Azerbaijan - STEP Skills Measurement Employer Survey 2013-2014 (Wave 1)

World Bank

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 400 non-government enterprise workplaces in the capital and urban regions of Azerbaijan. Firms with less than 5 employees were excluded from the target population.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with the Azeri Statistical Office and updated by the World Bank (WB) Enterprise Survey Team in 2013 served as the sampling frame.

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

Response Rate

An overall response rate of 20.3% was achieved in Azerbaijan STEP Survey. Detailed distribution of responses by stratum can be found in the Azerbaijan Employer Survey Weighting Procedure (Table 3), available as an external resource.

Weighting

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

In general, the objectives of the Azerbaijan Employer Survey weighting are to construct a set of survey weights to,
1) Compensate for unequal probabilities of selection;
2) Compensate for firm-level non-response.

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

Questionnaires

Overview

The Questionnaire for the STEP Employer Survey consists of five modules:
Section 1 – Work Force
Section 2 – Skills Used
Section 3 – Hiring Practices
Section 4 – Training and Compensation
Section 5 – Background

It has been provided as an external resource.

In the case of Azerbaijan, the questionnaire was adapted to the Azerbaijani context and published in English and Azerbaijani.

Data Collection

Data Collection Dates

Start	End	Cycle
2013-07-10	2014-01-09	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

Each component of the STEP Employer Survey in Azerbaijan was carried out by a personal visit using a Paper And Pencil Interview (PAPI) method. The implementation language was Azerbaijani.

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

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

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

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

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

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

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

7) Interviews lasted between 60 and 70 minutes.

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

Data Collectors

Name	Abbreviation	Affiliation
Caucasus Research Resource Centers program	CRRC Azerbaijan	

SUPERVISION

The data collection team consisted of a total of 20 interviewers and 4 Regional Supervisors. The Regional Supervisors were responsible for weekly reporting to the Field Manager. Each interviewer reported to a Regional Supervisor.

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

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

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

Data Processing

Data Editing

STEP Data Management Process:

1) Raw data is sent by the survey firm.

2) The 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 Azerbaijan Employer Survey Design Planning Report (ESDPR) available as an external resource. In most countries, data entry took place at the survey firm's headquarters.

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

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

Data Appraisal

No content available

File Description

Variable List

STEP Azerbaijan (W01)- Employer Survey

Content	Azerbaijan STEP Employer Survey 2013-2014 (Wave 1) Data
Cases	316
Variable(s)	471
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V1	Country	Country	discrete	numeric	
V2	SmpCase		contin	numeric	
V3	CaseID	Consecutive number ID	contin	numeric	
V4	FIRM_CODE	Firm code with branch code	discrete	numeric	
V5	firm_number	Firm Number	contin	numeric	
V6	BRANCH_A	Branch number	discrete	numeric	
V7	firm_size_A		discrete	numeric	
V8	Stratum	Stratum	discrete	numeric	
V9	BR_Firm	Branches in FIRM	discrete	numeric	
V10	BR_Smpd	Branches sampled in Firm	discrete	numeric	
V11	StratPopn	Stratum Population Size - # of Firms	contin	numeric	
V12	StratSmp	Stratum Sample Size - # of Sampled Firms	contin	numeric	
V13	Fin_RespCat	Final Response Category-Firms	discrete	numeric	
V14	W	Final FIRM Weight	contin	numeric	
V15	W2_FIRM_BRwt	FIRM-BRANCH Weight	contin	numeric	
V16	StratGeog	Stratum - Geographic Area	discrete	numeric	
V17	Firm_Size	Stratum-Size of Firm	discrete	numeric	
V18	SmpType	Sample Type: Initial or Reserve	discrete	numeric	
V19	SmpOrder	Sample Activation Order	discrete	numeric	
V20	FIRMID	Firm code without brach code	contin	numeric	
V21	STRATA	Firm strata	discrete	numeric	
V22	ATTEMPT_STATUS	The status of the attempt	discrete	numeric	
V23	V23	Initial/Reserve	discrete	numeric	
V24	INTERVIEWER_CODE	Interviewer Code	discrete	numeric	
V25	firm_number_2	Firm Number Replacement	discrete	numeric	
V26	interview_date	Interview Date	discrete	character	

ID	Name	Label	Type	Format	Question
V27	start_time	Interview Start Time	discrete	numeric	
V28	end_time	Interview End Time	discrete	numeric	
V29	m1_q01	Job Title	discrete	numeric	What is your job title (main responsibility)?
V30	m1_q01_spec	1.01 Other Specification	discrete	numeric	What is your job title (main responsibility)? Other
V31	m1_q02	Is workplace part of larger company?	discrete	numeric	Is your workplace part of a larger company/ firm?
V32	m1_q03	Parent Company start operation year	discrete	numeric	In what year did the parent company/firm begin operations in this country?
V33	m1_q04_1	Workplace Headquarters function	discrete	numeric	What functions does this workplace perform? Headquaters
V34	m1_q04_2	Workplace Warehouse/Logistics function	discrete	numeric	What functions does this workplace perform? Warehouse/logistics
V35	m1_q04_3	Workplace Sales function	discrete	numeric	What functions does this workplace perform? Sales
V36	m1_q04_4	Workplace Factory/Production function	discrete	numeric	What functions does this workplace perform? Factory/production
V37	m1_q04_5	Workplace Other function	discrete	numeric	What functions does this workplace perform? Other
V38	m1_q05	Workplace start operation year	discrete	numeric	What year did your workplace begin operations in Azerbaijan?
V39	m1_q06	Workplace legal status	discrete	numeric	What is the legal status of this workplace?
V40	m1_q07	Largest Shareholders description	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V41	m1_q08	Workplace main economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity:
V42	m1_q09	Broad sector of economic activity	discrete	numeric	What is the main economic activity of this workplace?
V43	m1_q10_1a	Full time with tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time with social security and income tax deductions Men
V44	m1_q10_2a	Full time without tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time without social security and income tax deductions Men
V45	m1_q10_3a	Part time with tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time with social security and income tax deductions Men
V46	m1_q10_4a	Part time without tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time without social security and income tax deductions Men
V47	m1_q10_5a	Temporary with tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Temporary with social security and income tax deductions Men
V48	m1_q10_5a_1	Temporary without tax deductions men workers	discrete	numeric	How many workers does your workplace currently employ? Temporary without social security and income tax deductions Men
V49	m1_q10_6a	Casual/daily men workers	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Men
V50	m1_q10_1b	Full time with tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time with social security and income tax deductions Women
V51	m1_q10_2b	Full time without wax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time without social security and income tax deductions Women

ID	Name	Label	Type	Format	Question
V52	m1_q10_3b	Part time with tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time with social security and income tax deductions Women
V53	m1_q10_4b	Part Time without tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time without social security and income tax deductions Women
V54	m1_q10_5b	Temporary with tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Temporary with social security and income tax deductions Women
V55	m1_q10_5b_1	Temporary without tax deductions women workers	discrete	numeric	How many workers does your workplace currently employ? Temporary without social security and income tax deductions Women
V56	m1_q10_6b	Casual/daily women workers	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Women
V57	m1_q10_total_a	Total men workers	discrete	numeric	How many workers does your workplace currently employ? Total men
V58	m1_q10_total_b	Total women workers	discrete	numeric	How many workers does your workplace currently employ? Total women
V59	m1_q11_1	Managers working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Managers
V60	m1_q11_2	Professionals working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Professionals
V61	m1_q11_3	Technicians working in your firm	discrete	numeric	Do you have any [POSITION] working in your workplace? Technicians and associate professionals
V62	m1_q12_1	How many managers working in firm	discrete	numeric	How many current [POSITION] are there in the workplace? Managers
V63	m1_q13_1	How many female managers working on firm	discrete	numeric	How many current [POSITION] are female? Managers
V64	m1_q14_1	Current managers working less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Managers
V65	m1_q15_1	# of foreign managers	discrete	numeric	How many current [POSITION] are foreign? Managers
V66	m1_q16_1	# of managers firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Managers
V67	m1_q17_1	# of managers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Managers
V68	m1_q12_2	How many professionals working in firm	discrete	numeric	How many current [POSITION] are there in the workplace? Professionals
V69	m1_q13_2	How many female professionals working on firm	discrete	numeric	How many current [POSITION] are female? Professionals
V70	m1_q14_2	How many professionals working for less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Professionals
V71	m1_q15_2	# of foreign professionals	discrete	numeric	How many current [POSITION] are foreign? Professionals
V72	m1_q16_2	# of professionals firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Professionals
V73	m1_q17_2	# of professionals expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Professionals

ID	Name	Label	Type	Format	Question
V74	m1_q12_3	How many technicians working on firm	discrete	numeric	How many current [POSITION] are there in the workplace? Technicians and associate professionals
V75	m1_q13_3	How many female technicians working on firm	discrete	numeric	How many current [POSITION] are female? Technicians and associate professionals
V76	m1_q14_3	How many technicians working for less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Technicians and associate professionals
V77	m1_q15_3	# of foreign technicians	discrete	numeric	How many current [POSITION] are foreign? Technicians and associate professionals
V78	m1_q16_3	# of technicians firm had 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Technicians and associate professionals
V79	m1_q17_3	# of technicians expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Technicians and associate professionals
V80	m1_q18_1	Do you have clerical support workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Clerical support workers
V81	m1_q18_2	Do you have service workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Service workers
V82	m1_q18_3	Do you have sales workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Sales workers
V83	m1_q18_4	Do you have agricultury, foresty and fishery workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Skilled agriculture, forestry and fishery workers
V84	m1_q18_5	Do you have craft workers?	discrete	numeric	Do you have any [POSITION] working in your firm? Crafts and related trades workers
V85	m1_q18_6	Do you have plant machine operators and assemblers?	discrete	numeric	Do you have any [POSITION] working in your firm? Plant and machine operators, and assemblers
V86	m1_q18_7	Do you have elementary occupations?	discrete	numeric	Do you have any [POSITION] working in your firm? Elementary occupations
V87	m1_q19_1	# of clerical support workers	discrete	numeric	How many current [POSITION] are there in the workplace? Clerical support workers
V88	m1_q20_1	# of female clerical support workers	discrete	numeric	How many current [POSITION] are female? Clerical support workers
V89	m1_q21_1	# of clerical support workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Clerical support workers
V90	m1_q22_1	# of foreign clerical support workers	discrete	numeric	How many current [POSITION]are foreign? Clerical support workers
V91	m1_q23_1	# of clerical support workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Clerical support workers
V92	m1_q24_1	# of clerical support workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Clerical support workers
V93	m1_q19_2	# of service workers	discrete	numeric	How many current [POSITION] are there in the workplace? Service workers
V94	m1_q20_2	# of female service workers	discrete	numeric	How many current [POSITION] are female? Service workers
V95	m1_q21_2	# of service workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Service workers
V96	m1_q22_2	# of foreign service workers	discrete	numeric	How many current [POSITION]are foreign? Service workers

ID	Name	Label	Type	Format	Question
V97	m1_q23_2	# of service workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Service workers
V98	m1_q24_2	# of service workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Service workers
V99	m1_q19_3	# of sales workers	discrete	numeric	How many current [POSITION] are there in the workplace? Sales workers
V100	m1_q20_3	# of female sales workers	discrete	numeric	How many current [POSITION] are female? Sales workers
V101	m1_q21_3	# of sales workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Sales workers
V102	m1_q22_3	# of foreign sales workers	discrete	numeric	How many current [POSITION]are foreign? Sales workers
V103	m1_q23_3	# of sales workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Sales workers
V104	m1_q24_3	# of sales workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Sales workers
V105	m1_q19_4	# of agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION] are there in the workplace? Skilled agriculture, forestry and fishery workers
V106	m1_q20_4	# of female agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION] are female? Skilled agriculture, forestry and fishery workers
V107	m1_q21_4	# of agriculture, foresty and fishery workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Skilled agriculture, forestry and fishery workers
V108	m1_q22_4	# of foreign agriculture, foresty and fishery workers	discrete	numeric	How many current [POSITION]are foreign? Skilled agriculture, forestry and fishery workers
V109	m1_q23_4	# of agriculture, foresty and fishery workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Skilled agriculture, forestry and fishery workers
V110	m1_q24_4	# of agriculture, foresty and fishery workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Skilled agriculture, forestry and fishery workers
V111	m1_q19_5	# of craft workers	discrete	numeric	How many current [POSITION] are there in the workplace? Crafts and related trades workers
V112	m1_q20_5	# of female craft and related trades workers	discrete	numeric	How many current [POSITION] are female? Crafts and related trades workers
V113	m1_q21_5	# of craft workers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Crafts and related trades workers
V114	m1_q22_5	# of foreign craft workers	discrete	numeric	How many current [POSITION]are foreign? Crafts and related trades workers
V115	m1_q23_5	# of craft workers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Crafts and related trades workers
V116	m1_q24_5	# of craft workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Crafts and related trades workers
V117	m1_q19_6	# of plant and machine operators and assemblers	discrete	numeric	How many current [POSITION] are there in the workplace? Plant and machine operators, and assemblers
V118	m1_q20_6	# of female plant and machine operators and assemblers	discrete	numeric	How many current [POSITION] are female? Plant and machine operators, and assemblers

