill and compensation fund for workers(652, 653, 654, 656)
V4309	m_5_11_2_3_4	Operating expenses (rent, electricity, inventory maintenance) and Cost of goods	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). Year-end report from one year ago (2014) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)
V4310	m_5_11_2_3_5	Sales (2014)	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). Year-end report from one year ago (2014) - Sales
V4311	m_5_11_2_4_1	Please tell us the following for the two most recent year-end reports for this f	discrete	character	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). Most recent year-end report (2015) - Date of the year ending: day/month/year

ID	Name	Label	Type	Format	Question
V4312	m_5_11_2_4_2	Average number of employees in the year (2015)	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). Most recent year-end report (2015) - Average number of employees in the year
V4313	m_5_11_2_4_3	Wage bill and compensation fund for workers (2015)	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). Most recent year-end report (2015) - Wage bill and compensation fund for workers(652, 653, 654, 656)
V4314	m_5_11_2_4_4	Operating expenses (rent, electricity, inventory maintenance) and Cost of goods	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). Most recent year-end report (2015) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)
V4315	m_5_11_2_4_5	Sales (2015)	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). Most recent year-end report (2015) - Sales
V4316	m_5_12	What is the identification number of the firm?	discrete	character	
V4317	m_5_13	What percentage of currently employed permanent workers have social security?	discrete	character	What percentage of currently employed permanent workers have social security?
V4318	m_6_01	What is your impression of how well the respondent understood the questions bein	discrete	numeric	What is your impression of how well the respondent understood the questions being asked?
V4319	m_6_02	What is your impression of how serious and candid the respondent was when answer	discrete	numeric	What is your impression of how serious and candid the respondent was when answering questions?
V4320	m_6_03	What is your impression of how much distraction there was for the respondent whe	discrete	numeric	There can be many distractions during an interview: noise, people interrupting, phone calls, respondent feeling pressed for time, etc. What is your impression of how much distraction there was for the respondent when answering the questionnaire?
V4321	m_6_04	How often did the respondent ask you (the interviewer) for assistance, clarifica	discrete	numeric	How often did the respondent ask you (the interviewer) for assistance, clarification or examples?
V4322	interimdata	interimdata	discrete	character	
V4323	Municipality	Municipality	discrete	character	
V4324	SECTOR	SECTOR	discrete	character	
V4325	County	County	discrete	character	
V4326	Region	Region	discrete	character	
V4327	Size	Size	discrete	character	
V4328	code_m2_2_05a	WRITE THE OCCUPATION TYPE A	discrete	numeric	[WRITE THE OCCUPATION TYPE A]_____
V4329	code_m2_2_05b	WRITE THE OCCUPATION TYPE B	discrete	numeric	[WRITE THE OCCUPATION TYPE B]_____
V4330	m_5_10_2_code	Position	discrete	numeric	

ID	Name	Label	Type	Format	Question
V4331	type	Type	discrete	numeric	
V4332	total_employees_firm	Number of employees in the whole firm (not only the surveyed branch)	discrete	numeric	
V4333	number_of_branches	Original number of branches of which interviewed workplace was selected	discrete	numeric	
V4334	number_of_workers	number_of_workers	discrete	character	
V4335	srf	self-representing firm	discrete	numeric	
V4336	Stratum_final	Stratum_final	discrete	character	
V4337	Final_weight	Final weight for sample branch	contin	numeric	
V4338	Country	Country	discrete	character	

Firm Number (id)
File: BiH_Final ES Data

Overview	
Type: Continuous	Valid cases: 536
Format: numeric	Invalid: 0
Width: 5	Minimum: 10001
Decimals: 0	Maximum: 10536
Range: 10001-10536	

pilot (pilot)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Sampling point (sp)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Gender 1 (gender1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Age Group1 (age1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Module 1 (mod1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 536

Gender 2 (gender2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 67
Invalid: 469

Age Group 2 (age2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 67
Invalid: 469

Module 2 (mod2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 9

Valid cases: 67

Gender 3 (gender3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 7
Invalid: 529

Age Group 3 (age3)
File: BiH_Final ES Data

Overview

Age Group 3 (age3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 7
Invalid: 529

Module 3 (mod3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 9

Valid cases: 7

What is your job title (main responsibility)? (mod1_01)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

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

Literal question

What is your job title (main responsibility)?

Interviewer instructions

ONE ANSWER

What is your job title (main responsibility)? - Other, please specify (mod1_01x1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 46

Valid cases: 53

Literal question

What is your job title (main responsibility)? Other (Please specify__)

Is your workplace part of a larger company/ firm? (mod1_02)
File: BiH_Final ES Data

Overview

Is your workplace part of a larger company/ firm? (mod1_02)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Description

- The parent company is the overall entity that owns the workplace in which the interview is being held. A parent company can possess several or many workplaces. If a workplace is the only part of a company, answer NO in Q 1.02.
- The workplace consists of this actual location of business. It is one location, which can include several buildings or one single building, but they must all be in the same location, without other businesses or buildings separating them.

In many cases there may not be a parent company, and the workplace will be the only location from which the enterprise operates.

Literal question

Is your workplace part of a larger company/ firm?

In what year did the company/firm begin operations in this ountry? (mod1_03)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1902-888999

Valid cases: 195
Invalid: 341

Literal question

In what year did the parent establishment begin operations in [Country]?

Interviewer instructions

Enter the year in the answer box. If the respondent does not know in which year the parent company started operations in the country, or cannot get the information in any way, enter "9999".

What year did your workplace begin operations in Federation of Bosnia and Herzeg (mod1_04)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1873-888999

Valid cases: 536
Invalid: 0

Literal question

What year did your workplace begin operations in [COUNTRY]?

Interviewer instructions

Enter the year in the answer box. If the respondent does not know in which year the workplace started operations, or cannot get the answer in any way, enter "9999".

What is the legal status of this workplace? (mod1_05)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Description

- SOLE PROPRIETORSHIP: A sole proprietorship is a business owned and operated by one individual person. (A person is a real human being, as opposed to an artificial legal entity such as a corporation or organization.) Under limited liability each owner is only responsible for the proportion of his/her shares.

- PARTNERSHIP: A partnership allows two or more people to share profits and liabilities, with or without privately held shares. In a partnership, the parties could be individuals, corporations, trusts, other partnerships, or a combination of all of the above. The essential characteristic of this partnership is the unlimited liability of every partner.

- LIMITED LIABILITY CORPORATION: Limited partnership is a legal form that includes one or several general partners and one or more limited partners who invest capital into the partnership, but do not take part in the daily operation or management of the business. The limited partners limit their amount of liability to the amount of capital invested in the partnership. The general partners personally shoulder all debts and obligations of the partnership. Business operations are governed, unless otherwise specified in a written agreement, by majority vote of voting partners. Limited liability partnerships are separate legal entities that provide liability protection for all general partners as well as management rights in the business.

- PART OF A MULTI-NATIONAL FIRM: Can be thought of as a foreign investment enterprise. The firm has workplaces in more than one country, usually many countries.

- COOPERATIVE: A cooperative is an association of persons who voluntarily cooperate for their mutual social, economic, and cultural benefit. Cooperatives include non-profit community organizations and businesses that are owned and managed by the people who use its services (a consumer cooperative) and/or by the people who work there (a worker cooperative).

Literal question

What is the legal status of this workplace?

Interviewer instructions

ONE ANSWER

What is the legal status of this workplace - Other, please specify ? (mod1_05x1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 14
Format: character	
Width: 40	

Literal question

What is the legal status of this workplace? Other (specify_____)

Which of the following describes the largest shareholders in your firm? (mod1_06)
File: BiH_Final ES Data

Overview	

Which of the following describes the largest shareholders in your firm? (mod1_06)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

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

Interviewer instructions

USE SHOWCARD #1

Use the following list to identify the broad sector of your economic activity (mod1_07)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

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

Interviewer instructions

INT (USE SHOWCARD #2)
ONE ANSWER

TOTAL (mod1_08_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
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)
- Permanent Workers (Including full-time – over 40 working hours and part-time – less than 40 working hours a week)

Interviewer instructions

SHOW CARD #2

Men (mod1_08_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

How many workers (including yourself) does your workplace currently employ? (Men)
- Permanent Workers (Including full-time - over 40 working hours and part-time - less than 40 working hours a week)

Interviewer instructions

SHOW CARD #2

Women (mod1_08_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

How many workers (including yourself) does your workplace currently employ? (Women)
- Permanent Workers (Including full-time - over 40 working hours and part-time - less than 40 working hours a week)

Interviewer instructions

SHOW CARD #2

TOTAL (mod1_08b_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

How many workers (including yourself) does your workplace currently employ? (TOTAL)
- Temporary Workers (including Casual Workers)

Interviewer instructions

SHOW CARD #2

Men (mod1_08b_2)
File: BiH_Final ES Data

Overview

Men (mod1_08b_2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

How many workers (including yourself) does your workplace currently employ? (Men)
- Temporary Workers (including Casual Workers)

Interviewer instructions

SHOW CARD #2

Women (mod1_08b_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

How many workers (including yourself) does your workplace currently employ? (Women)
- Temporary Workers (including Casual Workers)

Interviewer instructions

SHOW CARD #2

Do you have any managers working in your workplace? (mod1_09r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

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. From now on we would like to know about permanent workers only that you mentioned in the question above.

Literal question

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

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.17

Interviewer instructions

GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY. FIRSTLY, ASK ALL QUESTIONS FOR ONE OCCUPATION, AND THEN MOVE TO THE NEXT OCCUPATION.

How many current managers are there in the workplace? (mod1_10r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 499
Invalid: 37

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many managers did the workplace have 12 months ago? (mod1_11r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 499
Invalid: 37

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many total managers do you expect to have in 6 months? (mod1_12rx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 499
Invalid: 37

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)

How many total managers do you expect to have in 12 months time? (including pres (mod1_12r)
File: BiH_Final ES Data

Overview

How many total managers do you expect to have in 12 months time? (including pres (mod1_12r)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 499
Invalid: 37

Literal question

How many workers do you expect to have in each category in 12 months time (including present workers)
- Managers

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_13rx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 499
Invalid: 37

Literal question

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

What proportion of current managers are female? (mod1_13r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 499
Invalid: 37

Literal question

What proportion of current [OCCUPATION] are female?
- Managers

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

What proportion of current managers have worked for less than one year for the w (mod1_14r)
File: BiH_Final ES Data

Overview

What proportion of current managers have worked for less than one year for the w (mod1_14r)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 499
Invalid: 37

Literal question

What proportion of current [OCCUPATION] have worked for less than one year for the workplace?
- Managers

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many current managers are foreign? (mod1_15r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 499
Invalid: 37

Literal question

How many current [OCCUPATION]]are foreign?
- Managers

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

Do you have any proffesionals working in your workplace? (mod1_09s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.17

How many current proffesionals are there in the workplace? (mod1_10s)
File: BiH_Final ES Data

How many current proffesionals are there in the workplace? (mod1_10s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

How many current [OCCUPATION] are there in the workplace
- Professionals

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many proffesionals did the workplace have 12 months ago? (mod1_11s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 308
Invalid: 228

Literal question

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

How many total professionals do you expect to have in 6 months? (mod1_12sx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 308
Invalid: 228

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)

How many total proffesionals do you expect to have in 12 months time? (including (mod1_12s)
File: BiH_Final ES Data

Overview

How many total proffesionals do you expect to have in 12 months time? (including (mod1_12s)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 308
Invalid: 228

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_13sx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 308
Invalid: 228

Literal question

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

What proportion of current proffesionals are female? (mod1_13s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

What proportion of current [OCCUPATION] are female?
- Professionals

What proportion of current proffesionals have worked for less than one year for (mod1_14s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

What proportion of current proffesionals have worked for less than one year for (mod1_14s)
File: BiH_Final ES Data

What proportion of current [OCCUPATION] have worked for less than one year for the workplace?
- Professionals

How many current proffesionals are foreign? (mod1_15s)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 308
Format: numeric	Invalid: 228
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION]]are foreign?
- Professionals

Do you have any technicians and associate proffesionals working in your workplac (mod1_09t)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.17

How many current technicians and associate proffesionals are there in the workpl (mod1_10t)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 297
Format: numeric	Invalid: 239
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

How many current [OCCUPATION] are there in the workplace
- Technicians and associate professionals

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many technicians and associate proffesionals did the workplace have 12 month (mod1_11t)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 297
Invalid: 239

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many total technicians do you expect to have in 6 months? (mod1_12tx)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 297
Invalid: 239

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)

How many total technicians and associate proffesionals do you expect to have in (mod1_12t)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 297
Invalid: 239

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_13tx)
File: BiH_Final ES Data

Overview	

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_13tx)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 297
Invalid: 239

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?

