

# Armenia - STEP Skills Measurement Employer Survey 2013 (Wave 2)

**World Bank**

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# Sampling

## Sampling Procedure

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

Two-stage stratified random sampling was used in the survey. A list of businesses registered with Armenia Social Security State Agency from 2012 served as the sampling frame.

Detailed information about sampling is available in Armenia Employer Survey Design Planning Report and Armenia Employer Survey Weighting Procedure, provided as external resources.

## Response Rate

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An overall response rate of 36% was achieved in Armenia STEP Survey. Detailed distribution of responses by stratum can be found in Armenia Employer Survey Weighting Procedure (Table 4), available as an external resource.

## Weighting

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

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

The general weighting procedure for the Armenia Employer Survey required the following tasks:

- 1) Preparation of a data file to input into the weighting process;
- 2) Weight calculation:
  - calculation of a firm weight for each sampled firm
  - calculation of a workplace weight for each sampled workplace
  - calculation of a workplace-level non-response adjustment independently for each stratum;
- 3) The required output from the weighting process is a final Armenia data file with the final survey weights (i.e., for each sampled firm and workplace) appended to each data record.

# Questionnaires

## Overview

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STEP Employer Survey Questionnaire has five sections:

Section 1 - Work Force

Section 2 - Skills Used

Section 3 - Hiring Practices

Section 4 - Training and Compensation

Section 5 - Background

In Armenia, the questionnaire was adapted to the Armenian context and published in English and Armenian.

## Data Collection

### Data Collection Dates

Start	End	Cycle
2013-02-11	2013-06-03	N/A

### Data Collection Mode

Face-to-face [f2f]

#### DATA COLLECTION NOTES

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

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

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

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

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

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

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

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

Non-response rates were high in Armenia, in part due to unreliable address information in the sample frame and perceived connection of the survey to the Armenia Tax Service, which is not well trusted.

7) Interviews lasted between 60 and 70 minutes.

### Data Collectors

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

#### SUPERVISION

The data collection team consisted of two teams with a total of 20 interviewers and two Regional Supervisors. The regional supervisors were responsible for reporting to the Fieldwork Manager. Each interviewer reported to a Regional Supervisor.

Regional Supervisors' responsibilities included:

- 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 have to provide a 1-page evaluation report
- Follow-up of non-response cases and document all relevant information
- Checking each accepted questionnaire for completeness and accuracy before submitting to Headquarters.

Interviewer visit verification:

- The team supervisors revisited 15% of each interviewer's assigned firms. Telephone calls were permitted for up to one-third of the revisits. The firms to revisit were selected randomly by the Field Manager or Headquarters.

# Data Processing

## Data Editing

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STEP Data Management Process:

- 1) Raw data is sent by the survey firm.
- 2) The World Bank (WB) STEP team runs data checks on the Questionnaire data. Comments and questions are sent back to the survey firm.
- 3) The survey firm reviews comments and questions. When a data entry error is identified, the survey firm corrects the data.
- 4) The WB STEP team again check to make sure the data files are clean. This might require additional iterations with the survey firm.
- 5) Once the data has been checked and cleaned, the WB STEP team computes the weights. Weights are computed by the STEP team to ensure consistency across sampling methodologies.

## Other Processing

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Data entry processes, including team composition are described in Armenia 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. Armenia team developed their own DEP in CPro.

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

## ARM-W02 Employer Survey-Final Workplace Weights

Content	
Cases	384
Variable(s)	497
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

## Variables

ID	Name	Label	Type	Format	Question
V1	firm_number	Firm Number	discrete	numeric	
V2	result_code		discrete	numeric	
V3	firm_number_2	Firm Number Replacement	discrete	numeric	
V4	firm_set_code	firm_set_code	discrete	numeric	
V5	firm_marz_code	firm_marz_code	discrete	numeric	
V6	interviewer_code	Interviewer Code	discrete	numeric	
V7	interview_day	interview date/day	discrete	numeric	
V8	interview_month	interview date/month	discrete	numeric	
V9	firm_repl_code	firm_repl_code	discrete	numeric	
V10	start_hour	interview start_hour	discrete	numeric	
V11	start_min	interview start_min	discrete	numeric	
V12	m1_q01	Job Title	discrete	numeric	What is your job title (main responsibility)?
V13	m1_q01_spec	q1_1_oth.what is your job title (main responsibility)?-other	discrete	numeric	What is your job title (main responsibility)? Other
V14	m1_q02	q1_2.is your workplace part of a larger company/ firm?	discrete	numeric	Is your workplace part of a larger company/ firm?
V15	m1_q03	q1_3.in what year did the parent company/firm begin operations in this country?	discrete	numeric	In what year did the parent company/firm begin operations in this country?
V16	m1_q04_1	q1_4\$1 what functions does this workplace perform? / headquarters	discrete	numeric	What functions does this workplace perform? Headquarters
V17	m1_q04_2	q1_4\$2 what functions does this workplace perform? / warehouse/logistics	discrete	numeric	What functions does this workplace perform? Warehouse/logistics
V18	m1_q04_3	q1_4\$3 what functions does this workplace perform? / sales	discrete	numeric	What functions does this workplace perform? Sales
V19	m1_q04_4	q1_4\$4 what functions does this workplace perform? / factory/production	discrete	numeric	What functions does this workplace perform? Factory/production
V20	m1_q04_5	q1_4\$5 what functions does this workplace perform? / other	discrete	numeric	What functions does this workplace perform? Other
V21	m1_q04_5_spec	q1_4_oth.what functions does this workplace perform?-other specify	discrete	numeric	What functions does this workplace perform? Other

ID	Name	Label	Type	Format	Question
V22	m1_q05	q1_5.what year did your workplace begin operations in armenia?	discrete	numeric	What year did your workplace begin operations in Armenia?
V23	m1_q06	q1_6.what is the legal status of this workplace?	discrete	numeric	What is the legal status of this workplace?
V24	m1_q06_spec	q1_6_oth.what is the legal status of this workplace?-other	discrete	numeric	What is the legal status of this workplace?
V25	m1_q07	q1_7.which of the following describes the largest shareholders in your firm?	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V26	m1_q07_spec	q1_7_oth.which of the following describes the largest shareholders in your firm?	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V27	m1_q08	q1_8.the broad sector of your economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity:
V28	m1_q09	q1_9.what is the main economic activity of this workplace?	discrete	numeric	What is the main economic activity of this workplace?
V29	m1_q10_1a	q1_10b\$1 how many workers does your workplace currently employ? permanent full-	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Men
V30	m1_q10_2a	q1_10b\$2 how many workers does your workplace currently employ? permanent full-	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Men
V31	m1_q10_3a	q1_10b\$3 how many workers does your workplace currently employ? permanent part-	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Men
V32	m1_q10_4a	q1_10b\$4 how many workers does your workplace currently employ? permanent part-	discrete	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Men
V33	m1_q10_5a	q1_10b\$5 how many workers does your workplace currently employ? temporary	contin	numeric	How many workers does your workplace currently employ? Temporary Men
V34	m1_q10_6a	q1_10b\$6 how many workers does your workplace currently employ? casual/daily	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Men
V35	m1_q10_1b	q1_10c\$1 how many workers does your workplace currently employ? permanent full-	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Women
V36	m1_q10_2b	q1_10c\$2 how many workers does your workplace currently employ? permanent full-	discrete	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Women
V37	m1_q10_3b	q1_10c\$3 how many workers does your workplace currently employ? permanent part-	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Women
V38	m1_q10_4b	q1_10c\$4 how many workers does your workplace currently employ? permanent part-	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Women
V39	m1_q10_5b	q1_10c\$5 how many workers does your workplace currently employ? temporary	contin	numeric	How many workers does your workplace currently employ? Temporary Women
V40	m1_q10_6b	q1_10c\$6 how many workers does your workplace currently employ? casual/daily	discrete	numeric	How many workers does your workplace currently employ? Casual/Daily Women
V41	m1_q10_total_a	q1_10_sum\$b how many workers does your workplace currently employ?/b	contin	numeric	How many workers does your workplace currently employ? Total men
V42	m1_q10_total_b	q1_10_sum\$c how many workers does your workplace currently employ?/c	contin	numeric	How many workers does your workplace currently employ? Total women
V43	m1_q11_1	q1_11\$1.do you have any [position] working in your workplace?/managers	discrete	numeric	Do you have any [POSITION] working in your workplace? Managers

ID	Name	Label	Type	Format	Question
V44	m1_q11_2	q1_11\$2.do you have any [position] working in your workplace?/professionals	discrete	numeric	Do you have any [POSITION] working in your workplace? Professionals
V45	m1_q11_3	q1_11\$3.do you have any [position] working in your workplace?/technicians and as	discrete	numeric	Do you have any [POSITION] working in your workplace? Technicians and associate professionals
V46	m1_q12_1	q1_12_1.how many current [position] are there in the workplace?/managers	discrete	numeric	How many current [POSITION] are there in the workplace? Managers
V47	m1_q13_1	q1_13_1.how many current [position] are female?/managers	discrete	numeric	How many current [POSITION] are female? Managers
V48	m1_q14_1	q1_14_1.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Managers
V49	m1_q15_1	q1_15_1.how many current [position]are foreign?/managers	discrete	numeric	How many current [POSITION] are foreign? Managers
V50	m1_q16_1	q1_16_1.how many [position] did the workplace have 12 months ago?/managers	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Managers
V51	m1_q17_1	q1_17_1.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Managers
V52	m1_q12_2	q1_12_2.how many current [position] are there in the workplace?/professionals	discrete	numeric	How many current [POSITION] are there in the workplace? Professionals
V53	m1_q13_2	q1_13_2.how many current [position] are female?/professionals	discrete	numeric	How many current [POSITION] are female? Professionals
V54	m1_q14_2	q1_14_2.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Professionals
V55	m1_q15_2	q1_15_2.how many current [position]are foreign?/professionals	discrete	numeric	How many current [POSITION] are foreign? Professionals
V56	m1_q16_2	q1_16_2.how many [position] did the workplace have 12 months ago?/professionals	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Professionals
V57	m1_q17_2	q1_17_2.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Professionals
V58	m1_q12_3	q1_12_3.how many current [position] are there in the workplace?/technicians and	discrete	numeric	How many current [POSITION] are there in the workplace? Technicians and associate professionals
V59	m1_q13_3	q1_13_3.how many current [position] are female?/technicians and associate profes	discrete	numeric	How many current [POSITION] are female? Technicians and associate professionals
V60	m1_q14_3	q1_14_3.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Technicians and associate professionals
V61	m1_q15_3	q1_15_3.how many current [position]are foreign?/technicians and associate profes	discrete	numeric	How many current [POSITION] are foreign? Technicians and associate professionals
V62	m1_q16_3	q1_16_3.how many [position] did the workplace have 12 months ago?/technicians a	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Technicians and associate professionals
V63	m1_q17_3	q1_17_3.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Technicians and associate professionals

ID	Name	Label	Type	Format	Question
V64	m1_q18_1	q1_18\$4.do you have any [position] working in your firm?/clerical support worker	discrete	numeric	Do you have any [POSITION] working in your firm? Clerical support workers
V65	m1_q18_2	q1_18\$5.do you have any [position] working in your firm?/service workers	discrete	numeric	Do you have any [POSITION] working in your firm? Service workers
V66	m1_q18_3	q1_18\$6.do you have any [position] working in your firm?/sales workers	discrete	numeric	Do you have any [POSITION] working in your firm? Sales workers
V67	m1_q18_4	q1_18\$7.do you have any [position] working in your firm?/skilled agriculture, fo	discrete	numeric	Do you have any [POSITION] working in your firm? Skilled agriculture, forestry and fishery workers
V68	m1_q18_5	q1_18\$8.do you have any [position] working in your firm?/crafts & related trades	discrete	numeric	Do you have any [POSITION] working in your firm? Crafts and related trades workers
V69	m1_q18_6	q1_18\$9.do you have any [position] working in your firm?/plant & machine operato	discrete	numeric	Do you have any [POSITION] working in your firm? Plant and machine operators, and assemblers
V70	m1_q18_7	q1_18\$10.do you have any [position] working in your firm?/elementary occupations	discrete	numeric	Do you have any [POSITION] working in your firm? Elementary occupations
V71	m1_q19_1	q1_19_4.how many current [position] are there in the workplace?/clerical support	discrete	numeric	How many current [POSITION] are there in the workplace? Clerical support workers
V72	m1_q20_1	q1_20_4.how many current [position] are female?/clerical support workers	discrete	numeric	How many current [POSITION] are female? Clerical support workers
V73	m1_q21_1	q1_21_4.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Clerical support workers
V74	m1_q22_1	q1_22_4.how many current [position]are foreign?/clerical support workers	discrete	numeric	How many current [POSITION]are foreign? Clerical support workers
V75	m1_q23_1	q1_23_4.how many [position] did the workplace have 12 months ago?/clerical supp	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Clerical support workers
V76	m1_q24_1	q1_24_4.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Clerical support workers
V77	m1_q19_2	q1_19_5.how many current [position] are there in the workplace?/service workers	discrete	numeric	How many current [POSITION] are there in the workplace? Service workers
V78	m1_q20_2	q1_20_5.how many current [position] are female?/service workers	discrete	numeric	How many current [POSITION] are female? Service workers
V79	m1_q21_2	q1_21_5.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Service workers
V80	m1_q22_2	q1_22_5.how many current [position]are foreign?/service workers	discrete	numeric	How many current [POSITION]are foreign? Service workers
V81	m1_q23_2	q1_23_5.how many [position] did the workplace have 12 months ago?/service worke	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Service workers
V82	m1_q24_2	q1_24_5.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Service workers
V83	m1_q19_3	q1_19_6.how many current [position] are there in the workplace?/sales workers	discrete	numeric	How many current [POSITION] are there in the workplace? Sales workers

ID	Name	Label	Type	Format	Question
V84	m1_q20_3	q1_20_6.how many current [position] are female?/sales workers	discrete	numeric	How many current [POSITION] are female? Sales workers
V85	m1_q21_3	q1_21_6.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Sales workers
V86	m1_q22_3	q1_22_6.how many current [position]are foreign?/sales workers	discrete	numeric	How many current [POSITION]are foreign? Sales workers
V87	m1_q23_3	q1_23_6.how many [position] did the workplace have 12 months ago?/sales workers	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Sales workers
V88	m1_q24_3	q1_24_6.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Sales workers
V89	m1_q19_4	q1_19_7.how many current [position] are there in the workplace?/skilled agricult	discrete	numeric	How many current [POSITION] are there in the workplace? Skilled agriculture, forestry and fishery workers
V90	m1_q20_4	q1_20_7.how many current [position] are female?/skilled agriculture, forestry and	discrete	numeric	How many current [POSITION] are female? Skilled agriculture, forestry and fishery workers
V91	m1_q21_4	q1_21_7.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Skilled agriculture, forestry and fishery workers
V92	m1_q22_4	q1_22_7.how many current [position]are foreign?/skilled agriculture, forestry and	discrete	numeric	How many current [POSITION]are foreign? Skilled agriculture, forestry and fishery workers
V93	m1_q23_4	q1_23_7.how many [position] did the workplace have 12 months ago?/skilled agric	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Skilled agriculture, forestry and fishery workers
V94	m1_q24_4	q1_24_7.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Skilled agriculture, forestry and fishery workers
V95	m1_q19_5	q1_19_8.how many current [position] are there in the workplace?/crafts & related	discrete	numeric	How many current [POSITION] are there in the workplace? Crafts and related trades workers
V96	m1_q20_5	q1_20_8.how many current [position] are female?/crafts & related trades workers	discrete	numeric	How many current [POSITION] are female? Crafts and related trades workers
V97	m1_q21_5	q1_21_8.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Crafts and related trades workers
V98	m1_q22_5	q1_22_8.how many current [position]are foreign?/crafts & related trades workers	discrete	numeric	How many current [POSITION]are foreign? Crafts and related trades workers
V99	m1_q23_5	q1_23_8.how many [position] did the workplace have 12 months ago?/crafts & rela	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Crafts and related trades workers
V100	m1_q24_5	q1_24_8.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Crafts and related trades workers
V101	m1_q19_6	q1_19_9.how many current [position] are there in the workplace?/plant & machine	discrete	numeric	How many current [POSITION] are there in the workplace? Plant and machine operators, and assemblers