ID	Name	Label	Type	Format	Question
V119	m1_q21_6	# of plant and machine operators and assemblers working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Plant and machine operators, and assemblers
V120	m1_q22_6	# of foreign plant and machine operators and assemblers	discrete	numeric	How many current [POSITION]are foreign? Plant and machine operators, and assemblers
V121	m1_q23_6	# of plant and machine operators and assemblers working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Plant and machine operators, and assemblers
V122	m1_q24_6	# of plant and machine operators and assemblers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Plant and machine operators, and assemblers
V123	m1_q19_7	# of elementary occupations	discrete	numeric	How many current [POSITION] are there in the workplace? Elementary occupations
V124	m1_q20_7	# of female elementary occupations	discrete	numeric	How many current [POSITION] are female? Elementary occupations
V125	m1_q21_7	# of elementary occupations working less than one year	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Elementary occupations
V126	m1_q22_7	# of foreign elementary occupations	discrete	numeric	How many current [POSITION]are foreign? Elementary occupations
V127	m1_q23_7	# of elementary occupations working 12 months ago	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Elementary occupations
V128	m1_q24_7	# of elementary occupations expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Elementary occupations
V129	m1_q25_1	Hired managers in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Managers
V130	m1_q26_1	Had problems trying to hire managers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Managers
V131	m1_q27_1_1	There were no or few manager applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Managers
V132	m1_q27_2_1	Manager applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Managers
V133	m1_q27_3_1	Manager applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Managers
V134	m1_q27_4_1	Manager applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Managers
V135	m1_q27_5_1	Managers other	discrete	numeric	What problems did you encounter? Other Managers
V136	m1_q25_2	Hired professionals in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Professionals
V137	m1_q26_2	Had problems trying to hire professionals?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Professionals
V138	m1_q27_1_2	There were no or few professional applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Professionals
V139	m1_q27_2_2	Professional applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Professionals
V140	m1_q27_3_2	Professional applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Professionals

ID	Name	Label	Type	Format	Question
V141	m1_q27_4_2	Professional applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Professionals
V142	m1_q27_5_2	Professionals other	discrete	numeric	What problems did you encounter? Other Professionals
V143	m1_q25_3	Hired technicians in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Technicians and associate professionals
V144	m1_q26_3	Had problems trying to hire technicians?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Technicians and associate professionals
V145	m1_q27_1_3	There were no or few technician applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Technicians and associate professionals
V146	m1_q27_2_3	Technician applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Technicians and associate professionals
V147	m1_q27_3_3	Technician applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Technicians and associate professionals
V148	m1_q27_4_3	Technician applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Technicians and associate professionals
V149	m1_q27_5_3	Technicians other	discrete	numeric	What problems did you encounter? Other Technicians and associate professionals
V150	m1_q28_1	Hired clerical support workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Clerical support workers
V151	m1_q29_1	Had any problems hiring clerical support workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Clerical support workers
V152	m1_q30_1_1	No or few clerical support worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Clerical support workers
V153	m1_q30_2_1	Clerical support worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Clerical support workers
V154	m1_q30_3_1	Clerical support worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Clerical support workers
V155	m1_q30_4_1	Clerical support worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Clerical support workers
V156	m1_q30_5_1	Clerical support workers other	discrete	numeric	What problems did you encounter? Other Clerical support workers
V157	m1_q28_2	Hired service workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Service workers
V158	m1_q29_2	Had any problems hiring service workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Service workers
V159	m1_q30_1_2	No or few service worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Service workers
V160	m1_q30_2_2	Service worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Service workers
V161	m1_q30_3_2	Service worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Service workers

ID	Name	Label	Type	Format	Question
V162	m1_q30_4_2	Service worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Service workers
V163	m1_q30_5_2	Service workers other	discrete	numeric	What problems did you encounter? Other Service workers
V164	m1_q28_3	Hired sales workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Sales workers
V165	m1_q29_3	Had any problems hiring sales workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Sales workers
V166	m1_q30_1_3	No or few sales worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Sales workers
V167	m1_q30_2_3	Sales worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Sales workers
V168	m1_q30_3_3	Sales worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Sales workers
V169	m1_q30_4_3	Sales worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Sales workers
V170	m1_q30_5_3	Sales workers other	discrete	numeric	What problems did you encounter? Other Sales workers
V171	m1_q28_4	Hired agriculture, foresty and fishery workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Skilled agriculture, forestry and fishery workers
V172	m1_q29_4	Had any problems hiring agriculture, foresty and fishery workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Skilled agriculture, forestry and fishery workers
V173	m1_q30_1_4	No or few agriculture, foresty and fishery worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Skilled agriculture, forestry and fishery workers
V174	m1_q30_2_4	Agriculture, fishery and foresty worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Skilled agriculture, forestry and fishery workers
V175	m1_q30_3_4	Agriculture, foresty and fishery worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Skilled agriculture, forestry and fishery workers
V176	m1_q30_4_4	Agriculture, foresty and fishery worker applicants didn't like working condition	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Skilled agriculture, forestry and fishery workers
V177	m1_q30_5_4	Agriculture, foresty and fishery workers other	discrete	numeric	What problems did you encounter? Other Skilled agriculture, forestry and fishery workers
V178	m1_q28_5	Hired craft workers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Crafts and related trades workers
V179	m1_q29_5	Had any problems hiring craft workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Crafts and related trades workers
V180	m1_q30_1_5	No or few craft worker applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Crafts and related trades workers
V181	m1_q30_2_5	Craft worker applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Crafts and related trades workers
V182	m1_q30_3_5	Craft worker applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Crafts and related trades workers

ID	Name	Label	Type	Format	Question
V183	m1_q30_4_5	Craft worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Crafts and related trades workers
V184	m1_q30_5_5	Craft workers other	discrete	numeric	What problems did you encounter? Other Crafts and related trades workers
V185	m1_q28_6	Hired plant and machine operators and assemblers last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Plant and machine operators, and assemblers
V186	m1_q29_6	Had any problems hiring plant and machine operators and assemblers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Plant and machine operators, and assemblers
V187	m1_q30_1_6	No or few plant and machines operators and assemblers applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Plant and machine operators, and assemblers
V188	m1_q30_2_6	Plant and machine operators and assembler applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Plant and machine operators, and assemblers
V189	m1_q30_3_6	Plant and machine operators and assembler applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Plant and machine operators, and assemblers
V190	m1_q30_4_6	Plant and machine operators and assembler applicants didn't like working conditi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Plant and machine operators, and assemblers
V191	m1_q30_5_6	Plant and machine operators and assemblers other	discrete	numeric	What problems did you encounter? Other Plant and machine operators, and assemblers
V192	m1_q28_7	Hired elementary occupations last 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Elementary occupations
V193	m1_q29_7	Had any problems hiring elementary occupations?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Elementary occupations
V194	m1_q30_1_7	No or few elementary occupations applicants	discrete	numeric	What problems did you encounter? There were no or few applicants Elementary occupations
V195	m1_q30_2_7	Elementary occupation applicants lacked required skills	discrete	numeric	What problems did you encounter? Applicants lacked required skills Elementary occupations
V196	m1_q30_3_7	Elementary occupation applicants expected higher wages	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Elementary occupations
V197	m1_q30_4_7	Elementary occupation applicants didn't like working conditions	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Elementary occupations
V198	m1_q30_5_7	Elementary occupations other	discrete	numeric	What problems did you encounter? Other Elementary occupations
V199	m2_q01_1	Firm had managers	discrete	numeric	Occupation Type Name Managers
V200	m2_q01_2	Firm had professionals	discrete	numeric	Occupation Type Name Professionals
V201	m2_q01_3	Firm had technicians	discrete	numeric	Occupation Type Name Technicians and associate professionals
V202	m2_q02_1	Type A position type number	discrete	numeric	Position Type Number:
V203	m2_q02_2	Type A position type name	discrete	character	Position Type Name:
V204	m2_q03_1	Firm had clerical support workers	discrete	numeric	Position Type Name Clerical support workers

ID	Name	Label	Type	Format	Question
V205	m2_q03_2	Firm had service workers	discrete	numeric	Position Type Name Service workers
V206	m2_q03_3	Firm had sales workers	discrete	numeric	Position Type Name Sales Workers
V207	m2_q03_4	Firm had agricultural, foresty and fishery workers	discrete	numeric	Position Type Name Skilled agriculture, forestry and fishery workers
V208	m2_q03_5	Firm had craft workers	discrete	numeric	Position Type Name Crafts and related trades workers
V209	m2_q03_6	Firm hard plant and machine operators and assemblers	discrete	numeric	Position Type Name Plant and machine operators, and assemblers
V210	m2_q03_7	Firm had elementary occupations	discrete	numeric	Position Type Name Elementary occupations
V211	m2_q04_1	Type B position type number	discrete	numeric	Position Type Number:
V212	m2_q04_2	Type B position type name	discrete	character	Position Type Name:
V213	m2_q05_a	Type A job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type A
V214	m2_q06_a	Type A job involve writting	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type A
V215	m2_q07_a	Type A job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type A
V216	m2_q08_a	Type A job involve 30+ minute solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type A
V217	m2_q09_a	Type A job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than Azerbaijani? Worker type A
V218	m2_q10_a	Type A job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type A
V219	m2_q11_a	Type A job involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type A
V220	m2_q05_b	Type b job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type B
V221	m2_q06_b	Type B job involve writting	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type B
V222	m2_q07_b	Type B job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type B
V223	m2_q08_b	Type B job involve 30+ minute solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type B
V224	m2_q09_b	Type B job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than Azerbaijani? Worker type B
V225	m2_q10_b	Type B job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type B
V226	m2_q11_b	Type B involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type B
V227	m2_q12_a	Type A highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type A

ID	Name	Label	Type	Format	Question
V228	m2_q12_b	Type B highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type B
V229	m2_q13_a	Type A % of arrivals at time	discrete	numeric	Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)? Worker type A
V230	m2_q13_b	Type B % of arrivals at time	discrete	numeric	Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)? Worker type B
V231	m2_q14_a	Type A avg monthly gross compensation in 12 months	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC. Worker type A
V232	m2_q14_b	Type B avg montly gross compensation in 12 months	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC. Worker type B
V233	m2_q15_a	Type A months since last promotion	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS. Worker type A
V234	m2_q15_b	Type B months since last promotion	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS. Worker type B
V235	m2_q16_a	Type A highest education level	discrete	numeric	What is the highest education level of this worker? Worker type A
V236	m2_q16_b	Type B highest education level	discrete	numeric	What is the highest education level of this worker? Worker type B
V237	m2_q17_a	Does Type A have certificate or degree	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type A
V238	m2_q17_b	Does Type B have certificate on degree	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type B
V239	m3_q01_1a	TYPE A: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type A
V240	m3_q01_2a	TYPE A: Appearance	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Appearance Worker type A
V241	m3_q01_3a	TYPE A: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type A
V242	m3_q01_4a	TYPE A: Family relations/ personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type A