What proportion of current technicians and associate proffesionals are female? (mod1_13t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 297
Invalid: 239

Literal question

What proportion of current [OCCUPATION] are female?
- Technicians and associate professionals

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

What proportion of current technicians and associate proffesionals have worked f (mod1_14t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 297
Invalid: 239

Literal question

What proportion of current [OCCUPATION] have worked for less than one year for the workplace?
- Technicians and associate professionals

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

How many current technicians and associate proffesionals are foreign? (mod1_15t)
File: BiH_Final ES Data

Overview

How many current technicians and associate proffesionals are foreign? (mod1_15t)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 297
Invalid: 239

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

Do you have any clerical support workers working in your workplace? (mod1_16s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

And for these positions could you please tell me which apply to your workplace?

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Clerical and support workers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.19-1.25

How many current clerical support workers are there in the workplace? (mod1_17s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 326
Invalid: 210

Literal question

How many current [OCCUPATION] are there in the workplace?
- Clerical and support workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many clerical support workers did the workplace have 12 months ago? (mod1_18s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 326
Invalid: 210

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Clerical and support workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total clerical workers do you expect to have in 6 months? (mod1_19sx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 326
Invalid: 210

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)

How many total clerical support workers do you expect to have in 12 months time? (mod1_19s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 326
Invalid: 210

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20sx)
File: BiH_Final ES Data

Overview

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20sx)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 326
Invalid: 210

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

What proportion of current clerical support workers are female? (mod1_20s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 326
Invalid: 210

Literal question

What proportion of current [OCCUPATION] are female?
- Clerical and support workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current clerical support workers are foreign? (mod1_21s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 326
Invalid: 210

Literal question

How many current [OCCUPATION] are foreign?
- Clerical and support workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any service workers working in your workplace? (mod1_16u)
File: BiH_Final ES Data

Do you have any service workers working in your workplace? (mod1_16u)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Service workers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current service workers are there in the workplace? (mod1_17u)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 134
Format: numeric	Invalid: 402
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many service workers did the workplace have 12 months ago? (mod1_18u)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 134
Format: numeric	Invalid: 402
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total clerical workers do you expect to have in 6 months? (mod1_19ux)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 134
Invalid: 402

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Service workers

How many total service workers do you expect to have in 12 months time? (includi (mod1_19u)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 134
Invalid: 402

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20ux)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 134
Invalid: 402

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Service workers

What proportion of current service workers are female? (mod1_20u)
File: BiH_Final ES Data

Overview

What proportion of current service workers are female? (mod1_20u)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 134
Invalid: 402

Literal question

What proportion of current [OCCUPATION] are female?
- Service workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current service workers are foreign? (mod1_21u)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 134
Invalid: 402

Literal question

How many current [OCCUPATION] are foreign?
- Service workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any sales workers working in your workplace? (mod1_16t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Sales workers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current sales workers are there in the workplace? (mod1_17t)
File: BiH_Final ES Data

How many current sales workers are there in the workplace? (mod1_17t)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many sales workers did the workplace have 12 months ago? (mod1_18t)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total sales workers do you expect to have in 6 months? (mod1_19tx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Sales workers

How many total sales workers do you expect to have in 12 months time? (including (mod1_19t)
File: BiH_Final ES Data

How many total sales workers do you expect to have in 12 months time? (including (mod1_19t)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20tx)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Sales workers

What proportion of current sales workers are female? (mod1_20t)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 130
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What proportion of current [OCCUPATION] are female?
- Sales workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current sales workers are foreign? (mod1_21t)
File: BiH_Final ES Data

Overview	

How many current sales workers are foreign? (mod1_21t)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 130
Invalid: 406

Literal question

How many current [OCCUPATION] are foreign?
- Sales workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any skilled agriculture, forestry and fishery workers working in you (mod1_16k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Skilled agricultural, forestry, and fishery workers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current skilled agriculture, forestry and fishery workers are there in (mod1_17k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 11
Invalid: 525

Literal question

How many current [OCCUPATION] are there in the workplace?
- Skilled agricultural, forestry, and fishery workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many skilled agriculture, forestry and fishery workers did the workplace hav (mod1_18k)
File: BiH_Final ES Data

How many skilled agriculture, forestry and fishery workers did the workplace hav (mod1_18k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 11
Invalid: 525

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Skilled agricultural, forestry, and fishery workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total skilled agri workers do you expect to have in 6 months? (mod1_19kx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 11
Invalid: 525

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Skilled agricultural, forestry, and fishery workers

How many total skilled agriculture, forestry and fishery workers do you expect t (mod1_19k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 11
Invalid: 525

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20kx)
File: BiH_Final ES Data

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20kx)
File: BiH_Final ES Data

Overview

Type: Discrete	**Valid cases: 11**
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Skilled agricultural, forestry, and fishery workers

What proportion of current skilled agriculture, forestry and fishery workers are (mod1_20k)
File: BiH_Final ES Data

Overview

Type: Discrete	**Valid cases: 11**
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What proportion of current [OCCUPATION] are female?
- Skilled agricultural, forestry, and fishery workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current skilled agriculture, forestry and fishery workers are foreign? (mod1_21k)
File: BiH_Final ES Data

Overview

Type: Discrete	**Valid cases: 11**
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are foreign?
- Skilled agricultural, forestry, and fishery workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any construction, crafts & related trades workers working in your wo (mod1_16g)
File: BiH_Final ES Data

Do you have any construction, crafts & related trades workers working in your wo (mod1_16g)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Construction, Craft and related trades workers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current construction, crafts & related trades workers are there in the (mod1_17g)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

How many current [OCCUPATION] are there in the workplace?
- Construction, Craft and related trades workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many construction, crafts & related trades workers did the workplace have 12 (mod1_18g)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 186
Invalid: 350

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Construction, Craft and related trades workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total construction/crafts workers do you expect to have in 6 months? (mod1_19gx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 186
Format: numeric	Invalid: 350
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Construction, Craft and related trades workers

How many total construction, crafts & related trades workers do you expect to ha (mod1_19g)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 186
Format: numeric	Invalid: 350
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)
- Construction, Craft and related trades workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20gx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 186
Format: numeric	Invalid: 350
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Construction, Craft and related trades workers

What proportion of current construction, crafts & related trades workers are fem (mod1_20g)
File: BiH_Final ES Data

Overview

What proportion of current construction, crafts & related trades workers are fem (mod1_20g)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

What proportion of current [OCCUPATION] are female?
- Construction, Craft and related trades workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current construction, crafts & related trades workers are foreign? (mod1_21g)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 186
Invalid: 350

Literal question

How many current [OCCUPATION] are foreign?n
- Construction, Craft and related trades workers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any drivers, plant & machine operators & assemblers working in your (mod1_16v)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Plant and machine operators, and assemblers, Drivers

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current drivers, plant & machine operators & assemblers are there in th (mod1_17v)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases:** 316
Format: numeric	**Invalid:** 220
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many drivers, plant & machine operators & assemblers did the workplace have (mod1_18v)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases:** 316
Format: numeric	**Invalid:** 220
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total drivers/machine operators do you expect to have in 6 months? (mod1_19vx)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases:** 316
Format: numeric	**Invalid:** 220
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Plant and machine operators, and assemblers, Drivers

How many total drivers, plant & machine operators & assemblers do you expect to (mod1_19v)
File: BiH_Final ES Data

How many total drivers, plant & machine operators & assemblers do you expect to (mod1_19v)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 220
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20vx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 220
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Plant and machine operators, and assemblers, Drivers

What proportion of current drivers, plant & machine operators & assemblers are f (mod1_20v)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 220
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What proportion of current [OCCUPATION] are female?
- Plant and machine operators, and assemblers, Drivers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current drivers, plant & machine operators & assemblers are foreign? (mod1_21v)
File: BiH_Final ES Data

How many current drivers, plant & machine operators & assemblers are foreign? (mod1_21v)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 316
Invalid: 220

Literal question

How many current [OCCUPATION] are foreign?
- Plant and machine operators, and assemblers, Drivers

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

Do you have any elementary occupations workers in your workplace? (mod1_16j)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Elementary occupations

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current elementary occupations workers are there in the workplace? (mod1_17j)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 277
Invalid: 259

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many elementary occupations workers did the workplace have 12 months ago? (mod1_18j)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many total elementary occupations do you expect to have in 6 months? (mod1_19jx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present workers)
- Elementary occupations

How many total elementary occupations workers do you expect to have in 12 months (mod1_19j)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20jx)
File: BiH_Final ES Data

From this total number of positions you expect to have in 12 months€™ time (inc (mod1_20jx)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

From this total number of positions you expect to have in 12 months' time (including present workers), how many require specific skills or degree in Science, Technology, Engineering or Math (STEM)?
- Elementary occupations

What proportion of current elementary occupations workers are female? (mod1_20j)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What proportion of current [OCCUPATION] are female?
- Elementary occupations

Interviewer instructions

ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3

How many current elementary occupations workers are foreign? (mod1_21j)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 277
Format: numeric	Invalid: 259
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are foreign?
- Elementary occupations

Interviewer instructions

- ASK RESPONDENT TO LOOK AT GROUPS 4-10 ON SHOW CARD #3
- Important! Check if number of permanently employed in 1.08 matches the total number of employees in 1.10 and 1.19. If it doesn't match, go back to given data and correct it.

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now we would like to ask questions about any hiring that your workplace has attempted over the past 3 years or since the operations. Please respond even if you did not finally hire a person.

Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?
(Managers)

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24

Did you receive female applicants when TRYING to hire managers? (mod1_23r)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you receive female applicants when trying to hire [OCCUPATION]? (Managers)

Did you encounter any of these problems when TRYING to hire managers? - There we (mod1_24_r1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- There were no or few applicants

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required skills (mod1_24_r2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- Applicants lacked required skills

Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Interviewer instructions

INT: SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_r3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- Applicants expected wages higher than we can offer

Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Interviewer instructions

INT: SHOWCARD #4

Applicants did not like working conditions (mod1_24_r4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- Applicants did not like working conditions

Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required work experience (mod1_24_r5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- Applicants lacked required work experience

Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Interviewer instructions

INT: SHOWCARD #4

Other (mod1_24_r6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 164
Invalid: 372

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)
- Other

Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Interviewer instructions

INT: SHOWCARD #4

Other, specify (mod1_24_r6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 38

Valid cases: 4

Literal question

Other specify_____)

Interviewer instructions

INT: SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22s)
File: BiH_Final ES Data

Overview

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22s)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?
(Professionals)

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24

Did you receive female applicants when TRYING to hire proffesionals? (mod1_23s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you receive female applicants when trying to hire [OCCUPATION]? (Professionals)

Post question

Did you receive female applicants when trying to hire [OCCUPATION]?

Did you encounter any of these problems when TRYING to hire proffesionals? - The (mod1_24_s1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- There were no or few applicants

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required skills (mod1_24_s2)
File: BiH_Final ES Data

Overview

Applicants lacked required skills (mod1_24_s2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- Applicants lacked required skills

Interviewer instructions

INT: SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_s3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- Applicants expected wages higher than we can offer

Interviewer instructions

INT: SHOWCARD #4

Applicants did not like working conditions (mod1_24_s4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- Applicants did not like working conditions

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required work experience (mod1_24_s5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Applicants lacked required work experience (mod1_24_s5)
File: BiH_Final ES Data

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- Applicants lacked required work experience

Interviewer instructions

INT: SHOWCARD #4

Other (mod1_24_s6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 196
Invalid: 340

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
- Other

Interviewer instructions

INT: SHOWCARD #4

Other, specify (mod1_24_s6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 42

Valid cases: 4

Literal question

Other specify_____)

Interviewer instructions

INT: SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?
(Technicians and associate professionals)

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24

Did you receive female applicants when TRYING to hire technicians and associate (mod1_23t)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 155
Format: numeric	Invalid: 381
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when trying to hire [OCCUPATION]? (Technicians and associate professionals)

Did you encounter any of these problems when TRYING to hire technicians and asso (mod1_24_t1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 155
Format: numeric	Invalid: 381
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)
- There were no or few applicants

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required skills (mod1_24_t2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 155
Format: numeric	Invalid: 381
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)
- Applicants lacked required skills

Interviewer instructions

INT: SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_t3)
File: BiH_Final ES Data

Overview	

Applicants expected wages higher than we can offer (mod1_24_t3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 155
Invalid: 381

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)
- Applicants expected wages higher than we can offer

Interviewer instructions

INT: SHOWCARD #4

Applicants did not like working conditions (mod1_24_t4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 155
Invalid: 381

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)
- Applicants did not like working conditions

Interviewer instructions

INT: SHOWCARD #4

Applicants lacked required work experience (mod1_24_t5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 155
Invalid: 381

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?(Technicians and associate professionals)
- Applicants lacked required work experience

Interviewer instructions

INT: SHOWCARD #4

Other (mod1_24_t6a1)
File: BiH_Final ES Data

Overview

Other (mod1_24_t6a1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 155
Invalid: 381

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)
- Other

Interviewer instructions

INT: SHOWCARD #4

Other, specify (mod1_24_t6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 41

Valid cases: 5

Literal question

Other specify_____)

Interviewer instructions

INT: SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25s)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?
- Clerical and support worker

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire clerical support workers? (mod1_26s)
File: BiH_Final ES Data