ID	Name	Label	Type	Format	Question
V102	m1_q20_6	q1_20_9.how many current [position] are female?/plant & machine operators, & ass	discrete	numeric	How many current [POSITION] are female? Plant and machine operators, and assemblers
V103	m1_q21_6	q1_21_9.how many current [position] have worked for less than one year for the w	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Plant and machine operators, and assemblers
V104	m1_q22_6	q1_22_9.how many current [position]are foreign?/plant & machine operators, & ass	discrete	numeric	How many current [POSITION]are foreign? Plant and machine operators, and assemblers
V105	m1_q23_6	q1_23_9.how many [position] did the workplace have 12 months ago?/plant & machi	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Plant and machine operators, and assemblers
V106	m1_q24_6	q1_24_9.how many total [position] do you expect to have in 12 months time? (incl	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Plant and machine operators, and assemblers
V107	m1_q19_7	q1_19_10.how many current [position] are there in the workplace?/elementary occu	discrete	numeric	How many current [POSITION] are there in the workplace? Elementary occupations
V108	m1_q20_7	q1_20_10.how many current [position] are female?/elementary occupations	discrete	numeric	How many current [POSITION] are female? Elementary occupations
V109	m1_q21_7	q1_21_10.how many current [position] have worked for less than one year for the	discrete	numeric	How many current [POSITION] have worked for less than one year for the workplace? Elementary occupations
V110	m1_q22_7	q1_22_10.how many current [position]are foreign?/elementary occupations	discrete	numeric	How many current [POSITION]are foreign? Elementary occupations
V111	m1_q23_7	q1_23_10.how many [position] did the workplace have 12 months ago?/elementary o	discrete	numeric	How many [POSITION] did the workplace have 12 months ago? Elementary occupations
V112	m1_q24_7	q1_24_10.how many total [position] do you expect to have in 12 months time? (inc	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Elementary occupations
V113	m1_q25_1	q1_25_1.in the past 12 months, have you tried to hire any [position]?/managers	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Managers
V114	m1_q26_1	q1_26_1.did you encounter any problems when trying to hire [position]?/managers	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Managers
V115	m1_q27_1_1	q1_27_1_1.what problems did you encounter?/there were no or few applicants/manag	discrete	numeric	What problems did you encounter? There were no or few applicants Managers
V116	m1_q27_2_1	q1_27_2_1.what problems did you encounter?/applicants lacked required skills/man	discrete	numeric	What problems did you encounter? Applicants lacked required skills Managers
V117	m1_q27_3_1	q1_27_3_1.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Managers
V118	m1_q27_4_1	q1_27_4_1.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Managers
V119	m1_q27_5_1	q1_27_5_1.what problems did you encounter?/other/managers	discrete	numeric	What problems did you encounter? Other Managers
V120	m1_q27_spec_1	q1_27_5oth1	discrete	numeric	What problems did you encounter? Other Managers

ID	Name	Label	Type	Format	Question
V121	m1_q25_2	q1_25_2.in the past 12 months, have you tried to hire any [position]?/professio	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Professionals
V122	m1_q26_2	q1_26_2.did you encounter any problems when trying to hire [position]?/professio	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Professionals
V123	m1_q27_1_2	q1_27_1_2.what problems did you encounter?/there were no or few applicants/profe	discrete	numeric	What problems did you encounter? There were no or few applicants Professionals
V124	m1_q27_2_2	q1_27_2_2.what problems did you encounter?/applicants lacked required skills/pro	discrete	numeric	What problems did you encounter? Applicants lacked required skills Professionals
V125	m1_q27_3_2	q1_27_3_2.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Professionals
V126	m1_q27_4_2	q1_27_4_2.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Professionals
V127	m1_q27_5_2	q1_27_5_2.what problems did you encounter?/other/professionals	discrete	numeric	What problems did you encounter? Other Professionals
V128	m1_q27_spec_2	q1_27_5oth2	discrete	numeric	What problems did you encounter? Other Professionals
V129	m1_q25_3	q1_25_3.in the past 12 months, have you tried to hire any [position]?/technicia	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Technicians and associate professionals
V130	m1_q26_3	q1_26_3.did you encounter any problems when trying to hire [position]?/technicia	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Technicians and associate professionals
V131	m1_q27_1_3	q1_27_1_3.what problems did you encounter?/there were no or few applicants/techn	discrete	numeric	What problems did you encounter? There were no or few applicants Technicians and associate professionals
V132	m1_q27_2_3	q1_27_2_3.what problems did you encounter?/applicants lacked required skills/tec	discrete	numeric	What problems did you encounter? Applicants lacked required skills Technicians and associate professionals
V133	m1_q27_3_3	q1_27_3_3.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Technicians and associate professionals
V134	m1_q27_4_3	q1_27_4_3.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Technicians and associate professionals
V135	m1_q27_5_3	q1_27_5_3.what problems did you encounter?/other/technicians and associate profe	discrete	numeric	What problems did you encounter? Other Technicians and associate professionals
V136	m1_q27_spec_3	q1_27_5oth3	discrete	numeric	What problems did you encounter? Other Technicians and associate professionals
V137	m1_q28_1	q1_28_4.in the past 12 months, have you tried to hire any [position]?/clerical	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Clerical support workers
V138	m1_q29_1	q1_29_4.did you encounter any problems when trying to hire [position]?/clerical	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Clerical support workers
V139	m1_q30_1_1	q1_30_1_4.what problems did you encounter?/there were no or few applicants/cleri	discrete	numeric	What problems did you encounter? There were no or few applicants Clerical support workers

ID	Name	Label	Type	Format	Question
V140	m1_q30_2_1	q1_30_2_4.what problems did you encounter?/applicants lacked required skills/cle	discrete	numeric	What problems did you encounter? Applicants lacked required skills Clerical support workers
V141	m1_q30_3_1	q1_30_3_4.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Clerical support workers
V142	m1_q30_4_1	q1_30_4_4.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Clerical support workers
V143	m1_q30_5_1	q1_30_5_4.what problems did you encounter?/other/clerical support workers	discrete	numeric	What problems did you encounter? Other Clerical support workers
V144	m1_q30_5_spec_1	q1_30_5oth4	discrete	numeric	What problems did you encounter? Other Clerical support workers
V145	m1_q28_2	q1_28_5.in the past 12 months, have you tried to hire any [position]?/service w	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Service workers
V146	m1_q29_2	q1_29_5.did you encounter any problems when trying to hire [position]?/service w	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Service workers
V147	m1_q30_1_2	q1_30_1_5.what problems did you encounter?/there were no or few applicants/servi	discrete	numeric	What problems did you encounter? There were no or few applicants Service workers
V148	m1_q30_2_2	q1_30_2_5.what problems did you encounter?/applicants lacked required skills/ser	discrete	numeric	What problems did you encounter? Applicants lacked required skills Service workers
V149	m1_q30_3_2	q1_30_3_5.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Service workers
V150	m1_q30_4_2	q1_30_4_5.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Service workers
V151	m1_q30_5_2	q1_30_5_5.what problems did you encounter?/other/service workers	discrete	numeric	What problems did you encounter? Other Service workers
V152	m1_q30_5_spec_2	q1_30_5oth5	discrete	numeric	What problems did you encounter? Other Service workers
V153	m1_q28_3	q1_28_6.in the past 12 months, have you tried to hire any [position]?/sales wor	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Sales workers
V154	m1_q29_3	q1_29_6.did you encounter any problems when trying to hire [position]?/sales wor	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Sales workers
V155	m1_q30_1_3	q1_30_1_6.what problems did you encounter?/there were no or few applicants/sales	discrete	numeric	What problems did you encounter? There were no or few applicants Sales workers
V156	m1_q30_2_3	q1_30_2_6.what problems did you encounter?/applicants lacked required skills/sal	discrete	numeric	What problems did you encounter? Applicants lacked required skills Sales workers
V157	m1_q30_3_3	q1_30_3_6.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Sales workers
V158	m1_q30_4_3	q1_30_4_6.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Sales workers
V159	m1_q30_5_3	q1_30_5_6.what problems did you encounter?/other/sales workers	discrete	numeric	What problems did you encounter? Other Sales workers

ID	Name	Label	Type	Format	Question
V160	m1_q30_5_spec_3	q1_30_5oth6	discrete	numeric	What problems did you encounter? Other Sales workers
V161	m1_q28_4	q1_28_7.in the past 12 months, have you tried to hire any [position]?/skilled a	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Skilled agriculture, forestry and fishery workers
V162	m1_q29_4	q1_29_7.did you encounter any problems when trying to hire [position]?/skilled a	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Skilled agriculture, forestry and fishery workers
V163	m1_q30_1_4	q1_30_1_7.what problems did you encounter?/there were no or few applicants/skill	discrete	numeric	What problems did you encounter? There were no or few applicants Skilled agriculture, forestry and fishery workers
V164	m1_q30_2_4	q1_30_2_7.what problems did you encounter?/applicants lacked required skills/ski	discrete	numeric	What problems did you encounter? Applicants lacked required skills Skilled agriculture, forestry and fishery workers
V165	m1_q30_3_4	q1_30_3_7.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Skilled agriculture, forestry and fishery workers
V166	m1_q30_4_4	q1_30_4_7.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Skilled agriculture, forestry and fishery workers
V167	m1_q30_5_4	q1_30_5_7.what problems did you encounter?/other/skilled agriculture, forestry an	discrete	numeric	What problems did you encounter? Other Skilled agriculture, forestry and fishery workers
V168	m1_q30_5_spec_4	q1_30_5oth7	discrete	numeric	What problems did you encounter? Other Skilled agriculture, forestry and fishery workers
V169	m1_q28_5	q1_28_8.in the past 12 months, have you tried to hire any [position]?/crafts &	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Crafts and related trades workers
V170	m1_q29_5	q1_29_8.did you encounter any problems when trying to hire [position]?/crafts &	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Crafts and related trades workers
V171	m1_q30_1_5	q1_30_1_8.what problems did you encounter?/there were no or few applicants/craft	discrete	numeric	What problems did you encounter? There were no or few applicants Crafts and related trades workers
V172	m1_q30_2_5	q1_30_2_8.what problems did you encounter?/applicants lacked required skills/cra	discrete	numeric	What problems did you encounter? Applicants lacked required skills Crafts and related trades workers
V173	m1_q30_3_5	q1_30_3_8.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Crafts and related trades workers
V174	m1_q30_4_5	q1_30_4_8.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Crafts and related trades workers
V175	m1_q30_5_5	q1_30_5_8.what problems did you encounter?/other/crafts & related trades workers	discrete	numeric	What problems did you encounter? Other Crafts and related trades workers
V176	m1_q30_5_spec_5	q1_30_5oth8	discrete	numeric	What problems did you encounter? Other Crafts and related trades workers
V177	m1_q28_6	q1_28_9.in the past 12 months, have you tried to hire any [position]?/plant & m	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Plant and machine operators, and assemblers
V178	m1_q29_6	q1_29_9.did you encounter any problems when trying to hire [position]?/plant & m	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Plant and machine operators, and assemblers

ID	Name	Label	Type	Format	Question
V179	m1_q30_1_6	q1_30_1_9.what problems did you encounter?/there were no or few applicants/plant	discrete	numeric	What problems did you encounter? There were no or few applicants Plant and machine operators, and assemblers
V180	m1_q30_2_6	q1_30_2_9.what problems did you encounter?/applicants lacked required skills/pla	discrete	numeric	What problems did you encounter? Applicants lacked required skills Plant and machine operators, and assemblers
V181	m1_q30_3_6	q1_30_3_9.what problems did you encounter?/applicants expected wages higher than	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Plant and machine operators, and assemblers
V182	m1_q30_4_6	q1_30_4_9.what problems did you encounter?/applicants did not like working condi	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Plant and machine operators, and assemblers
V183	m1_q30_5_6	q1_30_5_9.what problems did you encounter?/other/plant & machine operators, & as	discrete	numeric	What problems did you encounter? Other Plant and machine operators, and assemblers
V184	m1_q30_5_spec_6	q1_30_5oth9	discrete	numeric	What problems did you encounter? Other Plant and machine operators, and assemblers
V185	m1_q28_7	q1_28_10.in the past 12 months, have you tried to hire any [position]?/elementa	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? Elementary occupations
V186	m1_q29_7	q1_29_10.did you encounter any problems when trying to hire [position]?/elementa	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? Elementary occupations
V187	m1_q30_1_7	q1_30_1_10.what problems did you encounter?/there were no or few applicants/elem	discrete	numeric	What problems did you encounter? There were no or few applicants Elementary occupations
V188	m1_q30_2_7	q1_30_2_10.what problems did you encounter?/applicants lacked required skills/el	discrete	numeric	What problems did you encounter? Applicants lacked required skills Elementary occupations
V189	m1_q30_3_7	q1_30_3_10.what problems did you encounter?/applicants expected wages higher tha	discrete	numeric	What problems did you encounter? Applicants expected wages higher than we can offer Elementary occupations
V190	m1_q30_4_7	q1_30_4_10.what problems did you encounter?/applicants did not like working cond	discrete	numeric	What problems did you encounter? Applicants did not like working conditions Elementary occupations
V191	m1_q30_5_7	q1_30_5_10.what problems did you encounter?/other/elementary occupations	discrete	numeric	What problems did you encounter? Other Elementary occupations
V192	m1_q30_5_spec_7	q1_30_5oth10	discrete	numeric	What problems did you encounter? Other Elementary occupations
V193	m2_q01_1	q2_1\$1.occupation type name/managers	discrete	numeric	Occupation Type Name Managers
V194	m2_q01_2	q2_1\$2.occupation type name/professionals	discrete	numeric	Occupation Type Name Professionals
V195	m2_q01_3	q2_1\$3.occupation type name/technicians and associate professionals	discrete	numeric	Occupation Type Name Technicians and associate professionals
V196	m2_q02_1	q2_2.worker type a/position type number	discrete	numeric	Position Type Number
V197	m2_q02_2	q2_2_title.worker type a/position type name	discrete	character	Position Type Name
V198	m2_q03_1	q2_3\$4.position type name/clerical support workers	discrete	numeric	Position Type Name Clerical support workers

ID	Name	Label	Type	Format	Question
V199	m2_q03_2	q2_3\$5.position type name/service workers	discrete	numeric	Position Type Name Service workers
V200	m2_q03_3	q2_3\$6.position type name/sales workers	discrete	numeric	Position Type Name Sales Workers
V201	m2_q03_4	q2_3\$7.position type name/skilled agricultural, forestry and fishery workers	discrete	numeric	Position Type Name Skilled agriculture, forestry and fishery workers
V202	m2_q03_5	q2_3\$8.position type name/craft and related trades workers	discrete	numeric	Position Type Name Crafts and related trades workers
V203	m2_q03_6	q2_3\$9.position type name/plant and machine operators, and assemblers	discrete	numeric	Position Type Name Plant and machine operators, and assemblers
V204	m2_q03_7	q2_3\$10..position type name/elementary occupations	discrete	numeric	Position Type Name Elementary occupations
V205	m2_q04_1	q2_4.worker type b/position type number	discrete	numeric	Position Type Number
V206	m2_q04_2	q2_4_title.worker type b/position type name	discrete	character	Position Type Name
V207	m2_q05_a	q2_5a.does their job regularly involve reading?	discrete	numeric	Does their job regularly involve reading? Worker type A
V208	m2_q06_a	q2_6a.does their job regularly involve writing using correct spelling and gramma	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type A
V209	m2_q07_a	q2_7a.does their job regularly involve math, that is, adding, subtracting, multi	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
V210	m2_q08_a	q2_8a.does their job regularly involve solving problems that take 30 minutes or	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
V211	m2_q09_a	q2_9a.does their job regularly involve speaking a language other than [official	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type A
V212	m2_q10_a	q2_10a.does their job regularly require making formal presentations to clients o	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
V213	m2_q11_a	q2_11a.does their job regularly involve interacting with a team of co-workers?	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type A
V214	m2_q05_b	q2_5b.does their job regularly involve reading?	discrete	numeric	Does their job regularly involve reading? Worker type B
V215	m2_q06_b	q2_6b.does their job regularly involve writing using correct spelling and gramma	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type B
V216	m2_q07_b	q2_7b.does their job regularly involve math, that is, adding, subtracting, multi	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
V217	m2_q08_b	q2_8b.does their job regularly involve solving problems that take 30 minutes or	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

ID	Name	Label	Type	Format	Question
V218	m2_q09_b	q2_9b.does their job regularly involve speaking a language other than [official	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type B
V219	m2_q10_b	q2_10b.does their job regularly require making formal presentations to clients o	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
V220	m2_q11_b	q2_11b.does their job regularly involve interacting with a team of co-workers?	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type B
V221	m2_q12_a	q2_12a.what is the highest level of computer use involved in their job?	discrete	numeric	What is the highest level of computer use involved in their job? Worker type A
V222	m2_q12_b	q2_12b.what is the highest level of computer use involved in their job?	discrete	numeric	What is the highest level of computer use involved in their job? Worker type B
V223	m2_q13_a	q2_13a.thinking of the last month, what percentage of the days in the month did	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
V224	m2_q13_b	q2_13b.thinking of the last month, what percentage of the days in the month did	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
V225	m2_q14_a	q2_14a.what is the average monthly gross compensation over the last 12 months fo	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
V226	m2_q14_b	q2_14b.what is the average monthly gross compensation over the last 12 months fo	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
V227	m2_q15_a	q2_15a.how long has it been since the last promotion (increase in job responsib	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
V228	m2_q15_b	q2_15b.how long has it been since the last promotion (increase in job responsib	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
V229	m2_q16_a	q2_16a.what is the highest education level of this worker?	discrete	numeric	What is the highest education level of this worker? Worker type A
V230	m2_q16_b	q2_16b.what is the highest education level of this worker?	discrete	numeric	What is the highest education level of this worker? Worker type B
V231	m2_q17_a	q2_17a.does this worker have a technical or vocational certificate, diploma, or	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type A
V232	m2_q17_b	q2_17b.does this worker have a technical or vocational certificate, diploma, or	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree? Worker type B

