Vietnam - STEP Skills Measurement Employer Survey 2011 (Wave 1)

World Bank

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 400 non-government enterprise workplaces in the capital and urban regions of Vietnam.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with the General Statistics Office Vietnam enterprise census 2009 served as the sampling frame for formal sector. Informal sector firms were drawn from a sample created using data from the Departments of Planning and Investment (DPIs).

Detailed information about the sampling is available in the Vietnam Survey Implementation and Findings Report and Vietnam Employer Survey Weighting Procedure, provided as an external resource.

Response Rate

An overall response rate of 63.8% was achieved in Vietnam STEP Survey. Detailed distribution of responses by stratum can be found in the Vietnam Employer Survey Weighting Procedure (Table 6), available as an external resource.

Weighting

The Vietnam Employer Survey data was weighted in order to correct for imperfections in the sample that might lead to bias between the sample and the target population. Such imperfections include the selection of firms with unequal probabilities between strata, sample frame imperfections such as ineligible and duplicate firm listings, and non-response. In other words, the purposes of weighting are:

1) To compensate for unequal probabilities of selection between strata;

2) To adjust the target population size for ineligible and duplicate firm listings;

3) To compensate for non-responding firms.

The weights were constructed as follows:

1) A Theoretical Design Weight, TheorWtStr, was calculated for each of the 594 sampled firms. This is a stratum weight based on the stratified sample design. Each sampled firm's Theoretical Design weight is the number of firms that each sampled firm represents in the sample frame. This weight is the inverse of the probability of selection in a stratum.

2) The sample frame stratum population counts, PopnStr, were adjusted to take into account the number of ineligible firms in each stratum sample. The resulting adjusted stratum population size is the variable'PopnStrAdj'.

3) A final population stratum weight, PopnWtFin, was constructed by adjusting the Theoretical Design Weight,TheorWtStr for:
a. Number of ineligible firms in the sample
b. Number of non-responding firms in the sample

Questionnaires

Overview

The Questionnaire for the Vietnam STEP Employer Survey consists of six modules:
Section 1 – Work Force
Section 2 – Skills Used
Section 3 – Hiring Practices
Section 4 – Training and Compensation
Section 5 – Background
Section 6 - Innovation

It has been provided as an external resource.

In the case of Vietnam, the questionnaire was adapted to the Vietnamese context and published in English and Vietnamese.

Data Collection

Data Collection Dates

Start	End	Cycle
2011-11	2011-12	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

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

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

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

2) 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.

3) The survey firm in Vietnam provided a 2-day training course to its enumerators, using training materials developed by the WB STEP team (after translation and adaptation). The WB STEP team's Survey Consultant helped organize the training. In addition, the WB STEP team in Washington DC provided just-in-time technical assistance, answering questions sent by the survey firm during the training. The training included in-field mock interviews in addition to in-class courses.

4) As per STEP Technical Standards, data collection started within a few days of the end of the enumerators' training course. The composition of the fieldwork team is described in the Vietnam Survey Implementation and Findings Report, 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.

Information on the survey processes is provided in the Vietnam Survey Implementation and Findings Report, provided as an external resource. The document describes the project management structure, fieldwork teams and reporting processes.

Data Collectors

Name	Abbreviation	Affiliation
Central Institute for Economic Management	CIEM	

SUPERVISION

The data collection team consisted of a total of 11 interviewers and 2 Survey Managers. Each interviewer reported to a Survey Manager.
Survey Managers' responsibilities include:
- Coordinating fieldwork in the assigned region
- On-going monitoring of interviewers' work
- Checking non-response, activation of reserves, problems encountered, and communicating regularly with the Headquarters
- Submitting questionnaires and fieldwork tracking forms to Headquarters

For quality control, Survey Managers were responsible for:
- Check each accepted questionnaire for completeness and accuracy before submitting to Headquarters

Data Processing

Data Editing

STEP Data Management Process:

1) Raw data is sent by the survey firm.

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

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

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

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

Other Processing

Data entry processes, including team composition are described in the Vietnam Survey Implementation and Findings Report available as an external resource. In most countries, data entry took place at the survey firm's headquarters.

Questionnaire Data:
- 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. Vietnam developed their own DEP on Excel.

Double data entry process was required. All range checks and skips were controlled by the program. Consistency checks were also included in the data entry program.