Overview

Did you receive female applicants when TRYING to hire clerical support workers? (mod1_26s)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Clerical and support workers)

Did you encounter any of these problems when TRYING to hire clerical support wor (mod1_27_s1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_s2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_s3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Applicants expected wages higher than we can offer (mod1_27_s3)
File: BiH_Final ES Data

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_s4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_s5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_s6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 149
Invalid: 387

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_s6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 15

Valid cases: 1

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25u)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Service workers

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire service workers? (mod1_26u)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Service workers)

Did you encounter any of these problems when TRYING to hire service workers? - T (mod1_27_u1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Did you encounter any of these problems when TRYING to hire service workers? - T (mod1_27_u1)
File: BiH_Final ES Data

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_u2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_u3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_u4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- Applicants did not like working conditions

Applicants did not like working conditions (mod1_27_u4)
File: BiH_Final ES Data

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_u5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_u6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 72
Invalid: 464

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_u6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 16

Valid cases: 1

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Sales workers

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire sales workers? (mod1_26t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Sales workers)

Did you encounter any of these problems when TRYING to hire sales workers? - The (mod1_27_t1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_t2)
File: BiH_Final ES Data

Overview

Applicants lacked required skills (mod1_27_t2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_t3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_t4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_t5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Applicants lacked required work experience (mod1_27_t5)
File: BiH_Final ES Data

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_t6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 75
Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_t6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?
- Skilled agricultural, forestry, and fishery workers

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire skilled agriculture, fores (mod1_26k)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

Did you encounter any of these problems when TRYING to hire skilled agriculture, (mod1_27_k1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_k2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_k3)
File: BiH_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_k3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_k4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_k5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Skilled agricultural, forestry, and fishery workers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_k6a1)
File: BiH_Final ES Data

Overview

Other (mod1_27_k6a1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 6
Invalid: 530

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_k6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25g)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?
- Construction, Craft and related trades workers

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire construction, crafts & rel (mod1_26g)
File: BiH_Final ES Data

Overview

Did you receive female applicants when TRYING to hire construction, crafts & rel (mod1_26g)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

Did you encounter any of these problems when TRYING to hire construction, crafts (mod1_27_g1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_g2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Construction, Craft and related trades workers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_g3)
File: BiH_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_g3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_g4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_g5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_g6a1)
File: BiH_Final ES Data

Overview

Other (mod1_27_g6a1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_g6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 186

Valid cases: 2

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25v)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?
- Plant and machine operators, and assemblers, Drivers

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire drivers, plant & machine o (mod1_26v)
File: BiH_Final ES Data

Overview

Did you receive female applicants when TRYING to hire drivers, plant & machine o (mod1_26v)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)

Did you encounter any of these problems when TRYING to hire drivers, plant & mac (mod1_27_v1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_v2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_v3)
File: BiH_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_v3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_v4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_v5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_v6a1)
File: BiH_Final ES Data

Overview

Other (mod1_27_v6a1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_v6a2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 23

Valid cases: 1

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25j)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?
- Elementary occupations

Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.26-1.27

Did you receive female applicants when TRYING to hire elementary occupations wor (mod1_26j)
File: BiH_Final ES Data

Overview

Did you receive female applicants when TRYING to hire elementary occupations wor (mod1_26j)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Elementary occupations)

Did you encounter any of these problems when TRYING to hire elementary occupatio (mod1_27_j1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_j2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_j3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Applicants expected wages higher than we can offer (mod1_27_j3)
File: BiH_Final ES Data

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_j4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?(Elementary occupations)
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_j5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_j6a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)
- Other

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_j6a2)
File: BiH_Final ES Data

Overview

Type: Discrete   Valid cases: 2
Format: character
Width: 39

Literal question

Other specify_____)

Interviewer instructions

SHOWCARD #4

Occupation Name - Managers (m_2_01r)
File: BiH_Final ES Data

Overview

Type: Discrete   Valid cases: 536
Format: numeric   Invalid: 0
Width: 6
Decimals: 0
Range: 1-888999

Pre question

Look at the responses to Q.1.09 in the table on Page 3. For each type of occupation, check if the workplace had that type of occupation, and indicate yes or no.

Literal question

- Manager

Interviewer instructions

You will now choose ONE of the above three occupation types to ask the workplace additionnal questions about workers in this type of occupation. Follow these steps: (1) Look at the left hand column (for A occupations) on the sticker on the cover page of the questionnaire. (2) Look at the first line, with the number and corresponding occupation in that left column. (3) Check if the firm has workers in this occupation, by looking above. (4) If so, write the occupation number and occupation name below. If not, go to the next number and occupation in the left hand column, and repeat until you have an occupation Type A for which the workplace has workers.
(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Name - Professionals (m_2_01s)
File: BiH_Final ES Data

Overview

Type: Discrete   Valid cases: 536
Format: numeric   Invalid: 0
Width: 6
Decimals: 0
Range: 1-888999

Pre question

Look at the responses to Q.1.09 in the table on Page 3. For each type of occupation, check if the workplace had that type of occupation, and indicate yes or no.

Literal question

- Professional

Interviewer instructions

Occupation Name - Professionals (m_2_01s)
File: BiH_Final ES Data

You will now choose ONE of the above three occupation types to ask the workplace additionnal questions about workers in this type of occupation. Follow these steps: (1) Look at the left hand column (for A occupations) on the sticker on the cover page of the questionnaire. (2) Look at the first line, with the number and corresponding occupation in that left column. (3) Check if the firm has workers in this occupation, by looking above. (4) If so, write the occupation number and occupation name below. If not, go to the next number and occupation in the left hand column, and repeat until you have an occupation Type A for which the workplace has workers.
(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Name - Technicians and associate professionals (m_2_01t)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Look at the responses to Q.1.09 in the table on Page 3. For each type of occupation, check if the workplace had that type of occupation, and indicate yes or no.

Literal question

- Technicians and associate professionals

Interviewer instructions

You will now choose ONE of the above three occupation types to ask the workplace additionnal questions about workers in this type of occupation. Follow these steps: (1) Look at the left hand column (for A occupations) on the sticker on the cover page of the questionnaire. (2) Look at the first line, with the number and corresponding occupation in that left column. (3) Check if the firm has workers in this occupation, by looking above. (4) If so, write the occupation number and occupation name below. If not, go to the next number and occupation in the left hand column, and repeat until you have an occupation Type A for which the workplace has workers.
(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Number Type A (m_2_02b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

Occupation Number Type A:

Occupation Type A (m_2_02z)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 39

Valid cases: 512

Literal question

Occupation Type A:

Occupation Name - Clerical support workers (m2_03_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Clerical support workers

Interviewer instructions

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

Occupation Name - Service workers (m2_03_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Service workers

Interviewer instructions

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

Occupation Name - Sales workers (m2_03_6)
File: BiH_Final ES Data

Overview

Occupation Name - Sales workers (m2_03_6)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Sales workers

Interviewer instructions

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

Occupation Name - Skilled agricultural, forestry and fishery workers (m2_03_7)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Skilled agricultural, forestry and fishery workers

Interviewer instructions

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

Occupation Name - Craft and related trades workers (m2_03_8)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Craft and related trades workers

Interviewer instructions

Occupation Name - Craft and related trades workers (m2_03_8)
File: BiH_Final ES Data

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

Occupation Name - Plant and machine operators, and assemblers (m2_03_9)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Plant and machine operations, assemblers

Interviewer instructions

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

Occupation Name - Elementary occupations (m2_03_10)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.18 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

- Elementary occupation

Interviewer instructions

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

Occupation Number Type B (m_2_04b)
File: BiH_Final ES Data

Overview	

Occupation Number Type B (m_2_04b)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Literal question

Occupation Number Type B:

Occupation Type B (m_2_04z)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 503

Literal question

Occupation Type B:

WRITE THE OCCUPATION TYPE A (m2_2_05a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 39

Valid cases: 512

Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

Literal question

[WRITE THE OCCUPATION TYPE A] _____

Interviewer instructions

FIRST ASK QUESTIONS 2.06 - 2.14 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

WRITE THE OCCUPATION TYPE B (m2_2_05b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 503

Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

Literal question

[WRITE THE OCCUPATION TYPE B] _____

Interviewer instructions

WRITE THE OCCUPATION TYPE B (m2_2_05b)
File: BiH_Final ES Data

FIRST ASK QUESTIONS 2.06 - 2.14 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Do you recruit TYPE A from the following sources- National Employment Services (m2_2_06aa)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- National Employment Services

Private Employment Services (m2_2_06ab)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Private Employment Services

Job Fairs (m2_2_06ac)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Job Fairs

Offers to experienced people in other firms (m2_2_06ad)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Offers to experienced people in other firms

Direct contact with educational institutions, schools, training centers, univers (m2_2_06ae)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Direct contact with public educational institutions, schools, training centers, universities, etc.

Internet postings (m2_2_06af)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Internet posting

Other media advertisements/postings (not including internet) (m2_2_06ag)
File: BiH_Final ES Data

Overview

Other media advertisements/postings (not including internet) (m2_2_06ag)
File: BiH_Final ES Data

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- Other media advertisements/postings (not including internet)

Informal channels (personal contacts, people recommended by others) (m2_2_06ah)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- Informal channels (personal contacts, people recommended by others)

Other (m2_2_06ai)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- Other

Do you recruit TYPE B from the following sources- National Employment Services (m2_2_06ba)
File: BiH_Final ES Data

Overview

Do you recruit TYPE B from the following sources- National Employment Services (m2_2_06ba)
File: BiH_Final ES Data

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 503

Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- National Employment Services

Private Employment Services (m2_2_06bb)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 503

Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- Private Employment Services

Job Fairs (m2_2_06bc)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 503

Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?

- Job Fairs

Offers to experienced people in other firms (m2_2_06bd)
File: BiH_Final ES Data

Overview

Offers to experienced people in other firms (m2_2_06bd)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Offers to experienced people in other firms

Direct contact with educational institutions, schools, training centers, univers (m2_2_06be)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Direct contact with public educational institutions, schools, training centers, universities, etc.

Internet postings (m2_2_06bf)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Internet posting

Other media advertisements/postings (not including internet) (m2_2_06bg)
File: BiH_Final ES Data

Overview

Other media advertisements/postings (not including internet) (m2_2_06bg)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Other media advertisements/postings (not including internet)

Informal channels (personal contacts, people recommended by others) (m2_2_06bh)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Informal channels (personal contacts, people recommended by others)

Other (m2_2_06bi)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

The next question asks about the importance of certain characteristics when making hiring decisions.

Literal question

Do you recruit from the following sources?
- Other

Did you hire [OCCUPATION TYPE_A] in the past 3 years? (m2_2_07a)
File: BiH_Final ES Data

Overview

Did you hire [OCCUPATION TYPE_A] in the past 3 years? (m2_2_07a)
File: BiH_Final ES Data

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

Did you hire [OCCUPATION TYPE_B] in the past 3 years? (m2_2_07b)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 503

Invalid: 33

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

What proportion of the applicants for [OCCUPATION TYPE_A] were male and female? (m2_2_08a1)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 0-888999

Valid cases: 240

Invalid: 296

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

Female (m2_2_08a2)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 0-888999

Valid cases: 240

Invalid: 296

What proportion of the applicants for [OCCUPATION TYPE_B] were male and female? (m2_2_08b1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 325
Format: numeric	Invalid: 211
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

Female (m2_2_08b2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 325
Format: numeric	Invalid: 211
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

What percentage of the applicants for [OCCUPATION TYPE_] were male and female?

Over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 240
Format: numeric	Invalid: 296
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

Over the past 3 years, on average for [OCCUPATION TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?

Interviewer instructions

NTERVIEWER IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 3 YEARS, WRITE '999' AND → 2.14

Over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 325
Format: numeric	Invalid: 211
Width: 6	
Decimals: 0	
Range: 0-888999	

Over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_2)
File: BiH_Final ES Data

Literal question

Over the past 3 years, on average for [OCCUPATION TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?

Interviewer instructions

NTERVIEWER IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 3 YEARS, WRITE '999' AND → 2.14

What is the education level of the most recent person hired as a [OCCUPATION TYP (m2_2_10_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 505
Invalid: 31

Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?

Interviewer instructions

SHOW CARD #5 ONE ANSWER

What is the education level of the most recent person hired as a [OCCUPATION TYP (m2_2_10_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 490
Invalid: 46

Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?

Interviewer instructions

SHOW CARD #18 ONE ANSWER

Was the field of study (training) of the most recent person hired Type A in Scie (m_2_11_1x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 301
Invalid: 235

Was the field of study (training) of the most recent person hired Type A in Scie (m_2_11_1x)
File: BiH_Final ES Data

Literal question

Was the field of study (training) of the most recent person hired in Science, Technology, Engineering or Math?

Was the field of study (training) of the most recent person hired Type B in Scie (m_2_11_2x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 37
Invalid: 499

Literal question

Was the field of study (training) of the most recent person hired in Science, Technology, Engineering or Math?