ID	Name	Label	Type	Format	Question
V243	m3_q01_1b	TYPE B: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type B
V244	m3_q01_2b	TYPE B: Appearance	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Appearance Worker type B
V245	m3_q01_3b	TYPE B: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type B
V246	m3_q01_4b	TYPE B: Family relations/ personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type B
V247	m3_q02_1a	TYPE A: Ability to read and write in the (an) official language (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in the (an) official language (literacy) Worker type A
V248	m3_q02_2a	TYPE A: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability with calculations and numbers (numeracy) Worker type A
V249	m3_q02_3a	TYPE A: Ability to read and write in a English	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in English? Worker type A
V250	m3_q02_4a	TYPE A: Ability to read and write in another foreigh language	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in (another) foreign language (specify) Worker type A
V251	m3_q02_5a	TYPE A: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Job-specific technical skills Worker type A
V252	m3_q02_6a	TYPE A: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Communication skills Worker type A

ID	Name	Label	Type	Format	Question
V253	m3_q02_7a	TYPE A: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Leadership skills Worker type A
V254	m3_q02_8a	TYPE A: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Team work skills Worker type A
V255	m3_q02_9a	TYPE A: Creative and critical thinking	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Creative and critical thinking Worker type A
V256	m3_q02_10a	TYPE A: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Problem solving skills Worker type A
V257	m3_q02_11a	TYPE A: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to work independently Worker type A
V258	m3_q02_12a	TYPE A: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Time management skills Worker type A
V259	m3_q02_1b	TYPE B: Ability to read and write in the (an) official language (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in the (an) official language (literacy) Worker type B
V260	m3_q02_2b	TYPE B: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability with calculations and numbers (numeracy) Worker type B
V261	m3_q02_3b	TYPE B: Ability to read and write in a foreign language	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in English? Worker type B
V262	m3_q02_4b	TYPE B: Ability to read and write in another foreign language	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to read and write in (another) foreign language (specify) Worker type B

ID	Name	Label	Type	Format	Question
V263	m3_q02_5b	TYPE B: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Job-specific technical skills Worker type B
V264	m3_q02_6b	TYPE B: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Communication skills Worker type B
V265	m3_q02_7b	TYPE B: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Leadership skills Worker type B
V266	m3_q02_8b	TYPE B: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Team work skills Worker type B
V267	m3_q02_9b	TYPE B: Creative and critical thinking	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Creative and critical thinking Worker type B
V268	m3_q02_10b	TYPE B: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Problem solving skills Worker type B
V269	m3_q02_11b	TYPE B: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Ability to work independently Worker type B
V270	m3_q02_12b	TYPE B: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3 Time management skills Worker type B
V271	m3_q03_1a	TYPE A: Conscientiousness (Does a thorough job, is hard working, does things eff	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently) Worker type A
V272	m3_q03_2a	TYPE A: Emotional stability (Is relaxed and handles stress well, doesn't worry o	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily) Worker type A

ID	Name	Label	Type	Format	Question
V273	m3_q03_3a	TYPE A: Agreeableness (Forgives other people easily, is considerate and kind, is	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite) Worker type A
V274	m3_q03_4a	TYPE A: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable) Worker type A
V275	m3_q03_5a	TYPE A: Openness to experience (Is original and comes up with new ideas, has an	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination) Worker type A
V276	m3_q03_1b	TYPE B: Conscientiousness (Does a thorough job, is hard working, does things eff	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently) Worker type B
V277	m3_q03_2b	TYPE B: Emotional stability (Is relaxed and handles stress well, doesn't worry o	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily) Worker type B
V278	m3_q03_3b	TYPE B: Agreeableness (Forgives other people easily, is considerate and kind, is	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite) Worker type B
V279	m3_q03_4b	TYPE B: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable) Worker type B
V280	m3_q03_5b	TYPE B: Openness to experience (Is original and comes up with new ideas, has an	discrete	numeric	And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination) Worker type B
V281	m3_q04_1a	TYPE A: GROUP 1: Personal characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type A

ID	Name	Label	Type	Format	Question
V282	m3_q04_2a	TYPE A: GROUP 2: Job-related skills	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management) Worker type A
V283	m3_q04_3a	TYPE A: GROUP 3: personality traits	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience) Worker type A
V284	m3_q04_1b	TYPE B: GROUP 1: Personal characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type B
V285	m3_q04_2b	TYPE B: GROUP 2: Job-related skills	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management) Worker type B
V286	m3_q04_3b	TYPE B: GROUP 3: personality traits	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience) Worker type B
V287	m3_q05_1a	Type A public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type A
V288	m3_q05_2a	Type A private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type A
V289	m3_q05_3a	Type A job fairs recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type A
V290	m3_q05_4a	Type A offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type A
V291	m3_q05_5a	Type A contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type A
V292	m3_q05_6a	Type A media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type A

ID	Name	Label	Type	Format	Question
V293	m3_q05_7a	Type A internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type A
V294	m3_q05_8a	Type A informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type A
V295	m3_q05_1b	Type B public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type B
V296	m3_q05_2b	Type B private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type B
V297	m3_q05_3b	Type B job fairs recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type B
V298	m3_q05_4b	Type B offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type B
V299	m3_q05_5b	Type B contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type B
V300	m3_q05_6b	Type B media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type B
V301	m3_q05_7b	Type B internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type B
V302	m3_q05_8b	Type B informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type B
V303	m3_q06_a	Type A days to fill a position past 12 months	discrete	numeric	Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created? Worker type A
V304	m3_q06_b	Type B days to fill a position past 12 months	discrete	numeric	Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created? Worker type B
V305	m3_q07_a	Type A # of persons offered to fill position past 12 months	discrete	numeric	Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position? Worker type A
V306	m3_q07_b	Type B # of persons offered to fill position past 12 months	discrete	numeric	Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position? Worker type B
V307	m3_q08_a	Type A education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type A
V308	m3_q08_b	Type B education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type B
V309	m3_q09_a	Type A worker has certificate or degree	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type A
V310	m3_q09_b	Type B worker has certificate or degree	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type B

ID	Name	Label	Type	Format	Question
V311	m3_q10_a	Type A avg monthly gross compensation past 6 months	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]? Worker type A
V312	m3_q10_b	Type B avg monthly gross compensation past 6 months	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]? Worker type B
V313	m3_q11_a	Type A negotiable salary when hiring	discrete	numeric	In general, is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type A
V314	m3_q11_b	Type B negotiable salary when hiring	discrete	numeric	In general, is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type B
V315	m3_q12_a	Type A used contractors for skill shortages past 12 months	discrete	numeric	Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]? Worker type A
V316	m3_q12_b	Type B used contractors for skill shortages past 12 months	discrete	numeric	Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]? Worker type B
V317	m3_q13	Workplace employ any persons under 30 years with a university degree	discrete	numeric	Does this workplace employ any persons under 30 years old who have a university degree or post-secondary diploma, or have you tried to hire such workers in the past 24 months?
V318	m3_q14_1	YOUNG WORKERS: Ability to read and write in the (an) official language (literacy	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in Armenian (literacy)
V319	m3_q14_2	YOUNG WORKERS: Ability with calculations and numbers (numeracy)	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability with calculations and numbers (numeracy)
V320	m3_q14_3	YOUNG WORKERS: Ability to read and write in a English	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in English
V321	m3_q14_4	YOUNG WORKERS: Job-specific technical skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Job-specific technical skills
V322	m3_q14_5	YOUNG WORKERS: Communication skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Communication skills
V323	m3_q14_6	YOUNG WORKERS: Leadership skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Leadership skills

ID	Name	Label	Type	Format	Question
V324	m3_q14_7	YOUNG WORKERS: Team work skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Team work skills
V325	m3_q14_8	YOUNG WORKERS: Creative and critical thinking	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Creative and critical thinking
V326	m3_q14_9	YOUNG WORKERS: Problem solving skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Problem solving skills
V327	m3_q14_10	YOUNG WORKERS: Ability to work independently	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to work independently
V328	m3_q14_11	YOUNG WORKERS: Time management skills	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Time management skills
V329	m3_q15_1	YOUNG WORKERS: Conscientiousness (Does a thorough job, is hard working, does thi	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Conscientiousness (Does a thorough job, is hard working, does things efficiently)
V330	m3_q15_2	YOUNG WORKERS: Emotional stability (Is relaxed and handles stress well, doesn't	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
V331	m3_q15_3	YOUNG WORKERS: Agreeableness (Forgives other people easily, is considerate and k	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)
V332	m3_q15_4	YOUNG WORKERS: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Extraversion (Is talkative, assertive, outgoing and sociable)

ID	Name	Label	Type	Format	Question
V333	m3_q15_5	YOUNG WORKERS: Openness to experience (Is original and comes up with new ideas,	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)
V334	m3_q16	Problem for young workers with a degree	discrete	numeric	You indicated that young university or post-secondary workers lack some job-related skills and personality traits. Which one is more of a problem for your firm:
V335	m3_q17	Workplace employ any persons under 30 years with a secondary school education	discrete	numeric	Does this workplace employ any persons under 30 years old who have secondary school education (general or technical/vocational), or have you tried to hire such workers in the past 24 months?
V336	m3_q18_01	YOUNG WORKERS: Ability to read and write in the (an) official language (literacy	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in Armenian (literacy)
V337	m3_q18_02	YOUNG WORKERS: Ability with calculations and numbers (numeracy)	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability with calculations and numbers (numeracy)
V338	m3_q18_03	YOUNG WORKERS: Ability to read and write in a English	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in English
V339	m3_q18_04	YOUNG WORKERS: Job-specific technical skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Job-specific technical skills
V340	m3_q18_05	YOUNG WORKERS: Communication skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Communication skills
V341	m3_q18_06	YOUNG WORKERS: Leadership skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Leadership skills
V342	m3_q18_07	YOUNG WORKERS: Team work skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Team work skills

ID	Name	Label	Type	Format	Question
V343	m3_q18_08	YOUNG WORKERS: Creative and critical thinking	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Creative and critical thinking
V344	m3_q18_09	YOUNG WORKERS: Problem solving skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Problem solving skills
V345	m3_q18_10	YOUNG WORKERS: Ability to work independently	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to work independently
V346	m3_q18_11	YOUNG WORKERS: Time management skills	discrete	numeric	We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Time management skills
V347	m3_q19_1	YOUNG WORKERS: Conscientiousness (Does a thorough job, is hard working, does thi	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Conscientiousness (Does a thorough job, is hard working, does things efficiently)
V348	m3_q19_2	YOUNG WORKERS: Emotional stability (Is relaxed and handles stress well, doesn't	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
V349	m3_q19_3	YOUNG WORKERS: Agreeableness (Forgives other people easily, is considerate and k	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)
V350	m3_q19_4	YOUNG WORKERS: Extraversion (Is talkative, assertive, outgoing and sociable)	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Extraversion (Is talkative, assertive, outgoing and sociable)
V351	m3_q19_5	YOUNG WORKERS: Openness to experience (Is original and comes up with new ideas,	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)

ID	Name	Label	Type	Format	Question
V352	m3_q20	Problem for young workers with a secondary school education	discrete	numeric	You indicated that young workers lack some job-related skills and personality traits. Which one is more of a problem for your firm for workers with secondary (general or technical/vocational) education:
V353	m4_q01_a	Type A have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type A
V354	m4_q01_b	Type B have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type B
V355	m4_q02_1a	Type A recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type A
V356	m4_q02_2a	Type A testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type A
V357	m4_q02_3a	Type A feedback to institution purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type A
V358	m4_q02_4a	Type A training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type A
V359	m4_q02_5a	Type A work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type A
V360	m4_q02_6a	Type A other purpoose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type A
V361	m4_q02_1b	Type B recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type B
V362	m4_q02_2b	Type B testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type B
V363	m4_q02_3b	Type B feedback to institution purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type B
V364	m4_q02_4b	Type B training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type B
V365	m4_q02_5b	Type B work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type B
V366	m4_q02_6b	Type B other purpoose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type B
V367	m4_q03_a	Type A share of fully qualified workers	discrete	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type A