Data Appraisal

No content available

File Description

Variable List

STEP VNM W01 - Employer Survey

Content	Vietnam STEP Employer Survey 2011 (Wave 1) Data
Cases	330
Variable(s)	565
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V499	no_pro		discrete	character	
V500	firm_no		discrete	character	
V501	no_rep_1		discrete	character	
V502	no_rep_2		discrete	character	
V503	firm_number	Firm Number	contin	numeric	
V504	interview_date	Interview Date	discrete	character	
V505	provin		discrete	character	
V506	district		discrete	character	
V507	size_loc		discrete	numeric	
V508	start_time	Interview Start Time	discrete	character	
V509	end_time	Interview End Time	discrete	character	
V510	m1_q01	Job Title	discrete	numeric	What is your job title (main responsibility)?
V511	m1_q02	Is workplace part of larger company?	discrete	numeric	Is your workplace part of a larger company?
V512	m1_q03	Parent company start operation year	contin	numeric	In what year did the parent company begin operations in this country?
V513	m1_q04_1	Workplace Headquarters function	discrete	numeric	What functions does this workplace perform? Headquarters
V514	m1_q04_2	Workplace Warehouse/Logistics function	discrete	numeric	What functions does this workplace perform? Warehouse/logistics
V515	m1_q04_3	Workplace Sales function	discrete	numeric	What functions does this workplace perform? Sales
V516	m1_q04_4	Workplace Factory/Production function	discrete	numeric	What functions does this workplace perform? Factory/production
V517	m1_q04_5	Workplace Other function	discrete	numeric	What functions does this workplace perform? Other
V518	m1_q05_a	Workplace start operation year	contin	numeric	What year did your workplace begin operations?
V519	m1_q05_b	Workplace Equitized SOE year	contin	numeric	If your firm is an equitized SOE, what year was your firm equitized?
V520	m1_q06	Workplace legal status	discrete	numeric	What is the legal status of this workplace?

ID	Name	Label	Type	Format	Question
V521	m1_q07	Largest shareholder description	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V522	m1_q08	Workplace main economic activity	discrete	character	
V523	m1_q09	Broad sector of economic activity	discrete	numeric	What is the main economic activity of this workplace?
V524	m1_q10_1a	Full time with tax deductions men workers	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Men
V525	m1_q10_1b	Full time with tax deductions women workers	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (registered) Women
V526	m1_q10_2a	Full time without tax deductions men workers	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Men
V527	m1_q10_2b	Full time without tax deductions women workers	contin	numeric	How many workers does your workplace currently employ? Permanent Full-Time (not registered) Women
V528	m1_q10_3a	Part time with tax deductions men workers	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Men
V529	m1_q10_3b	Part time with tax deductions women workers	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (registered) Women
V530	m1_q10_4a	Part time without tax deductions men workers	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Men
V531	m1_q10_4b	Part time without tax deductions women workers	contin	numeric	How many workers does your workplace currently employ? Permanent Part-Time (not registered) Women
V532	m1_q10_5a	Temporary men workers	contin	numeric	How many workers does your workplace currently employ? Temporary Men
V533	m1_q10_5b	Temporary women workers	contin	numeric	How many workers does your workplace currently employ? Temporary Women
V534	m1_q10_total_a	Total men workers	contin	numeric	How many workers does your workplace currently employ? Total men
V535	m1_q10_total_b	Total women workers	contin	numeric	How many workers does your workplace currently employ? Total women
V536	m5_q24	Manufacturing sector code	discrete	numeric	
V537	m1_q11_1	Managers working in your firm	discrete	numeric	Do you have any [POSITION] working in your firm? Managers
V538	m1_q11_2	Professionals working in your firm	discrete	numeric	Do you have any [POSITION] working in your firm? Professionals
V539	m1_q11_3	Technicians working in your firm	discrete	numeric	Do you have any [POSITION] working in your firm? Technicians and associate professionals
V540	m1_q12_1	How many managers working in your firm	contin	numeric	How many current [POSITION] are there in the firm? Managers
V541	m1_q12_2	How many professionals working in your firm	contin	numeric	How many current [POSITION] are there in the firm? Professionals
V542	m1_q12_3	How many technicians working in your firm	contin	numeric	How many current [POSITION] are there in the firm? Technicians and associate professionals
V543	m1_q13_1	How many female managers working in your firm	contin	numeric	How many current [POSITION] are female? Managers

ID	Name	Label	Type	Format	Question
V544	m1_q13_2	How many female professionals working in your firm	discrete	numeric	How many current [POSITION] are female? Professionals
V545	m1_q13_3	How many female technicians working in your firm	contin	numeric	How many current [POSITION] are female? Technicians and associate professionals
V546	m1_q14_1	Current managers working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? Managers
V547	m1_q14_2	Current professionals working less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the firm? Professionals
V548	m1_q14_3	Current technicians working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? Technicians and associate professionals
V549	m1_q15_1	Number of managers firm had 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? Managers
V550	m1_q15_2	Number of professionals firm had 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? Professionals
V551	m1_q15_3	Number of technicians firm had 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? Technicians and associate professionals
V552	m1_q16_1	Number of managers firm expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Managers
V553	m1_q16_2	Number of professionals firm expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Professionals
V554	m1_q16_3	Number of technicians firm expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) Technicians and associate professionals
V555	m1_q17_1	Do you have clerical support workers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Clerical support workers
V556	m1_q17_2	Do you have service workers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Service workers
V557	m1_q17_3	Do you have sales workers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Sales workers
V558	m1_q17_4	Do you have agriculture, forestry and fishery workers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Skilled agriculture, forestry and fishery workers
V559	m1_q17_5	Do you have craft workers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Crafts and related trades workers
V560	m1_q17_6	Do you have plant machine operators and assemblers?	discrete	numeric	Do you have any [POSITION] working in your firm? - Plant and machine operators, and assemblers
V561	m1_q17_7	Do you have elementary occupations?	discrete	numeric	Do you have any [POSITION] working in your firm? - Elementary occupations
V562	m1_q18_1	Number of clerical support workers	contin	numeric	How many current [POSITION] are there in the firm? - Clerical support workers
V563	m1_q18_2	Number of service workers	contin	numeric	How many current [POSITION] are there in the firm? - Service workers
V564	m1_q18_3	Number of sales workers	contin	numeric	How many current [POSITION] are there in the firm? - Sales workers