What is the gender of the most recent person hired for [OCCUPATION TYPE_A] ? (m_2_11_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 505
Invalid: 31

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

What is the gender of the most recent person hired for [OCCUPATION TYPE_B] ? (m_2_11_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 490
Invalid: 46

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

What is the average monthly gross compensation over the past 6 months (or the mo (m_2_12a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 367-888999

Valid cases: 505
Invalid: 31

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 [OCCUPATION TYPE _] ?

Interviewer instructions

Write '888' if the respondent refuses to answer.

What is the average monthly gross compensation over the past 6 months (or the mo (m_2_12b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 333-888999

Valid cases: 490
Invalid: 46

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 [OCCUPATION TYPE _] ?

Interviewer instructions

Write '888' if the respondent refuses to answer.

Is the compensation noted above for a part-time position? Type A (m_2_12a1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 505
Invalid: 31

Literal question

Is the compensation noted above for a part-time position?

Is the compensation noted above for a part-time position? Type B (m_2_12a2)
File: BiH_Final ES Data

Overview

Is the compensation noted above for a part-time position? Type B (m_2_12a2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 490
Invalid: 46

Literal question

Is the compensation noted above for a part-time position?

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

Is the salary for a [OCCUPATION TYPE _A] negotiable at the moment of hiring? (m_2_13_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 505
Invalid: 31

Literal question

Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?

Is the salary for a [OCCUPATION TYPE _B] negotiable at the moment of hiring? (m_2_13_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 490
Invalid: 46

Literal question

Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_1)
File: BiH_Final ES Data

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
(Most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 131
Invalid: 405

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
(Second most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 53
Invalid: 483

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
(Third most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected age group (15-24 years) for Type A (m_2_14a_1_1)
File: BiH_Final ES Data

Overview

Selected age group (15-24 years) for Type A (m_2_14a_1_1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 6
Invalid: 530

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected age group (25-44 years) for Type A (m_2_14a_1_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 178
Invalid: 358

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected age group (45-64 years) for Type A (m_2_14a_1_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 5
Invalid: 531

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected gender=male for Type A (m_2_14a_2_1)
File: BiH_Final ES Data

Overview

Selected gender=male for Type A (m_2_14a_2_1)
File: BiH_Final ES Data

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

Valid cases: 75
Invalid: 461

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Gender

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected gender=female for Type A (m_2_14a_2_2)
File: BiH_Final ES Data

Overview

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

Valid cases: 27
Invalid: 509

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Gender

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
(Most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 161
Invalid: 375

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
(Second most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 56
Invalid: 480

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
(Third most important)

Interviewer instructions

- SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.
- NOW REPEAT FROM QUESTION 2.06 FOR OCCUPATION TYPE B

Selected age group (15-24 years) for Type B (m_2_14b_1_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 18
Invalid: 518

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected age group (25-44 years) for Type B (m_2_14b_1_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 203
Invalid: 333

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected age group (45-64 years) for Type B (m_2_14b_1_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 4
Invalid: 532

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Age

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected gender=male for Type B (m_2_14b_2_1)
File: BiH_Final ES Data

Overview

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

Valid cases: 98
Invalid: 438

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Gender

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Selected gender=female for Type B (m_2_14b_2_2)
File: BiH_Final ES Data

Selected gender=female for Type B (m_2_14b_2_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 46
Format: numeric	Invalid: 490
Width: 1	
Decimals: 0	
Range: 1-2	

Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5
- Gender

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in (m2b16_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

Literal question

Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in the past 5 years?

What is the average monthly gross compensation you would offer a new hire 18 to (m2b17_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 367-888999	

Literal question

What is the average monthly gross compensation you would offer a new hire 18 to 29 years old full-time as a [OCCUPATION]? (INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.)

Assume you have a formal job opening for a young worker, ages 18 to 29. You have (m2b18_1)
File: BiH_Final ES Data

Assume you have a formal job opening for a young worker, ages 18 to 29. You have (m2b18_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Assume you have a formal job opening for a young worker, ages 18 to 29. You have two options to hire a qualified applicant: - 1) you hire a person ages 18 to 29, who is a registered as unemployed in the Public Employment Services and has been out of work for at least 6 months, who has at least the minimum expected qualifications for your job, and you have to retain this employee for at least 3 months;

Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in (m2b16_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Have you hired or considered hiring any person 18-29 as a [OCCUPATION_TYPE_] in the past 5 years?

What is the average monthly gross compensation you would offer a new hire 18 to (m2b17_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 300-888999	

Literal question

What is the average monthly gross compensation you would offer a new hire 18 to 29 years old full-time as a [OCCUPATION]? (INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.)

Assume you have a formal job opening for a young worker, ages 18 to 29. You have (m2b18_2)
File: BiH_Final ES Data

Overview

Assume you have a formal job opening for a young worker, ages 18 to 29. You have (m2b18_2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Assume you have a formal job opening for a young worker, ages 18 to 29. You have two options to hire a qualified applicant: - you hire any person aged 18-29 you want. Which option would you take - the jobseeker with Public Employment Services or another worker 18-29 for [OCCUPATION TYPE _] ?

If the Entity Public Employment Services offered you a monthly subsidy for 3 mon (m2b19_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 150-888999

Valid cases: 512
Invalid: 24

Literal question

If the Entity Public Employment Services offered you a monthly subsidy for 3 months to hire a person 18-29 years of age who is registered unemployed with PES and has been unemployed for 6 months, what is the minimum amount of subsidy per month (for the three months) you would need to select this unemployed 18-29-year-old as a [OCCUPATION TYPE], rather than select any 18-29-year-old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0; KMs10,000)]

Interviewer instructions

IF WILL NOT HIRE FROM PES NO MATTER HOW MUCH THE SUBSIDY, WRITE 8888

Now, if the Public Employment Services offered you a monthly subsidy for 12 mont (m2b20_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 150-888999

Valid cases: 512
Invalid: 24

Literal question

Now, if the Public Employment Services offered you a monthly subsidy for 12 months to hire an 18-29 unemployed jobseeker, what is the minimum amount of subsidy per month for you to select the 18-29 year old unemployed jobseeker, rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]

If the Public Employment Services offers you a monthly subsidy for 12 months on (m2b21_1)
File: BiH_Final ES Data

If the Public Employment Services offers you a monthly subsidy for 12 months on (m2b21_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 291
Invalid: 245

Literal question

If the Public Employment Services offers you a monthly subsidy for 12 months on condition of retaining the employee for an additional 12 months (after the completion of 12 months of subsidy, that is a total of 24 months of employment) to hire an 18-29-yearold unemployed jobseeker, what is the minimum amount of subsidy per month for 12 months for you to select the 18-29 year old unemployed jobseeker as a [OCCUPATION TYPE], rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]

Interviewer instructions

IF WOULD NOT HIRE UNDER THESE CONDITIONS FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

So far, it has been assumed that there was a job opening (vacancy). If your firm (m2b22_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 272
Invalid: 264

Literal question

So far, it has been assumed that there was a job opening (vacancy). If your firm does not have a job opening, would a subsidy of KMs 200 per month for 12 months [THIS IS A SUBSIDY THAT WOULD COVER A LITTLE OVER THE CONTRIBUTIONS AND HEALTH INSURANCE OF A MINIMUM WAGE OF KMs 406] be enough for you to consider creating a new job for an 18-29 year old registered unemployed jobseeker as a [OCCUPATION TYPE_]?

What would be the minimum subsidy amount you would require to create a new job f (m2b23_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 247
Invalid: 289

Literal question

What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?

Post question

KM per MONTH → 2.16, TO START WORKER TYPE B

Interviewer instructions

IF WOULD NOT CREATE A POSITION WITH A SUBSIDY FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

What would be the minimum subsidy amount you would require to create a new job f (m2b23_1r)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 300-888999

Valid cases: 183
Invalid: 353

Literal question

What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?

Post question

KM per MONTH → 2.16, TO START WORKER TYPE B

Interviewer instructions

IF WOULD NOT CREATE A POSITION WITH A SUBSIDY FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

If the Entity Public Employment Services offered you a monthly subsidy for 3 mon (m2b19_2)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 150-888999

Valid cases: 503
Invalid: 33

Literal question

If the Entity Public Employment Services offered you a monthly subsidy for 3 months to hire a person 18-29 years of age who is registered unemployed with PES and has been unemployed for 6 months, what is the minimum amount of subsidy per month (for the three months) you would need to select this unemployed 18-29-year-old as a [OCCUPATION TYPE], rather than select any 18-29-year-old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0; KMs10,000)]

Interviewer instructions

IF WILL NOT HIRE FROM PES NO MATTER HOW MUCH THE SUBSIDY, WRITE 8888

Now, if the Public Employment Services offered you a monthly subsidy for 12 mont (m2b20_2)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 150-888999

Valid cases: 503
Invalid: 33

Literal question

Now, if the Public Employment Services offered you a monthly subsidy for 12 months to hire an 18-29 unemployed jobseeker, what is the minimum amount of subsidy per month for you to select the 18-29 year old unemployed jobseeker, rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]

If the Public Employment Services offers you a monthly subsidy for 12 months on (m2b21_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 334
Format: numeric	Invalid: 202
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

If the Public Employment Services offers you a monthly subsidy for 12 months on condition of retaining the employee for an additional 12 months (after the completion of 12 months of subsidy, that is a total of 24 months of employment) to hire an 18-29-yearold unemployed jobseeker, what is the minimum amount of subsidy per month for 12 months for you to select the 18-29 year old unemployed jobseeker as a [OCCUPATION TYPE], rather than select any 18-29 year old you want? [AMOUNT OF TRANSFER SHOULD BE POSITIVE AND BETWEEN (0;KMs10,000)]

Interviewer instructions

IF WOULD NOT HIRE UNDER THESE CONDITIONS FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

So far, it has been assumed that there was a job opening (vacancy). If your firm (m2b22_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 220
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

So far, it has been assumed that there was a job opening (vacancy). If your firm does not have a job opening, would a subsidy of KMs 200 per month for 12 months [THIS IS A SUBSIDY THAT WOULD COVER A LITTLE OVER THE CONTRIBUTIONS AND HEALTH INSURANCE OF A MINIMUM WAGE OF KMs 406] be enough for you to consider creating a new job for an 18-29 year old registered unemployed jobseeker as a [OCCUPATION TYPE_]?

Post question

2.16 TO BEGIN OCCUPATION TYPE B, OR IF DOING TYPE B >>Q2.25

What would be the minimum subsidy amount you would require to create a new job f (m2b23_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 271
Format: numeric	Invalid: 265
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?

Post question

KM per MONTH → 2.25

Interviewer instructions

What would be the minimum subsidy amount you would require to create a new job f (m2b23_2)
File: BiH_Final ES Data

IF WOULD NOT CREATE A POSITION WITH A SUBSIDY FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

What would be the minimum subsidy amount you would require to create a new job f (m2b23_2r)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 202
Format: numeric	Invalid: 334
Width: 6	
Decimals: 0	
Range: 250-888999	

Literal question

What would be the minimum subsidy amount you would require to create a new job for an 18-29 year old registered unemployed job seeker for [OCCUPATION TYPE_] for 12 months?

Post question

KM per MONTH → 2.25

Interviewer instructions

IF WOULD NOT CREATE A POSITION WITH A SUBSIDY FROM PES NO MATTER WHAT THE SUBSIDY, WRITE 8888 AND >>2.24

Do not trust that the PES applicants are qualified for Type A (m2b24_1a)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 308
Format: numeric	Invalid: 228
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Do not trust that the PES applicants are qualified

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Think it will take too long to get a PES-subsidized worker for Type A (m2b24_1b)
File: BiH_Final ES Data

Overview

Think it will take too long to get a PES-subsidized worker for Type A (m2b24_1b)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Think it will take too long to get a PES-subsidized worker

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Think that the PES paperwork will be too burdensome for Type A (m2b24_1c)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Think that the PES paperwork will be too burdensome

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Not sure about my firm's future for Type A (m2b24_1d)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Not sure about my firm's future

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Other for Type A (m2b24_1e)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 308
Invalid: 228

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Other (Specify _____)

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Other for Type A (m2b24_1dr)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 84

Valid cases: 73

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Other (Specify _____)

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Do not trust that the PES applicants are qualified for Type B (m2b24_2a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 266
Invalid: 270

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Do not trust that the PES applicants are qualified

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Think it will take too long to get a PES-subsidized worker for Type B (m2b24_2b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 266
Invalid: 270

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Think it will take too long to get a PES-subsidized worker

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Think that the PES paperwork will be too burdensome for Type B (m2b24_2c)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 266
Invalid: 270

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Think that the PES paperwork will be too burdensome

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Not sure about my firm's future for Type B (m2b24_2d)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 266
Invalid: 270

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Not sure about my firm's future

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Not sure about my firm's future for Type B (m2b24_2d)
File: BiH_Final ES Data

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Other for Type B (m2b24_2e)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 266
Invalid: 270

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Other (Specify _____)

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Other for Type B (m2b24_2dr)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 84

Valid cases: 57

Literal question

Why would you not be willing to use the subsidy program for [OCCUPATION TYPE] no matter what the terms of the subsidy are?
- Other (Specify _____)

Post question

2.16, TO START OCCUPATION TYPE B or 2.25

Interviewer instructions

MARK YES FOR ALL THAT THE APPLICANT MENTIONS. (DO NOT READ RESPONSES)

Have you/your firm ever heard about the PES subsidy programs? (m2b25)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Have you/ your firm ever heard about the PES subsidy programs?