ID	Name	Label	Type	Format	Question
V368	m4_q03_b	Type B share of fully qualified workers	discrete	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type B
V369	m4_q04_a	Type A workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type A
V370	m4_q04_b	Type B workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type B
V371	m4_q05_1a	Type A on the job training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) On the job training (learning as they worked at the job, with help from more experienced workers) Worker type A
V372	m4_q05_2a	Type A training by firm managers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's managers, technical persons, peers, etc. Worker type A
V373	m4_q05_3a	Type A training by firm trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's dedicated trainers Worker type A
V374	m4_q05_4a	Type A training with external trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type A
V375	m4_q05_5a	Type A other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other Worker type A
V376	m4_q05_1b	Type B on the job training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) On the job training (learning as they worked at the job, with help from more experienced workers) Worker type B
V377	m4_q05_2b	Type B training by firm managers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's managers, technical persons, peers, etc. Worker type B
V378	m4_q05_3b	Type B training by firm trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's dedicated trainers Worker type B

ID	Name	Label	Type	Format	Question
V379	m4_q05_4b	Type B training with external trainers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type B
V380	m4_q05_5b	Type B other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other Worker type B
V381	m4_q06_1a	Type A avg days per year trained by firm manager	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's managers, technical persons, peers, etc. Worker type A
V382	m4_q06_2a	Type A avg days per year trained by firm trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's dedicated trainers Worker type A
V383	m4_q06_3a	Type A avg days per year trained by external trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type A
V384	m4_q06_4a	Type A avg days per year trained by other	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Other Worker type A
V385	m4_q06_1b	Type B avg days per year trained by firm manager	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's managers, technical persons, peers, etc. Worker type B
V386	m4_q06_2b	Type B avg days per year trained by firm trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training by the firm's dedicated trainers Worker type B
V387	m4_q06_3b	Type B avg days per year trained by external trainers	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.) Worker type B
V388	m4_q06_4b	Type B avg days per year trained by other	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Other Worker type B
V389	m4_q07_a	Type A received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type A

ID	Name	Label	Type	Format	Question
V390	m4_q07_b	Type B received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type B
V391	m4_q08_1a	Type A training at public school share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: At a technical or vocational education and training public school Worker type A
V392	m4_q08_2a	Type A training at private providers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through private training providers Worker type A
V393	m4_q08_3a	Type A training through equipment suppliers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through equipment suppliers (for example, a company selling computers providing training on software) Worker type A
V394	m4_q08_4a	Type A training at international organizations share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: NGO's or international organizations Worker type A
V395	m4_q08_5a	Type A training at other share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Other Worker type A
V396	m4_q08_1b	Type B training at public school share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: At a technical or vocational education and training public school Worker type B
V397	m4_q08_2b	Type B training at private providers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through private training providers Worker type B
V398	m4_q08_3b	Type B training through equipment suppliers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through equipment suppliers (for example, a company selling computers providing training on software) Worker type B
V399	m4_q08_4b	Type B training at international organizations share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: NGO's or international organizations Worker type B
V400	m4_q08_5b	Type B training at other share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Other Worker type B
V401	m4_q08_spec	4.08 Other specification	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Other specification
V402	m4_q09_a	Type A # spent to train workers outside	discrete	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace). Worker type A

ID	Name	Label	Type	Format	Question
V403	m4_q09_b	Type B # spent to train workers outside	discrete	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace). Worker type B
V404	m4_q10_1	Training meets skill needs of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Meets the skill needs of employers adequately
V405	m4_q10_2	Training doesn't produce people with LEVEL of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Does not produce enough people with the LEVEL of skills needed by employers
V406	m4_q10_3	Training doesn't produce people with KINDS of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Does not produce enough people with the KINDS of skills needed by employers
V407	m4_q10_4	Training does not produce people with up to date knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V408	m4_q10_5	Training doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Does not produce enough people with PRACTICAL SKILLS
V409	m4_q10_6	Training doesn't produce people with good attitude	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE
V410	m4_q11_1	Education meet skills of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Meets the skill needs of employers adequately
V411	m4_q11_2	Education doesn't meet LEVEL of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Does not produce enough people with the LEVEL of skills needed by employers
V412	m4_q11_3	Education doesn't meet KINDS of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Does not produce enough people with the KINDS of skills needed by employers
V413	m4_q11_4	Education doesn't produce people with updated knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V414	m4_q11_5	Education doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Does not produce enough people with PRACTICAL SKILLS
V415	m4_q11_6	Education does not produce people with good attitude	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

ID	Name	Label	Type	Format	Question
V416	m4_q12_1a	Type A fixed salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type A
V417	m4_q12_2a	Type A variable salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type A
V418	m4_q12_3a	Type A bonus remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type A
V419	m4_q12_4a	Type A comission remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type A
V420	m4_q12_1b	Type B fixed salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type B
V421	m4_q12_2b	Type B variable salary remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type B
V422	m4_q12_3b	Type B bonus remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type B
V423	m4_q12_4b	Type B comission remuneration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type B
V424	m5_q01	Financial performance of your company last year	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V425	m5_q02	Prospect of your company next three years	discrete	numeric	How would you describe the prospects for your company in the coming three years?
V426	m5_q03	Main buyer of products	discrete	numeric	Who is the main buyer of your products or services?
V427	m5_q04	Company international business contacts	discrete	numeric	Does your company have international business contacts with entities in other countries?
V428	m5_q05_1	New technology	discrete	numeric	In the past 3 years, has your firm introduced any... NEW TECHNOLOGIES within the firm
V429	m5_q05_2	New production processes	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PROCESSES within the firm
V430	m5_q05_3	New products	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PRODUCTS on the market
V431	m5_q05_4	New services	discrete	numeric	In the past 3 years, has your firm introduced any... NEW SERVICES on the market
V432	m5_q06_1	employment protection legislation problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Employment protection legislation/ labor code laws
V433	m5_q06_2	Labor availability problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Labor availability
V434	m5_q06_3	General education of workers problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" General education of workers
V435	m5_q06_4	Technical and vocational training problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Technical and vocational education and training of workers

ID	Name	Label	Type	Format	Question
V436	m5_q06_5	Finding workers with previous experience problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Finding workers with previous experience
V437	m5_q06_6	High job turnover problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" High job turnover
V438	m5_q06_7	Payroll taxes problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Payroll taxes and social security contributions
V439	m5_q06_8	Overall wage level problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Overall wage level in your firm's sector
V440	m5_q06_9	Minimum wage problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Minimum wage
V441	m5_q07_1	Electricity as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Electricity
V442	m5_q07_2	Telecommunicatons / Transportation as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation
V443	m5_q07_3	Access to land as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land
V444	m5_q07_4	Tax rates / tax administration as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration
V445	m5_q07_5	Customs and trade regulations as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Customs and trade regulations
V446	m5_q07_6	Business licensing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Business Licensing and Operating Permits
V447	m5_q07_7	Access to financing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V448	m5_q07_8	Political uncertainty as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\ Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

ID	Name	Label	Type	Format	Question
V449	m5_q07_9	Corruption as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Corruption, crime, theft and disorder
V450	m5_q07_10	Anti-competitive or informal practices as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Anti-competitive or informal practices, Legal system/conflict resolution
V451	Q5_8	Workplace has personnel department	discrete	numeric	Does your workplace have a personnel department (H/R DEPARTMENT)?
V452	Q5_9	Responsible for personnel matters with no department	discrete	character	Who is responsible for personnel matters, if there is no personnel department?
V453	m5_q10_2	Position of respondent	discrete	character	Position
V454	m5_q11_1a	Date of report year ending one year ago	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): If refuse to answer/ don't know, ask who else you can speak with to get this information Date of the year ending: day/mo/year One year ago
V455	m5_q11_1b	Date of report year ending most recent year	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): If refuse to answer/ don't know, ask who else you can speak with to get this information Date of the year ending: day/mo/year Most recent year
V456	m5_q11_2a	Avg number of employees one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 One year ago
V457	m5_q11_2b	Avg number of employees most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 Most recent year
V458	m5_q11_3a	Wage bill and compensation for workers one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 One year ago
V459	m5_q11_3b	Wage bill and compensation for workers most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 Most recent year
V460	m5_q11_4a	Operating expenses one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 sold One year ago
V461	m5_q11_4b	Operating expenses most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): 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 sold Most recent year

ID	Name	Label	Type	Format	Question
V462	m5_q11_5a	Sales one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): If refuse to answer/ don't know, ask who else you can speak with to get this information Sales One year ago
V463	m5_q11_5b	Sales most recent year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): If refuse to answer/ don't know, ask who else you can speak with to get this information Sales Most recent year
V464	m5_q12_1a	Avg employees in the month, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Average number of employees in the month Last month
V465	m5_q12_1b	Avg employees in the month, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Average number of employees in the month One year ago
V466	m5_q12_2a	Wage bill and compensations for workers last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Wage bill and compensation fund for workers Last month
V467	m5_q12_2b	Wage bill and compensations for workers one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Wage bill and compensation fund for workers One year ago
V468	m5_q12_3a	Operating expenses, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Last month
V469	m5_q12_3b	Operating expenses, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold One year ago
V470	m5_q12_4a	Sales, last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Sales Last month
V471	m5_q12_4b	Sales, one year ago	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Sales One year ago

Country (Country)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

(SmpCase)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1-1600

Valid cases: 316
Invalid: 0
Minimum: 1
Maximum: 1600

Consecutive number ID (CaseID)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 7-3365

Valid cases: 316
Invalid: 0
Minimum: 7
Maximum: 3365

Firm code with branch code (FIRM_CODE)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: -9-901824

Valid cases: 316
Invalid: 0

Firm Number (firm_number)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1013-9013

Valid cases: 188
Invalid: 128
Minimum: 1013
Maximum: 9013

Branch number (BRANCH_A)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 0-113

Valid cases: 316
Invalid: 0

(firm_size_A)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 315
Invalid: 1

Stratum (Stratum)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Branches in FIRM (BR_Firm)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-20

Valid cases: 316
Invalid: 0

Branches sampled in Firm (BR_Smpd)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Stratum Population Size - # of Firms (StratPopn)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 146-1411

Valid cases: 316
Invalid: 0
Minimum: 146
Maximum: 1411

Stratum Sample Size - # of Sampled Firms (StratSmp)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 146-401

Valid cases: 316
Invalid: 0
Minimum: 146
Maximum: 401

Final Response Category-Firms (Fin_RespCat)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Final FIRM Weight (W)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 16
Decimals: 0
Range: 2.21212121212121-35.9876262626263

Valid cases: 316
Invalid: 0
Minimum: 2.2
Maximum: 36

FIRM-BRANCH Weight (W2_FIRM_BRwt)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 16
Decimals: 0
Range: 2.21212121212121-97.8308316080055

Valid cases: 316
Invalid: 0
Minimum: 2.2
Maximum: 97.8

Stratum - Geographic Area (StratGeog)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Stratum-Size of Firm (Firm_Size)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-3

Valid cases: 316
Invalid: 0

Sample Type: Initial or Reserve (SmpType)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Sample Activation Order (SmpOrder)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 0-331

Valid cases: 316
Invalid: 0

Firm code without brach code (FIRMID)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 315-9018

Valid cases: 316
Invalid: 0
Minimum: 315
Maximum: 9018

Firm strata (STRATA)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

The status of the attempt (ATTEMPT_STATUS)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Initial/Reserve (V23)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 312
Invalid: 4

Interviewer Code (INTERVIEWER_CODE)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 11-24

Valid cases: 316
Invalid: 0

Firm Number Replacement (firm_number_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: -9-902002

Valid cases: 316
Invalid: 0

Interview Date (interview_date)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 316
Minimum: NaN
Maximum: NaN

Interview Start Time (start_time)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -9-71100000

Valid cases: 316
Invalid: 0

Interview End Time (end_time)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -9-74100000

Valid cases: 316
Invalid: 0

Job Title (m1_q01)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

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

Literal question

What is your job title (main responsibility)?

1.01 Other Specification (m1_q01_spec)
File: STEP Azerbaijan (W01)- Employer Survey

1.01 Other Specification (m1_q01_spec)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 18
Invalid: 298

Literal question

What is your job title (main responsibility)? Other

Is workplace part of larger company? (m1_q02)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Is your workplace part of a larger company/ firm?