ID	Name	Label	Type	Format	Question
V565	m1_q18_4	Number of agriculture, forestry and fishery workers	discrete	numeric	How many current [POSITION] are there in the firm? - Skilled agriculture, forestry and fishery workers
V566	m1_q18_5	Number of craft workers	contin	numeric	How many current [POSITION] are there in the firm? - Crafts and related trades workers
V567	m1_q18_6	Number of plant machine operators and assemblers	contin	numeric	How many current [POSITION] are there in the firm? - Plant and machine operators, and assemblers
V568	m1_q18_7	Number of elementary occupations	contin	numeric	How many current [POSITION] are there in the firm? - Elementary occupations
V569	m1_q19_1	Number of female clerical support workers	contin	numeric	How many current [POSITION] are female? - Clerical support workers
V570	m1_q19_2	Number of female service workers	contin	numeric	How many current [POSITION] are female? - Service workers
V571	m1_q19_3	Number of female sales workers	contin	numeric	How many current [POSITION] are female? - Sales workers
V572	m1_q19_4	Number of female agriculture, forestry and fishery workers	discrete	numeric	How many current [POSITION] are female? - Skilled agriculture, forestry and fishery workers
V573	m1_q19_5	Number of female craft workers	contin	numeric	How many current [POSITION] are female? - Crafts and related trades workers
V574	m1_q19_6	Number of female machine operators and assemblers	contin	numeric	How many current [POSITION] are female? - Plant and machine operators, and assemblers
V575	m1_q19_7	Number of female elementary occupations	contin	numeric	How many current [POSITION] are female? - Elementary occupations
V576	m1_q20_1	Number of clerical support workers working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? - Clerical support workers
V577	m1_q20_2	Number of service workers working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? - Service workers
V578	m1_q20_3	Number of sales workers working less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the firm? - Sales workers
V579	m1_q20_4	Number of agriculture, forestry and fishery workers working less than a year	discrete	numeric	How many current [POSITION] have worked for less than one year for the firm? - Skilled agriculture, forestry and fishery workers
V580	m1_q20_5	Number of craft workers working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? - Crafts and related trades workers
V581	m1_q20_6	Number of plant machine operators and assemblers working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? - Plant and machine operators, and assemblers
V582	m1_q20_7	Number of elementary occupations working less than a year	contin	numeric	How many current [POSITION] have worked for less than one year for the firm? - Elementary occupations
V583	m1_q21_1	Number of clerical support workers working 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? - Clerical support workers
V584	m1_q21_2	Number of service workers working 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? - Service workers

ID	Name	Label	Type	Format	Question
V585	m1_q21_3	Number of sales workers working 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? - Sales workers
V586	m1_q21_4	Number of agriculture, forestry and fishery workers working 12 months ago	discrete	numeric	How many [POSITION] did the firm have 12 months ago? - Skilled agriculture, forestry and fishery workers
V587	m1_q21_5	Number of craft workers working 12 months ago	discrete	character	How many [POSITION] did the firm have 12 months ago? - Crafts and related trades workers
V588	m1_q21_6	Number of plant machine operators and assemblers working 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? - Plant and machine operators, and assemblers
V589	m1_q21_7	Number of elementary occupations working 12 months ago	contin	numeric	How many [POSITION] did the firm have 12 months ago? - Elementary occupations
V590	m1_q22_1	Number of clerical support workers expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Clerical support workers
V591	m1_q22_2	Number of service workers expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Service workers
V592	m1_q22_3	Number of sales workers expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Sales workers
V593	m1_q22_4	Number of agriculture, forestry and fishery workers expected in 12 months	discrete	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Skilled agriculture, forestry and fishery workers
V594	m1_q22_5	Number of craft workers expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Crafts and related trades workers
V595	m1_q22_6	Number of plant machine operators and assemblers expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Plant and machine operators, and assemblers
V596	m1_q22_7	Number of elementary occupations expected in 12 months	contin	numeric	How many total [POSITION] do you expect to have in 12 months time? (including present workers) - Elementary occupations
V597	m1_q23_1	Hired managers in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Managers
V598	m1_q23_2	Hired professionals in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Professionals
V599	m1_q23_3	Hired technicians in past 12 months	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Technicians and associate professionals
V600	m1_q24_1	Had problems trying to hire managers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Managers
V601	m1_q24_2	Had problems trying to hire professionals?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Professionals
V602	m1_q24_3	Had problems trying to hire technicians?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Technicians and associate professionals
V603	m1_q25_1_1	There were no or few manager applicants	discrete	numeric	What problems did you encounter? - No or few applicants (Managers)