Have you/your firm ever heard about the PES subsidy programs? (m2b25)
File: BiH_Final ES Data

Post question

1. Yes -> 2.26
2. No -> 3.01

Have you/your firm ever used a PES subsidy program? (m2b26)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 523
Invalid: 13

Literal question

Have you/ your firm ever used a PES subsidy program?

Opportunity for all (m2b27fd1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
- Opportunity for all

Job voucher (m2b27fd2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
- Job voucher

Seasonal employment (m2b27fd3)
File: BiH_Final ES Data

Overview

Seasonal employment (m2b27fd3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
- Seasonal employment

First work experience (m2b27fd4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
-

Public Work Program (m2b27fd5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
-

Roma employment (m2b27fd6)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 209
Invalid: 327

Literal question

Have you already used or applied to the following subsidy program(s)?
- Roma employment

Statute (only for 2016) (m2b27fd7)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 209
Format: numeric	Invalid: 327
Width: 6	
Decimals: 0	
Range: 1-888999	

Other (m2b27fd8)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 209
Format: numeric	Invalid: 327
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Other

Other (m2b27fddr)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 13
Format: character	
Width: 93	

Literal question

Other

Support for employment in the economy sectors (m2b27rs1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 70
Format: numeric	Invalid: 466
Width: 6	
Decimals: 0	
Range: 1-888999	

Support for employment of the children of the fallen soldiers (m2b27rs2)
File: BiH_Final ES Data

Overview

Support for employment of the children of the fallen soldiers (m2b27rs2)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 70
Invalid: 466

Support for employment of persons that have more than 45 years of age (m2b27rs3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 70
Invalid: 466

Roma employment (m2b27rs4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 70
Invalid: 466

Literal question

Have you already used or applied to the following subsidy program(s)?
- Roma employment

Other (m2b27rs5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 70
Invalid: 466

Literal question

Other

Other (m2b27rsdr)
File: BiH_Final ES Data

Overview

Other (m2b27rsdr)
File: BiH_Final ES Data

Type: Discrete
Format: character
Width: 61

Valid cases: 17

Literal question

Other

For each question below, please think of the selected occupation when answering (m_30a_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve reading?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 – 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve writing using correct spelling and grammar? (m_30a_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve writing using correct spelling and grammar?

Does the job regularly involve math, that is, adding, subtracting, multiplying o (m_30a_3)
File: BiH_Final ES Data

Does the job regularly involve math, that is, adding, subtracting, multiplying o (m_30a_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

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

Does the job regularly involve solving problems that take 30 minutes or more to (m_30a_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

Does the job regularly involve speaking a language other than Bosnian/ Croatian/ (m_30a_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve speaking a language other than Bosnian/ Croatian/ Serbian?

Does the job regularly require making formal presentations to clients or colleag (m_30a_6)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?

Does the job regularly involve interacting with a team of co-workers? (m_30a_7)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve interacting with a team of co-workers??

For each question below, please think of the selected occupation when answering (m_30b_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve reading?

Does the job regularly involve writing using correct spelling and grammar? (m_30b_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve writing using correct spelling and grammar?

Does the job regularly involve math, that is, adding, subtracting, multiplying o (m_30b_3)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

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

Does the job regularly involve solving problems that take 30 minutes or more to (m_30b_4)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

Does the job regularly involve speaking a language other than Bosnian/ Croatian/ (m_30b_5)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve speaking a language other than Bosnian/ Croatian/ Serbian??

Does the job regularly require making formal presentations to clients or colleag (m_30b_6)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?

Does the job regularly involve interacting with a team of co-workers? (m_30b_7)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.
For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

Literal question

Does the job regularly involve interacting with a team of co-workers?

What is the highest level of computer use involved in this job? [Type A]? (m_3_08a)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What is the highest level of computer use involved in each occupation type?

Interviewer instructions

- SHOW CARD #7 INT ONE ANSWER
- GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

What is the highest level of computer use involved in this job? [Type B]? (m_3_08b)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What is the highest level of computer use involved in each occupation type?

Interviewer instructions

- SHOW CARD #7 INT ONE ANSWER
- GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

Thinking of the last month, how frequently did this typical worker arrive at wor (m_3_09a)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

Thinking of the last month, how frequently did this typical worker arrive at wor (m_3_09b)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

What is the average monthly gross compensation over the last 12 months for this (m_3_010a)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 367-888999	

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, COMMINSSIONS, PER DIEMS, ETC.

Interviewer instructions

Write '888' if the respondent refuses to answer.

What is the average monthly gross compensation over the last 12 months for this (m_3_010b)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 333-888999	

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, COMMINSSIONS, PER DIEMS, ETC.

Interviewer instructions

Write '888' if the respondent refuses to answer.

Is the noted compensation for a part-time position? Type A (m_3_010aa)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

Is the compensation noted above for a part-time position?

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

Is the noted compensation for a part-time position? Type B (m_3_010ab)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Is the compensation noted above for a part-time position?

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

How long has it been since the last promotion (increase in job responsibility, (m_3_011a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 512
Invalid: 24

Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

Interviewer instructions

WRITE ANSWER IN MONTHS.
IF THIS WORKER HAS NOT HAD A PROMOTION, WRITE 999.

How long has it been since the last promotion (increase in job responsibility, (m_3_011b)
File: BiH_Final ES Data

How long has it been since the last promotion (increase in job responsibility, (m_3_011b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 503
Invalid: 33

Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

Interviewer instructions

WRITE ANSWER IN MONTHS.
IF THIS WORKER HAS NOT HAD A PROMOTION, WRITE 999.

What is the highest education level this worker has completed? - Type A (m_3_12a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

What is the highest education level this typical [OCCUPATIO N TYPE _] worker has completed?

Interviewer instructions

ONE ANSWER

What is the highest education level this worker has completed? - Type B (m_3_12b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

What is the highest education level this typical [OCCUPATIO N TYPE _] worker has completed?

Interviewer instructions

ONE ANSWER

Does this worker have a technical or vocational post-secondary diploma or certif (m_3_013a)
File: BiH_Final ES Data

Does this worker have a technical or vocational post-secondary diploma or certif (m_3_013a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

Does this typical [OCCUPATION TYPE _] worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...

Does this worker have a technical or vocational post-secondary diploma or certif (m_3_013b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Does this typical [OCCUPATION TYPE _] worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...

Are you satisified with the education level of this worker? - Type A (m_3_014a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

Are you satisfied with the education level of this worker (typical [OCCUPATION TYPE _] ?

Are you satisified with the education level of this worker? - Type B (m_3_014b)
File: BiH_Final ES Data

Overview

Are you satisfied with the education level of this worker? - Type B (m_3_014b)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Are you satisfied with the education level of this worker (typical [OCCUPATION TYPE _] ?

What is the average age of this worker? - Type A (m_3_015a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 22-888999

Valid cases: 512
Invalid: 24

Literal question

What is the average age of this worker(typical [OCCUPATION TYPE _] ?

What is the average age of this worker? - Type B (m_3_015b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 20-888999

Valid cases: 503
Invalid: 33

Literal question

What is the average age of this worker(typical [OCCUPATION TYPE _] ?

What is the gender of this worker? - Type A (m_3_016a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

What is the gender of this worker(typical [OCCUPATION TYPE _] ?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 – 3.16 FOR OCCUPATION TYPE B.

What is the gender of this worker? - Type B (m_3_016b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

What is the gender of this worker(typical [OCCUPATION TYPE _] ?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 – 3.16 FOR OCCUPATION TYPE B.

For each of the skills indicate if there is a difference between what is require (m_3_017a_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can do calculations and work with numbers

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can read and write in English (m_3_017a_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can read and write in English

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can read and write in another foreign language (m_3_017a_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can read and write in another foreign language (For example, French, Turkish, German, etc.)

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can find new and better ways to do things (m_3_017a_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can find new and better ways to do things

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can stay on a long and difficult task until it is finished (m_3_017a_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can stay on a long and difficult task until it is finished

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can be relied on to get things done (m_3_017a_6)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can be relied on to get things done

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can work well with others and listens to others' views (m_3_017a_7)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can work well with others and listens to others' views

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can work well in very busy or difficult situations (m_3_017a_8)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can work well in very busy or difficult situations

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can continue in the face of challenging situations at work (m_3_017a_9)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can continue in the face of challenging situations at work

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can easily adapt to new tasks or changes in the workplace (m_3_017a_10)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can use a computer for making presentations and/or other advanced purposes like (m_3_017a_11)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Can use a computer for making presentations and/or other advanced purposes like (m_3_017a_11)
File: BiH_Final ES Data

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

Can demonstrate specific technical skills relevant to the job. (m_3_017a_12)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

For each of the skills [READ TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.
- Can demonstrate specific technical skills relevant to the job.

Interviewer instructions

INT IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD # 8A3.17

How large is the difference between the current skills and the required skills i (m_3_018a_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 46
Format: numeric	Invalid: 490
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

Interviewer instructions

USE SHOW CARD # 8A3.18

Can read and write in English (m_3_018a_2)
File: BiH_Final ES Data

Can read and write in English (m_3_018a_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 71
Format: numeric	Invalid: 465
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in English

Interviewer instructions

USE SHOW CARD # 8A3.18

Can read and write in another foreign language (m_3_018a_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 51
Format: numeric	Invalid: 485
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in another foreign language (For example, Russian, French, German, etc.)

Interviewer instructions

USE SHOW CARD # 8A3.18

Can find new and better ways to do things (m_3_018a_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 77
Format: numeric	Invalid: 459
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can find new and better ways to do things

Interviewer instructions

USE SHOW CARD # 8A3.18

Can stay on a long and difficult task until it is finished (m_3_018a_5)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 68
Format: numeric	Invalid: 468
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can stay on a long and difficult task until it is finished

Interviewer instructions

USE SHOW CARD # 8A3.18

Can be relied on to get things done (m_3_018a_6)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 60
Format: numeric	Invalid: 476
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can be relied on to get things done

Interviewer instructions

USE SHOW CARD # 8A3.18

Can work well with others and listens to others' views (m_3_018a_7)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 68
Format: numeric	Invalid: 468
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well with others and listens to others' views

Can work well with others and listens to others' views (m_3_018a_7)
File: BiH_Final ES Data

Interviewer instructions

USE SHOW CARD # 8A3.18

Can work well in very busy or difficult situations (m_3_018a_8)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 83
Invalid: 453

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well in very busy times or difficult situations

Interviewer instructions

USE SHOW CARD # 8A3.18

Can continue in the face of challenging situations at work (m_3_018a_9)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 60
Invalid: 476

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can continue in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD # 8A3.18

Can easily adapt to new tasks or changes in the workplace (m_3_018a_10)
File: BiH_Final ES Data

Overview

Can easily adapt to new tasks or changes in the workplace (m_3_018a_10)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 78
Invalid: 458

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

USE SHOW CARD # 8A3.18

Can use a computer for making presentations and/or other advanced purposes like (m_3_018a_11)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 53
Invalid: 483

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

USE SHOW CARD # 8A3.18

Can demonstrate specific technical skills relevant to the job. (m_3_018a_12)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 60
Invalid: 476

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19

Literal question

Can demonstrate specific technical skills relevant to the job. (m_3_018a_12)
File: BiH_Final ES Data

IF A YES WAS REPORTED IN Q 3.17:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can demonstrate specific technical skills relevant to the job.

Interviewer instructions

USE SHOW CARD # 8A3.18

Of these skills, which ones do you think are important when making decisions reg (m_3_019a_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 59
Format: numeric	Invalid: 477
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

Interviewer instructions

USE SHOW CARD #8A3.19

Can read and write in English (m_3_019a_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 40
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can read and write in English

Interviewer instructions

USE SHOW CARD #8A3.19

Can read and write in another foreign language (m_3_019a_3)
File: BiH_Final ES Data

Overview	

Can read and write in another foreign language (m_3_019a_3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 18
Invalid: 518

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can read and write in another foreign language (For example, Russian, French, German, etc.)