Parent Company start operation year (m1_q03)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-9999

Valid cases: 155
Invalid: 161

Literal question

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

Workplace Headquarters function (m1_q04_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What functions does this workplace perform?
Headquaters

Workplace Warehouse/Logistics function (m1_q04_2)
File: STEP Azerbaijan (W01)- Employer Survey

Workplace Warehouse/Logistics function (m1_q04_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What functions does this workplace perform?
Warehouse/logistics

Workplace Sales function (m1_q04_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What functions does this workplace perform?
Sales

Workplace Factory/Production function (m1_q04_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What functions does this workplace perform?
Factory/production

Workplace Other function (m1_q04_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What functions does this workplace perform?
Other

Workplace start operation year (m1_q05)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-9999

Valid cases: 316
Invalid: 0

Literal question

What year did your workplace begin operations in Azerbaijan?

Workplace legal status (m1_q06)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What is the legal status of this workplace?

Largest Shareholders description (m1_q07)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-99

Valid cases: 316
Invalid: 0

Literal question

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

Workplace main economic activity (m1_q08)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-20

Valid cases: 316
Invalid: 0

Literal question

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

Broad sector of economic activity (m1_q09)
File: STEP Azerbaijan (W01)- Employer Survey

Broad sector of economic activity (m1_q09)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-952

Valid cases: 316
Invalid: 0

Literal question

What is the main economic activity of this workplace?

Full time with tax deductions men workers (m1_q10_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-1021

Valid cases: 310
Invalid: 6

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time with social security and income tax deductions
Men

Full time without tax deductions men workers (m1_q10_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-93

Valid cases: 65
Invalid: 251

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time without social security and income tax deductions
Men

Part time with tax deductions men workers (m1_q10_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Part time with tax deductions men workers (m1_q10_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-38

Valid cases: 27
Invalid: 289

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Part-Time with social security and income tax deductions
Men

Part time without tax deductions men workers (m1_q10_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-4

Valid cases: 22
Invalid: 294

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Part-Time without social security and income tax deductions
Men

Temporary with tax deductions men workers (m1_q10_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-34

Valid cases: 12
Invalid: 304

Pre question

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

Literal question

How many workers does your workplace currently employ?
Temporary with social security and income tax deductions
Men

Temporary without tax deductions men workers (m1_q10_5a_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 15 Invalid: 301

Pre question

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

Literal question

How many workers does your workplace currently employ?
Temporary without social security and income tax deductions
Men

Casual/daily men workers (m1_q10_6a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-34	Valid cases: 33 Invalid: 283

Pre question

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

Literal question

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

Full time with tax deductions women workers (m1_q10_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 4 Decimals: 0 Range: -9-1393	Valid cases: 310 Invalid: 6

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time with social security and income tax deductions
Women

Full time without wax deductions women workers (m1_q10_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-20	Valid cases: 65 Invalid: 251

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Full-Time without social security and income tax deductions
Women

Part time with tax deductions women workers (m1_q10_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-200	Valid cases: 27 Invalid: 289

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Part-Time with social security and income tax deductions
Women

Part Time without tax deductions women workers (m1_q10_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 22 Invalid: 294

Pre question

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

Literal question

How many workers does your workplace currently employ?
Permanent Part-Time without social security and income tax deductions
Women

Temporary with tax deductions women workers (m1_q10_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-44	Valid cases: 12 Invalid: 304

Pre question

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

Literal question

How many workers does your workplace currently employ?
Temporary with social security and income tax deductions
Women

Temporary without tax deductions women workers (m1_q10_5b_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 15 Invalid: 301

Pre question

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

Literal question

How many workers does your workplace currently employ?
Temporary without social security and income tax deductions
Women

Casual/daily women workers (m1_q10_6b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-20	Valid cases: 33 Invalid: 283

Pre question

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

Literal question

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

Total men workers (m1_q10_total_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 4 Decimals: 0 Range: -9-1021	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

How many workers does your workplace currently employ?
Total men

Total women workers (m1_q10_total_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 4 Decimals: 0 Range: -9-1393	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

How many workers does your workplace currently employ?
Total women

Managers working in your firm (m1_q11_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 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. GIVE SHOW CARD #1 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

Literal question

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

Professionals working in your firm (m1_q11_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Technicians working in your firm (m1_q11_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

How many managers working in firm (m1_q12_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-200

Valid cases: 316
Invalid: 0

Literal question

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

How many female managers working on firm (m1_q13_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-80

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are female?
Managers

Current managers working less than a year (m1_q14_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-27

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign managers (m1_q15_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-12

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are foreign?
Managers

# of managers firm had 12 months ago (m1_q16_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-200

Valid cases: 316
Invalid: 0

Literal question

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

# of managers expected in 12 months (m1_q17_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-200

Valid cases: 316
Invalid: 0

Literal question

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

How many professionals working in firm (m1_q12_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-280

Valid cases: 316
Invalid: 0

Literal question

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

How many female professionals working on firm (m1_q13_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-120

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are female?
Professionals

How many professionals working for less than a year (m1_q14_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-20

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign professionals (m1_q15_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-34

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are foreign?
Professionals

# of professionals firm had 12 months ago (m1_q16_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-280

Valid cases: 316
Invalid: 0

Literal question

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

# of professionals expected in 12 months (m1_q17_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-280

Valid cases: 316
Invalid: 0

Literal question

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

How many technicians working on firm (m1_q12_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-600

Valid cases: 316
Invalid: 0

Literal question

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

How many female technicians working on firm (m1_q13_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-250

Valid cases: 316
Invalid: 0

Literal question

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

How many technicians working for less than a year (m1_q14_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-84

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign technicians (m1_q15_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-4

Valid cases: 316
Invalid: 0

Literal question

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

# of technicians firm had 12 months ago (m1_q16_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-600

Valid cases: 316
Invalid: 0

Literal question

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

# of technicians expected in 12 months (m1_q17_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-600

Valid cases: 316
Invalid: 0

Literal question

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

Do you have clerical support workers? (m1_q18_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Do you have service workers? (m1_q18_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Do you have sales workers? (m1_q18_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Do you have agricultury, foresty and fishery workers? (m1_q18_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Do you have agricultury, foresty and fishery workers? (m1_q18_4)
File: STEP Azerbaijan (W01)- Employer Survey

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

Do you have craft workers? (m1_q18_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Do you have plant machine operators and assemblers? (m1_q18_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Do you have elementary occupations? (m1_q18_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

# of clerical support workers (m1_q19_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

# of clerical support workers (m1_q19_1)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-74

Valid cases: 316
Invalid: 0

Literal question

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

# of female clerical support workers (m1_q20_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-43

Valid cases: 316
Invalid: 0

Literal question

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

# of clerical support workers working less than one year (m1_q21_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-25

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign clerical support workers (m1_q22_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

# of clerical support workers working 12 months ago (m1_q23_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-70

Valid cases: 316
Invalid: 0

Literal question

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

# of clerical support workers expected in 12 months (m1_q24_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-74

Valid cases: 316
Invalid: 0

Literal question

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

# of service workers (m1_q19_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-98

Valid cases: 316
Invalid: 0

Literal question

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

# of female service workers (m1_q20_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-50

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are female?
Service workers

# of service workers working less than one year (m1_q21_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-44

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign service workers (m1_q22_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION]are foreign?
Service workers

# of service workers working 12 months ago (m1_q23_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-79

Valid cases: 316
Invalid: 0

Literal question

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

# of service workers expected in 12 months (m1_q24_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-98

Valid cases: 316
Invalid: 0

Literal question

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

# of sales workers (m1_q19_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-900	Valid cases: 316 Invalid: 0

Literal question

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

# of female sales workers (m1_q20_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-670	Valid cases: 316 Invalid: 0

Literal question

How many current [POSITION] are female?
Sales workers

# of sales workers working less than one year (m1_q21_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-83	Valid cases: 316 Invalid: 0

Literal question

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

# of foreign sales workers (m1_q22_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Literal question

How many current [POSITION]are foreign?
Sales workers

# of sales workers working 12 months ago (m1_q23_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-900

Valid cases: 316
Invalid: 0

Literal question

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

# of sales workers expected in 12 months (m1_q24_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-900

Valid cases: 316
Invalid: 0

Literal question

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

# of agriculture, foresty and fishery workers (m1_q19_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-40

Valid cases: 316
Invalid: 0

Literal question

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

# of female agriculture, foresty and fishery workers (m1_q20_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-15

Valid cases: 316
Invalid: 0

Literal question

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

# of agriculture, foresty and fishery workers working less than one year (m1_q21_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign agriculture, foresty and fishery workers (m1_q22_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-4

Valid cases: 316
Invalid: 0

Literal question

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

# of agriculture, foresty and fishery workers working 12 months ago (m1_q23_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-38

Valid cases: 316
Invalid: 0

Literal question

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

# of agriculture, foresty and fishery workers expected in 12 months (m1_q24_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-40

Valid cases: 316
Invalid: 0

Literal question

# of agriculture, foresty and fishery workers expected in 12 months (m1_q24_4)
File: STEP Azerbaijan (W01)- Employer Survey

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

# of craft workers (m1_q19_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-311

Valid cases: 316
Invalid: 0

Literal question

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

# of female craft and related trades workers (m1_q20_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-250

Valid cases: 316
Invalid: 0

Literal question

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

# of craft workers working less than one year (m1_q21_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-16

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign craft workers (m1_q22_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

# of foreign craft workers (m1_q22_5)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

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

# of craft workers working 12 months ago (m1_q23_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-240

Valid cases: 316
Invalid: 0

Literal question

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

# of craft workers expected in 12 months (m1_q24_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-311

Valid cases: 316
Invalid: 0

Literal question

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

# of plant and machine operators and assemblers (m1_q19_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-120

Valid cases: 316
Invalid: 0

Literal question

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

# of female plant and machine operators and assemblers (m1_q20_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-80

Valid cases: 316
Invalid: 0

Literal question

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

# of plant and machine operators and assemblers working less than one year (m1_q21_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-15

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign plant and machine operators and assemblers (m1_q22_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

# of plant and machine operators and assemblers working 12 months ago (m1_q23_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

# of plant and machine operators and assemblers working 12 months ago (m1_q23_6)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-70

Valid cases: 316
Invalid: 0

Literal question

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

# of plant and machine operators and assemblers expected in 12 months (m1_q24_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-120

Valid cases: 316
Invalid: 0

Literal question

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

# of elementary occupations (m1_q19_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-320

Valid cases: 316
Invalid: 0

Literal question

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

# of female elementary occupations (m1_q20_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-220

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION] are female?
Elementary occupations

# of elementary occupations working less than one year (m1_q21_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-106

Valid cases: 316
Invalid: 0

Literal question

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

# of foreign elementary occupations (m1_q22_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-11

Valid cases: 316
Invalid: 0

Literal question

How many current [POSITION]are foreign?
Elementary occupations

# of elementary occupations working 12 months ago (m1_q23_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-320

Valid cases: 316
Invalid: 0

Literal question

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

# of elementary occupations expected in 12 months (m1_q24_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-320

Valid cases: 316
Invalid: 0

Literal question

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

Hired managers in past 12 months (m1_q25_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Had problems trying to hire managers? (m1_q26_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

There were no or few manager applicants (m1_q27_1_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Manager applicants lacked required skills (m1_q27_2_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Manager applicants lacked required skills (m1_q27_2_1)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What problems did you encounter?
Applicants lacked required skills
Managers

Manager applicants expected higher wages (m1_q27_3_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Manager applicants didn't like working conditions (m1_q27_4_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Managers other (m1_q27_5_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Managers other (m1_q27_5_1)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

What problems did you encounter?
Other
Managers

Hired professionals in past 12 months (m1_q25_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Had problems trying to hire professionals? (m1_q26_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

There were no or few professional applicants (m1_q27_1_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

There were no or few professional applicants (m1_q27_1_2)
File: STEP Azerbaijan (W01)- Employer Survey

Pre question

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

Literal question

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

Professional applicants lacked required skills (m1_q27_2_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What problems did you encounter?
Applicants lacked required skills
Professionals

Professional applicants expected higher wages (m1_q27_3_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Professional applicants didn't like working conditions (m1_q27_4_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

Professional applicants didn't like working conditions (m1_q27_4_2)

File: STEP Azerbaijan (W01)- Employer Survey

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

Literal question

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

Professionals other (m1_q27_5_2)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What problems did you encounter?
Other
Professionals

Hired technicians in past 12 months (m1_q25_3)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Had problems trying to hire technicians? (m1_q26_3)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Had problems trying to hire technicians? (m1_q26_3)
File: STEP Azerbaijan (W01)- Employer Survey