ID	Name	Label	Type	Format	Question
V233	m3_q01_1a	q3_1a\$1.what is the most important of these personal characteristics when decid	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
V234	m3_q01_2a	q3_1a\$2.what is the most important of these personal characteristics when decid	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
V235	m3_q01_3a	q3_1a\$3.what is the most important of these personal characteristics when decid	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
V236	m3_q01_4a	q3_1a\$4.what is the most important of these personal characteristics when decid	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
V237	m3_q01_1b	q3_1b\$1.what is the most important of these personal characteristics when decid	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
V238	m3_q01_2b	q3_1b\$2.what is the most important of these personal characteristics when decid	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
V239	m3_q01_3b	q3_1b\$3.what is the most important of these personal characteristics when decid	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
V240	m3_q01_4b	q3_1b\$4.what is the most important of these personal characteristics when decid	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

ID	Name	Label	Type	Format	Question
V241	m3_q02_1a	q3_2a\$01.what is the most important of these job related skills when deciding wh	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
V242	m3_q02_2a	q3_2a\$02.what is the most important of these job related skills when deciding wh	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
V243	m3_q02_3a	q3_2a\$03.what is the most important of these job related skills when deciding wh	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
V244	m3_q02_4a	q3_2a\$04.what is the most important of these job related skills when deciding wh	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
V245	m3_q02_5a	q3_2a\$05.what is the most important of these job related skills when deciding wh	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
V246	m3_q02_6a	q3_2a\$06.what is the most important of these job related skills when deciding wh	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
V247	m3_q02_7a	q3_2a\$07.what is the most important of these job related skills when deciding wh	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
V248	m3_q02_8a	q3_2a\$08.what is the most important of these job related skills when deciding wh	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

ID	Name	Label	Type	Format	Question
V249	m3_q02_9a	q3_2a\$09.what is the most important of these job related skills when deciding wh	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
V250	m3_q02_10a	q3_2a\$10.what is the most important of these job related skills when deciding wh	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
V251	m3_q02_11a	q3_2a\$11.what is the most important of these job related skills when deciding wh	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
V252	m3_q02_12a	q3_2a\$12.what is the most important of these job related skills when deciding wh	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
V253	m3_q02_1b	q3_2b\$01.what is the most important of these job related skills when deciding wh	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
V254	m3_q02_2b	q3_2b\$02.what is the most important of these job related skills when deciding wh	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
V255	m3_q02_3b	q3_2b\$03.what is the most important of these job related skills when deciding wh	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
V256	m3_q02_4b	q3_2b\$04.what is the most important of these job related skills when deciding wh	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
V257	m3_q02_5b	q3_2b\$05.what is the most important of these job related skills when deciding wh	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
V258	m3_q02_6b	q3_2b\$06.what is the most important of these job related skills when deciding wh	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
V259	m3_q02_7b	q3_2b\$07.what is the most important of these job related skills when deciding wh	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
V260	m3_q02_8b	q3_2b\$08.what is the most important of these job related skills when deciding wh	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
V261	m3_q02_9b	q3_2b\$09.what is the most important of these job related skills when deciding wh	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
V262	m3_q02_10b	q3_2b\$10.what is the most important of these job related skills when deciding wh	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
V263	m3_q02_11b	q3_2b\$11.what is the most important of these job related skills when deciding wh	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
V264	m3_q02_12b	q3_2b\$12.what is the most important of these job related skills when deciding wh	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

ID	Name	Label	Type	Format	Question
V265	m3_q03_1a	q3_3a\$1.what is the most important of these personality traits when deciding wh	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
V266	m3_q03_2a	q3_3a\$2.what is the most important of these personality traits when deciding wh	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
V267	m3_q03_3a	q3_3a\$3.what is the most important of these personality traits when deciding wh	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
V268	m3_q03_4a	q3_3a\$4.what is the most important of these personality traits when deciding wh	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
V269	m3_q03_5a	q3_3a\$5.what is the most important of these personality traits when deciding wh	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
V270	m3_q03_1b	q3_3b\$1.what is the most important of these personality traits when deciding wh	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
V271	m3_q03_2b	q3_3b\$2.what is the most important of these personality traits when deciding wh	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

ID	Name	Label	Type	Format	Question
V272	m3_q03_3b	q3_3b\$3.what is the most important of these personality traits when deciding wh	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
V273	m3_q03_4b	q3_3b\$4.what is the most important of these personality traits when deciding wh	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
V274	m3_q03_5b	q3_3b\$5.what is the most important of these personality traits when deciding wh	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
V275	m3_q04_1a	q3_4a\$1.which of these groups you feel is the most important when deciding which	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
V276	m3_q04_2a	q3_4a\$2.which of these groups you feel is the most important when deciding which	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
V277	m3_q04_3a	q3_4a\$3.which of these groups you feel is the most important when deciding which	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

ID	Name	Label	Type	Format	Question
V278	m3_q04_1b	q3_4b\$1.which of these groups you feel is the most important when deciding which	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
V279	m3_q04_2b	q3_4b\$2.which of these groups you feel is the most important when deciding which	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
V280	m3_q04_3b	q3_4b\$3.which of these groups you feel is the most important when deciding which	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
V281	m3_q05_1a	q3_5a\$1.do you recruit from the following sources...?/public employment service	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Public Employment Services Worker type A
V282	m3_q05_2a	q3_5a\$2.do you recruit from the following sources...?/private employment servic	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Private Employment Services Worker type A
V283	m3_q05_3a	q3_5a\$3.do you recruit from the following sources...?/job fairs	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Job fairs Worker type A
V284	m3_q05_4a	q3_5a\$4.do you recruit from the following sources...?/offers to experienced pe	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Offers to experienced people in other firms Worker type A
V285	m3_q05_5a	q3_5a\$5.do you recruit from the following sources...?/direct contact with educa	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type A
V286	m3_q05_6a	q3_5a\$6.do you recruit from the following sources...?/media advertisements/post	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Media advertisements/postings Worker type A
V287	m3_q05_7a	q3_5a\$7.do you recruit from the following sources...?/internet	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Internet Worker type A
V288	m3_q05_8a	q3_5a\$8.do you recruit from the following sources...?/informal channels	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type A
V289	m3_q05_1b	q3_5b\$1.do you recruit from the following sources...?/public employment servic	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Public Employment Services Worker type B

ID	Name	Label	Type	Format	Question
V290	m3_q05_2b	q3_5b\$2.do you recruit from the following sources...?/private employment servi	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Private Employment Services Worker type B
V291	m3_q05_3b	q3_5b\$3.do you recruit from the following sources...?/job fairs	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Job fairs Worker type B
V292	m3_q05_4b	q3_5b\$4.do you recruit from the following sources...?/offers to experienced pe	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Offers to experienced people in other firms Worker type B
V293	m3_q05_5b	q3_5b\$5.do you recruit from the following sources...?/direct contact with educa	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type B
V294	m3_q05_6b	q3_5b\$6.do you recruit from the following sources...?/media advertisements/pos	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Media advertisements/postings Worker type B
V295	m3_q05_7b	q3_5b\$7.do you recruit from the following sources...?/internet	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Internet Worker type B
V296	m3_q05_8b	q3_5a\$8.do you recruit from the following sources...?/informal channels	discrete	numeric	Do you recruit [WORKER TYPE _ ] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type B
V297	m3_q06_a	q3_6a.over the past 12 months, on average for how many days does it take to fill	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
V298	m3_q06_b	q3_6b.over the past 12 months, on average for how many days does it take to fill	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
V299	m3_q07_a	q3_7a.over the past 12 months, how many persons have you made offers to, on aver	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
V300	m3_q07_b	q3_7b.over the past 12 months, how many persons have you made offers to, on aver	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
V301	m3_q08_a	q3_8a.what is the education level of the most recent person hired as a ...?	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _ ]? Worker type A
V302	m3_q08_b	q3_8b.what is the education level of the most recent person hired as a ...?	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _ ]? Worker type B
V303	m3_q09_a	q3_9a.does this most recently hired worker have a technical or vocational certif	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type A
V304	m3_q09_b	q3_9b.does this most recently hired worker have a technical or vocational certif	discrete	numeric	Does this most recently hired [WORKER TYPE_] worker have a technical or vocational certificate or degree? Worker type B
V305	m3_q10_a	q3_10a.what is the average monthly gross compensation over the past 6 months (or	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

ID	Name	Label	Type	Format	Question
V306	m3_q10_b	q3_10b.what is the average monthly gross compensation over the past 6 months (or	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
V307	m3_q11_a	q3_11a.is the salary for a negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type A
V308	m3_q11_b	q3_11b.is the salary for a negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type B
V309	m3_q12_a	q3_12a.over the past 12 months, have you used contractors for skills shortages	discrete	numeric	Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]? Worker type A
V310	m3_q12_b	q3_12b.over the past 12 months, have you used contractors for skills shortages o	discrete	numeric	Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]? Worker type B
V311	m3_q13	q3_13.does this workplace employ any persons under 30 years old who have a univ	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?
V312	m3_q14_1	q3_14\$1.if these young workers with a degree or post-secondary diploma lack thi	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)
V313	m3_q14_2	q3_14\$2.if these young workers with a degree or post-secondary diploma lack thi	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)
V314	m3_q14_3	q3_14\$3.if these young workers with a degree or post-secondary diploma lack thi	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
V315	m3_q14_4	q3_14\$4.if these young workers with a degree or post-secondary diploma lack thi	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in (another) foreign language (specify)

ID	Name	Label	Type	Format	Question
V316	m3_q14_5	q3_14\$5.if these young workers with a degree or post-secondary diploma lack thi	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
V317	m3_q14_6	q3_14\$6.if these young workers with a degree or post-secondary diploma lack thi	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
V318	m3_q14_7	q3_14\$7.if these young workers with a degree or post-secondary diploma lack thi	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
V319	m3_q14_8	q3_14\$8.if these young workers with a degree or post-secondary diploma lack thi	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
V320	m3_q14_9	q3_14\$9.if these young workers with a degree or post-secondary diploma lack thi	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
V321	m3_q14_10	q3_14\$10.if these young workers with a degree or post-secondary diploma lack th	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
V322	m3_q14_11	q3_14\$11.if these young workers with a degree or post-secondary diploma lack th	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
V323	m3_q14_12	q3_14\$12.if these young workers with a degree or post-secondary diploma lack th	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

ID	Name	Label	Type	Format	Question
V324	m3_q15_1	q3_15\$1.if these young workers lack this trait or not/conscientiousness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Conscientiousness (Does a thorough job, is hard working, does things efficiently)
V325	m3_q15_2	q3_15\$2.if these young workers lack this trait or not/emotional stability	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)
V326	m3_q15_3	q3_15\$3.if these young workers lack this trait or not/agreeableness	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)
V327	q3_15_4	q3_15\$4.if these young workers lack this trait or not/extraversion	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)
V328	m3_q15_5	q3_15\$5.if these young workers lack this trait or not/openness to experience	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)
V329	m3_q16	q3_16.lack of job-related skills and personality traits. which one is more of a	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:
V330	m3_q17	q3_17.does this workplace employ any persons under 30 years old who have second	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?
V331	m3_q18_1	q3_18\$1.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in Armenian (literacy)

ID	Name	Label	Type	Format	Question
V332	m3_q18_2	q3_18\$2.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability with calculations and numbers (numeracy)
V333	m3_q18_3	q3_18\$3.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in English
V334	m3_q18_4	q3_18\$4.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to read and write in (another) foreign language (specify)
V335	m3_q18_5	q3_18\$5.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Job-specific technical skills
V336	m3_q18_6	q3_18\$6.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Communication skills
V337	m3_q18_7	q3_18\$7.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Leadership skills
V338	m3_q18_8	q3_18\$8.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Team work skills
V339	m3_q18_9	q3_18\$9.if these young workers with secondary education lack this skill or not/	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Creative and critical thinking

ID	Name	Label	Type	Format	Question
V340	m3_q18_10	q3_18\$10.if these young workers with secondary education lack this skill or not	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Problem solving skills
V341	m3_q18_11	q3_18\$11.if these young workers with secondary education lack this skill or not	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Ability to work independently
V342	m3_q18_12	q3_18\$12.if these young workers with secondary education lack this skill or not	discrete	numeric	We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often. Time management skills
V343	m3_q19_1	q3_19\$1.if these young workers with secondary education lack this trait or not/	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)
V344	m3_q19_2	q3_19\$2.if these young workers with secondary education lack this trait or not/	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)
V345	m3_q19_3	q3_19\$3.if these young workers with secondary education lack this trait or not/	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)
V346	m3_q19_4	q3_19\$4.if these young workers with secondary education lack this trait or not/	discrete	numeric	We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Extraversion (Is talkative, assertive, outgoing and sociable)

ID	Name	Label	Type	Format	Question
V347	m3_q19_5	q3_19\$5.if these young workers with secondary education lack this trait or not/	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)
V348	m3_q20	q3_20.lack some job-related skills and personality traits. which one is more of	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:
V349	m4_q01_a	q4_1a.does your workplace have regular contacts with educational or training ins	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
V350	m4_q01_b	q4_1b.does your workplace have regular contacts with educational or training ins	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
V351	m4_q02_1a	q4_2a\$1.for what purpose does your workplace have these contacts, for positions	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type A
V352	m4_q02_2a	q4_2a\$2.for what purpose does your workplace have these contacts, for positions	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
V353	m4_q02_3a	q4_2a\$3.for what purpose does your workplace have these contacts, for positions	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
V354	m4_q02_4a	q4_2a\$4.for what purpose does your workplace have these contacts, for positions	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
V355	m4_q02_5a	q4_2a\$5.for what purpose does your workplace have these contacts, for positions	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
V356	m4_q02_6a	q4_2a\$6.for what purpose does your workplace have these contacts, for positions	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type A
V357	m4_q02_spec_a	q4_2a\$6other.for what purpose does your workplace have these contacts, for posit	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type A
V358	m4_q02_1b	q4_2b\$1.for what purpose does your workplace have these contacts, for positions	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type B

ID	Name	Label	Type	Format	Question
V359	m4_q02_2b	q4_2b\$2.for what purpose does your workplace have these contacts, for positions	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
V360	m4_q02_3b	q4_2b\$3.for what purpose does your workplace have these contacts, for positions	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
V361	m4_q02_4b	q4_2b\$4.for what purpose does your workplace have these contacts, for positions	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
V362	m4_q02_5b	q4_2b\$5for what purpose does your workplace have these contacts, for positions ?	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
V363	m4_q02_6b	q4_2b\$6.for what purpose does your workplace have these contacts, for positions	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _ ] positions? Other Worker type B
V364	m4_q02_spec_b	q4_2b\$6other.for what purpose does your workplace have these contacts, for posit	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _ ] positions? Other Worker type B
V365	m4_q03_a	q4_3a.what share of employees at your firm are fully qualified for the job? %	discrete	numeric	What share of [WORKER TYPE _ ] employees at your firm are fully qualified for the job? % Worker type A
V366	m4_q03_b	q4_3b.what share of employees at your firm are fully qualified for the job? %	discrete	numeric	What share of [WORKER TYPE _ ] employees at your firm are fully qualified for the job? % Worker type B
V367	m4_q04_a	q4_4a.did the employees in your workplace receive any training last year on the	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
V368	m4_q04_b	q4_4b.did the employees in your workplace receive any training last year on the	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
V369	m4_q05_1a	q4_5a\$1.what share of the employees in your workplace received training on the	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
V370	m4_q05_2a	q4_5a\$2.what share of the employees in your workplace received training on the	discrete	numeric	What share of the [WORKER TYPE _ ] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's managers, technical persons, peers, etc. Worker type A

ID	Name	Label	Type	Format	Question
V371	m4_q05_3a	q4_5a\$3.what share of the employees in your workplace received training on the	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
V372	m4_q05_4a	q4_5a\$4.what share of the employees in your workplace received training on the	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
V373	m4_q05_5a	q4_5a\$5.what share of the employees in your workplace received training on the	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
V374	m4_q05_spec_a	q4_5a\$5other.what share of the employees in your workplace received training on	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
V375	m4_q05_1b	q4_5b\$1.what share of the employees in your workplace received training on the	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
V376	m4_q05_2b	q4_5b\$2.what share of the employees in your workplace received training on the	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
V377	m4_q05_3b	q4_5b\$3.what share of the employees in your workplace received training on the	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
V378	m4_q05_4b	q4_5b\$4.what share of the employees in your workplace received training on the	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
V379	m4_q05_5b	q4_5b\$5.what share of the employees in your workplace received training on the	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
V380	m4_q05_spec_b	q4_5b\$5other.what share of the employees in your workplace received training on	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