ID	Name	Label	Type	Format	Question
V604	m1_q25_2_1	Manager applicants lacked required skills	discrete	numeric	What problems did you encounter? - applicants lacked required skills (Managers)
V605	m1_q25_3_1	Manager applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer (Managers)
V606	m1_q25_4_1	Manager applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions (Managers)
V607	m1_q25_5_1	Manager other	discrete	numeric	What problems did you encounter? - Other (specify_) (Managers)
V608	m1_q25_spec_1	1.25 Other Specification	discrete	character	What problems did you encounter? - Other Specification (Managers)
V609	m1_q25_1_2	There were no or few professional applicants	discrete	numeric	What problems did you encounter? - No or few applicants (Professionals)
V610	m1_q25_2_2	Professional applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills (Professionals)
V611	m1_q25_3_2	Professional applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer (Professionals)
V612	m1_q25_4_2	Professional applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions (Professionals)
V613	m1_q25_5_2	Professional other	discrete	numeric	What problems did you encounter? - Other (specify_) (Professionals)
V614	m1_q25_spec_2	1.25 Other Specification	discrete	numeric	What problems did you encounter? - Other Specification (Professionals)
V615	m1_q25_1_3	There were no or few technician applicants	discrete	numeric	What problems did you encounter? - No or few applicants (Technicians and associate professionals)
V616	m1_q25_2_3	Technician applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills (Technicians and associate professionals)
V617	m1_q25_3_3	Technician applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer (Technicians and associate professionals)
V618	m1_q25_4_3	Technician applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions (Technicians and associate professionals)
V619	m1_q25_5_3	Technician Other	discrete	numeric	What problems did you encounter? - Other (specify_) (Technicians and associate professionals)
V620	m1_q25_spec_3	1.25 Other Specification	discrete	character	What problems did you encounter? - Other Specification (Technicians and associate professionals)
V621	m1_q26_1	Hired clerical support workers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Clerical support workers
V622	m1_q26_2	Hired service workers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Service workers
V623	m1_q26_3	Hired sales workers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Sales workers

ID	Name	Label	Type	Format	Question
V624	m1_q26_4	Hired agriculture, forestry and fishery workers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Skilled agriculture, forestry and fishery
V625	m1_q26_5	Hired craft workers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Crafts and related trades workers
V626	m1_q26_6	Hired plant machine operators and assemblers in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Plant and machine operators and assemblers
V627	m1_q26_7	Hired elementary occupations in past 12 months?	discrete	numeric	In the past 12 months, have you tried to hire any [POSITION]? - Elementary occupations
V628	m1_q27_1	Had problems trying to hire clerical support workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Clerical support workers
V629	m1_q27_2	Had problems trying to hire service workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Service workers
V630	m1_q27_3	Had problems trying to hire sales workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Sales workers
V631	m1_q27_4	Had problems trying to hire agriculture, forestry and fishery workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Skilled agriculture, forestry and fishery
V632	m1_q27_5	Had problems trying to hire craft workers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Crafts and related trades workers
V633	m1_q27_6	Had problems trying to hire plant machine operators and assemblers?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Plant and machine operators and assemblers
V634	m1_q27_7	Had problems trying to hire elementary occupations?	discrete	numeric	Did you encounter any problems when trying to hire [POSITION]? - Elementary occupations
V635	m1_q28_1_1	There were no or few clerical support worker applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V636	m1_q28_2_1	Clerical support worker applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V637	m1_q28_3_1	Clerical support worker applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V638	m1_q28_4_1	Clerical support worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions
V639	m1_q28_5_1	Clerical support worker other	discrete	numeric	What problems did you encounter? - Other (specify)
V640	m1_q28_spec_1	1.28 Other Specification	discrete	character	What problems did you encounter? - Other Specification
V641	m1_q28_1_2	There were no or few service worker applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V642	m1_q28_2_2	Service worker applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V643	m1_q28_3_2	Service worker applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V644	m1_q28_4_2	Service worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions

ID	Name	Label	Type	Format	Question
V645	m1_q28_5_2	Sevice worker other	discrete	numeric	What problems did you encounter? - Other (specify)
V646	m1_q28_spec_2	1.28 Other Specification	discrete	character	What problems did you encounter? - Other Specification
V647	m1_q28_1_3	There were no or few sales worker applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V648	m1_q28_2_3	Sales worker applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V649	m1_q28_3_3	Sales worker applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V650	m1_q28_4_3	Sales worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions
V651	m1_q28_5_3	Sales worker other	discrete	numeric	What problems did you encounter? - Other (specify)
V652	m1_q28_spec_3	1.28 Other Specification	discrete	character	What problems did you encounter? - Other Specification
V653	m1_q28_1_4	There were no or few agriculture, forestry and fishing worker applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V654	m1_q28_2_4	Agriculture, forestry and fishing worker applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V655	m1_q28_3_4	Agriculture, forestry and fishing worker applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V656	m1_q28_4_4	Agriculture,foresty, andfishing worker appicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions
V657	m1_q28_5_4	Agriculture, forestry and fishing workers other	discrete	numeric	What problems did you encounter? - Other (specify)
V658	m1_q28_spec_4	1.28 Other Specification	discrete	numeric	What problems did you encounter? - Other Specification
V659	m1_q28_1_5	There were no or few craft worker applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V660	m1_q28_2_5	Craft worker applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V661	m1_q28_3_5	Craft worker applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V662	m1_q28_4_5	Craft worker applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions
V663	m1_q28_5_5	Craft worker other	discrete	numeric	What problems did you encounter? - Other (specify)
V664	m1_q28_spec_5	1.28 Other Specification	discrete	character	What problems did you encounter? - Other Specification
V665	m1_q28_1_6	There were no or few plant machine operator and assembler applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V666	m1_q28_2_6	Plant machine operator and assembler applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V667	m1_q28_3_6	Plant machine operator and assembler applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V668	m1_q28_4_6	Plant machine operator and assembler applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions

ID	Name	Label	Type	Format	Question
V669	m1_q28_5_6	Plant machine operator and assembler applicants other	discrete	numeric	What problems did you encounter? - Other (specify)
V670	m1_q28_spec_6	1.28 Other Specification	discrete	character	What problems did you encounter? - Other Specification
V671	m1_q28_1_7	There were no or few elementary occupation applicants	discrete	numeric	What problems did you encounter? - No or few applicants
V672	m1_q28_2_7	Elementary occupation applicants lacked required skills	discrete	numeric	What problems did you encounter? - Applicants lacked required skills
V673	m1_q28_3_7	Elementary occupation applicants expected higher wages	discrete	numeric	What problems did you encounter? - Applicants expected higher wages than we can offer
V674	m1_q28_4_7	Elementary occupation applicants didn't like working conditions	discrete	numeric	What problems did you encounter? - Applicants did not like working conditions
V675	m1_q28_5_7	Elementary occupation other	discrete	numeric	What problems did you encounter? - Other (specify)
V676	m1_q28_spec_7	1.28 Other Specification	discrete	numeric	What problems did you encounter? - Other Specification
V677	m1_q29_1	% of workforce with pre-primary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Pre-primary education (ISCED 0)
V678	m1_q29_2	% of workforce with pimary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Primary education (ISCED 1)
V679	m1_q29_3	% of workforce with lower secondary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Lower secondary (ISCED 2)
V680	m1_q29_4	% of workforce with upper secondary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Upper secondary (ISCED 3)
V681	m1_q29_5	% of workforce with post-secondary nontertiary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Post-secondary nontertiary education (ISCED 4)
V682	m1_q29_6	% of workforce with first stage tertiary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Second stage of tertiary education (ISCED
V683	m1_q29_7	% of workforce with second stage tertiary education	contin	numeric	What percentage of the workforce at your firm has the following education level? - Second stage of tertiary education (ISCED 6)
V684	m1_q29_8	% don't know	contin	numeric	What percentage of the workforce at your firm has the following education level? - Don't know
V685	m2_q01_1	Firm had managers	discrete	numeric	Occupation Type Name Managers
V686	m2_q01_2	Firm had professionals	discrete	numeric	Occupation Type Name Professionals
V687	m2_q01_3	Firm had technicians	discrete	numeric	Occupation Type Name Technicians and associate professionals
V688	m2_q02_1	Type A position type number	discrete	numeric	Occupation Type Number
V689	m2_q02_2	Type A position type name	discrete	character	Occupation Type Name
V690	m2_q03_1	Firm had clerical support workers	discrete	numeric	Occupation Type Name Clerical support workers
V691	m2_q03_2	Firm had service workers	discrete	numeric	Occupation Type Name Service workers