Literal question

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

There were no or few technician applicants (m1_q27_1_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Technician applicants lacked required skills (m1_q27_2_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Technician applicants expected higher wages (m1_q27_3_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

Technician applicants expected higher wages (m1_q27_3_3)
File: STEP Azerbaijan (W01)- Employer Survey

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

Technician applicants didn't like working conditions (m1_q27_4_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Technicians other (m1_q27_5_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What problems did you encounter?
Other
Technicians and associate professionals

Hired clerical support workers last 12 months? (m1_q28_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Had any problems hiring clerical support workers? (m1_q29_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

No or few clerical support worker applicants (m1_q30_1_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Clerical support worker applicants lacked required skills (m1_q30_2_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Clerical support worker applicants expected higher wages (m1_q30_3_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Clerical support worker applicants expected higher wages (m1_q30_3_1)
File: STEP Azerbaijan (W01)- Employer Survey

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

Clerical support worker applicants didn't like working conditions (m1_q30_4_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Clerical support workers other (m1_q30_5_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

What problems did you encounter?
Other
Clerical support workers

Hired service workers last 12 months? (m1_q28_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Had any problems hiring service workers? (m1_q29_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

No or few service worker applicants (m1_q30_1_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Service worker applicants lacked required skills (m1_q30_2_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Service worker applicants expected higher wages (m1_q30_3_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Service worker applicants didn't like working conditions (m1_q30_4_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Service workers other (m1_q30_5_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Other
Service workers

Hired sales workers last 12 months? (m1_q28_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Had any problems hiring sales workers? (m1_q29_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Had any problems hiring sales workers? (m1_q29_3)
File: STEP Azerbaijan (W01)- Employer Survey

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

No or few sales worker applicants (m1_q30_1_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Sales worker applicants lacked required skills (m1_q30_2_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Sales worker applicants expected higher wages (m1_q30_3_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Sales worker applicants didn't like working conditions (m1_q30_4_3)
File: STEP Azerbaijan (W01)- Employer Survey

Sales worker applicants didn't like working conditions (m1_q30_4_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Sales workers other (m1_q30_5_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Other
Sales workers

Hired agriculture, foresty and fishery workers last 12 months? (m1_q28_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In the past 12 months, have you tried to hire any [POSITION]?
Skilled agriculture, forestry and fishery workers

Had any problems hiring agriculture, foresty and fishery workers? (m1_q29_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Had any problems hiring agriculture, foresty and fishery workers? (m1_q29_4)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

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

No or few agriculture, foresty and fishery worker applicants (m1_q30_1_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Agriculture, fishery and foresty worker applicants lacked required skills (m1_q30_2_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Agriculture, foresty and fishery worker applicants expected higher wages (m1_q30_3_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Agriculture, foresty and fishery worker applicants expected higher wages (m1_q30_3_4)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

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

Agriculture, foresty and fishery worker applicants didn't like working condition (m1_q30_4_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Agriculture, foresty and fishery workers other (m1_q30_5_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Hired craft workers last 12 months? (m1_q28_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Hired craft workers last 12 months? (m1_q28_5)
File: STEP Azerbaijan (W01)- Employer Survey

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

Had any problems hiring craft workers? (m1_q29_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

No or few craft worker applicants (m1_q30_1_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Craft worker applicants lacked required skills (m1_q30_2_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Craft worker applicants expected higher wages (m1_q30_3_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Craft worker applicants expected higher wages (m1_q30_3_5)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Applicants expected wages higher than we can offer
Crafts and related trades workers

Craft worker applicants didn't like working conditions (m1_q30_4_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Applicants did not like working conditions
Crafts and related trades workers

Craft workers other (m1_q30_5_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Other
Crafts and related trades workers

Hired plant and machine operators and assemblers last 12 months? (m1_q28_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Hired plant and machine operators and assemblers last 12 months? (m1_q28_6)
File: STEP Azerbaijan (W01)- Employer Survey

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

Had any problems hiring plant and machine operators and assemblers? (m1_q29_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

No or few plant and machines operators and assemblers applicants (m1_q30_1_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Plant and machine operators and assembler applicants lacked required skills (m1_q30_2_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Plant and machine operators and assembler applicants expected higher wages (m1_q30_3_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Plant and machine operators and assembler applicants didn't like working conditi (m1_q30_4_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Plant and machine operators and assemblers other (m1_q30_5_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Hired elementary occupations last 12 months? (m1_q28_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Hired elementary occupations last 12 months? (m1_q28_7)
File: STEP Azerbaijan (W01)- Employer Survey

Literal question

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

Had any problems hiring elementary occupations? (m1_q29_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

No or few elementary occupations applicants (m1_q30_1_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Elementary occupation applicants lacked required skills (m1_q30_2_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

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

Elementary occupation applicants expected higher wages (m1_q30_3_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Elementary occupation applicants didn't like working conditions (m1_q30_4_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

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

Elementary occupations other (m1_q30_5_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What problems did you encounter?
Other
Elementary occupations

Firm had managers (m2_q01_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Firm had managers (m2_q01_1)
File: STEP Azerbaijan (W01)- Employer Survey

Literal question

Occupation Type Name
Managers

Interviewer instructions

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

Firm had professionals (m2_q01_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

Occupation Type Name
Professionals

Interviewer instructions

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

Firm had technicians (m2_q01_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

Occupation Type Name
Technicians and associate professionals

Interviewer instructions

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

Type A position type number (m2_q02_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Literal question

Position Type Number:

Type A position type number (m2_q02_1)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

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

Type A position type name (m2_q02_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: character Width: 25	Valid cases: 316 Invalid: 0

Literal question

Position Type Name:

Firm had clerical support workers (m2_q03_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

Position Type Name
Clerical support workers

Interviewer instructions

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

Firm had service workers (m2_q03_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

Position Type Name
Service workers

Interviewer instructions

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

Firm had sales workers (m2_q03_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Position Type Name
Sales Workers

Interviewer instructions

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

Firm had agricultural, foresty and fishery workers (m2_q03_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Position Type Name
Skilled agriculture, forestry and fishery workers

Interviewer instructions

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

Firm had craft workers (m2_q03_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Position Type Name
Crafts and related trades workers

Interviewer instructions

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

Firm hard plant and machine operators and assemblers (m2_q03_6)
File: STEP Azerbaijan (W01)- Employer Survey

Firm hard plant and machine operators and assemblers (m2_q03_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Position Type Name
Plant and machine operators, and assemblers

Interviewer instructions

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

Firm had elementary occupations (m2_q03_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Position Type Name
Elementary occupations

Interviewer instructions

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

Type B position type number (m2_q04_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-10

Valid cases: 316
Invalid: 0

Literal question

Position Type Number:

Interviewer instructions

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

Type B position type name (m2_q04_2)
File: STEP Azerbaijan (W01)- Employer Survey

Type B position type name (m2_q04_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: character Width: 25	Valid cases: 316 Invalid: 0

Literal question

Position Type Name:

Type A job involve reading (m2_q05_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

Does their job regularly involve reading?
Worker type A

Type A job involve writting (m2_q06_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Type A job involve math (m2_q07_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type A job involve math (m2_q07_a)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A job involve 30+ minute solving problems (m2_q08_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A job involve speaking another language (m2_q09_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

Does their job regularly involve speaking a language other than Azerbaijani?
Worker type A

Type A job involve making formal presentations (m2_q10_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A job involve interacting with team (m2_q11_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type b job involve reading (m2_q05_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

Does their job regularly involve reading?
Worker type B

Type B job involve writting (m2_q06_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B job involve math (m2_q07_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B job involve 30+ minute solving problems (m2_q08_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B job involve speaking another language (m2_q09_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

Does their job regularly involve speaking a language other than Azerbaijani?
Worker type B

Type B job involve making formal presentations (m2_q10_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Type B involve interacting with team (m2_q11_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Type A highest level of pc use involved (m2_q12_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-9	

Pre question

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

Literal question

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

Type B highest level of pc use involved (m2_q12_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-9	

Pre question

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

Literal question

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

Type A % of arrivals at time (m2_q13_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -9-100	

Pre question

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

Literal question

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

Type B % of arrivals at time (m2_q13_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A avg monthly gross compensation in 12 months (m2_q14_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-4500

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B avg montly gross compensation in 12 months (m2_q14_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-1200

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A months since last promotion (m2_q15_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-999

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B months since last promotion (m2_q15_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-999

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type A highest education level (m2_q16_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Type B highest education level (m2_q16_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Does Type A have certificate or degree (m2_q17_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Does Type B have certificate on degree (m2_q17_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE A: Age (m3_q01_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE A: Appearance (m3_q01_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE A: Gender (m3_q01_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

TYPE A: Gender (m3_q01_3a)
File: STEP Azerbaijan (W01)- Employer Survey

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

Interviewer instructions

SHOW CARD #2

TYPE A: Family relations/ personal ties (m3_q01_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE B: Age (m3_q01_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-3	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE B: Appearance (m3_q01_2b)
File: STEP Azerbaijan (W01)- Employer Survey

TYPE B: Appearance (m3_q01_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-3

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE B: Gender (m3_q01_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-3

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

TYPE B: Family relations/ personal ties (m3_q01_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-3

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

TYPE B: Family relations/ personal ties (m3_q01_4b)
File: STEP Azerbaijan (W01)- Employer Survey

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

Interviewer instructions

SHOW CARD #2

TYPE A: Ability to read and write in the (an) official language (literacy) (m3_q02_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE A: Ability with calculations and numbers (numeracy) (m3_q02_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE A: Ability to read and write in a English (m3_q02_3a)
File: STEP Azerbaijan (W01)- Employer Survey

TYPE A: Ability to read and write in a English (m3_q02_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-5	

Pre question

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

Literal question

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

TYPE A: Ability to read and write in another foreigh language (m3_q02_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-5	

Pre question

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

Literal question

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

TYPE A: Job-specific technical skills (m3_q02_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-5	

Pre question

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

Literal question

TYPE A: Job-specific technical skills (m3_q02_5a)
File: STEP Azerbaijan (W01)- Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Job-specific technical skills
Worker type A

TYPE A: Communication skills (m3_q02_6a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE A: Leadership skills (m3_q02_7a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE A: Team work skills (m3_q02_8a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

TYPE A: Team work skills (m3_q02_8a)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE A: Creative and critical thinking (m3_q02_9a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE A: Problem solving skills (m3_q02_10a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE A: Ability to work independently (m3_q02_11a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE A: Time management skills (m3_q02_12a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE B: Ability to read and write in the (an) official language (literacy) (m3_q02_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

TYPE B: Ability to read and write in the (an) official language (literacy) (m3_q02_1b)
File: STEP Azerbaijan (W01)- Employer Survey

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

TYPE B: Ability with calculations and numbers (numeracy) (m3_q02_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE B: Ability to read and write in a foreign language (m3_q02_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

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

TYPE B: Ability to read and write in another foreigh language (m3_q02_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

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

TYPE B: Job-specific technical skills (m3_q02_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Job-specific technical skills
Worker type B

TYPE B: Communication skills (m3_q02_6b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

TYPE B: Communication skills (m3_q02_6b)
File: STEP Azerbaijan (W01)- Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Communication skills
Worker type B

TYPE B: Leadership skills (m3_q02_7b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Leadership skills
Worker type B

TYPE B: Team work skills (m3_q02_8b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Team work skills
Worker type B

TYPE B: Creative and critical thinking (m3_q02_9b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

TYPE B: Creative and critical thinking (m3_q02_9b)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Creative and critical thinking
Worker type B

TYPE B: Problem solving skills (m3_q02_10b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Problem solving skills
Worker type B

TYPE B: Ability to work independently (m3_q02_11b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Ability to work independently
Worker type B

TYPE B: Time management skills (m3_q02_12b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] SHOW CARD #3
Time management skills
Worker type B

TYPE A: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

TYPE A: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2a)
File: STEP Azerbaijan (W01)- Employer Survey

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Agreeableness (Forgives other people easily, is considerate and kind, is (m3_q03_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q03_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE A: Openness to experience (Is original and comes up with new ideas, has an (m3_q03_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type A

Interviewer instructions

SHOW CARD #4

TYPE B: Conscientiousness (Does a thorough job, is hard working, does things eff (m3_q03_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

TYPE B: Emotional stability (Is relaxed and handles stress well, doesn't worry o (m3_q03_2b)
File: STEP Azerbaijan (W01)- Employer Survey