Interviewer instructions

USE SHOW CARD #8A3.19

Can find new and better ways to do things (m_3_019a_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 182
Invalid: 354

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can find new and better ways to do things

Interviewer instructions

USE SHOW CARD #8A3.19

Can stay on a long and difficult task until it is finished (m_3_019a_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 163
Invalid: 373

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can stay on a long and difficult task until it is finished

Interviewer instructions

Can stay on a long and difficult task until it is finished (m_3_019a_5)
File: BiH_Final ES Data

USE SHOW CARD #8A3.19

Can be relied on to get things done (m_3_019a_6)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 280
Format: numeric	Invalid: 256
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can be relied on to get things done

Interviewer instructions

USE SHOW CARD #8A3.19

Can work well with others and listens to others' views (m_3_019a_7)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 132
Format: numeric	Invalid: 404
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can work well with others and listens to others' views

Interviewer instructions

USE SHOW CARD #8A3.19

Can work well in very busy or difficult situations (m_3_019a_8)
File: BiH_Final ES Data

Overview

Can work well in very busy or difficult situations (m_3_019a_8)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 242
Invalid: 294

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can work well in very busy times or difficult situations

Interviewer instructions

USE SHOW CARD #8A3.19

Can continue in the face of challenging situations at work (m_3_019a_9)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 107
Invalid: 429

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can continue in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD #8A3.19

Can easily adapt to new tasks or changes in the workplace (m_3_019a_10)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 142
Invalid: 394

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Can easily adapt to new tasks or changes in the workplace (m_3_019a_10)
File: BiH_Final ES Data

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

USE SHOW CARD #8A3.19

Can use a computer for making presentations and/or other advanced purposes like (m_3_019a_11)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 50
Format: numeric	Invalid: 486
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

USE SHOW CARD #8A3.19

Can demonstrate specific technical skills relevant to the job. (m_3_019a_12)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 121
Format: numeric	Invalid: 415
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8A3.17 FOR QUESTION 3.17, # 8A3.18 FOR QUESTION 3.18 I # 8A3.19 FOR QUESTION 3.19

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can demonstrate specific technical skills relevant to the job.

Interviewer instructions

USE SHOW CARD #8A3.19

For each of the skills indicate if there is a difference between what is require (m_3_020_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can read and write in Bosnian/ Croatian/ Serbian

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can do calculations and work with numbers (m_3_020_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can do calculations and work with numbers

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can read and write in English (m_3_020_3)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can read and write in English

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can read and write in another foreign language (m_3_020_4)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can read and write in another foreign language (For example: French, Turkish, German etc.)

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can find new and better ways to do things (m_3_020_5)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can find new and better ways to do things

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can be relied on to get things done (m_3_020_6)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can be relied on to get things done

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can work well with others and listens to others' views (m_3_020_7)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can work well with others and listens to others' views

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can work well in very busy times or difficult situations (m_3_020_8)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can work well in very busy times or difficult situations

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can continue in the face of challenging situations at work (m_3_020_9)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can continue in the face of challenging situations at work

Can continue in the face of challenging situations at work (m_3_020_9)
File: BiH_Final ES Data

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can easily adapt to new tasks or changes in the workplace (m_3_020_10)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can use a computer for basic word processing tasks, Email and internet searches (m_3_020_11)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can use a computer for basic word processing tasks, email and internet searches

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

Can demonstrate specific technical skills that are job-relevant (m_3_020_12)
File: BiH_Final ES Data

Overview

Can demonstrate specific technical skills that are job-relevant (m_3_020_12)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

For each of the skills [READ THEM TO THE RESPONDENT] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.
- Can demonstrate specific technical skills that are job-relevant.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL. USE SHOW CARD #8B3.20

How large is the difference between the current skills and the required skills i (m_3_021_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 21
Invalid: 515

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

Can do calculations and work with numbers (m_3_021_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 22
Invalid: 514

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can do calculations and work with numbers

Can read and write in English (m_3_021_3)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 27
Invalid: 509

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in English

Can read and write in another foreign language (m_3_021_4)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 31
Invalid: 505

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in another foreign language (For example, Russian, French, German, etc.)

Can find new and better ways to do things (m_3_021_5)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 57
Invalid: 479

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can find new and better ways to do things

Can be relied on to get things done (m_3_021_6)
File: BiH_Final ES Data

Overview	

188

Can be relied on to get things done (m_3_021_6)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 41
Invalid: 495

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can be relied on to get things done

Can work well with others and listens to others' views (m_3_021_7)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 47
Invalid: 489

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well with others and listens to others' views

Can work well in very busy times or difficult situations (m_3_021_8)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 50
Invalid: 486

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well in very busy times or difficult situations

Can continue in the face of challenging situations at work (m_3_021_9)
File: BiH_Final ES Data

Can continue in the face of challenging situations at work (m_3_021_9)
File: BiH_Final ES Data

Overview	

Type: Discrete	**Valid cases: 45**
Format: numeric	Invalid: 491
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question	

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question	

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can continue in the face of challenging situations at work

Can easily adapt to new tasks or changes in the workplace (m_3_021_10)
File: BiH_Final ES Data

Overview	

Type: Discrete	**Valid cases: 61**
Format: numeric	Invalid: 475
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question	

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question	

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can easily adapt to new tasks or changes in the workplace

Can use a computer for basic word processing tasks, Email and internet searches (m_3_021_11)
File: BiH_Final ES Data

Overview	

Type: Discrete	**Valid cases: 25**
Format: numeric	Invalid: 511
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question	

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question	

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can use a computer for basic word processing tasks, email and internet searches

Can demonstrate specific technical skills that are job-relevant (m_3_021_12)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 502
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

IF A YES WAS REPORTED IN Q 3.21:
How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can demonstrate specific technical skills that are job-relevant.

Of these skills, which ones do you think are important when making decisions reg (m_3_022_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 33
Format: numeric	Invalid: 503
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

Interviewer instructions

USE SHOW CARD #8B3.22

Can do calculations and work with numbers (m_3_022_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 37
Format: numeric	Invalid: 499
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can do calculations and work with numbers

Interviewer instructions

Can do calculations and work with numbers (m_3_022_2)
File: BiH_Final ES Data

USE SHOW CARD #8B3.22

Can read and write in English (m_3_022_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 16
Format: numeric	Invalid: 520
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can read and write in English

Interviewer instructions

USE SHOW CARD #8B3.22

Can read and write in another foreign language (m_3_022_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 26
Format: numeric	Invalid: 510
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can read and write in another foreign language (For example, Russian, French, German, etc.)

Interviewer instructions

USE SHOW CARD #8B3.22

Can find new and better ways to do things (m_3_022_5)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 155
Format: numeric	Invalid: 381
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Can find new and better ways to do things (m_3_022_5)
File: BiH_Final ES Data

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can find new and better ways to do things

Interviewer instructions

USE SHOW CARD #8B3.22

Can be relied on to get things done (m_3_022_6)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 334
Format: numeric	Invalid: 202
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can be relied on to get things done

Interviewer instructions

USE SHOW CARD #8B3.22

Can work well with others and listens to others' views (m_3_022_7)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 189
Format: numeric	Invalid: 347
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can work well with others and listens to others' views

Interviewer instructions

USE SHOW CARD #8B3.22

Can work well in very busy times or difficult situations (m_3_022_8)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 279
Format: numeric	Invalid: 257
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can work well in very busy times or difficult situations

Interviewer instructions

USE SHOW CARD #8B3.22

Can continue in the face of challenging situations at work (m_3_022_9)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 146
Format: numeric	Invalid: 390
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can continue in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD #8B3.22

Can easily adapt to new tasks or changes in the workplace (m_3_022_10)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 162
Format: numeric	Invalid: 374
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Can easily adapt to new tasks or changes in the workplace (m_3_022_10)
File: BiH_Final ES Data

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

USE SHOW CARD #8B3.22

Can use a computer for basic word processing tasks, Email and internet searches (m_3_022_11)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 18
Invalid: 518

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
- Can use a computer for basic word processing tasks, email and internet searches

Interviewer instructions

USE SHOW CARD #8B3.22

Can demonstrate specific technical skills that are job-relevant (m_3_022_12)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 114
Invalid: 422

Pre question

USE SHOW CARD # 8B3.20 FOR QUESTION 3.20, # 8B3.21 FOR QUESTION 3.21 AND # 8B3.22 FOR QUESTION 3.22

Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
- Can demonstrate specific technical skills that are job-relevant.

Interviewer instructions

USE SHOW CARD #8B3.22

Does your workplace have regular contacts with educational or training instituti (m_4_01a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Pre question

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself. INT: ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?

Post question

2 >>4.03
9 >>4.03

Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

Does your workplace have regular contacts with educational or training instituti (m_4_01b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Pre question

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself. INT: ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?

Post question

2 >>4.03
9 >>4.03

Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE (m_4_02a_1)
File: BiH_Final ES Data

Overview

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE (m_4_02a_1)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- You use for Recruitment of staff

Interviewer instructions

USE SHOW CARD # 9

Your firm participates in testing of students (m_4_02a_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm participates in testing of students

Interviewer instructions

USE SHOW CARD # 9

Your firm gives feedback to the institution for their Curriculum development (m_4_02a_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm gives feedback to the institution for their Curriculum development

Interviewer instructions

USE SHOW CARD # 9

Your firm uses the institution for further training (m_4_02a_4)
File: BiH_Final ES Data

Overview

Your firm uses the institution for further training (m_4_02a_4)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm uses the institution for further training

Interviewer instructions

USE SHOW CARD # 9

Your firm provides work experience for students (internships and apprenticeships (m_4_02a_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm provides work experience for students (internships and apprenticeships)

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02a_6a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 123
Invalid: 413

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02a_6ax)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 83

Valid cases: 10

1. Other (Specify) (m_4_02a_6ax)
File: BiH_Final ES Data

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Interviewer instructions

USE SHOW CARD # 9

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _ (m_4_02b_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- You use for Recruitment of staff

Interviewer instructions

USE SHOW CARD # 9

Your firm participates in testing of students (m_4_02b_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm participates in testing of students

Interviewer instructions

USE SHOW CARD # 9

Your firm gives feedback to the institution for their Curriculum development (m_4_02b_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

Your firm gives feedback to the institution for their Curriculum development (m_4_02b_3)
File: BiH_Final ES Data

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm gives feedback to the institution for their Curriculum development

Interviewer instructions

USE SHOW CARD # 9

Your firm uses the institution for further training (m_4_02b_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm uses the institution for further training

Interviewer instructions

USE SHOW CARD # 9

Your firm provides work experience for students (internships and apprenticeships (m_4_02b_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm provides work experience for students (internships and apprenticeships)

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02b_6a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 88
Invalid: 448

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

1. Other (Specify) (m_4_02b_6a)
File: BiH_Final ES Data

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02b_6ax)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: character

Width: 64

Valid cases: 5

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Interviewer instructions

USE SHOW CARD # 9

Did the [OCCUPATION TYPE _A] employees in your workplace receive any on-the-job (m_4_03a)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 512

Invalid: 24

Pre question

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? (Do not include any training mandated by law like managing fire hazard situations or first -aid training)

Post question

2 >>4.05
9 >>4.05

Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job (m_4_03b)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 503

Invalid: 33

Pre question

Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job (m_4_03b)
File: BiH_Final ES Data

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? (Do not include any training mandated by law like managing fire hazard situations or first -aid training)

Post question

2 >>4.05
9 >>4.05

What percentage received on-the-job training last year? [Type A] (m_4_04a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 208
Invalid: 328

Literal question

What percentage [OCCUPATION TYPE _] received on-the-job training last year?

What percentage received on-the-job training last year? [Type B] (m_4_04b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 178
Invalid: 358

Literal question

What percentage [OCCUPATION TYPE _] received on-the-job training last year?

Did the [OCCUPATION TYPE _A] employees in your workplace receive any other trai (m_4_05a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

Did the [OCCUPATION TYPE _A] employees in your workplace receive any other trai (m_4_05a)
File: BiH_Final ES Data

Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].

Post question

2 >>4.11
9 >>4.11

Did the [OCCUPATION TYPE _B] employees in your workplace receive any other trai (m_4_05b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].

Post question

2 >>4.11
9 >>4.11

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_06a_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's managers, technical persons, peers, etc.