ID	Name	Label	Type	Format	Question
V692	m2_q03_3	Firm had sales workers	discrete	numeric	Occupation Type Name Sales Workers
V693	m2_q03_4	Firm had agriculture, forestry and fishery workers	discrete	numeric	Occupation Type Name Skilled agriculture, forestry and fishery workers
V694	m2_q03_5	Firm had craft workers	discrete	numeric	Occupation Type Name Crafts and related trades workers
V695	m2_q03_6	Firm had plant machine operators and assemblers	discrete	numeric	Occupation Type Name Plant and machine operators, and assemblers
V696	m2_q03_7	Firm had elementary occupations	discrete	numeric	Occupation Type Name Elementary occupations
V697	m2_q04_1	Type B position type number	discrete	numeric	Occupation Type Number
V698	m2_q04_2	Type B position type name	discrete	character	Occupation Type Name
V699	m2_q05_a	Type A job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type A
V700	m2_q06_a	Type A job involve writing	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type A
V701	m2_q07_a	Type A job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type A
V702	m2_q08_a	Type A job involve 30+ minutes solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type A
V703	m2_q09_a	Type A job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type A
V704	m2_q10_a	Type A job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type A
V705	m2_q11_a	Type A job involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type A
V706	m2_q12_a	Type A highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type A
V707	m2_q13_a	Type A % of arrivals on time	contin	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
V708	m2_q14_a	Type A avg monthly gross compensation in 12 months	contin	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). Worker type A
V709	m2_q15_a	Type A months since last promotion	contin	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
V710	m2_q16_a	Type A highest education level	discrete	numeric	What is the highest education level of this worker? Worker type A
V711	m2_q05_b	Type B job involve reading	discrete	numeric	Does their job regularly involve reading? Worker type B

ID	Name	Label	Type	Format	Question
V712	m2_q06_b	Type B job involve writing	discrete	numeric	Does their job regularly involve writing using correct spelling and grammar? Worker type B
V713	m2_q07_b	Type B job involve math	discrete	numeric	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? Worker type B
V714	m2_q08_b	Type B job involve 30+ minutes solving problems	discrete	numeric	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution? Worker type B
V715	m2_q09_b	Type B job involve speaking another language	discrete	numeric	Does their job regularly involve speaking a language other than [OFFICIAL LANGUAGE OF AREA IN WHICH WORKPLACE IS BASED]? Worker type B
V716	m2_q10_b	Type B job involve making formal presentations	discrete	numeric	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view? Worker type B
V717	m2_q11_b	Type B job involve interacting with team	discrete	numeric	Does their job regularly involve interacting with a team of co-workers? Worker type B
V718	m2_q12_b	Type B highest level of pc use involved	discrete	numeric	What is the highest level of computer use involved in their job? Worker type B
V719	m2_q13_b	Type B % of arrivals on time	contin	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
V720	m2_q14_b	Type B avg monthly gross compensation in 12 months	contin	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). Worker type B
V721	m2_q15_b	Type B months since last promotion	contin	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
V722	m2_q16_b	Type B highest education level	discrete	numeric	What is the highest education level of this worker? Worker type B
V723	m3_q01_1a	Type A: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type A
V724	m3_q01_2a	Type A: Appearance	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Appearance Worker type A
V725	m3_q01_3a	Type A: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type A

ID	Name	Label	Type	Format	Question
V726	m3_q01_4a	Type A: Family relations/personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type A
V727	m3_q01_1b	Type B: Age	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Age Worker type B
V728	m3_q01_2b	Type B: Appearance	contin	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
V729	m3_q01_3b	Type B: Gender	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Gender Worker type B
V730	m3_q01_4b	Type B: Family relations/personal ties	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? Family relations/personal ties Worker type B
V731	m3_q02_1a	Type A: Ability to read and write in the official language (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability to read and write in the (an) official language (literacy) Worker type A
V732	m3_q02_2a	Type A: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability with calculations and numbers (numeracy) Worker type A
V733	m3_q02_3a	Type A: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Job-specific technical skills Worker type A

ID	Name	Label	Type	Format	Question
V734	m3_q02_4a	Type A: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Communication skills Worker type A
V735	m3_q02_5a	Type A: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Leadership skills Worker type A
V736	m3_q02_6a	Type A: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Team work skills Worker type A
V737	m3_q02_7a	Type A: Creative and critical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Creative and critical thinking Worker type A
V738	m3_q02_8a	Type A: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Problem solving skills Worker type A
V739	m3_q02_9a	Type A: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability to work independently Worker type A
V740	m3_q02_10a	Type A: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Time management skills Worker type A
V741	m3_q02_11a	Type A: Ability to read and write in a foreign language	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Foreign language skills Worker type A
V742	m3_q02_1b	Type B: Ability to read and write in the official language (literacy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability to read and write in the (an) official language (literacy) Worker type B