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Agreeableness (Forgives other people easily, is considerate and kind, is (m3_q03_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE B: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q03_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type B

Interviewer instructions

TYPE B: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q03_4b)
File: STEP Azerbaijan (W01)- Employer Survey

SHOW CARD #4

TYPE B: Openness to experience (Is original and comes up with new ideas, has an (m3_q03_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type B

Interviewer instructions

SHOW CARD #4

TYPE A: GROUP 1: Personal characteristics (m3_q04_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE A: GROUP 2: Job-related skills (m3_q04_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

TYPE A: GROUP 2: Job-related skills (m3_q04_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE A: GROUP 3: personality traits (m3_q04_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type A

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 1: Personal characteristics (m3_q04_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 316
Invalid: 0

Pre question

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

Literal question

TYPE B: GROUP 1: Personal characteristics (m3_q04_1b)
File: STEP Azerbaijan (W01)- Employer Survey

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type B

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 2: Job-related skills (m3_q04_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type B

Interviewer instructions

SHOW CARD #5

TYPE B: GROUP 3: personality traits (m3_q04_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type B

Interviewer instructions

SHOW CARD #5

Type A public employment services recruiting (m3_q05_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type A

Type A private employment services recruiting (m3_q05_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Private Employment Services
Worker type A

Type A job fairs recruiting (m3_q05_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Job fairs
Worker type A

Type A offers to experienced people in other firms recruiting (m3_q05_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Type A offers to experienced people in other firms recruiting (m3_q05_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type A

Type A contact with educational institutions recruiting (m3_q05_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type A

Type A media advertisements recruiting (m3_q05_6a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type A

Type A internet recruiting (m3_q05_7a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type A

Type A informal channels recruiting (m3_q05_8a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Informal channels (personal contacts, people recommended by others)
Worker type A

Type B public employment services recruiting (m3_q05_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type B

Type B private employment services recruiting (m3_q05_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type B private employment services recruiting (m3_q05_2b)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Private Employment Services
Worker type B

Type B job fairs recruiting (m3_q05_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Job fairs
Worker type B

Type B offers to experienced people in other firms recruiting (m3_q05_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type B

Type B contact with educational institutions recruiting (m3_q05_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Type B contact with educational institutions recruiting (m3_q05_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type B

Type B media advertisements recruiting (m3_q05_6b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type B

Type B internet recruiting (m3_q05_7b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type B

Type B informal channels recruiting (m3_q05_8b)
File: STEP Azerbaijan (W01)- Employer Survey

Type B informal channels recruiting (m3_q05_8b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Informal channels (personal contacts, people recommended by others)
Worker type B

Type A days to fill a position past 12 months (m3_q06_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-999	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
Worker type A

Type B days to fill a position past 12 months (m3_q06_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-999	Valid cases: 316 Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created?
Worker type B

Type A # of persons offered to fill position past 12 months (m3_q07_a)
File: STEP Azerbaijan (W01)- Employer Survey

Type A # of persons offered to fill position past 12 months (m3_q07_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position?
Worker type A

Type B # of persons offered to fill position past 12 months (m3_q07_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-170

Valid cases: 316
Invalid: 0

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position?
Worker type B

Type A education level of most recent hired person (m3_q08_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type A

Type B education level of most recent hired person (m3_q08_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type B education level of most recent hired person (m3_q08_b)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type B

Type A worker has certificate or degree (m3_q09_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree?
Worker type A

Type B worker has certificate or degree (m3_q09_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree?
Worker type B

Type A avg monthly gross compensation past 6 months (m3_q10_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-3200

Valid cases: 316
Invalid: 0

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]?
Worker type A

Type B avg monthly gross compensation past 6 months (m3_q10_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-1200

Valid cases: 316
Invalid: 0

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _]?
Worker type B

Type A negotiable salary when hiring (m3_q11_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In general, is the salary for a [WORKER TYPE _] negotiable at the moment of hiring?
Worker type A

Type B negotiable salary when hiring (m3_q11_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In general, is the salary for a [WORKER TYPE _] negotiable at the moment of hiring?
Worker type B

Type A used contractors for skill shortages past 12 months (m3_q12_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

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

Type A used contractors for skill shortages past 12 months (m3_q12_a)
File: STEP Azerbaijan (W01)- Employer Survey

Literal question

Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]?
Worker type A

Type B used contractors for skill shortages past 12 months (m3_q12_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Pre question

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

Literal question

Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]?
Worker type B

Workplace employ any persons under 30 years with a university degree (m3_q13)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Does this workplace employ any persons under 30 years old who have a university degree or post-secondary diploma, or have you tried to hire such workers in the past 24 months?

YOUNG WORKERS: Ability to read and write in the (an) official language (literacy (m3_q14_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

YOUNG WORKERS: Ability to read and write in the (an) official language (literacy (m3_q14_1)

File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in Armenian (literacy)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Ability with calculations and numbers (numeracy) (m3_q14_2)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability with calculations and numbers (numeracy)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Ability to read and write in a English (m3_q14_3)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

YOUNG WORKERS: Ability to read and write in a English (m3_q14_3)
File: STEP Azerbaijan (W01)- Employer Survey

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in English

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Job-specific technical skills (m3_q14_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Job-specific technical skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Communication skills (m3_q14_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Communication skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Leadership skills (m3_q14_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Leadership skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Team work skills (m3_q14_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Team work skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Creative and critical thinking (m3_q14_8)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

YOUNG WORKERS: Creative and critical thinking (m3_q14_8)
File: STEP Azerbaijan (W01)- Employer Survey

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Creative and critical thinking

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Problem solving skills (m3_q14_9)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Problem solving skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Ability to work independently (m3_q14_10)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to work independently

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Time management skills (m3_q14_11)
File: STEP Azerbaijan (W01)- Employer Survey

YOUNG WORKERS: Time management skills (m3_q14_11)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Time management skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Conscientiousness (Does a thorough job, is hard working, does thi (m3_q15_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Conscientiousness (Does a thorough job, is hard working, does things efficiently)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Emotional stability (Is relaxed and handles stress well, doesn't (m3_q15_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

YOUNG WORKERS: Emotional stability (Is relaxed and handles stress well, doesn't (m3_q15_2)
File: STEP Azerbaijan (W01)- Employer Survey

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Agreeableness (Forgives other people easily, is considerate and k (m3_q15_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Agreeableness (Forgives other people easily, is considerate and kind, is polite)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q15_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 196 Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Extraversion (Is talkative, assertive, outgoing and sociable)

YOUNG WORKERS: Openness to experience (Is original and comes up with new ideas, (m3_q15_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Openness to experience (Is original and comes up with new ideas, has an active imagination)

Interviewer instructions

SHOW CARD 6

Problem for young workers with a degree (m3_q16)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 196
Invalid: 120

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

You indicated that young university or post-secondary workers lack some job-related skills and personality traits. Which one is more of a problem for your firm:

Workplace employ any persons under 30 years with a secondary school education (m3_q17)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

Does this workplace employ any persons under 30 years old who have secondary school education (general or technical/vocational), or have you tried to hire such workers in the past 24 months?

YOUNG WORKERS: Ability to read and write in the (an) official language (literacy (m3_q18_01)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 191
Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in Armenian (literacy)

YOUNG WORKERS: Ability with calculations and numbers (numeracy) (m3_q18_02)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 191
Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability with calculations and numbers (numeracy)

YOUNG WORKERS: Ability to read and write in a English (m3_q18_03)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-5

Valid cases: 191
Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

YOUNG WORKERS: Ability to read and write in a English (m3_q18_03)
File: STEP Azerbaijan (W01)- Employer Survey

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to read and write in English

YOUNG WORKERS: Job-specific technical skills (m3_q18_04)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Job-specific technical skills

YOUNG WORKERS: Communication skills (m3_q18_05)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Communication skills

YOUNG WORKERS: Leadership skills (m3_q18_06)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

YOUNG WORKERS: Leadership skills (m3_q18_06)
File: STEP Azerbaijan (W01)- Employer Survey

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Leadership skills

YOUNG WORKERS: Team work skills (m3_q18_07)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Team work skills

YOUNG WORKERS: Creative and critical thinking (m3_q18_08)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Creative and critical thinking

YOUNG WORKERS: Problem solving skills (m3_q18_09)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

YOUNG WORKERS: Problem solving skills (m3_q18_09)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Problem solving skills

YOUNG WORKERS: Ability to work independently (m3_q18_10)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Ability to work independently

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Time management skills (m3_q18_11)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some job related skills. Please tell me if these young workers with secondary education usually have this skill or often lack this skill, indicating on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.
Time management skills

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Conscientiousness (Does a thorough job, is hard working, does thi (m3_q19_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Conscientiousness (Does a thorough job, is hard working, does things efficiently)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Emotional stability (Is relaxed and handles stress well, doesn't (m3_q19_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Agreeableness (Forgives other people easily, is considerate and k (m3_q19_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

YOUNG WORKERS: Agreeableness (Forgives other people easily, is considerate and k (m3_q19_3)

File: STEP Azerbaijan (W01)- Employer Survey

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Agreeableness (Forgives other people easily, is considerate and kind, is polite)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Extraversion (Is talkative, assertive, outgoing and sociable) (m3_q19_4)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Extraversion (Is talkative, assertive, outgoing and sociable)

Interviewer instructions

SHOW CARD 6

YOUNG WORKERS: Openness to experience (Is original and comes up with new ideas, (m3_q19_5)

File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-5	Valid cases: 191 Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.
Openness to experience (Is original and comes up with new ideas, has an active imagination)

Interviewer instructions

YOUNG WORKERS: Openness to experience (Is original and comes up with new ideas, (m3_q19_5)
File: STEP Azerbaijan (W01)- Employer Survey

SHOW CARD 6

Problem for young workers with a secondary school education (m3_q20)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 191
Invalid: 125

Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

Literal question

You indicated that young workers lack some job-related skills and personality traits. Which one is more of a problem for your firm for workers with secondary (general or technical/vocational) education:

Type A have regular contact with training institutions (m4_q01_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B have regular contact with training institutions (m4_q01_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type B

Type B have regular contact with training institutions (m4_q01_b)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A recruitment of staff purpose (m4_q02_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A testing of students purpose (m4_q02_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A feedback to institution purpose (m4_q02_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type A

Type A feedback to institution purpose (m4_q02_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training existing employees purpose (m4_q02_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-9	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A work experience for students purpose (m4_q02_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-9	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other purpoose (m4_q02_6a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 316
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -9-9	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Other
Worker type A

Type A other purpoose (m4_q02_6a)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B recruitment of staff purpose (m4_q02_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B testing of students purpose (m4_q02_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B feedback to institution purpose (m4_q02_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type B

Type B feedback to institution purpose (m4_q02_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training existing employees purpose (m4_q02_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B work experience for students purpose (m4_q02_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B other purpoose (m4_q02_6b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Other
Worker type B

Type B other purpoose (m4_q02_6b)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A share of fully qualified workers (m4_q03_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B share of fully qualified workers (m4_q03_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A workers received training last year (m4_q04_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type A

Interviewer instructions

Type A workers received training last year (m4_q04_a)
File: STEP Azerbaijan (W01)- Employer Survey

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B workers received training last year (m4_q04_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A on the job training share (m4_q05_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm managers share (m4_q05_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

Type A training by firm managers share (m4_q05_2a)
File: STEP Azerbaijan (W01)- Employer Survey

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm trainers share (m4_q05_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training with external trainers share (m4_q05_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other training share (m4_q05_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type A other training share (m4_q05_5a)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B on the job training share (m4_q05_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm managers share (m4_q05_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm trainers share (m4_q05_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training with external trainers share (m4_q05_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B other training share (m4_q05_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-0	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by firm manager (m4_q06_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-120

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by firm trainers (m4_q06_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-45

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by external trainers (m4_q06_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-20

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by other (m4_q06_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by firm manager (m4_q06_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-90

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by firm trainers (m4_q06_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-30

Valid cases: 316
Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by external trainers (m4_q06_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-15	Valid cases: 316 Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by other (m4_q06_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-0	Valid cases: 316 Invalid: 0

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A received outside training last year (m4_q07_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B received outside training last year (m4_q07_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at public school share (m4_q08_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at private providers share (m4_q08_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training through equipment suppliers share (m4_q08_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at international organizations share (m4_q08_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
NGO's or international organizations
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at other share (m4_q08_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-100