Interviewer instructions

INTERVIEWER SHOWCARD #10

Training by the firm's dedicated trainers (m_4_06a_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Training by the firm's dedicated trainers (m_4_06a_2)
File: BiH_Final ES Data

Literal question

For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's dedicated trainers

Interviewer instructions

INTERVIEWER SHOWCARD #10

Training on the firm's premises with external trainers (consultants, private tra (m_4_06a_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

Interviewer instructions

INTERVIEWER SHOWCARD #10

1. Other (Specify) (m_4_06a_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Other (Specify_____)

Interviewer instructions

INTERVIEWER SHOWCARD #10

1. Other (Specify) (m_4_06a_4x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 36

Valid cases: 2

Literal question

For each training option below, indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Other (Specify_____)

Interviewer instructions

1. Other (Specify) (m_4_06a_4x)
File: BiH_Final ES Data

INTERVIEWER SHOWCARD #10

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_06b_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 391
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_06b_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 391
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_06b_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 391
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_06b_4)
File: BiH_Final ES Data

Overview	

1. Other (Specify) (m_4_06b_4)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 145
Invalid: 391

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
Other (Specify_____)

1. Other (Specify) (m_4_06b_4x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 36

Valid cases: 1

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
Other (Specify_____)

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_07a_1p)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 132
Invalid: 404

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07a_2p)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 84
Invalid: 452

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07a_3p)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 115
Invalid: 421

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07a_4p)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 100-888999

Valid cases: 2
Invalid: 534

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Other (Specify_____)

1. Other (Specify) (m_4_07a_4x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Other (Specify_____)

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_07a_1b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 132
Invalid: 404

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_07a_1b)
File: BiH_Final ES Data

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS)
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07a_2b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 84
Format: numeric	Invalid: 452
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS)
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07a_3b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 115
Format: numeric	Invalid: 421
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS)
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07a_4b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 534
Width: 6	
Decimals: 0	
Range: 2-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS)
- Other (Specify_____)

1. Other (Specify) (m_4_07a_4bx)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases: 0**
Format: character	
Width: 1	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (AVG # DAYS)
- Other (Specify_____)

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_07bp_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases: 100**
Format: numeric	Invalid: 436
Width: 6	
Decimals: 0	
Range: 10-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07bp_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases: 65**
Format: numeric	Invalid: 471
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07bp_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	**Valid cases: 72**
Format: numeric	Invalid: 464
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

Training on the firm's premises with external trainers (consultants, private tra (m_4_07bp_3)
File: BiH_Final ES Data

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07bp_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 535
Width: 6	
Decimals: 0	
Range: 100-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Other (Specify_____)

1. Other (Specify) (m_4_07b_4x)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 0
Format: character	
Width: 1	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)
- Other (Specify_____)

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_07bb_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 100
Format: numeric	Invalid: 436
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days)
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07bb_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 65
Invalid: 471

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days)
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07bb_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 72
Invalid: 464

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days)
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07bb_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 2-888999

Valid cases: 1
Invalid: 535

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days)
- Other (Specify_____)

1. Other (Specify) (m_4_07b_4bx)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

1. Other (Specify) (m_4_07b_4bx)
File: BiH_Final ES Data

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Avg# Days)

- Other (Specify_____)

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08a)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 186
Format: numeric	Invalid: 350
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08ax1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 10
Format: character	
Width: 66	

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 391
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?

Interviewer instructions

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08b)
File: BiH_Final ES Data

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08bx1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 39

Valid cases: 5

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received for workers [OCCUPATION TYPE _] ?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

What was the duration in days of that longest training? - Type A (m_4_09a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 186
Invalid: 350

Literal question

What was the duration in days of that longest training?

Interviewer instructions

[If less than 1 day write '1']

What was the duration in days of that longest training? - Type B (m_4_09b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 145
Invalid: 391

Literal question

What was the duration in days of that longest training?

Interviewer instructions

[If less than 1 day write '1']

How much did your workplace spend paying outside providers for training conducte (m_4_010a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 186
Invalid: 350

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

How much did your workplace spend paying outside providers for training conducte (m_4_010b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 146
Invalid: 390

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

Did the [OCCUPATION TYPE_A] employees in your workplace receive training organi (m_4_011a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 512
Invalid: 24

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}

Post question

2 >>4.15
9 >>4.15

Did the [OCCUPATION TYPE_B] employees in your workplace receive training organi (m_4_011b)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 503
Invalid: 33

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}

Post question

2 >>4.15
9 >>4.15

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_012a_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Pre question

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Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through public training providers

Through private training providers (m_4_012a_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through private training providers

Through equipment suppliers (m_4_012a_3)
File: BiH_Final ES Data

Overview

Through equipment suppliers (m_4_012a_3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_012a_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- NGO's or international organizations

Other (m_4_012a_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 140
Invalid: 396

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Other

Other, specify (m_4_012a_5x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 46

Valid cases: 10

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Other (specify _____)

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_012b_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 456
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Through public training providers

Through private training providers (m_4_012b_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 456
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Through private training providers

Through equipment suppliers (m_4_012b_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 456
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_012b_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 456
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- NGOs or international organizations

Other (m_4_012b_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 80
Invalid: 456

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Other

Other, specify (m_4_012b_5x)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 32

Valid cases: 2

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
- Other (specify _____)

Indicate the percentage of [OCCUPATION TYPE _ A] employees that received the fol (m_4_013ap_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 38
Invalid: 498

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Through public training providers

Through private training providers (m_4_013ap_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 2-888999

Valid cases: 109
Invalid: 427

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Through private training providers

Through equipment suppliers (m_4_013ap_3)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 3-888999

Valid cases: 47
Invalid: 489

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013ap_4)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 17
Invalid: 519

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- NGOs or international organizations

Other, specify (m_4_013ap_5)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 10
Invalid: 526

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Other (specify _____)

indicate the percentage of [OCCUPATION TYPE _A] employees that received the foll (m_4_013ab_1)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 38
Invalid: 498

Literal question

indicate the percentage of [OCCUPATION TYPE _A] employees that received the foll (m_4_013ab_1)
File: BiH_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Through public training providers

Through private training providers (m_4_013ab_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 109
Format: numeric	Invalid: 427
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through private training providers

Through equipment suppliers (m_4_013ab_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 47
Format: numeric	Invalid: 489
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013ab_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 519
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- NGOs or international organizations

Other, specify (m_4_013ab_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 10
Invalid: 526

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Other (specify _____)

Indicate the percentage of [OCCUPATION TYPE _ B] employees that received the fol (m_4_013bp_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 18
Invalid: 518

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)
- Through public training providers

Through private training providers (m_4_013bp_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 10-888999

Valid cases: 59
Invalid: 477

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)
- Through private training providers

Through equipment suppliers (m_4_013bp_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 22
Invalid: 514

Literal question

Through equipment suppliers (m_4_013bp_3)
File: BiH_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013bp_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 7
Format: numeric	Invalid: 529
Width: 6	
Decimals: 0	
Range: 20-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)
- NGOs or international organizations

Other, specify (m_4_013bp_5)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 534
Width: 6	
Decimals: 0	
Range: 3-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)
- Other (specify _____)

indicate the percentage of [OCCUPATION TYPE _B] employees that received the foll (m_4_013bb_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 18
Format: numeric	Invalid: 518
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through public training providers

Through private training providers (m_4_013bb_2)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 59
Invalid: 477

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through private training providers

Through equipment suppliers (m_4_013bb_3)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 22
Invalid: 514

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013bb_4)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 7
Invalid: 529

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- NGOs or international organizations

Other, specify (m_4_013bb_5)
File: BiH_Final ES Data

Overview	

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 3-888999

Valid cases: 2
Invalid: 534

Literal question

Other, specify (m_4_013bb_5)
File: BiH_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Other (specify _____)

How much did your workplace spend paying outside providers for training outside (m_4_014a)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 140
Format: numeric	Invalid: 396
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

How much did your workplace spend paying outside providers for training outside (m_4_014b)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 456
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_A]? (m_4_015a)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 512
Format: numeric	Invalid: 24
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE]?

Post question

IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_A]? (m_4_015a)
File: BiH_Final ES Data

1. AT LEAST ONE YES
2. ALL NO'S→ 4.01 TO BEGIN OCCUPATION TYPE B

IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_B]? (m_4_015b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 503
Format: numeric	Invalid: 33
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE]?

Post question

1 AT LEAST ONE YES
2 ALL NO'S→ 4.17

Thinking of the [OCCUPATION TYPE_A] employees in your workplace: in the last y (m_4_016a)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 285
Format: numeric	Invalid: 251
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?

Thinking of the [OCCUPATION TYPE_B] employees in your workplace: in the last y (m_4_016b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 231
Format: numeric	Invalid: 305
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?

Thinking of the [OCCUPATION TYPE_B] employees in your workplace: in the last y (m_4_016b)
File: BiH_Final ES Data

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR Occupation Type A, GO BACK TO QUESTION 4.01 TO ASK THE QUESTIONS 4.01-4.16 FOR Occupation Type B.
IF YOU HAVE FINISHED ASKING FOR Occupation Type B, CONTINUE TO Q 4.17

In your opinion, do you agree or disagree with the following statements describi (m_4_017_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Meets the skill needs of your business adequately

Interviewer instructions

USE SHOW CARD # 12

Produces people with the skills you ranked as important (m_4_017_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the skills you ranked as important

Interviewer instructions

USE SHOW CARD # 12

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_017_3)
File: BiH_Final ES Data

Overview

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_017_3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the up-to-date knowledge of methods, materials and technology

Interviewer instructions

USE SHOW CARD # 12

Produces people with practical experience that can be applied to their work (m_4_017_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with practical experience that can be applied to their work

Interviewer instructions

USE SHOW CARD # 12

Produces people with personal skills like time-management, reliability, ability (m_4_017_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [Federation of Bosnia and Herzegovina]/ [Republic of Srpska]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.

Interviewer instructions

USE SHOW CARD # 12

Does the workplace have any experience recruiting workers that have some technic (m_4_018)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Does the workplace have any experience recruiting workers that have some technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, also higher schools such as Higher business school, Higher catering school...

Post question

1 >> 4.19
2 >> 4.20

In your opinion, do you agree or disagree with the following statements describi (m_4_019_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 176
Invalid: 360

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Meets the skill needs of your business adequately

Interviewer instructions

USE SHOW CARD # 12

Produces people with the skills you ranked as important (m_4_019_2)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 176
Invalid: 360

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the skills you ranked as important

Interviewer instructions

USE SHOW CARD # 12

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_019_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 176
Invalid: 360

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the up-to-date knowledge of methods, materials and technology

Interviewer instructions

USE SHOW CARD # 12

Produces people with practical experience that can be applied to their work (m_4_019_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 176
Invalid: 360

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with practical experience that can be applied to their work

Interviewer instructions

USE SHOW CARD # 12

Produces people with personal skills like time-management, reliability, ability (m_4_019_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 176
Invalid: 360

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.

Interviewer instructions

USE SHOW CARD # 12

Does the workplace have any experience recruiting workers that have post-seconda (m_4_020x)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Does the workplace have any experience recruiting workers that have post-secondary diploma or university degree of Science, Technology, Engineering or Math?

Post question

1. Yes -> 4.21
2. No -> 4.22

Meets the skill needs of your business adequately (m_4_021_1x)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 283
Format: numeric	Invalid: 253
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Meets the skill needs of your business adequately

Interviewer instructions

INTERVIEWER: USE SHOW CARD # 12

Produces people with the skills you ranked as important (m_4_021_2x)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 283
Format: numeric	Invalid: 253
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the skills you ranked as important

Interviewer instructions

INTERVIEWER: USE SHOW CARD # 12

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_021_3x)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 283

Invalid: 253

Literal question

In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the up-to-date knowledge of methods, materials and technology

Interviewer instructions

INTERVIEWER: USE SHOW CARD # 12

Produces people with practical experience that can be applied to their work (m_4_021_4x)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 283

Invalid: 253

Literal question

In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with practical experience that can be applied to their work

Interviewer instructions

INTERVIEWER: USE SHOW CARD # 12

Produces people with personal skills like time-management, reliability, ability (m_4_021_5x)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 283

Invalid: 253

Literal question

In your opinion, do you agree or disagree with the following statements describing the education system in the specific fields of Science, Technology, Engineering and Math in Federation of Bosnia and Herzegovina / Republic of Srpska? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with personal skills like time-management, reliability, ability to work with others, etc.

Interviewer instructions

INTERVIEWER: USE SHOW CARD # 12

In your opinion, do you agree or disagree with the following statements regardin (m_4_020_1)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?
- Women expect higher benefits than firms can offer (such as flexible hours)

Women lack the required work experience (m_4_020_2)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?
- Women lack the required work experience

Women lack the required skills (m_4_020_3)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?
- Women lack the required skills

Women are costlier to hire than men given labor regulations (m_4_020_4)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Women are costlier to hire than men given labor regulations (m_4_020_4)
File: BiH_Final ES Data

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?
- Women are costlier to hire than men given labor regulations (such as maternity leave provisions)

Women have competing time demands given family responsibilities (m_4_020_5)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?
- Women have competing time demands given family responsibilities

In your opInion, is there usually a difference in the following skills between a (m_4_021_1)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Doing calculations and working with numbers

Interviewer instructions

USE SHOW CARD #13

Reading and writing in English (m_4_021_2)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Reading and writing in English

Reading and writing in English (m_4_021_2)
File: BiH_Final ES Data

Interviewer instructions

USE SHOW CARD #13

Reading and writing in (another) foreign language (m_4_021_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Reading and writing in (another) foreign language

Interviewer instructions

USE SHOW CARD #13

Finding new and better ways to do things (m_4_021_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Finding new and better ways to do things

Interviewer instructions

USE SHOW CARD #13

Staying on a long and difficult task until it is finished (m_4_021_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Staying on a long and difficult task until it is finished

Interviewer instructions

USE SHOW CARD #13

Being relied on to get things done (m_4_021_6)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Being relief on to get things done

Interviewer instructions

USE SHOW CARD #13

Working well with others and listening to others' views (m_4_021_7)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Working well in with others and listening to others' views

Interviewer instructions

USE SHOW CARD #13

Working well in very busy or difficult situations (m_4_021_8)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Working well in very busy or difficult situations

Interviewer instructions

USE SHOW CARD #13

Continuing in the face of challenging situations at work (m_4_021_9)
File: BiH_Final ES Data

Overview

Continuing in the face of challenging situations at work (m_4_021_9)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Continuing in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD #13

Easily adapting to new tasks or changes in the workplace (m_4_021_10)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Easily adapting to new tasks or changing in the establishment

Interviewer instructions

USE SHOW CARD #13

Using a computer for Email, internet, word processing tasks and/or other advanc (m_4_021_11)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Using a computer for email, internet, word processing tasks and/or other advanced purposed like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

USE SHOW CARD #13

Demonstrating specific technical skills that are job-relevant (m_4_021_12)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Demonstrating specific technical skills

Interviewer instructions

USE SHOW CARD #13

How would you describe the financial performance of your company in the last fis (m_5_01)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

How would you describe the financial performance of your company in the last fiscal year?