ID	Name	Label	Type	Format	Question
V743	m3_q02_2b	Type B: Ability with calculations and numbers (numeracy)	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability with calculations and numbers (numeracy) Worker type B
V744	m3_q02_3b	Type B: Job-specific technical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Job-specific technical skills Worker type B
V745	m3_q02_4b	Type B: Communication skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Communication skills Worker type B
V746	m3_q02_5b	Type B: Leadership skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Leadership skills Worker type B
V747	m3_q02_6b	Type B: Team work skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Team work skills Worker type B
V748	m3_q02_7b	Type B: Creative and critical skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Creative and critical thinking Worker type B
V749	m3_q02_8b	Type B: Problem solving skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Problem solving skills Worker type B
V750	m3_q02_9b	Type B: Ability to work independently	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Ability to work independently Worker type B
V751	m3_q02_10b	Type B: Time management skills	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Time management skills Worker type B

ID	Name	Label	Type	Format	Question
V752	m3_q02_11b	Type B: Ability to read and write in a foreign language	discrete	numeric	What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] Foreign language skills Worker type B
V753	m3_q03_1a	Type A: Conscientiousness	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
V754	m3_q03_2a	Type A: Emotional Stability	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
V755	m3_q03_3a	Type A: Agreeableness	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
V756	m3_q03_4a	Type A: Extraversion	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
V757	m3_q03_5a	Type A: Openness to experience	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
V758	m3_q03_1b	Type B: Conscientiousness	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

ID	Name	Label	Type	Format	Question
V759	m3_q03_2b	Type B: Emotional Stability	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
V760	m3_q03_3b	Type B: Agreeableness	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
V761	m3_q03_4b	Type B: Extraversion	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
V762	m3_q03_5b	Type B: Openness to experience	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
V763	m3_q04_1a	Type A: GROUP 1: Personal Characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type A
V764	m3_q04_2a	Type A: GROUP 2: Job-related	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

ID	Name	Label	Type	Format	Question
V765	m3_q04_3a	Type A: GROUP 3: Personality	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
V766	m3_q04_1b	Type B: GROUP 1: Personal Characteristics	discrete	numeric	You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties) Worker type B
V767	m3_q04_2b	Type B: GROUP 2: Job-related	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
V768	m3_q04_3b	Type B: GROUP 3: Personality	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
V769	m3_q05_1a	Type A public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type A
V770	m3_q05_2a	Type A private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type A
V771	m3_q05_3a	Type A job fairs recruiting	contin	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type A
V772	m3_q05_4a	Type A offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type A
V773	m3_q05_5a	Type A contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type A

ID	Name	Label	Type	Format	Question
V774	m3_q05_6a	Type A media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type A
V775	m3_q05_7a	Type A internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type A
V776	m3_q05_8a	Type A informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type A
V777	m3_q05_1b	Type B public employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Public Employment Services Worker type B
V778	m3_q05_2b	Type B private employment services recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Private Employment Services Worker type B
V779	m3_q05_3b	Type B job fairs recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Job fairs Worker type B
V780	m3_q05_4b	Type B offers to experienced people in other firms recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Offers to experienced people in other firms Worker type B
V781	m3_q05_5b	Type B contact with educational institutions recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Direct contact with educational institutions, schools, training centers, universities, etc. Worker type B
V782	m3_q05_6b	Type B media advertisements recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Media advertisements/postings Worker type B
V783	m3_q05_7b	Type B internet recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Internet Worker type B
V784	m3_q05_8b	Type B informal channels recruiting	discrete	numeric	Do you recruit [WORKER TYPE _] from the following sources? Informal channels (personal contacts, people recommended by others) Worker type B
V785	m3_q06_a	Type A days to fill a position past 12 months	contin	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
V786	m3_q06_b	Type B days to fill a position past 12 months	contin	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
V787	m3_q07_a	Type A # of persons offered to fill a position past 12 months	contin	numeric	Over the past 12 months, how many persons have you made offers to, on average, before you filled a [WORKER TYPE _] position? Worker type A
V788	m3_q07_b	Type B # of persons offered to fill a position past 12 months	contin	numeric	Over the past 12 months, how many persons have you made offers to, on average, before you filled a [WORKER TYPE _] position? Worker type B
V789	m3_q08_a	Type A education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type A

ID	Name	Label	Type	Format	Question
V790	m3_q08_b	Type B education level of most recent hired person	discrete	numeric	What is the education level of the most recent person hired as a [WORKER TYPE _]? Worker type B
V791	m3_q09_a	Type A avg monthly gross compensation past 6 months	contin	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
V792	m3_q09_b	Type B avg monthly gross compensation past 6 months	contin	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
V793	m3_q10_a	Type A negotiable salary when hiring	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring Worker type A
V794	m3_q10_b	Type B negotiable salary when hiring	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring Worker type B
V795	m3_q11_a	Type A used contractors for skill shortages past 12 months	discrete	numeric	Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]? Worker type A
V796	m3_q11_b	Type B used contractors for skill shortages past 12 months	discrete	numeric	Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring? Worker type B
V797	m4_q01_a	Type A have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type A
V798	m4_q01_b	Type B have regular contact with training institutions	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason? Worker type B
V799	m4_q02_1a	Type A recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type A
V800	m4_q02_2a	Type A testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type A
V801	m4_q02_3a	Type A curriculum development purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type A
V802	m4_q02_4a	Type A training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type A
V803	m4_q02_5a	Type A work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type A