ID	Name	Label	Type	Format	Question
V381	m4_q06_1a	q4_6a\$1.what is the average days per year received for each of these training me	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	q4_6a\$2.what is the average days per year received for each of these training me	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	q4_6a\$3.what is the average days per year received for each of these training me	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	q4_6a\$4.what is the average days per year received for each of these training me	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_spec_a	q4_6a\$4other.what is the average days per year received for each of these traini	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
V386	m4_q06_1b	q4_6b\$1.what is the average days per year received for each of these training me	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
V387	m4_q06_2b	q4_6b\$2.what is the average days per year received for each of these training me	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
V388	m4_q06_3b	q4_6b\$3.what is the average days per year received for each of these training me	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
V389	m4_q06_4b	q4_6b\$4.what is the average days per year received for each of these training me	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

ID	Name	Label	Type	Format	Question
V390	m4_q06_spec_b	q4_6b\$4other.what is the average days per year received for each of these traini	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
V391	m4_q07_a	q4_7a.did the employees in your workplace receive any formal training organized	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
V392	m4_q07_b	q4_7b.did the employees in your workplace receive any formal training organized	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
V393	m4_q08_1a	q4_8a\$1.what share of the employees in your workplace received outside training	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
V394	m4_q08_2a	q4_8a\$2.what share of the employees in your workplace received outside training	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
V395	m4_q08_3a	q4_8a\$3.what share of the employees in your workplace received outside training	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
V396	m4_q08_4a	q4_8a\$4.what share of the employees in your workplace received outside training	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
V397	m4_q08_5a	q4_8a\$5.what share of the employees in your workplace received outside training	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
V398	m4_q08_spec_a	q4_8a\$5other.what share of the employees in your workplace received outside trai	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
V399	m4_q08_1b	q4_8b\$1.what share of the employees in your workplace received outside training	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
V400	m4_q08_2b	q4_8b\$2.what share of the employees in your workplace received outside training	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

ID	Name	Label	Type	Format	Question
V401	m4_q08_3b	q4_8b\$3.what share of the employees in your workplace received outside training	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
V402	m4_q08_4b	q4_8b\$4.what share of the employees in your workplace received outside training	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
V403	m4_q08_5b	q4_8b\$5.what share of the employees in your workplace received outside training	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
V404	m4_q08_spec_b	q4_8b\$5other.what share of the employees in your workplace received outside training	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
V405	m4_q09_a	q4_9a.how much did your workplace spend paying outside providers for training la	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).
V406	m4_q09_b	q4_9b.how much did your workplace spend paying outside providers for training la	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
V407	m4_q10_1	q4_10\$1.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Meets the skill needs of employers adequately
V408	m4_q10_2	q4_10\$2.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the LEVEL of skills needed by employers
V409	m4_q10_3	q4_10\$3.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the KINDS of skills needed by employers
V410	m4_q10_4	q4_10\$4.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V411	m4_q10_5	q4_10\$5.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with PRACTICAL SKILLS

ID	Name	Label	Type	Format	Question
V412	m4_q10_6	q4_10\$6.do you agree or disagree with the following statements describing the te	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE
V413	m4_q11_1	q4_11\$1.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Meets the skill needs of employers adequately
V414	m4_q11_2	q4_11\$2.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the LEVEL of skills needed by employers
V415	m4_q11_3	q4_11\$3.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the KINDS of skills needed by employers
V416	m4_q11_4	q4_11\$4.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V417	m4_q11_5	q4_11\$5.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with PRACTICAL SKILLS
V418	m4_q11_6	q4_11\$6.do you agree or disagree with the following statements describing the ge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE
V419	m4_q12_1a	q4_12a\$1.how do you remunerate your workers?/fixed salary	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Fixed salary Worker type A
V420	m4_q12_2a	q4_12a\$2.how do you remunerate your workers?/variable salary	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Variable salary Worker type A
V421	m4_q12_3a	q4_12a\$3.how do you remunerate your workers?/bonus	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Bonus Worker type A
V422	m4_q12_4a	q4_12a\$4.how do you remunerate your workers?/commission	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Commission Worker type A
V423	m4_q12_1b	q4_12b\$1.how do you remunerate your workers?/fixed salary	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Fixed salary Worker type B
V424	m4_q12_2b	q4_12b\$2.how do you remunerate your workers?/variable salary	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Variable salary Worker type B
V425	m4_q12_3b	q4_12b\$3.how do you remunerate your workers?/bonus	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Bonus Worker type B

ID	Name	Label	Type	Format	Question
V426	m4_q12_4b	q4_12b\$4.how do you remunerate your workers?/commission	discrete	numeric	How do you remunerate your [WORKER TYPE _ ] workers? Commission Worker type B
V427	m5_q01	q5_1.how would you describe the financial performance of your company in the las	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V428	m5_q02	q5_2.how would you describe the prospects for your company in the coming three y	discrete	numeric	How would you describe the prospects for your company in the coming three years?
V429	m5_q03	q5_3.who is the main buyer of your products or services?	discrete	numeric	Who is the main buyer of your products or services?
V430	m5_q03_spec	q5_3other.who is the main buyer of your products or services?	discrete	numeric	Who is the main buyer of your products or services?
V431	m5_q04	q5_4.does your company have international business contacts with entities in oth	discrete	numeric	Does your company have international business contacts with entities in other countries?
V432	m5_q05_1	q5_5\$1.in the past 3 years, has your firm introduced any/new technologies within	discrete	numeric	In the past 3 years, has your firm introduced any... NEW TECHNOLOGIES within the firm
V433	m5_q05_2	q5_5\$2.in the past 3 years, has your firm introduced any/new processes within th	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PROCESSES within the firm
V434	m5_q05_3	q5_5\$3.in the past 3 years, has your firm introduced any/new products on the mar	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PRODUCTS on the market
V435	m5_q05_4	q5_5\$4.in the past 3 years, has your firm introduced any/new services on the mar	discrete	numeric	In the past 3 years, has your firm introduced any... NEW SERVICES on the market
V436	m5_q06_1	q5_6\$1.can you please indicate how problematic each of the following labor facto	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
V437	m5_q06_2	q5_6\$2.can you please indicate how problematic each of the following labor facto	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
V438	m5_q06_3	q5_6\$3.can you please indicate how problematic each of the following labor facto	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
V439	m5_q06_4	q5_6\$4.can you please indicate how problematic each of the following labor facto	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
V440	m5_q06_5	q5_6\$5.can you please indicate how problematic each of the following labor facto	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
V441	m5_q06_6	q5_6\$6.can you please indicate how problematic each of the following labor facto	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
V442	m5_q06_7	q5_6\$7.can you please indicate how problematic each of the following labor facto	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
V443	m5_q06_8	q5_6\$8.can you please indicate how problematic each of the following labor facto	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
V444	m5_q06_9	q5_6\$9.can you please indicate how problematic each of the following labor facto	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 (if exists in [country])
V445	m5_q07_1	q5_7\$01.compared to these labor issues, are the following much more, more, simi	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Electricity
V446	m5_q07_2	q5_7\$02.compared to these labor issues, are the following much more, more, simi	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation
V447	m5_q07_3	q5_7\$03.compared to these labor issues, are the following much more, more, simi	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
V448	m5_q07_4	q5_7\$04.compared to these labor issues, are the following much more, more, simi	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
V449	m5_q07_5	q5_7\$05.compared to these labor issues, are the following much more, more, simi	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
V450	m5_q07_6	q5_7\$06.compared to these labor issues, are the following much more, more, simi	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
V451	m5_q07_7	q5_7\$07.compared to these labor issues, are the following much more, more, simi	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)

ID	Name	Label	Type	Format	Question
V452	m5_q07_8	q5_7\$08.compared to these labor issues, are the following much more, more, simi	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)
V453	m5_q07_9	q5_7\$09.compared to these labor issues, are the following much more, more, simi	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
V454	m5_q07_10	q5_7\$10.compared to these labor issues, are the following much more, more, simi	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
V455	m5_q08	q5_8.does your workplace have a personnel department (h/r	discrete	numeric	Does your workplace have a personnel department (HR DEPARTMENT)?
V456	m5_q09	q5_9.who is responsible for personnel matters, if there is no personnel departme	discrete	numeric	Who is responsible for personnel matters, if there is no personnel department?
V457	m5_q10_2	q5_10position	discrete	character	Position
V458	m5_q11_1a_day	q5_11fin_date_2010_day.year end report from 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): Date of the year ending: day/mo/year Year-end report from one year ago
V459	m5_q11_1a_mon	q5_11fin_date_2010_mon.year end report from 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): Date of the year ending: day/mo/year Year-end report from one year ago
V460	m5_q11_1a_year	q5_11fin_date_2010_year.year end report from 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): Date of the year ending: day/mo/year Year-end report from one year ago
V461	m5_q11_1b_day	q5_11fin_date_2011_day.most recent year end report	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): Date of the year ending: day/mo/year Most recent year-end report
V462	m5_q11_1b_mon	q5_11fin_date_2011_mon.most recent year end report	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): Date of the year ending: day/mo/year Most recent year-end report
V463	m5_q11_1b_year	q5_11fin_date_2011_year.most recent year end report	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): Date of the year ending: day/mo/year Most recent year-end report
V464	m5_q11_2a	q5_11emp_num\$1.average number of employees in the year/year end report from one	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Average number of employees in the year Year-end report from one year ago

ID	Name	Label	Type	Format	Question
V465	m5_q11_2b	q5_11emp_num\$2.average number of employees in the year/most recent year end repo	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Average number of employees in the year Most recent year-end report
V466	m5_q11_3a	q5_11salary\$1.wage bill and compensation fund for workers/year end report from o	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Wage bill and compensation fund for workers Year-end report from one year ago
V467	m5_q11_3b	q5_11salary\$2.wage bill and compensation fund for workers/most recent year end r	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Wage bill and compensation fund for workers Most recent year-end report
V468	m5_q11_4a	q5_11expense\$1.operating expenses/year end report from one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Year-end report from one year ago
V469	m5_q11_4b	q5_11expense\$2.operating expenses/most recent year end report	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold Most recent year-end report
V470	m5_q11_5a	q5_11sales\$1.year end report from one year ago	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Sales Year-end report from one year ago
V471	m5_q11_5b	q5_11sales\$2.most recent year end report	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise): Sales Most recent year-end report
V472	m5_q12_1a	q5_12empl_num\$1.average number of 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
V473	m5_q12_1b	q5_12empl_num\$2.average number of 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
V474	m5_q12_2a	q5_12salary\$1.wage bill and compensation fund 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
V475	m5_q12_2b	q5_12salary\$2.wage bill and compensation fund 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
V476	m5_q12_3a	q5_12expense\$1.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

ID	Name	Label	Type	Format	Question
V477	m5_q12_3b	q5_12expense\$2.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
V478	m5_q12_4a	q5_12sales\$1.last month	discrete	numeric	Please tell us the following for last month, and one year ago for the same month: Sales Last month
V479	m5_q12_4b	q5_12sales\$2.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
V480	m5_q13	q5_13.is this firm registered with any government entity?	discrete	numeric	Is this firm registered with any government entity?
V482	end_hour	end_hour	discrete	numeric	
V483	end_minute	end_minute	discrete	numeric	
V484	the_end	the_end	discrete	numeric	
V485	stratum_code		discrete	numeric	
V486	FIRM_ID	FIRM_ID #	contin	numeric	
V487	BR_ID	Branch_ID #	contin	numeric	
V488	n_br	Branches: # in selected Firm	contin	numeric	
V489	ns_br	Branches: # selected	discrete	numeric	
V490	Strat_Fpopn	Stratum Population Size - # of Firms	contin	numeric	
V491	Strat_FSmpSz	FIRMS: Stratum Sample Size - # of Sampled Firms	contin	numeric	
V492	W1h	Basic FIRM Weight	contin	numeric	
V493	Strat_BRpopn	Total # of Branches in the selected Stratum Firms	contin	numeric	
V494	Strat_BRsmpSz	# of selected Branches from the selected Stratum Firms	discrete	numeric	
V495	BR_RespCat	Final Response Category-Branches	discrete	numeric	
V496	W_Finwt	Final Workplace Weight	contin	numeric	
V497	interview_year		discrete	numeric	
V498	Country		discrete	character	



**Firm Number (firm\_number)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 4	Minimum: 2
Decimals: 0	Maximum: 1370
Range: 2-1370	

**(result\_code)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-95	

**Firm Number Replacement (firm\_number\_2)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 2
Decimals: 0	Maximum: 800
Range: 2-800	

**firm\_set\_code (firm\_set\_code)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

**firm\_marz\_code (firm\_marz\_code)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-11	

**Interviewer Code (interviewer\_code)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: 101-150	

**interview date/day (interview\_day)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: 1-31	

**interview date/month (interview\_month)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 2-5	

**firm\_repl\_code (firm\_repl\_code)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 4	
Decimals: 0	
Range: -7-1370	

**interview start\_hour (start\_hour)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-19	

interview start\_min (start\_min)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 2  
 Decimals: 0  
 Range: -7-58

Valid cases: 384  
 Invalid: 0

Job Title (m1\_q01)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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)?

q1\_1\_oth.what is your job title (main responsibility)?-other (m1\_q01\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 2  
 Decimals: 0  
 Range: -7-11

Valid cases: 384  
 Invalid: 0

**Literal question**

What is your job title (main responsibility)? Other

q1\_2.is your workplace part of a larger company/ firm? (m1\_q02)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

q1\_2.is your workplace part of a larger company/ firm? (m1\_q02)  
File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

Is your workplace part of a larger company/ firm?

q1\_3.in what year did the parent company/firm begin operations  
in this country? (m1\_q03)  
File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

**Literal question**

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

q1\_4\$1 what functions does this workplace perform? /  
headquarters (m1\_q04\_1)  
File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What functions does this workplace perform?  
Headquaters

q1\_4\$2 what functions does this workplace perform? /  
warehouse/logistics (m1\_q04\_2)  
File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What functions does this workplace perform?  
Warehouse/logistics

q1\_4\$3 what functions does this workplace perform? / sales  
(m1\_q04\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What functions does this workplace perform?  
Sales

q1\_4\$4 what functions does this workplace perform? /  
factory/production (m1\_q04\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What functions does this workplace perform?  
Factory/production

q1\_4\$5 what functions does this workplace perform? / other  
(m1\_q04\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What functions does this workplace perform?  
Other

q1\_4\_oth.what functions does this workplace perform?-other  
specify (m1\_q04\_5\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

q1\_4\_oth.what functions does this workplace perform?-other  
specify (m1\_q04\_5\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 4  
Invalid: 380

#### Literal question

What functions does this workplace perform?  
Other

q1\_5.what year did your workplace begin operations in armenia?  
(m1\_q05)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

What year did your workplace begin operations in Armenia?

q1\_6.what is the legal status of this workplace? (m1\_q06)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
Invalid: 0

#### Literal question

What is the legal status of this workplace?

q1\_6\_oth.what is the legal status of this workplace?-other  
(m1\_q06\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 0  
Invalid: 384

#### Literal question

What is the legal status of this workplace?

q1\_7.which of the following describes the largest shareholders in your firm? (m1\_q07)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_7\_oth.which of the following describes the largest shareholders in your firm? (m1\_q07\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 9  
Invalid: 375

#### Literal question

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

q1\_8.the broad sector of your economic activity (m1\_q08)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_9.what is the main economic activity of this workplace? (m1\_q09)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-960

Valid cases: 384  
Invalid: 0

#### Literal question

What is the main economic activity of this workplace?

## q1\_10b\$1 how many workers does your workplace currently employ? permanent full- (m1\_q10\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 812
Range: 0-812	

### Pre question

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

### Literal question

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

## q1\_10b\$2 how many workers does your workplace currently employ? permanent full- (m1\_q10\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 37
Range: 0-37	

### Pre question

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

### Literal question

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

## q1\_10b\$3 how many workers does your workplace currently employ? permanent part- (m1\_q10\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

### Pre question

q1\_10b\$3 how many workers does your workplace currently employ? permanent part- (m1\_q10\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

#### Literal question

How many workers does your workplace currently employ?

Permanent Part-Time (registered)

Men

q1\_10b\$4 how many workers does your workplace currently employ? permanent part- (m1\_q10\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 0-2

Valid cases: 384

Invalid: 0

#### Pre question

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

#### Literal question

How many workers does your workplace currently employ?

Permanent Part-Time (not registered)

Men

q1\_10b\$5 how many workers does your workplace currently employ? temporary (m1\_q10\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous

Format: numeric

Width: 2

Decimals: 0

Range: 0-65

Valid cases: 384

Invalid: 0

Minimum: 0

Maximum: 65

#### Pre question

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

#### Literal question

How many workers does your workplace currently employ?

Temporary

Men

q1\_10b\$6 how many workers does your workplace currently employ? casual/daily (m1\_q10\_6a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

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

q1\_10c\$1 how many workers does your workplace currently employ? permanent full- (m1\_q10\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 0-307

Valid cases: 384  
Invalid: 0  
Minimum: 0  
Maximum: 307

#### Pre question

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

#### Literal question

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

q1\_10c\$2 how many workers does your workplace currently employ? permanent full- (m1\_q10\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q1\_10c\$2 how many workers does your workplace currently employ? permanent full- (m1\_q10\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

#### Literal question

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

q1\_10c\$3 how many workers does your workplace currently employ? permanent part- (m1\_q10\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 32
Range: 0-32	

#### Pre question

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

#### Literal question

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

q1\_10c\$4 how many workers does your workplace currently employ? permanent part- (m1\_q10\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	Minimum: 0
Decimals: 0	Maximum: 27
Range: 0-27	

#### Pre question

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

#### Literal question

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

q1\_10c\$5 how many workers does your workplace currently employ? temporary (m1\_q10\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 180
Range: 0-180	

#### Pre question

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

#### Literal question

How many workers does your workplace currently employ?