Valid cases: 316
Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at public school share (m4_q08_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-50	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at private providers share (m4_q08_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training through equipment suppliers share (m4_q08_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at international organizations share (m4_q08_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-10	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
NGO's or international organizations
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at other share (m4_q08_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-100	Valid cases: 316 Invalid: 0

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.08 Other specification (m4_q08_spec)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-1	Valid cases: 4 Invalid: 312

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Other specification

Type A # spent to train workers outside (m4_q09_a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type A # spent to train workers outside (m4_q09_a)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-9999

Valid cases: 316
Invalid: 0

Literal question

How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace).
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Type B # spent to train workers outside (m4_q09_b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-8000

Valid cases: 316
Invalid: 0

Literal question

How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace).
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Training meets skill needs of employers (m4_q10_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Meets the skill needs of employers adequately

Training doesn't produce people with LEVEL of skills needed (m4_q10_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Does not produce enough people with the LEVEL of skills needed by employers

Training doesn't produce people with KINDS of skills needed (m4_q10_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Does not produce enough people with the KINDS of skills needed by employers

Training does not produce people with up to date knowledge (m4_q10_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Training doesn't produce people with practical skills (m4_q10_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Training doesn't produce people with practical skills (m4_q10_5)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Does not produce enough people with PRACTICAL SKILLS

Training doesn't produce people with good attitude (m4_q10_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system in Azerbaijan?
Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

Education meet skills of employers (m4_q11_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Meets the skill needs of employers adequately

Education doesn't meet LEVEL of skills (m4_q11_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Does not produce enough people with the LEVEL of skills needed by employers

Education doesn't meet KINDS of skills (m4_q11_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Does not produce enough people with the KINDS of skills needed by employers

Education doesn't produce people with updated knowledge (m4_q11_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Education doesn't produce people with practical skills (m4_q11_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Does not produce enough people with PRACTICAL SKILLS

Education does not produce people with good attitude (m4_q11_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Education does not produce people with good attitude (m4_q11_6)
File: STEP Azerbaijan (W01)- Employer Survey

In your opinion, do you agree or disagree with the following statements describing the general educational system in Azerbaijan?
Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

Type A fixed salary remuneration (m4_q12_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A variable salary remuneration (m4_q12_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A bonus remuneration (m4_q12_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type A

Type A bonus remuneration (m4_q12_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A comission remuneration (m4_q12_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B fixed salary remuneration (m4_q12_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B variable salary remuneration (m4_q12_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type B

Type B variable salary remuneration (m4_q12_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B bonus remuneration (m4_q12_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B comission remuneration (m4_q12_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-2	Valid cases: 316 Invalid: 0

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Financial performance of your company last year (m5_q01)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

How would you describe the financial performance of your company in the last fiscal year?

Prospect of your company next three years (m5_q02)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

How would you describe the prospects for your company in the coming three years?

Main buyer of products (m5_q03)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Who is the main buyer of your products or services?

Company international business contacts (m5_q04)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Does your company have international business contacts with entities in other countries?

New technology (m5_q05_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW TECHNOLOGIES within the firm

New production processes (m5_q05_2)
File: STEP Azerbaijan (W01)- Employer Survey

New production processes (m5_q05_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW PROCESSES within the firm

New products (m5_q05_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW PRODUCTS on the market

New services (m5_q05_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
NEW SERVICES on the market

employment protection legislation problem level (m5_q06_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Employment protection legislation/ labor code laws

Interviewer instructions

employment protection legislation problem level (m5_q06_1)
File: STEP Azerbaijan (W01)- Employer Survey

SHOW CARD 7

Labor availability problem level (m5_q06_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Labor availability

Interviewer instructions

SHOW CARD 7

General education of workers problem level (m5_q06_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
General education of workers

Interviewer instructions

SHOW CARD 7

Technical and vocational training problem level (m5_q06_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Technical and vocational education and training of workers

Interviewer instructions

Technical and vocational training problem level (m5_q06_4)
File: STEP Azerbaijan (W01)- Employer Survey

SHOW CARD 7

Finding workers with previous experience problem level (m5_q06_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Finding workers with previous experience

Interviewer instructions

SHOW CARD 7

High job turnover problem level (m5_q06_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
High job turnover

Interviewer instructions

SHOW CARD 7

Payroll taxes problem level (m5_q06_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 316 Invalid: 0

Literal question

Payroll taxes problem level (m5_q06_7)
File: STEP Azerbaijan (W01)- Employer Survey

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Payroll taxes and social security contributions

Interviewer instructions

SHOW CARD 7

Overall wage level problem level (m5_q06_8)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Overall wage level in your firm's sector

Interviewer instructions

SHOW CARD 7

Minimum wage problem level (m5_q06_9)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"
Minimum wage

Interviewer instructions

SHOW CARD 7

Electricity as constraint to doing business (m5_q07_1)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 316
Invalid: 0

Literal question

Electricity as constraint to doing business (m5_q07_1)
File: STEP Azerbaijan (W01)- Employer Survey

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Electricity

Interviewer instructions

SHOW CARD 8

Telecommunicatons / Transportation as constraint to doing business (m5_q07_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation

Interviewer instructions

SHOW CARD 8

Access to land as constraint to doing business (m5_q07_3)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land

Interviewer instructions

SHOW CARD 8

Tax rates / tax administration as constraint to doing business (m5_q07_4)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration

Tax rates / tax administration as constraint to doing business (m5_q07_4)
File: STEP Azerbaijan (W01)- Employer Survey

Interviewer instructions

SHOW CARD 8

Customs and trade regulations as constraint to doing business (m5_q07_5)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Customs and trade regulations

Interviewer instructions

SHOW CARD 8

Business licensing as constraint to doing business (m5_q07_6)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Business Licensing and Operating Permits

Interviewer instructions

SHOW CARD 8

Access to financing as constraint to doing business (m5_q07_7)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 2 Decimals: 0 Range: -9-9	Valid cases: 315 Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOW CARD 8

Political uncertainty as constraint to doing business (m5_q07_8)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 315
Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\
Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOW CARD 8

Corruption as constraint to doing business (m5_q07_9)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 315
Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Corruption, crime, theft and disorder

Interviewer instructions

SHOW CARD 8

Anti-competitive or informal practices as constraint to doing business (m5_q07_10)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

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

Valid cases: 315
Invalid: 1

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Anti-competitive or informal practices, Legal system/conflict resolution

Interviewer instructions

SHOW CARD 8

Workplace has personnel department (Q5_8)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Workplace has personnel department (Q5_8)
File: STEP Azerbaijan (W01)- Employer Survey

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

Valid cases: 315
Invalid: 1

Literal question

Does your workplace have a personnel department (H/R DEPARTMENT)?

Responsible for personnel matters with no department (Q5_9)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 180
Invalid: 0

Literal question

Who is responsible for personnel matters, if there is no personnel department?

Position of respondent (m5_q10_2)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 64
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Position

Date of report year ending one year ago (m5_q11_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 18
Minimum: NaN
Maximum: NaN

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):
If refuse to answer/ don't know, ask who else you can speak with to get this information
Date of the year ending: day/mo/year
One year ago

Date of report year ending most recent year (m5_q11_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Date of report year ending most recent year (m5_q11_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 18
Minimum: NaN
Maximum: NaN

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):
If refuse to answer/ don't know, ask who else you can speak with to get this information
Date of the year ending: day/mo/year
Most recent year

Avg number of employees one year ago (m5_q11_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-54

Valid cases: 36
Invalid: 280

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):
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
One year ago

Avg number of employees most recent year (m5_q11_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-65

Valid cases: 36
Invalid: 280

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):
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
Most recent year

Wage bill and compensation for workers one year ago (m5_q11_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: -9-733017

Valid cases: 36
Invalid: 280

Wage bill and compensation for workers one year ago (m5_q11_3a)
File: STEP Azerbaijan (W01)- Employer Survey

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):
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
One year ago

Wage bill and compensation for workers most recent year (m5_q11_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 6 Decimals: 0 Range: -9-766738	Valid cases: 36 Invalid: 280

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):
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
Most recent year

Operating expenses one year ago (m5_q11_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 7 Decimals: 0 Range: -9-8573759	Valid cases: 36 Invalid: 280

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):
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 sold
One year ago

Operating expenses most recent year (m5_q11_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 7 Decimals: 0 Range: -9-2418697	Valid cases: 36 Invalid: 280

Literal question

Operating expenses most recent year (m5_q11_4b)
File: STEP Azerbaijan (W01)- Employer Survey

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):
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 sold
Most recent year

Sales one year ago (m5_q11_5a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 7 Decimals: 0 Range: -9-9000415	Valid cases: 36 Invalid: 280

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):
If refuse to answer/ don't know, ask who else you can speak with to get this information
Sales
One year ago

Sales most recent year (m5_q11_5b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 7 Decimals: 0 Range: -9-3000000	Valid cases: 36 Invalid: 280

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):
If refuse to answer/ don't know, ask who else you can speak with to get this information
Sales
Most recent year

Avg employees in the month, last month (m5_q12_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-280	Valid cases: 36 Invalid: 280

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Avg employees in the month, last month (m5_q12_1a)
File: STEP Azerbaijan (W01)- Employer Survey

Please tell us the following for last month, and one year ago for the same month:
Average number of employees in the month
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Avg employees in the month, one year ago (m5_q12_1b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 3 Decimals: 0 Range: -9-280	Valid cases: 36 Invalid: 280

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Average number of employees in the month
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensations for workers last month (m5_q12_2a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 6 Decimals: 0 Range: -9-174152	Valid cases: 36 Invalid: 280

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Wage bill and compensation fund for workers
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensations for workers one year ago (m5_q12_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Wage bill and compensations for workers one year ago (m5_q12_2b)
File: STEP Azerbaijan (W01)- Employer Survey

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 280
Width: 6	
Decimals: 0	
Range: -9-107256	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Wage bill and compensation fund for workers
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses, last month (m5_q12_3a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 280
Width: 6	
Decimals: 0	
Range: -9-236174	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses, one year ago (m5_q12_3b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 280
Width: 7	
Decimals: 0	
Range: -9-2478697	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
One year ago

Interviewer instructions

Operating expenses, one year ago (m5_q12_3b)
File: STEP Azerbaijan (W01)- Employer Survey

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales, last month (m5_q12_4a)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 6 Decimals: 0 Range: -9-180000	Valid cases: 36 Invalid: 280

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Sales
Last month

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales, one year ago (m5_q12_4b)
File: STEP Azerbaijan (W01)- Employer Survey

Overview

Type: Discrete Format: numeric Width: 7 Decimals: 0 Range: -9-2754124	Valid cases: 36 Invalid: 280

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Sales
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Related Materials

Questionnaires

Azerbaijan STEP Employer Survey 2013 Questionnaire

Title	Azerbaijan STEP Employer Survey 2013 Questionnaire
Language	English
Filename	Azerbaijan STEP Employer Survey 2013-2014.pdf

Technical documents

Azerbaijan Employer Survey Design Planning Report

Title	Azerbaijan Employer Survey Design Planning Report
Language	English
Filename	Employer Survey Design Planning Report - Azerbaijan.pdf

Azerbaijan Employer Survey Weighting Procedure

Title	Azerbaijan Employer Survey Weighting Procedure
Language	English
Filename	Employer Survey Weighting Procedures - Azerbaijan.pdf

STEP Employer Survey Implementation Manual

Title	STEP Employer Survey Implementation Manual
Language	English
Filename	Implementation Manual - STEP Employer Survey.pdf

STEP Employer Survey Interviewer Manual

Title	STEP Employer Survey Interviewer Manual
Language	English
Filename	STEP Employer Survey Interviewer Manual.pdf

STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

Title	STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills
Author(s)	Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)
Date	2014-07-09
Language	English
Filename	STEP_ Methodology Note.pdf

STEP Employer Survey Variable Convention

Title	STEP Employer Survey Variable Convention

Language	English
Filename	STEP Employer Survey Master Variable Convention.pdf

Azerbaijan Employer Survey Demand for Skills

Title	Azerbaijan Employer Survey Demand for Skills
Language	English
Filename	Demand for skills - STEP employer survey Azerbaijan.pdf