How would you describe the growth prospects for your company in the coming three (m_5_02)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

How would you describe the growth prospects for your company in the coming three years?

Who is the main buyer of your products or services? (m_5_03)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Who is the main buyer of your products or services? (m_5_03)
File: BiH_Final ES Data

Literal question

Who is the main buyer of your products or services?

Who is the main buyer of your products or services? - Other (m_5_03x1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 65

Valid cases: 17

Literal question

Who is the main buyer of your products or services?
Other

Does your company have business contacts with entities in other countries? (m_5_04)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Pre question

MOST OF QUESTIONS IN THIS MODULE REFER TO BUSINESS OF THE WHOLE COMPADNY (EXCEPT Q 5,06 AND 5,09)!
CHANGE RESPONDENT IF NEEDED IN ORDER TO GET ANSWERS ON ALL QUESTIONS.

Literal question

Does your firm have business contacts with entities in other countries?

In the past 3 years, has your firm introduced any - New or significantly improve (m_5_05_1)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved products or services

New or significantly improved methods of manufacturing or producing goods or ser (m_5_05_2)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved methods of manufacturing or producing goods or services

New or significantly improved procedures or supporting activities for your proce (m_5_05_3)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)

New or significantly improved organizational structures or management practices (m_5_05_4)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved organizational structures or management practices

During the last three years, did this establishment spend on formal research and (m_5_06)
File: BiH_Final ES Data

Overview

239

During the last three years, did this establishment spend on formal research and (m_5_06)
File: BiH_Final ES Data

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

During the last 3 years, did your firm spend on formal research and development activities, either in-house or contracted with other companies?

Can you please indicate the extent to which each of the follwing factors present (m_5_07_1)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Electricity

Interviewer instructions

SHOWCARD # 14 & 15

Telecommunications, Transportation (m_5_07_2)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Telecommunication, Transportation

Interviewer instructions

SHOWCARD # 14 & 15

Access to Land (m_5_07_3)
File: BiH_Final ES Data

Overview

Access to Land (m_5_07_3)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Access to Land

Interviewer instructions

SHOWCARD # 14 & 15

Tax rates, Tax administration (m_5_07_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Tax rates, Tax administration

Interviewer instructions

SHOWCARD # 14 & 15

Customs and Trade Regulations (m_5_07_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Customs and Trade Regulations

Interviewer instructions

SHOWCARD # 14 & 15

Business Licensing and Operating Permits (m_5_07_6)
File: BiH_Final ES Data

Overview

Business Licensing and Operating Permits (m_5_07_6)
File: BiH_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Business Licensing and Operations Permits

Interviewer instructions

SHOWCARD # 14 & 15

Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates) (m_5_07_7)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOWCARD # 14 & 15

Political Uncertainty; Economic and Financial Instability (inflation, exchange (m_5_07_8)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOWCARD # 14 & 15

Corruption; Crime, theft and disorder (m_5_07_9)
File: BiH_Final ES Data

Corruption; Crime, theft and disorder (m_5_07_9)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Corruption; Crime, theft and disorder

Interviewer instructions

SHOWCARD # 14 & 15

Anti-competitive or informal practices ; Legal system/conflict resolution (m_5_07_10)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Anti-competitive or informal practices; Legal system/ conflict resolution

Interviewer instructions

SHOWCARD # 14 & 15

Labor Factors (for example, availability of labor, labor laws, high turnover, tr (m_5_07_11)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

Interviewer instructions

SHOWCARD # 14 & 15

Can you please indicate how problematic each of the following labor factors is f (m_5_08_1)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
- Employment protection legislation/ labour code laws

Interviewer instructions

USE SHOWCARD #16 & #17

Labor availability (m_5_08_2)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Labour availability

Interviewer instructions

USE SHOWCARD #16 & #17

General education of workers (m_5_08_3)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- General education of workers

Interviewer instructions

USE SHOWCARD #16 & #17

Technical and vocational education and training of workers (m_5_08_4)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Technical and vocational education and training of workers

Interviewer instructions

USE SHOWCARD #16 & #17

Finding workers with previous experience (m_5_08_5)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Finding workers with previous experience

Interviewer instructions

USE SHOWCARD #16 & #17

High job turnover (m_5_08_6)
File: BiH_Final ES Data

Overview

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- High job turnover

Interviewer instructions

USE SHOWCARD #16 & #17

Payroll taxes and social security contributions (m_5_08_7)
File: BiH_Final ES Data

Payroll taxes and social security contributions (m_5_08_7)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Payroll taxes and social security contributions

Interviewer instructions

USE SHOWCARD #16 & #17

Overall wage level (m_5_08_8)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Overall wage level

Interviewer instructions

USE SHOWCARD #16 & #17

Labor Factors - Minimum wage (m_5_08_9)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?
- Minimum wage

Interviewer instructions

USE SHOWCARD #16 & #17

Does your firm have a personnel department (H/R DEPARTMENT)? (m_5_09)
File: BiH_Final ES Data

Does your firm have a personnel department (H/R DEPARTMENT)? (m_5_09)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question	

Does your workplace/ firm have a personnel department (H/R DEPARTMENT)?

We have a few questions about the recent results at your firm - Name of the resp (m_5_10_1)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 0
Format: character	
Width: 1	

Literal 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:

Position (m_5_10_2)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 46
Format: character	
Width: 41	

Literal 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:

Please tell us the following for the two most recent year-end reports for this f (m_5_11_2_3_1)
File: BiH_Final ES Data

Overview	

Type: Discrete	Valid cases: 536
Format: character	
Width: 10	

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). Year-end report from one year ago (2014)
- Date of the year ending: day/month/year.

Interviewer instructions	

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Average number of employees in the year (2014) (m_5_11_2_3_2)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

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). Year-end report from one year ago (2014)
- Average number of employees in the year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensation fund for workers (2014) (m_5_11_2_3_3)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 8

Decimals: 0

Range: 82-92832422

Valid cases: 536

Invalid: 0

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). Year-end report from one year ago (2014)
- Wage bill and compensation fund for workers(652, 653, 654, 656)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses (rent, electricity, inventory maintenance) and Cost of goods (m_5_11_2_3_4)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 9

Decimals: 0

Range: 0-666722806

Valid cases: 536

Invalid: 0

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). Year-end report from one year ago (2014)
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales (2014) (m_5_11_2_3_5)
File: BiH_Final ES Data

Overview	

Type: Discrete

Format: numeric

Width: 9

Decimals: 0

Range: 9728-434348978

Valid cases: 536

Invalid: 0

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). Year-end report from one year ago (2014)
- Sales

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Please tell us the following for the two most recent year-end reports for this f (m_5_11_2_4_1)
File: BiH_Final ES Data

Overview	

Type: Discrete

Format: character

Width: 10

Valid cases: 536

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). Most recent year-end report (2015)
- Date of the year ending: day/month/year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Average number of employees in the year (2015) (m_5_11_2_4_2)
File: BiH_Final ES Data

Overview	

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

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). Most recent year-end report (2015)
- Average number of employees in the year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensation fund for workers (2015) (m_5_11_2_4_3)
File: BiH_Final ES Data

Wage bill and compensation fund for workers (2015) (m_5_11_2_4_3)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: 800-123424550

Valid cases: 536
Invalid: 0

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). Most recent year-end report (2015)
- Wage bill and compensation fund for workers(652, 653, 654, 656)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses (rent, electricity, inventory maintenance) and Cost of goods (m_5_11_2_4_4)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: 1000-721810008

Valid cases: 536
Invalid: 0

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). Most recent year-end report (2015)
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales (2015) (m_5_11_2_4_5)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: 254-909971486

Valid cases: 535
Invalid: 1

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). Most recent year-end report (2015)
- Sales

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

What is the identification number of the firm? (m_5_12)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

What percentage of currently employed permanent workers have social security? (m_5_13)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 7

Valid cases: 536

Literal question

What percentage of currently employed permanent workers have social security?

What is your impression of how well the respondent understood the questions bein (m_6_01)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

What is your impression of how well the respondent understood the questions being asked?

Interviewer instructions

Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

What is your impression of how serious and candid the respondent was when answer (m_6_02)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1-888999

Valid cases: 536
Invalid: 0

Literal question

What is your impression of how serious and candid the respondent was when answering questions?

Interviewer instructions

Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

What is your impression of how much distraction there was for the respondent whe (m_6_03)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

There can be many distractions during an interview: noise, people interrupting, phone calls, respondent feeling pressed for time, etc. What is your impression of how much distraction there was for the respondent when answering the questionnaire?

Interviewer instructions

Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

How often did the respondent ask you (the interviewer) for assistance, clarifica (m_6_04)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 536

Invalid: 0

Literal question

How often did the respondent ask you (the interviewer) for assistance, clarification or examples?

Interviewer instructions

Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

interimdata (interimdata)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: character

Width: 10

Valid cases: 536

Minimum: NaN

Maximum: NaN

Municipality (Municipality)
File: BiH_Final ES Data

Overview

Type: Discrete

Format: character

Width: 69

Valid cases: 536

Invalid: 0

SECTOR (SECTOR)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 68

Valid cases: 536

County (County)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 78

Valid cases: 536
Invalid: 0

Region (Region)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 54

Valid cases: 536
Invalid: 0

Size (Size)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 15

Valid cases: 536
Invalid: 0

WRITE THE OCCUPATION TYPE A (code_m2_2_05a)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 0-888999

Valid cases: 536
Invalid: 0

Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

Literal question

[WRITE THE OCCUPATION TYPE A]_____

WRITE THE OCCUPATION TYPE B (code_m2_2_05b)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

Literal question

[WRITE THE OCCUPATION TYPE B]_____

Position (m_5_10_2_code)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Type (type)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 536
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Number of employees in the whole firm (not only the surveyed branch) (total_employees_firm)
File: BiH_Final ES Data

Overview	
Type: Discrete	Valid cases: 526
Format: numeric	Invalid: 10
Width: 6	
Decimals: 0	
Range: 5-888999	

Original number of branches of which interviewed workplace was selected (number_of_branches)
File: BiH_Final ES Data

Original number of branches of which interviewed workplace was selected (number_of_branches)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 2-888999

Valid cases: 196
Invalid: 340

number_of_workers (number_of_workers)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 536
Invalid: 0

self-representing firm (srf)
File: BiH_Final ES Data

Overview

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

Valid cases: 15
Invalid: 521

Stratum_final (Stratum_final)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 536
Invalid: 0

Final weight for sample branch (Final_weight)
File: BiH_Final ES Data

Overview

Type: Continuous
Format: numeric
Width: 16
Decimals: 0
Range: 1-904.367614746094

Valid cases: 536
Invalid: 0
Minimum: 1
Maximum: 904.4

Country (Country)
File: BiH_Final ES Data

Country (Country)
File: BiH_Final ES Data

Overview

Type: Discrete
Format: character
Width: 22

Valid cases: 536
Invalid: 0

Related Materials

Questionnaires

Bosnia and Herzegovina STEP Skills Measurement Employer Survey 2016-2017: Questionnaire

Title	Bosnia and Herzegovina STEP Skills Measurement Employer Survey 2016-2017: Questionnaire
Language	English
Filename	BiH STEP Employer Survey 2016-2017.pdf

Technical documents

Sampling and Weighting Methodology for BiH STEP Employer Survey

Title	Sampling and Weighting Methodology for BiH STEP Employer Survey
Author(s)	David J. Megill
Date	2017-05-01
Language	English
Filename	BiH Employer Survey Weighting Procedure.pdf

STEP Skills Measurement Employer Survey: Interviewer's Manual

Title	STEP Skills Measurement Employer Survey: Interviewer's Manual
Date	2012-09-22
Language	English
Filename	STEP Employer Survey Interviewer Manual.pdf

Employer Survey Design Planning Report

Title	Employer Survey Design Planning Report
Date	2016-05-04
Language	English
Filename	BiH Employer Survey Design Planning Report (ESDPR).pdf

STEP Skills Measurement Survey of Employers: Implementation Manual

Title	STEP Skills Measurement Survey of Employers: Implementation Manual
Date	2011-06-01
Language	English
Filename	Implementation Manual - STEP Employer Survey.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
Filename STEP_ Methodology Note.pdf