Temporary  
Women

q1\_10c\$6 how many workers does your workplace currently employ? casual/daily (m1\_q10\_6b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-3	

#### 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

q1\_10\_sum\$b how many workers does your workplace currently employ?/b (m1\_q10\_total\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 812
Range: 0-812	

#### Pre question

q1\_10\_sum\$b how many workers does your workplace currently employ?/b (m1\_q10\_total\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q1\_10\_sum\$c how many workers does your workplace currently employ?/c (m1\_q10\_total\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: 0-309

Valid cases: 384

Invalid: 0

Minimum: 0

Maximum: 309

**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

q1\_11\$1.do you have any [position] working in your workplace?/managers (m1\_q11\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

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

q1\_11\$2.do you have any [position] working in your workplace?/professionals (m1\_q11\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_11\$3.do you have any [position] working in your workplace?/technicians and as (m1\_q11\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_12\_1.how many current [position] are there in the workplace?/managers (m1\_q12\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_13\_1.how many current [position] are female?/managers (m1\_q13\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q1\_13\_1.how many current [position] are female?/managers (m1\_q13\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

### Literal question

How many current [POSITION] are female?  
Managers

## q1\_14\_1.how many current [position] have worked for less than one year for the w (m1\_q14\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

### Literal question

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

## q1\_15\_1.how many current [position]are foreign?/managers (m1\_q15\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

### Literal question

How many current [POSITION] are foreign?  
Managers

## q1\_16\_1.how many [position] did the workplace have 12 months ago?/managers (m1\_q16\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

### Literal question

q1\_16\_1.how many [position] did the workplace have 12 months ago?/managers (m1\_q16\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q1\_17\_1.how many total [position] do you expect to have in 12 months time? (incl (m1\_q17\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_12\_2.how many current [position] are there in the workplace?/professionals (m1\_q12\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_13\_2.how many current [position] are female?/professionals (m1\_q13\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are female?  
Professionals

q1\_14\_2.how many current [position] have worked for less than one year for the w (m1\_q14\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_15\_2.how many current [position]are foreign?/professionals (m1\_q15\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are foreign?  
Professionals

q1\_16\_2.how many [position] did the workplace have 12 months ago?/professionals (m1\_q16\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_17\_2.how many total [position] do you expect to have in 12 months time? (incl (m1\_q17\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_17\_2.how many total [position] do you expect to have in 12 months time? (incl (m1\_q17\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_12\_3.how many current [position] are there in the workplace?/technicians and (m1\_q12\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_13\_3.how many current [position] are female?/technicians and associate profes (m1\_q13\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_14\_3.how many current [position] have worked for less than one year for the w (m1\_q14\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_14\_3.how many current [position] have worked for less than one year for the w (m1\_q14\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Technicians and associate professionals

q1\_15\_3.how many current [position]are foreign?/technicians and associate profes (m1\_q15\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are foreign?

Technicians and associate professionals

q1\_16\_3.how many [position] did the workplace have 12 months ago?/technicians a (m1\_q16\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

Technicians and associate professionals

q1\_17\_3.how many total [position] do you expect to have in 12 months time? (incl (m1\_q17\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-8888

Valid cases: 384  
Invalid: 0

#### Literal question

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

Technicians and associate professionals

q1\_18\$4.do you have any [position] working in your firm?/clerical support worker (m1\_q18\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_18\$5.do you have any [position] working in your firm?/service workers (m1\_q18\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_18\$6.do you have any [position] working in your firm?/sales workers (m1\_q18\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_18\$7.do you have any [position] working in your firm?/skilled agriculture, fo (m1\_q18\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_18\$7.do you have any [position] working in your firm?/skilled agriculture, fo (m1\_q18\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_18\$8.do you have any [position] working in your firm?/crafts & related trades (m1\_q18\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_18\$9.do you have any [position] working in your firm?/plant & machine operato (m1\_q18\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_18\$10.do you have any [position] working in your firm?/elementary occupations (m1\_q18\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_18\$10.do you have any [position] working in your firm?/elementary occupations (m1\_q18\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q1\_19\_4.how many current [position] are there in the workplace?/clerical support (m1\_q19\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-32

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_4.how many current [position] are female?/clerical support workers (m1\_q20\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_21\_4.how many current [position] have worked for less than one year for the w (m1\_q21\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_4.how many current [position]are foreign?/clerical support workers (m1\_q22\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_23\_4.how many [position] did the workplace have 12 months ago?/clerical supp (m1\_q23\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-50

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_24\_4.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_19\_5.how many current [position] are there in the workplace?/service workers (m1\_q19\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_19\_5.how many current [position] are there in the workplace?/service workers (m1\_q19\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-103

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_5.how many current [position] are female?/service workers (m1\_q20\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-37

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are female?  
Service workers

q1\_21\_5.how many current [position] have worked for less than one year for the w (m1\_q21\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_5.how many current [position]are foreign?/service workers (m1\_q22\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_22\_5.how many current [position]are foreign?/service workers  
(m1\_q22\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

How many current [POSITION]are foreign?  
Service workers

q1\_23\_5.how many [position] did the workplace have 12 months  
ago?/service worke (m1\_q23\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-103	

#### Literal question

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

q1\_24\_5.how many total [position] do you expect to have in 12  
months time? (incl (m1\_q24\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-103	

#### Literal question

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

q1\_19\_6.how many current [position] are there in the  
workplace?/sales workers (m1\_q19\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-55	

#### Literal question

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

q1\_20\_6.how many current [position] are female?/sales workers  
(m1\_q20\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are female?  
Sales workers

q1\_21\_6.how many current [position] have worked for less than  
one year for the w (m1\_q21\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_6.how many current [position]are foreign?/sales workers  
(m1\_q22\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION]are foreign?  
Sales workers

q1\_23\_6.how many [position] did the workplace have 12 months  
ago?/sales workers (m1\_q23\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_23\_6.how many [position] did the workplace have 12 months ago?/sales workers (m1\_q23\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_24\_6.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_19\_7.how many current [position] are there in the workplace?/skilled agricult (m1\_q19\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_7.how many current [position] are female?/skilled agriculture, forestry and (m1\_q20\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_20\_7.how many current [position] are female?/skilled agriculture, forestry and (m1\_q20\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

How many current [POSITION] are female?

Skilled agriculture, forestry and fishery workers

q1\_21\_7.how many current [position] have worked for less than one year for the w (m1\_q21\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

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

Skilled agriculture, forestry and fishery workers

q1\_22\_7.how many current [position]are foreign?/skilled agriculture, forestry and (m1\_q22\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-0

Valid cases: 384

Invalid: 0

#### Literal question

How many current [POSITION]are foreign?

Skilled agriculture, forestry and fishery workers

q1\_23\_7.how many [position] did the workplace have 12 months ago?/skilled agric (m1\_q23\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-13

Valid cases: 384

Invalid: 0

#### Literal question

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

Skilled agriculture, forestry and fishery workers

q1\_24\_7.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_19\_8.how many current [position] are there in the workplace?/crafts & related (m1\_q19\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-595

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_8.how many current [position] are female?/crafts & related trades workers (m1\_q20\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-109

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_21\_8.how many current [position] have worked for less than one year for the w (m1\_q21\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_21\_8.how many current [position] have worked for less than one year for the w (m1\_q21\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-104

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_8.how many current [position]are foreign?/crafts & related trades workers (m1\_q22\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_23\_8.how many [position] did the workplace have 12 months ago?/crafts & rela (m1\_q23\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-500

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_24\_8.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-595

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_24\_8.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q1\_19\_9.how many current [position] are there in the workplace?/plant & machine (m1\_q19\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-255

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_9.how many current [position] are female?/plant & machine operators, & ass (m1\_q20\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-255

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_21\_9.how many current [position] have worked for less than one year for the w (m1\_q21\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-180

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_9.how many current [position]are foreign?/plant & machine operators, & ass (m1\_q22\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_23\_9.how many [position] did the workplace have 12 months ago?/plant & machi (m1\_q23\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-245

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_24\_9.how many total [position] do you expect to have in 12 months time? (incl (m1\_q24\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-355

Valid cases: 384  
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

q1\_19\_10.how many current [position] are there in the workplace?/elementary occu (m1\_q19\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_19\_10.how many current [position] are there in the workplace?/elementary occu (m1\_q19\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_20\_10.how many current [position] are female?/elementary occupations (m1\_q20\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

How many current [POSITION] are female?  
Elementary occupations

q1\_21\_10.how many current [position] have worked for less than one year for the (m1\_q21\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_22\_10.how many current [position]are foreign?/elementary occupations (m1\_q22\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

q1\_22\_10.how many current [position]are foreign?/elementary occupations (m1\_q22\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

How many current [POSITION]are foreign?  
Elementary occupations

q1\_23\_10.how many [position] did the workplace have 12 months ago?/elementary o (m1\_q23\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_24\_10.how many total [position] do you expect to have in 12 months time? (inc (m1\_q24\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_25\_1.in the past 12 months, have you tried to hire any [position]?/managers (m1\_q25\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_26\_1.did you encounter any problems when trying to hire  
[position]?/managers (m1\_q26\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_1\_1.what problems did you encounter?/there were no or  
few applicants/manag (m1\_q27\_1\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_2\_1.what problems did you encounter?/applicants lacked  
required skills/man (m1\_q27\_2\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_3\_1.what problems did you encounter?/applicants expected wages higher than (m1\_q27\_3\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_4\_1.what problems did you encounter?/applicants did not like working condi (m1\_q27\_4\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_5\_1.what problems did you encounter?/other/managers (m1\_q27\_5\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_5oth1 (m1\_q27\_spec\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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

q1\_25\_2.in the past 12 months, have you tried to hire any  
[position]?/professio (m1\_q25\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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

q1\_26\_2.did you encounter any problems when trying to hire  
[position]?/professio (m1\_q26\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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

q1\_27\_1\_2.what problems did you encounter?/there were no or few applicants/profe (m1\_q27\_1\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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  
Professionals

q1\_27\_2\_2.what problems did you encounter?/applicants lacked required skills/pro (m1\_q27\_2\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_3\_2.what problems did you encounter?/applicants expected wages higher than (m1\_q27\_3\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

## q1\_27\_4\_2.what problems did you encounter?/applicants did not like working condi (m1\_q27\_4\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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  
Professionals

## q1\_27\_5\_2.what problems did you encounter?/other/professionals (m1\_q27\_5\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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

## q1\_27\_5oth2 (m1\_q27\_spec\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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

q1\_25\_3.in the past 12 months, have you tried to hire any [position]?/technicia (m1\_q25\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_26\_3.did you encounter any problems when trying to hire [position]?/technicia (m1\_q26\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

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

q1\_27\_1\_3.what problems did you encounter?/there were no or few applicants/techn (m1\_q27\_1\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

## q1\_27\_2\_3.what problems did you encounter?/applicants lacked required skills/tec (m1\_q27\_2\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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

## q1\_27\_3\_3.what problems did you encounter?/applicants expected wages higher than (m1\_q27\_3\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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  
Technicians and associate professionals

## q1\_27\_4\_3.what problems did you encounter?/applicants did not like working condi (m1\_q27\_4\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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

q1\_27\_5\_3.what problems did you encounter?/other/technicians and associate profe (m1\_q27\_5\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_27\_5oth3 (m1\_q27\_spec\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q1\_28\_4.in the past 12 months, have you tried to hire any [position]?/clerical (m1\_q28\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_29\_4.did you encounter any problems when trying to hire [position]?/clerical (m1\_q29\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

q1\_29\_4.did you encounter any problems when trying to hire  
[position]?/clerical (m1\_q29\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_1\_4.what problems did you encounter?/there were no or  
few applicants/cleri (m1\_q30\_1\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_2\_4.what problems did you encounter?/applicants lacked  
required skills/cle (m1\_q30\_2\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_3\_4.what problems did you encounter?/applicants expected  
wages higher than (m1\_q30\_3\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_30\_3\_4.what problems did you encounter?/applicants expected wages higher than (m1\_q30\_3\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_4\_4.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5\_4.what problems did you encounter?/other/clerical support workers (m1\_q30\_5\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

What problems did you encounter?  
Other  
Clerical support workers

q1\_30\_5oth4 (m1\_q30\_5\_spec\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

q1\_30\_5oth4 (m1\_q30\_5\_spec\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

What problems did you encounter?

Other

Clerical support workers

q1\_28\_5.in the past 12 months, have you tried to hire any  
[position]?/service w (m1\_q28\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

**Literal question**

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

Service workers

q1\_29\_5.did you encounter any problems when trying to hire  
[position]?/service w (m1\_q29\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

**Literal question**

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

Service workers

q1\_30\_1\_5.what problems did you encounter?/there were no or  
few applicants/servi (m1\_q30\_1\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

**Literal question**

What problems did you encounter?

There were no or few applicants

Service workers

q1\_30\_2\_5.what problems did you encounter?/applicants lacked required skills/ser (m1\_q30\_2\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_3\_5.what problems did you encounter?/applicants expected wages higher than (m1\_q30\_3\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_4\_5.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5\_5.what problems did you encounter?/other/service workers (m1\_q30\_5\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_30\_5\_5.what problems did you encounter?/other/service workers (m1\_q30\_5\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

**Literal question**

What problems did you encounter?  
Other  
Service workers

q1\_30\_5oth5 (m1\_q30\_5\_spec\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

What problems did you encounter?  
Other  
Service workers

q1\_28\_6.in the past 12 months, have you tried to hire any [position]?/sales wor (m1\_q28\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

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

q1\_29\_6.did you encounter any problems when trying to hire [position]?/sales wor (m1\_q29\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

q1\_29\_6.did you encounter any problems when trying to hire  
[position]?/sales wor (m1\_q29\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Sales workers

q1\_30\_1\_6.what problems did you encounter?/there were no or  
few applicants/sales (m1\_q30\_1\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_2\_6.what problems did you encounter?/applicants lacked  
required skills/sal (m1\_q30\_2\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_3\_6.what problems did you encounter?/applicants expected  
wages higher than (m1\_q30\_3\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_4\_6.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5\_6.what problems did you encounter?/other/sales workers (m1\_q30\_5\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

What problems did you encounter?  
Other  
Sales workers

q1\_30\_5oth6 (m1\_q30\_5\_spec\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

What problems did you encounter?  
Other  
Sales workers

q1\_28\_7.in the past 12 months, have you tried to hire any [position]?/skilled a (m1\_q28\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_28\_7.in the past 12 months, have you tried to hire any [position]?/skilled a (m1\_q28\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_29\_7.did you encounter any problems when trying to hire [position]?/skilled a (m1\_q29\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_1\_7.what problems did you encounter?/there were no or few applicants/skill (m1\_q30\_1\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_2\_7.what problems did you encounter?/applicants lacked required skills/ski (m1\_q30\_2\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

q1\_30\_2\_7.what problems did you encounter?/applicants lacked required skills/ski (m1\_q30\_2\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

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

q1\_30\_3\_7.what problems did you encounter?/applicants expected wages higher than (m1\_q30\_3\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

**Literal question**

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

q1\_30\_4\_7.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

**Literal question**

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

q1\_30\_5\_7.what problems did you encounter?/other/skilled agriculture, forestry an (m1\_q30\_5\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

**Literal question**

q1\_30\_5\_7.what problems did you encounter?/other/skilled agriculture, forestry an (m1\_q30\_5\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

What problems did you encounter?

Other

Skilled agriculture, forestry and fishery workers

q1\_30\_5oth7 (m1\_q30\_5\_spec\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7--7

Valid cases: 384

Invalid: 0

#### Literal question

What problems did you encounter?

Other

Skilled agriculture, forestry and fishery workers

q1\_28\_8.in the past 12 months, have you tried to hire any [position]?/crafts & (m1\_q28\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

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

Crafts and related trades workers

q1\_29\_8.did you encounter any problems when trying to hire [position]?/crafts & (m1\_q29\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

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

Crafts and related trades workers

q1\_30\_1\_8.what problems did you encounter?/there were no or few applicants/craft (m1\_q30\_1\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_2\_8.what problems did you encounter?/applicants lacked required skills/cra (m1\_q30\_2\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_3\_8.what problems did you encounter?/applicants expected wages higher than (m1\_q30\_3\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_4\_8.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_30\_4\_8.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5\_8.what problems did you encounter?/other/crafts & related trades workers (m1\_q30\_5\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5oth8 (m1\_q30\_5\_spec\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_28\_9.in the past 12 months, have you tried to hire any [position]?/plant & m (m1\_q28\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

q1\_28\_9.in the past 12 months, have you tried to hire any  
[position]?/plant & m (m1\_q28\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

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

q1\_29\_9.did you encounter any problems when trying to hire  
[position]?/plant & m (m1\_q29\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

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

q1\_30\_1\_9.what problems did you encounter?/there were no or  
few applicants/plant (m1\_q30\_1\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

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

q1\_30\_2\_9.what problems did you encounter?/applicants lacked  
required skills/pla (m1\_q30\_2\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

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

q1\_30\_3\_9.what problems did you encounter?/applicants expected wages higher than (m1\_q30\_3\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_4\_9.what problems did you encounter?/applicants did not like working condi (m1\_q30\_4\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5\_9.what problems did you encounter?/other/plant & machine operators, & as (m1\_q30\_5\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

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

q1\_30\_5oth9 (m1\_q30\_5\_spec\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q1\_30\_5oth9 (m1\_q30\_5\_spec\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
 Invalid: 0

**Literal question**

What problems did you encounter?

Other

Plant and machine operators, and assemblers

q1\_28\_10.in the past 12 months, have you tried to hire any [position]?/elementa (m1\_q28\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

**Literal question**

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

Elementary occupations

q1\_29\_10.did you encounter any problems when trying to hire [position]?/elementa (m1\_q29\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

**Literal question**

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

Elementary occupations

q1\_30\_1\_10.what problems did you encounter?/there were no or few applicants/elem (m1\_q30\_1\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

**Literal question**

q1\_30\_1\_10.what problems did you encounter?/there were no or few applicants/elem (m1\_q30\_1\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

What problems did you encounter?

There were no or few applicants

Elementary occupations

q1\_30\_2\_10.what problems did you encounter?/applicants lacked required skills/el (m1\_q30\_2\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

What problems did you encounter?

Applicants lacked required skills

Elementary occupations

q1\_30\_3\_10.what problems did you encounter?/applicants expected wages higher tha (m1\_q30\_3\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

What problems did you encounter?

Applicants expected wages higher than we can offer

Elementary occupations

q1\_30\_4\_10.what problems did you encounter?/applicants did not like working cond (m1\_q30\_4\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-2

Valid cases: 384

Invalid: 0

#### Literal question

What problems did you encounter?

Applicants did not like working conditions

Elementary occupations

## q1\_30\_5\_10.what problems did you encounter?/other/elementary occupations (m1\_q30\_5\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### Literal question

What problems did you encounter?  
Other  
Elementary occupations

## q1\_30\_5oth10 (m1\_q30\_5\_spec\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### Literal question

What problems did you encounter?  
Other  
Elementary occupations

## q2\_1\$1.occupation type name/managers (m2\_q01\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### 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.

## q2\_1\$2.occupation type name/professionals (m2\_q01\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

## q2\_1\$2.occupation type name/professionals (m2\_q01\_2)

### File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
 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.

## q2\_1\$3.occupation type name/technicians and associate professionals (m2\_q01\_3)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
 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.

## q2\_2.worker type a/position type number (m2\_q02\_1)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
 Invalid: 0

#### Literal question

Position Type Number

#### Interviewer instructions

INTERVIEWER: You will now choose ONE of the above three position types to ask the firm additional 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.

## q2\_2\_title.worker type a/position type name (m2\_q02\_2)

### File: ARM-W02 Employer Survey-Final Workplace Weights

## q2\_2\_title.worker type a/position type name (m2\_q02\_2)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 384

Format: character

Width: 37

#### Literal question

Position Type Name

#### Interviewer instructions

INTERVIEWER: You will now choose ONE of the above three position types to ask the firm additional 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.

## q2\_3\$4.position type name/clerical support workers (m2\_q03\_1)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 384

Format: numeric

Invalid: 0

Width: 2

Decimals: 0

Range: -7-2

#### 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.

## q2\_3\$5.position type name/service workers (m2\_q03\_2)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 384

Format: numeric

Invalid: 0

Width: 2

Decimals: 0

Range: -7-2

#### 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.

## q2\_3\$6.position type name/sales workers (m2\_q03\_3)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q2\_3\$6.position type name/sales workers (m2\_q03\_3)

## File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
 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.

## q2\_3\$7.position type name/skilled agricultural, forestry and fishery workers (m2\_q03\_4)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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.

## q2\_3\$8.position type name/craft and related trades workers (m2\_q03\_5)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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.

## q2\_3\$9.position type name/plant and machine operators, and assemblers (m2\_q03\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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.

## q2\_3\$10..position type name/elementary occupations (m2\_q03\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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.

## q2\_4.worker type b/position type number (m2\_q04\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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.

## q2\_4\_title.worker type b/position type name (m2\_q04\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

## q2\_4\_title.worker type b/position type name (m2\_q04\_2)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 359

Format: character

Width: 37

#### Literal question

Position Type Name

#### 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.

## q2\_5a.does their job regularly involve reading? (m2\_q05\_a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 384

Format: numeric

Invalid: 0

Width: 2

Decimals: 0

Range: -7-9

#### 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 (position 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

## q2\_6a.does their job regularly involve writing using correct spelling and gramma (m2\_q06\_a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete

Valid cases: 384

Format: numeric

Invalid: 0

Width: 2

Decimals: 0

Range: -7-9

#### 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 (position 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

q2\_7a.does their job regularly involve math, that is, adding, subtracting, multi (m2\_q07\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q2\_8a.does their job regularly involve solving problems that take 30 minutes or (m2\_q08\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q2\_9a.does their job regularly involve speaking a language other than [official (m2\_q09\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q2\_9a.does their job regularly involve speaking a language other than [official (m2\_q09\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

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

Worker type A

q2\_10a.does their job regularly require making formal presentations to clients o (m2\_q10\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q2\_11a.does their job regularly involve interacting with a team of co-workers? (m2\_q11\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q2\_5b.does their job regularly involve reading? (m2\_q05\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

## q2\_5b.does their job regularly involve reading? (m2\_q05\_b)

## File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
 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 (positional 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

## q2\_6b.does their job regularly involve writing using correct spelling and grammar (m2\_q06\_b)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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 (positional 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

## q2\_7b.does their job regularly involve math, that is, adding, subtracting, multi (m2\_q07\_b)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 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 (positional 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

q2\_8b.does their job regularly involve solving problems that take 30 minutes or (m2\_q08\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q2\_9b.does their job regularly involve speaking a language other than [official (m2\_q09\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]?  
Worker type B

q2\_10b.does their job regularly require making formal presentations to clients o (m2\_q10\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q2\_10b.does their job regularly require making formal presentations to clients o (m2\_q10\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**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

q2\_11b.does their job regularly involve interacting with a team of co-workers? (m2\_q11\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q2\_12a.what is the highest level of computer use involved in their job? (m2\_q12\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

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

**Literal question**

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

q2\_12b.what is the highest level of computer use involved in their job? (m2\_q12\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

q2\_12b.what is the highest level of computer use involved in their job? (m2\_q12\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

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

q2\_13a.thinking of the last month, what percentage of the days in the month did (m2\_q13\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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 A

q2\_13b.thinking of the last month, what percentage of the days in the month did (m2\_q13\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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

q2\_13b.thinking of the last month, what percentage of the days in the month did (m2\_q13\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q2\_14a.what is the average monthly gross compensation over the last 12 months fo (m2\_q14\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
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

q2\_14b.what is the average monthly gross compensation over the last 12 months fo (m2\_q14\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-9999

Valid cases: 384  
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

q2\_15a.how long has it been since the last promotion (increase in job responsib (m2\_q15\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

## q2\_15a.how long has it been since the last promotion (increase in job responsib (m2\_q15\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-999

Valid cases: 384  
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

## q2\_15b.how long has it been since the last promotion (increase in job responsib (m2\_q15\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-999

Valid cases: 384  
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

## q2\_16a.what is the highest education level of this worker? (m2\_q16\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
Invalid: 0

### Pre question

q2\_16a.what is the highest education level of this worker?  
(m2\_q16\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q2\_16b.what is the highest education level of this worker?  
(m2\_q16\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
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

q2\_17a.does this worker have a technical or vocational certificate,  
diploma, or (m2\_q17\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q2\_17b.does this worker have a technical or vocational certificate, diploma, or (m2\_q17\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 (position 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

q3\_1a\$1.what is the most important of these personal characteristics when decid (m3\_q01\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_1a\$2.what is the most important of these personal characteristics when decid (m3\_q01\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q3\_1a\$2.what is the most important of these personal characteristics when decid (m3\_q01\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**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

q3\_1a\$3.what is the most important of these personal characteristics when decid (m3\_q01\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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 A

**Interviewer instructions**

SHOW CARD #2

q3\_1a\$4.what is the most important of these personal characteristics when decid (m3\_q01\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_1b\$1.what is the most important of these personal characteristics when decid (m3\_q01\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_1b\$2.what is the most important of these personal characteristics when decid (m3\_q01\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_1b\$3.what is the most important of these personal characteristics when decid (m3\_q01\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_1b\$3.what is the most important of these personal characteristics when decid (m3\_q01\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q3\_1b\$4.what is the most important of these personal characteristics when decid (m3\_q01\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-3

Valid cases: 384

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 B

**Interviewer instructions**

SHOW CARD #2

q3\_2a\$01.what is the most important of these job related skills when deciding wh (m3\_q02\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: -7-5

Valid cases: 384

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 the 3rd? 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

## q3\_2a\$02.what is the most important of these job related skills when deciding wh (m3\_q02\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Ability with calculations and numbers (numeracy)  
Worker type A

## q3\_2a\$03.what is the most important of these job related skills when deciding wh (m3\_q02\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Ability to read and write in English?  
Worker type A

## q3\_2a\$04.what is the most important of these job related skills when deciding wh (m3\_q02\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
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

q3\_2a\$04.what is the most important of these job related skills when deciding wh (m3\_q02\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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 the 3rd? 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

q3\_2a\$05.what is the most important of these job related skills when deciding wh (m3\_q02\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Job-specific technical skills

Worker type A

q3\_2a\$06.what is the most important of these job related skills when deciding wh (m3\_q02\_6a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Communication skills

Worker type A

q3\_2a\$07.what is the most important of these job related skills when deciding wh (m3\_q02\_7a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Leadership skills  
Worker type A

q3\_2a\$08.what is the most important of these job related skills when deciding wh (m3\_q02\_8a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Team work skills  
Worker type A

q3\_2a\$09.what is the most important of these job related skills when deciding wh (m3\_q02\_9a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2a\$09.what is the most important of these job related skills when deciding wh (m3\_q02\_9a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Creative and critical thinking

Worker type A

q3\_2a\$10.what is the most important of these job related skills when deciding wh (m3\_q02\_10a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Problem solving skills

Worker type A

q3\_2a\$11.what is the most important of these job related skills when deciding wh (m3\_q02\_11a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Ability to work independently

Worker type A

q3\_2a\$12.what is the most important of these job related skills when deciding wh (m3\_q02\_12a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Time management skills  
Worker type A

q3\_2b\$01.what is the most important of these job related skills when deciding wh (m3\_q02\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? 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

q3\_2b\$02.what is the most important of these job related skills when deciding wh (m3\_q02\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$02.what is the most important of these job related skills when deciding wh (m3\_q02\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Ability with calculations and numbers (numeracy)

Worker type B

q3\_2b\$03.what is the most important of these job related skills when deciding wh (m3\_q02\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Ability to read and write in English?

Worker type B

q3\_2b\$04.what is the most important of these job related skills when deciding wh (m3\_q02\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? 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

q3\_2b\$05.what is the most important of these job related skills when deciding wh (m3\_q02\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$06.what is the most important of these job related skills when deciding wh (m3\_q02\_6b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Communication skills  
Worker type B

q3\_2b\$07.what is the most important of these job related skills when deciding wh (m3\_q02\_7b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$07.what is the most important of these job related skills when deciding wh (m3\_q02\_7b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Leadership skills  
Worker type B

q3\_2b\$08.what is the most important of these job related skills when deciding wh (m3\_q02\_8b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Team work skills  
Worker type B

q3\_2b\$09.what is the most important of these job related skills when deciding wh (m3\_q02\_9b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Creative and critical thinking  
Worker type B

q3\_2b\$10.what is the most important of these job related skills when deciding wh (m3\_q02\_10b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$11.what is the most important of these job related skills when deciding wh (m3\_q02\_11b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$12.what is the most important of these job related skills when deciding wh (m3\_q02\_12b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_2b\$12.what is the most important of these job related skills when deciding wh (m3\_q02\_12b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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 the 3rd? And the 4th? And the 5th? [ RANK THE TOP FIVE] SHOW CARD #3

Time management skills

Worker type B

q3\_3a\$1.what is the most important of these personality traits when deciding wh (m3\_q03\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_3a\$2.what is the most important of these personality traits when deciding wh (m3\_q03\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?

Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Worker type A

#### Interviewer instructions

SHOW CARD #4

q3\_3a\$3.what is the most important of these personality traits when deciding wh (m3\_q03\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_3a\$4.what is the most important of these personality traits when deciding wh (m3\_q03\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_3a\$5.what is the most important of these personality traits when deciding wh (m3\_q03\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_3a\$5.what is the most important of these personality traits when deciding wh (m3\_q03\_5a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

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

q3\_3b\$1.what is the most important of these personality traits when deciding wh (m3\_q03\_1b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_3b\$2.what is the most important of these personality traits when deciding wh (m3\_q03\_2b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
Invalid: 0

#### Pre question

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

#### Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

Worker type B

#### Interviewer instructions

q3\_3b\$2.what is the most important of these personality traits when deciding wh (m3\_q03\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

SHOW CARD #4

q3\_3b\$3.what is the most important of these personality traits when deciding wh (m3\_q03\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_3b\$4.what is the most important of these personality traits when deciding wh (m3\_q03\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

SHOW CARD #4

q3\_3b\$5.what is the most important of these personality traits when deciding wh (m3\_q03\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 384  
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

q3\_4a\$1.which of these groups you feel is the most important when deciding which (m3\_q04\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_4a\$2.which of these groups you feel is the most important when deciding which (m3\_q04\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

q3\_4a\$2. which of these groups you feel is the most important when deciding which (m3\_q04\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**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

q3\_4a\$3. which of these groups you feel is the most important when deciding which (m3\_q04\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_4b\$1. which of these groups you feel is the most important when deciding which (m3\_q04\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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**

q3\_4b\$1. which of these groups you feel is the most important when deciding which (m3\_q04\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q3\_4b\$2. which of these groups you feel is the most important when deciding which (m3\_q04\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_4b\$3. which of these groups you feel is the most important when deciding which (m3\_q04\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_4b\$3. which of these groups you feel is the most important when deciding which (m3\_q04\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Interviewer instructions**

SHOW CARD #5

q3\_5a\$1. do you recruit from the following sources...?/public employment service (m3\_q05\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_5a\$2. do you recruit from the following sources...?/private employment servic (m3\_q05\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_5a\$3. do you recruit from the following sources...?/job fairs (m3\_q05\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

q3\_5a\$3.do you recruit from the following sources...?/job fairs  
(m3\_q05\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**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

q3\_5a\$4.do you recruit from the following sources...?/offers to  
experienced pe (m3\_q05\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_5a\$5.do you recruit from the following sources...?/direct  
contact with educa (m3\_q05\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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

q3\_5a\$6.do you recruit from the following sources...?/media  
advertisements/post (m3\_q05\_6a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

q3\_5a\$6.do you recruit from the following sources...?/media advertisements/post (m3\_q05\_6a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
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

q3\_5a\$7.do you recruit from the following sources...?/internet (m3\_q05\_7a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_5a\$8.do you recruit from the following sources...?/informal channels (m3\_q05\_8a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

### q3\_5b\$1.do you recruit from the following sources...?/public employment servic (m3\_q05\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

### q3\_5b\$2.do you recruit from the following sources...?/private employment servi (m3\_q05\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

### q3\_5b\$3.do you recruit from the following sources...?/job fairs (m3\_q05\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q3\_5b\$4.do you recruit from the following sources...?/offers to experienced pe (m3\_q05\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

#### 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

q3\_5b\$5.do you recruit from the following sources...?/direct contact with educa (m3\_q05\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

#### 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

q3\_5b\$6.do you recruit from the following sources...?/media advertisements/pos (m3\_q05\_6b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

#### 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

q3\_5b\$7.do you recruit from the following sources...?/internet  
(m3\_q05\_7b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

#### 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

q3\_5a\$8.do you recruit from the following sources...?/informal  
channels (m3\_q05\_8b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-9	

#### 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

q3\_6a.over the past 12 months, on average for how many days  
does it take to fil (m3\_q06\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -7-999	

#### 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

q3\_6b.over the past 12 months, on average for how many days does it take to fil (m3\_q06\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-999

Valid cases: 384  
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

q3\_7a.over the past 12 months, how many persons have you made offers to, on aver (m3\_q07\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-65

Valid cases: 384  
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

q3\_7b.over the past 12 months, how many persons have you made offers to, on aver (m3\_q07\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-999

Valid cases: 384  
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

q3\_8a.what is the education level of the most recent person hired as a ...? (m3\_q08\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
Invalid: 0

#### Literal question

What is the education level of the most recent person hired as a [WORKER TYPE \_]?  
Worker type A

q3\_8b.what is the education level of the most recent person hired as a ...? (m3\_q08\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-99

Valid cases: 384  
Invalid: 0

#### Literal question

What is the education level of the most recent person hired as a [WORKER TYPE \_]?  
Worker type B

q3\_9a.does this most recently hired worker have a technical or vocational certif (m3\_q09\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Does this most recently hired [WORKER TYPE\_] worker have a technical or vocational certificate or degree?  
Worker type A

q3\_9b.does this most recently hired worker have a technical or vocational certif (m3\_q09\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q3\_9b.does this most recently hired worker have a technical or vocational certif (m3\_q09\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

Does this most recently hired [WORKER TYPE\_] worker have a technical or vocational certificate or degree?  
Worker type B

q3\_10a.what is the average monthly gross compensation over the past 6 months (or (m3\_q10\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q3\_10b.what is the average monthly gross compensation over the past 6 months (or (m3\_q10\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q3\_11a.is the salary for a negotiable at the moment of hiring?  
(m3\_q11\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q3\_11a.is the salary for a negotiable at the moment of hiring?  
(m3\_q11\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

Is the salary for a [WORKER TYPE \_] negotiable at the moment of hiring?  
Worker type A

q3\_11b.is the salary for a negotiable at the moment of hiring?  
(m3\_q11\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Is the salary for a [WORKER TYPE \_] negotiable at the moment of hiring?  
Worker type B

q3\_12a.over the past 12 months, have you used contractors for  
skills shortages (m3\_q12\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 A

q3\_12b.over the past 12 months, have you used contractors for  
skills shortages o (m3\_q12\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q3\_12b.over the past 12 months, have you used contractors for skills shortages o (m3\_q12\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
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

q3\_13.does this workplace employ any persons under 30 years old who have a univ (m3\_q13)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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?

q3\_14\$1.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in Armenian (literacy)

#### Interviewer instructions

SHOW CARD 6

q3\_14\$2.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability with calculations and numbers (numeracy)

#### Interviewer instructions

SHOW CARD 6

q3\_14\$3.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in English

#### Interviewer instructions

SHOW CARD 6

q3\_14\$4.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_14\$4.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in (another) foreign language (specify)

**Interviewer instructions**

SHOW CARD 6

q3\_14\$5.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Job-specific technical skills

**Interviewer instructions**

SHOW CARD 6

q3\_14\$6.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Communication skills

**Interviewer instructions**

q3\_14\$6.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

SHOW CARD 6

q3\_14\$7.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Leadership skills

#### Interviewer instructions

SHOW CARD 6

q3\_14\$8.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_8)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Team work skills

#### Interviewer instructions

SHOW CARD 6

q3\_14\$9.if these young workers with a degree or post-secondary diploma lack thi (m3\_q14\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Creative and critical thinking

#### Interviewer instructions

SHOW CARD 6

q3\_14\$10.if these young workers with a degree or post-secondary diploma lack th (m3\_q14\_10)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Problem solving skills

#### Interviewer instructions

SHOW CARD 6

q3\_14\$11.if these young workers with a degree or post-secondary diploma lack th (m3\_q14\_11)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_14\$11.if these young workers with a degree or post-secondary diploma lack th (m3\_q14\_11)

### File: ARM-W02 Employer Survey-Final Workplace Weights

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

q3\_14\$12.if these young workers with a degree or post-secondary diploma lack th (m3\_q14\_12)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with a degree or post-secondary diploma lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Time management skills

#### Interviewer instructions

SHOW CARD 6

q3\_15\$1.if these young workers lack this trait or not/conscientiousness (m3\_q15\_1)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.

Conscientiousness (Does a thorough job, is hard working, does things efficiently)

#### Interviewer instructions

q3\_15\$1.if these young workers lack this trait or not/conscientiousness (m3\_q15\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

SHOW CARD 6

q3\_15\$2.if these young workers lack this trait or not/emotional stability (m3\_q15\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

#### Interviewer instructions

SHOW CARD 6

q3\_15\$3.if these young workers lack this trait or not/agreeableness (m3\_q15\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Agreeableness (Forgives other people easily, is considerate and kind, is polite)

#### Interviewer instructions

SHOW CARD 6

q3\_15\$4.if these young workers lack this trait or not/extraversion (q3\_15\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q3\_15\$4.if these young workers lack this trait or not/extraversion  
(q3\_15\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Extraversion (Is talkative, assertive, outgoing and sociable)

**Interviewer instructions**

SHOW CARD 6

q3\_15\$5.if these young workers lack this trait or not/openness to  
experience (m3\_q15\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some personality traits. Please tell me tell me if these young workers lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often. Openness to experience (Is original and comes up with new ideas, has an active imagination)

**Interviewer instructions**

SHOW CARD 6

q3\_16.lack of job-related skills and personality traits. which one is  
more of a (m3\_q16)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
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**

q3\_16.lack of job-related skills and personality traits. which one is more of a (m3\_q16)

File: ARM-W02 Employer Survey-Final Workplace Weights

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:

q3\_17.does this workplace employ any persons under 30 years old who have second (m3\_q17)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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?

q3\_18\$1.if these young workers with secondary education lack this skill or not/ (m3\_q18\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in Armenian (literacy)

#### Interviewer instructions

SHOW CARD 6

q3\_18\$2.if these young workers with secondary education lack this skill or not/ (m3\_q18\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q3\_18\$2.if these young workers with secondary education lack this skill or not/ (m3\_q18\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability with calculations and numbers (numeracy)

#### Interviewer instructions

SHOW CARD 6

q3\_18\$3.if these young workers with secondary education lack this skill or not/ (m3\_q18\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in English

#### Interviewer instructions

SHOW CARD 6

q3\_18\$4.if these young workers with secondary education lack this skill or not/ (m3\_q18\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q3\_18\$4.if these young workers with secondary education lack this skill or not/ (m3\_q18\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to read and write in (another) foreign language (specify)

**Interviewer instructions**

SHOW CARD 6

q3\_18\$5.if these young workers with secondary education lack this skill or not/ (m3\_q18\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Job-specific technical skills

**Interviewer instructions**

SHOW CARD 6

q3\_18\$6.if these young workers with secondary education lack this skill or not/ (m3\_q18\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Communication skills

**Interviewer instructions**

SHOW CARD 6

q3\_18\$7.if these young workers with secondary education lack this skill or not/ (m3\_q18\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Leadership skills

#### Interviewer instructions

SHOW CARD 6

q3\_18\$8.if these young workers with secondary education lack this skill or not/ (m3\_q18\_8)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Team work skills

#### Interviewer instructions

SHOW CARD 6

q3\_18\$9.if these young workers with secondary education lack this skill or not/ (m3\_q18\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_18\$9.if these young workers with secondary education lack this skill or not/ (m3\_q18\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Creative and critical thinking

**Interviewer instructions**

SHOW CARD 6

q3\_18\$10.if these young workers with secondary education lack this skill or not (m3\_q18\_10)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Problem solving skills

**Interviewer instructions**

SHOW CARD 6

q3\_18\$11.if these young workers with secondary education lack this skill or not (m3\_q18\_11)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Ability to work independently

**Interviewer instructions**

q3\_18\$11.if these young workers with secondary education lack this skill or not (m3\_q18\_11)

File: ARM-W02 Employer Survey-Final Workplace Weights

SHOW CARD 6

q3\_18\$12.if these young workers with secondary education lack this skill or not (m3\_q18\_12)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some job related skills. Please tell me tell me if these young workers with secondary education lack this skill or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the skill, and 5 means that they lack it very often.

Time management skills

#### Interviewer instructions

SHOW CARD 6

q3\_19\$1.if these young workers with secondary education lack this trait or not/ (m3\_q19\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.

Conscientiousness (Does a thorough job, is hard working, does things efficiently)

#### Interviewer instructions

SHOW CARD 6

q3\_19\$2.if these young workers with secondary education lack this trait or not/ (m3\_q19\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.

Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)

#### Interviewer instructions

SHOW CARD 6

q3\_19\$3.if these young workers with secondary education lack this trait or not/ (m3\_q19\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

#### Literal question

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.

Agreeableness (Forgives other people easily, is considerate and kind, is polite)

#### Interviewer instructions

SHOW CARD 6

q3\_19\$4.if these young workers with secondary education lack this trait or not/ (m3\_q19\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Pre question

q3\_19\$4.if these young workers with secondary education lack this trait or not/ (m3\_q19\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

q3\_19\$5.if these young workers with secondary education lack this trait or not/ (m3\_q19\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

We will now read some personality traits. Please tell me tell me if these young workers with secondary education lack this trait or not, indicating on a scale on a scale of 1 to 5, where 1 means that workers usually have the trait, and 5 means that they lack it very often.

Openness to experience (Is original and comes up with new ideas, has an active imagination)

**Interviewer instructions**

SHOW CARD 6

q3\_20.lack some job-related skills and personality traits. which one is more of (m3\_q20)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Pre question**

We would now like to ask some questions about workers under 30 years old that your firm employs or has tried to hire recently.

**Literal question**

You indicated that young 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:

q4\_1a.does your workplace have regular contacts with educational or training ins (m4\_q01\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_1b.does your workplace have regular contacts with educational or training ins (m4\_q01\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE \_] positions, for recruitment, training, work placement, or another reason?

Worker type B

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_2a\$1.for what purpose does your workplace have these contacts, for positions (m4\_q02\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2a\$2.for what purpose does your workplace have these contacts, for positions (m4\_q02\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2a\$3.for what purpose does your workplace have these contacts, for positions (m4\_q02\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

#### 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.

q4\_2a\$4.for what purpose does your workplace have these contacts, for positions (m4\_q02\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 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.

q4\_2a\$5.for what purpose does your workplace have these contacts, for positions (m4\_q02\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 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.

q4\_2a\$6.for what purpose does your workplace have these contacts, for positions (m4\_q02\_6a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE \_ ] positions?  
Other  
Worker type A

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_2a\$6other.for what purpose does your workplace have these contacts, for posit (m4\_q02\_spec\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE \_ ] positions?  
Other  
Worker type A

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_2b\$1.for what purpose does your workplace have these contacts, for positions (m4\_q02\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2b\$2.for what purpose does your workplace have these contacts, for positions (m4\_q02\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2b\$3.for what purpose does your workplace have these contacts, for positions (m4\_q02\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE \_ ] positions?  
Your firm gives feedback to the institution for their curriculum development  
Worker type B

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_2b\$4.for what purpose does your workplace have these contacts, for positions (m4\_q02\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2b\$5for what purpose does your workplace have these contacts, for positions ? (m4\_q02\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_2b\$6.for what purpose does your workplace have these contacts, for positions (m4\_q02\_6b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE \_ ] positions?  
Other  
Worker type B

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_2b\$6other.for what purpose does your workplace have these contacts, for posit (m4\_q02\_spec\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE \_ ] positions?

Other  
Worker type B

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

q4\_3a.what share of employees at your firm are fully qualified for the job? % (m4\_q03\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_3b.what share of employees at your firm are fully qualified for the job? % (m4\_q03\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_4a.did the employees in your workplace receive any training last year on the (m4\_q04\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

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.

q4\_4b.did the employees in your workplace receive any training last year on the (m4\_q04\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_5a\$1.what share of the employees in your workplace received training on the (m4\_q05\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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

q4\_5a\$1.what share of the employees in your workplace received training on the (m4\_q05\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_5a\$2.what share of the employees in your workplace received training on the (m4\_q05\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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 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.

q4\_5a\$3.what share of the employees in your workplace received training on the (m4\_q05\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5a\$4.what share of the employees in your workplace received training on the (m4\_q05\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_5a\$4.what share of the employees in your workplace received training on the (m4\_q05\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5a\$5.what share of the employees in your workplace received training on the (m4\_q05\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_5a\$5other.what share of the employees in your workplace received training on (m4\_q05\_spec\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q4\_5a\$5other.what share of the employees in your workplace received training on (m4\_q05\_spec\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_5b\$1.what share of the employees in your workplace received training on the (m4\_q05\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5b\$2.what share of the employees in your workplace received training on the (m4\_q05\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5b\$3.what share of the employees in your workplace received training on the (m4\_q05\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_5b\$3.what share of the employees in your workplace received training on the (m4\_q05\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5b\$4.what share of the employees in your workplace received training on the (m4\_q05\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_5b\$5.what share of the employees in your workplace received training on the (m4\_q05\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q4\_5b\$5.what share of the employees in your workplace received training on the (m4\_q05\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_5b\$5other.what share of the employees in your workplace received training on (m4\_q05\_spec\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_6a\$1.what is the average days per year received for each of these training me (m4\_q06\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-360

Valid cases: 384  
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.

q4\_6a\$2.what is the average days per year received for each of these training me (m4\_q06\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_6a\$2.what is the average days per year received for each of these training me (m4\_q06\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-180

Valid cases: 384  
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.

q4\_6a\$3.what is the average days per year received for each of these training me (m4\_q06\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-180

Valid cases: 384  
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.

q4\_6a\$4.what is the average days per year received for each of these training me (m4\_q06\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q4\_6a\$4.what is the average days per year received for each of these training me (m4\_q06\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_6a\$4other.what is the average days per year received for each of these traini (m4\_q06\_spec\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_6b\$1.what is the average days per year received for each of these training me (m4\_q06\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-360

Valid cases: 384  
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.

q4\_6b\$2.what is the average days per year received for each of these training me (m4\_q06\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_6b\$2.what is the average days per year received for each of these training me (m4\_q06\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_6b\$3.what is the average days per year received for each of these training me (m4\_q06\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-90

Valid cases: 384  
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.

q4\_6b\$4.what is the average days per year received for each of these training me (m4\_q06\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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

q4\_6b\$4.what is the average days per year received for each of these training me (m4\_q06\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_6b\$4other.what is the average days per year received for each of these traini (m4\_q06\_spec\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_7a.did the employees in your workplace receive any formal training organized (m4\_q07\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_7b.did the employees in your workplace receive any formal training organized (m4\_q07\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q4\_7b.did the employees in your workplace receive any formal training organized (m4\_q07\_b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
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.

## q4\_8a\$1.what share of the employees in your workplace received outside training (m4\_q08\_1a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

## q4\_8a\$2.what share of the employees in your workplace received outside training (m4\_q08\_2a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

## q4\_8a\$3.what share of the employees in your workplace received outside training (m4\_q08\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

## q4\_8a\$4.what share of the employees in your workplace received outside training (m4\_q08\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

## q4\_8a\$5.what share of the employees in your workplace received outside training (m4\_q08\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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

q4\_8a\$5.what share of the employees in your workplace received outside training (m4\_q08\_5a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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.

q4\_8a\$5other.what share of the employees in your workplace received outside trai (m4\_q08\_spec\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_8b\$1.what share of the employees in your workplace received outside training (m4\_q08\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-50

Valid cases: 384  
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.

q4\_8b\$2.what share of the employees in your workplace received outside training (m4\_q08\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q4\_8b\$2.what share of the employees in your workplace received outside training (m4\_q08\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

## q4\_8b\$3.what share of the employees in your workplace received outside training (m4\_q08\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-50

Valid cases: 384  
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.

## q4\_8b\$4.what share of the employees in your workplace received outside training (m4\_q08\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_8b\$5.what share of the employees in your workplace received outside training (m4\_q08\_5b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-100

Valid cases: 384  
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.

q4\_8b\$5other.what share of the employees in your workplace received outside trai (m4\_q08\_spec\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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.

q4\_9a.how much did your workplace spend paying outside providers for training la (m4\_q09\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 5  
Decimals: 0  
Range: -7-40000

Valid cases: 384  
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).

#### Interviewer instructions

q4\_9a.how much did your workplace spend paying outside providers for training la (m4\_q09\_a)

File: ARM-W02 Employer Survey-Final Workplace Weights

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'

q4\_9b.how much did your workplace spend paying outside providers for training la (m4\_q09\_b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-999

Valid cases: 384  
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'

q4\_10\$1.do you agree or disagree with the following statements describing the te (m4\_q10\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 COUNTRY]?  
Meets the skill needs of employers adequately

q4\_10\$2.do you agree or disagree with the following statements describing the te (m4\_q10\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_10\$2.do you agree or disagree with the following statements describing the te (m4\_q10\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
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 COUNTRY]?

Does not produce enough people with the LEVEL of skills needed by employers

q4\_10\$3.do you agree or disagree with the following statements describing the te (m4\_q10\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 COUNTRY]?

Does not produce enough people with the KINDS of skills needed by employers

q4\_10\$4.do you agree or disagree with the following statements describing the te (m4\_q10\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 COUNTRY]?

Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

q4\_10\$5.do you agree or disagree with the following statements describing the te (m4\_q10\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_10\$5.do you agree or disagree with the following statements describing the te (m4\_q10\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
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 COUNTRY]?

Does not produce enough people with PRACTICAL SKILLS

q4\_10\$6.do you agree or disagree with the following statements describing the te (m4\_q10\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
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 COUNTRY]?

Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

q4\_11\$1.do you agree or disagree with the following statements describing the ge (m4\_q11\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Meets the skill needs of employers adequately

q4\_11\$2.do you agree or disagree with the following statements describing the ge (m4\_q11\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_11\$2.do you agree or disagree with the following statements describing the ge (m4\_q11\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Does not produce enough people with the LEVEL of skills needed by employers

q4\_11\$3.do you agree or disagree with the following statements describing the ge (m4\_q11\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Does not produce enough people with the KINDS of skills needed by employers

q4\_11\$4.do you agree or disagree with the following statements describing the ge (m4\_q11\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

q4\_11\$5.do you agree or disagree with the following statements describing the ge (m4\_q11\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q4\_11\$5.do you agree or disagree with the following statements describing the ge (m4\_q11\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Does not produce enough people with PRACTICAL SKILLS

q4\_11\$6.do you agree or disagree with the following statements describing the ge (m4\_q11\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE

q4\_12a\$1.how do you remunerate your workers?/fixed salary (m4\_q12\_1a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

q4\_12a\$2.how do you remunerate your workers?/variable salary (m4\_q12\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q4\_12a\$2.how do you remunerate your workers?/variable salary (m4\_q12\_2a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

## q4\_12a\$3.how do you remunerate your workers?/bonus (m4\_q12\_3a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

#### Literal question

How do you remunerate your [WORKER TYPE \_ ] workers?  
Bonus  
Worker type A

#### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

## q4\_12a\$4.how do you remunerate your workers?/commission (m4\_q12\_4a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

## q4\_12b\$1.how do you remunerate your workers?/fixed salary (m4\_q12\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

## q4\_12b\$2.how do you remunerate your workers?/variable salary (m4\_q12\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

### Literal question

How do you remunerate your [WORKER TYPE \_ ] workers?  
Variable salary  
Worker type B

### Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

## q4\_12b\$3.how do you remunerate your workers?/bonus (m4\_q12\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

## q4\_12b\$4.how do you remunerate your workers?/commission (m4\_q12\_4b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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.

## q5\_1.how would you describe the financial performance of your company in the las (m5\_q01)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### Literal question

How would you describe the financial performance of your company in the last fiscal year?

## q5\_2.how would you describe the prospects for your company in the coming three y (m5\_q02)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### Literal question

How would you describe the prospects for your company in the coming three years?

## q5\_3.who is the main buyer of your products or services? (m5\_q03)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

q5\_3.who is the main buyer of your products or services? (m5\_q03)  
File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

**Literal question**

Who is the main buyer of your products or services?

q5\_3other.who is the main buyer of your products or services?  
(m5\_q03\_spec)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-4

Valid cases: 8  
Invalid: 376

**Literal question**

Who is the main buyer of your products or services?

q5\_4.does your company have international business contacts with  
entities in oth (m5\_q04)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

Does your company have international business contacts with entities in other countries?

q5\_5\$1.in the past 3 years, has your firm introduced any/new  
technologies within (m5\_q05\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
Invalid: 0

**Literal question**

In the past 3 years, has your firm introduced any...  
NEW TECHNOLOGIES within the firm

q5\_5\$2.in the past 3 years, has your firm introduced any/new processes within th (m5\_q05\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In the past 3 years, has your firm introduced any...  
NEW PROCESSES within the firm

q5\_5\$3.in the past 3 years, has your firm introduced any/new products on the mar (m5\_q05\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In the past 3 years, has your firm introduced any...  
NEW PRODUCTS on the market

q5\_5\$4.in the past 3 years, has your firm introduced any/new services on the mar (m5\_q05\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

In the past 3 years, has your firm introduced any...  
NEW SERVICES on the market

q5\_6\$1.can you please indicate how problematic each of the following labor facto (m5\_q06\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q5\_6\$1.can you please indicate how problematic each of the following labor facto (m5\_q06\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

#### Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means "no problem" and 5 means "severe problem"

Employment protection legislation/ labor code laws

#### Interviewer instructions

SHOW CARD 7

q5\_6\$2.can you please indicate how problematic each of the following labor facto (m5\_q06\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q5\_6\$3.can you please indicate how problematic each of the following labor facto (m5\_q06\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q5\_6\$4.can you please indicate how problematic each of the following labor facto (m5\_q06\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

SHOW CARD 7

q5\_6\$5.can you please indicate how problematic each of the following labor facto (m5\_q06\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q5\_6\$6.can you please indicate how problematic each of the following labor facto (m5\_q06\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q5\_6\$6.can you please indicate how problematic each of the following labor facto (m5\_q06\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Interviewer instructions**

SHOW CARD 7

q5\_6\$7.can you please indicate how problematic each of the following labor facto (m5\_q06\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

**Literal question**

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means "no problem" and 5 means "severe problem"

Payroll taxes and social security contributions

**Interviewer instructions**

SHOW CARD 7

q5\_6\$8.can you please indicate how problematic each of the following labor facto (m5\_q06\_8)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

**Interviewer instructions**

SHOW CARD 7

q5\_6\$9.can you please indicate how problematic each of the following labor facto (m5\_q06\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

q5\_6\$9.can you please indicate how problematic each of the following labor facto (m5\_q06\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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 (if exists in [country])

#### Interviewer instructions

SHOW CARD 7

q5\_7\$01.compared to these labor issues, are the following much more, more, simi (m5\_q07\_1)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Electricity

#### Interviewer instructions

SHOW CARD 8

q5\_7\$02.compared to these labor issues, are the following much more, more, simi (m5\_q07\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### 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

q5\_7\$03.compared to these labor issues, are the following much more, more, simi (m5\_q07\_3)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Access to Land

#### Interviewer instructions

SHOW CARD 8

q5\_7\$04.compared to these labor issues, are the following much more, more, simi (m5\_q07\_4)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Tax rates, tax administration

#### Interviewer instructions

SHOW CARD 8

q5\_7\$05.compared to these labor issues, are the following much more, more, simi (m5\_q07\_5)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### 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

q5\_7\$06.compared to these labor issues, are the following much more, more, simi (m5\_q07\_6)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Business Licensing and Operating Permits

#### Interviewer instructions

SHOW CARD 8

q5\_7\$07.compared to these labor issues, are the following much more, more, simi (m5\_q07\_7)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

#### Interviewer instructions

SHOW CARD 8

q5\_7\$08.compared to these labor issues, are the following much more, more, simi (m5\_q07\_8)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?  
Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

#### Interviewer instructions

SHOW CARD 8

q5\_7\$09.compared to these labor issues, are the following much more, more, simi (m5\_q07\_9)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### 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

q5\_7\$10.compared to these labor issues, are the following much more, more, simi (m5\_q07\_10)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### 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

q5\_8.does your workplace have a personnel department (h/r department)? (m5\_q08)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

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

Valid cases: 384  
Invalid: 0

#### Literal question

Does your workplace have a personnel department (HR DEPARTMENT)?

q5\_9.who is responsible for personnel matters, if there is no personnel departme (m5\_q09)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

q5\_9.who is responsible for personnel matters, if there is no personnel departme (m5\_q09)

File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-22

Valid cases: 384  
Invalid: 0

**Literal question**

Who is responsible for personnel matters, if there is no personnel department?

q5\_10position (m5\_q10\_2)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: character  
Width: 9

Valid cases: 111  
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

q5\_11fin\_date\_2010\_day.year end report from one year ago (m5\_q11\_1a\_day)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

**Pre question**

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year

Year-end report from one year ago

q5\_11fin\_date\_2010\_mon.year end report from one year ago (m5\_q11\_1a\_mon)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

q5\_11fin\_date\_2010\_mon.year end report from one year ago  
(m5\_q11\_1a\_mon)

File: ARM-W02 Employer Survey-Final Workplace Weights

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

Valid cases: 384  
Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year  
Year-end report from one year ago

q5\_11fin\_date\_2010\_year.year end report from one year ago  
(m5\_q11\_1a\_year)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-2011

Valid cases: 384  
Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year  
Year-end report from one year ago

q5\_11fin\_date\_2011\_day.most recent year end report  
(m5\_q11\_1b\_day)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: -7-31

Valid cases: 384  
Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year  
Most recent year-end report

## q5\_11fin\_date\_2011\_mon.most recent year end report (m5\_q11\_1b\_mon)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

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

Valid cases: 384  
Invalid: 0

### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year  
Most recent year-end report

## q5\_11fin\_date\_2011\_year.most recent year end report (m5\_q11\_1b\_year)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -7-2012

Valid cases: 384  
Invalid: 0

### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Date of the year ending: day/mo/year  
Most recent year-end report

## q5\_11emp\_num\$1.average number of employees in the year/year end report from one (m5\_q11\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
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

q5\_11emp\_num\$1.average number of employees in the year/year end report from one (m5\_q11\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Average number of employees in the year  
Year-end report from one year ago

q5\_11emp\_num\$2.average number of employees in the year/most recent year end repo (m5\_q11\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -7-888

Valid cases: 384  
Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Average number of employees in the year  
Most recent year-end report

q5\_11salary\$1.wage bill and compensation fund for workers/year end report from o (m5\_q11\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
Format: numeric  
Width: 10  
Decimals: 0  
Range: -7-3422950000

Valid cases: 384  
Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Wage bill and compensation fund for workers  
Year-end report from one year ago

q5\_11salary\$2.wage bill and compensation fund for workers/most recent year end r (m5\_q11\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

## q5\_11salary\$2.wage bill and compensation fund for workers/most recent year end r (m5\_q11\_3b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

Type: Discrete  
 Format: numeric  
 Width: 10  
 Decimals: 0  
 Range: -7-1950270000

Valid cases: 384  
 Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Wage bill and compensation fund for workers  
 Most recent year-end report

## q5\_11expense\$1.operating expenses/year end report from one year ago (m5\_q11\_4a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 10  
 Decimals: 0  
 Range: -7-3000313000

Valid cases: 384  
 Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold  
 Year-end report from one year ago

## q5\_11expense\$2.operating expenses/most recent year end report (m5\_q11\_4b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 10  
 Decimals: 0  
 Range: -7-2000365000

Valid cases: 384  
 Invalid: 0

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold  
 Most recent year-end report

## q5\_11sales\$1.year end report from one year ago (m5\_q11\_5a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 11	Minimum: 0
Decimals: 0	Maximum: 20752600000
Range: -7-20752600000	

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Sales

Year-end report from one year ago

## q5\_11sales\$2.most recent year end report (m5\_q11\_5b)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 11	Minimum: 888
Decimals: 0	Maximum: 20980800000
Range: -7-20980800000	

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise):

Sales

Most recent year-end report

## q5\_12empl\_num\$1.average number of employees in the month/last month (m5\_q12\_1a)

### File: ARM-W02 Employer Survey-Final Workplace Weights

#### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: -3
Decimals: 0	Maximum: 999
Range: -7-999	

#### Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

#### Literal question

Please tell us the following for last month, and one year ago for the same month:

Average number of employees in the month

Last month

#### Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

## q5\_12empl\_num\$2.average number of employees in the month/one year ago (m5\_q12\_1b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: -3
Decimals: 0	Maximum: 999
Range: -7-999	

### 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

## q5\_12salary\$1.wage bill and compensation fund for workers/last month (m5\_q12\_2a)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 9	Minimum: 888
Decimals: 0	Maximum: 689000000
Range: -7-689000000	

### 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

## q5\_12salary\$2.wage bill and compensation fund for workers/one year ago (m5\_q12\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 9	Minimum: 0
Decimals: 0	Maximum: 700000000
Range: -7-700000000	

### 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.

q5\_12salary\$2.wage bill and compensation fund for workers/one year ago (m5\_q12\_2b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**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

q5\_12expense\$1.operating expenses/last month (m5\_q12\_3a)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 10	Minimum: -3
Decimals: 0	Maximum: 1025000000
Range: -7-1025000000	

**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

q5\_12expense\$2.operating expenses/one year ago (m5\_q12\_3b)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 10	Minimum: -3
Decimals: 0	Maximum: 1621200000
Range: -7-1621200000	

**Pre question**

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

**Literal question**

Please tell us the following for last month, and one year ago for the same month:  
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold  
One year ago

**Interviewer instructions**

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

q5\_12sales\$1.last month (m5\_q12\_4a)

File: ARM-W02 Employer Survey-Final Workplace Weights

## q5\_12sales\$1.last month (m5\_q12\_4a)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 10	Minimum: -3
Decimals: 0	Maximum: 2000520000
Range: -7-2000520000	

**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

## q5\_12sales\$2.one year ago (m5\_q12\_4b)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 10	Minimum: -3
Decimals: 0	Maximum: 1611790000
Range: -7-1611790000	

**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

## q5\_13.is this firm registered with any government entity? (m5\_q13)

## File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	
Decimals: 0	
Range: -7-2	

**Pre question**

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

**Literal question**

Is this firm registered with any government entity?

end\_hour (end\_hour)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 2  
 Decimals: 0  
 Range: 10-20

Valid cases: 384  
 Invalid: 0

end\_minute (end\_minute)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 2  
 Decimals: 0  
 Range: 0-59

Valid cases: 384  
 Invalid: 0

the\_end (the\_end)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

(stratum\_code)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

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

Valid cases: 384  
 Invalid: 0

FIRM\_ID # (FIRM\_ID)

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous  
 Format: numeric  
 Width: 4  
 Decimals: 0  
 Range: 2-2040

Valid cases: 384  
 Invalid: 0  
 Minimum: 2  
 Maximum: 2040

**Branch\_ID # (BR\_ID)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 4	Minimum: 2
Decimals: 0	Maximum: 1370
Range: 2-1370	

**Branches: # in selected Firm (n\_br)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 2	Minimum: 1
Decimals: 0	Maximum: 55
Range: 1-55	

**Branches: # selected (ns\_br)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Discrete	Valid cases: 384
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-4	

**Stratum Population Size - # of Firms (Strat\_Fpopn)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 4	Minimum: 240
Decimals: 0	Maximum: 3416
Range: 240-3416	

**FIRMS: Stratum Sample Size - # of Sampled Firms (Strat\_FSmpSz)**

File: ARM-W02 Employer Survey-Final Workplace Weights

**Overview**

Type: Continuous	Valid cases: 384
Format: numeric	Invalid: 0
Width: 3	Minimum: 127
Decimals: 0	Maximum: 253
Range: 127-253	

## Basic FIRM Weight (W1h)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous

Format: numeric

Width: 16

Decimals: 0

Range: 1.88976377952756-13.501976284585

Valid cases: 384

Invalid: 0

Minimum: 1.9

Maximum: 13.5

## Total # of Branches in the selected Stratum Firms (Strat\_BRpopn)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: 141-372

Valid cases: 384

Invalid: 0

Minimum: 141

Maximum: 372

## # of selected Branches from the selected Stratum Firms (Strat\_BRsmpSz)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete

Format: numeric

Width: 3

Decimals: 0

Range: 137-253

Valid cases: 384

Invalid: 0

## Final Response Category-Branches (BR\_RespCat)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-4

Valid cases: 384

Invalid: 0

## Final Workplace Weight (W\_Finwt)

File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Continuous

Format: numeric

Width: 16

Decimals: 0

Range: 7.70560822754299-34.985500575374

Valid cases: 384

Invalid: 0

Minimum: 7.7

Maximum: 35

(interview\_year)

## File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 2013-2013

Valid cases: 384  
Invalid: 0

(Country)

## File: ARM-W02 Employer Survey-Final Workplace Weights

### Overview

Type: Discrete  
Format: character  
Width: 7

Valid cases: 384  
Invalid: 0

## Related Materials

### Questionnaires

#### Armenia STEP Employer Survey 2013 Questionnaire

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Title Armenia STEP Employer Survey 2013 Questionnaire  
 Language English  
 Filename Armenia STEP Employer Survey 2012-2013.xlsx

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### Reports

#### Armenia STEP Survey Findings (Urban Areas)

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Title Armenia STEP Survey Findings (Urban Areas)  
 Author(s) Education Global Practice, Europe and Central Asia Region, World Bank  
 Date 2015-01-31  
 Language English  
 Filename Armenia STEP Skills Report\_Final\_Jan 31 2015.pdf

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#### Skills Employers Seek: Results of the Armenia STEP Employer Skills Survey

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Title Skills Employers Seek: Results of the Armenia STEP Employer Skills Survey  
 Author(s) Jan Rutkowski, World Bank  
 Date 2013-12-19  
 Language English  
 Filename Skills employers seek - STEP employer survey Armenia.pdf

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### Technical documents

#### Armenia Employer Survey Design Planning Report

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Title Armenia Employer Survey Design Planning Report  
 Language English  
 Filename Employer Survey Design Planning Report - Armenia.pdf

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#### Armenia Employer Survey Weighting Procedure

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Title Armenia Employer Survey Weighting Procedure  
 Language English  
 Filename Employer Survey Weighting Procedure - Armenia.pdf

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#### STEP Employer Survey Implementation Manual

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Title STEP Employer Survey Implementation Manual  
 Language English

Filename Implementation Manual - STEP Employer Survey.pdf

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## STEP Employer Survey Interviewer Manual

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Title STEP Employer Survey Interviewer Manual  
Language English  
Filename STEP Employer Survey Interviewer Manual.pdf

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## STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

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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

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## STEP Employer Survey Variable Convention

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Title STEP Employer Survey Variable Convention  
Language English  
Filename STEP Employer Survey Master Variable Convention.pdf

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