ID	Name	Label	Type	Format	Question
V804	m4_q02_6a	Type A other purposes	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type A
V805	m4_q02_spec_a	4.02 Other specification	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? - Other specification
V806	m4_q02_1b	Type B recruitment of staff purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? You use for recruitment of staff Worker type B
V807	m4_q02_2b	Type B testing of students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm participates in testing of students Worker type B
V808	m4_q02_3b	Type B curriculum development purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm gives feedback to the institution for their curriculum development Worker type B
V809	m4_q02_4b	Type B training existing employees purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm uses the institution for further training of your firm's existing employees Worker type B
V810	m4_q02_5b	Type B work experience for students purpose	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Your firm provides work experience for students (internships and apprenticeships) Worker type B
V811	m4_q02_6b	Type A other purposes	discrete	numeric	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? Other Worker type B
V812	m4_q02_spec_b	4.02 Other specification	discrete	character	For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions? - Other specification
V813	m4_q03_a	Type A share of fully qualified workers	contin	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type A
V814	m4_q03_b	Type B share of fully qualified workers	contin	numeric	What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? % Worker type B
V815	m4_q04_a	Type A workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type A
V816	m4_q04_b	Type B workers received training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace? Worker type B

ID	Name	Label	Type	Format	Question
V817	m4_q05_1a	Type A on the job training share	contin	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
V818	m4_q05_2a	Type A training by firm managers share	contin	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
V819	m4_q05_3a	Type A training by firm trainers share	contin	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
V820	m4_q05_4a	Type A training with external trainers share	contin	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
V821	m4_q05_5a	Type A other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other Worker type A
V822	m4_q05_spec_a	4.05 Other specification	discrete	character	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 specification
V823	m4_q05_1b	Type B on the job training share	contin	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
V824	m4_q05_2b	Type B training by firm managers share	contin	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
V825	m4_q05_3b	Type B training by firm trainers share	contin	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Training by the firm's dedicated trainers Worker type B

ID	Name	Label	Type	Format	Question
V826	m4_q05_4b	Type B training with external trainers share	contin	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
V827	m4_q05_5b	Type B other training share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%) Other
V828	m4_q05_spec_b	4.05 Other specification	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 specification
V829	m4_q06_1a	Type A avg days per year trained by firm managers	contin	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
V830	m4_q06_2a	Type A avg days per year trained by firm trainers	contin	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
V831	m4_q06_3a	Type A avg days per year trained by external trainers	contin	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
V832	m4_q06_4a	Type A avg days per year trained by other	contin	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
V833	m4_q06_1b	Type B avg days per year trained by firm managers	contin	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
V834	m4_q06_2b	Type B avg days per year trained by firm trainers	contin	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

ID	Name	Label	Type	Format	Question
V835	m4_q06_3b	Type B avg days per year trained by external trainers	contin	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
V836	m4_q06_4b	Type B avg days per year trained by other	discrete	numeric	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods? Other Worker type B
V837	m4_q07_a	Type A received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type A
V838	m4_q07_b	Type B received outside training last year	discrete	numeric	Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year? Worker type B
V839	m4_q08_1a	Type A training at public school share	contin	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
V840	m4_q08_2a	Type A training at private providers share	contin	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
V841	m4_q08_3a	Type A training through equipment suppliers share	contin	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
V842	m4_q08_4a	Type A training at other share	contin	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: Worker type A
V843	m4_q08_spec_a	4.08 Other specification	discrete	character	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 (specify)
V844	m4_q08_1b	Type B training at public school share	contin	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
V845	m4_q08_2b	Type B training at private providers share	contin	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
V846	m4_q08_3b	Type B training through equipment suppliers share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Through equipment suppliers (for example, a company selling computers providing training on software) Worker type B
V847	m4_q08_4b	Type B training at other share	discrete	numeric	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months: Worker type B
V848	m4_q08_spec_b	4.08 Other specification	discrete	character	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 (specify)
V849	m4_q09_a	Type A # spent to train workers outside	contin	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm).
V850	m4_q09_b	Type B # spent to train workers outside	contin	numeric	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm). Worker type B
V851	m4_q10_1	Training meets skill needs of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Meets the skill needs of my workplace adequately
V852	m4_q10_2	Training doesn't produce people with LEVEL of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the LEVEL of skills needed in my workplace
V853	m4_q10_3	Training doesn't produce people with KINDS of skills needed	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the KINDS of skills needed in my workplace
V854	m4_q10_4	Training doesn't produce people with up to date knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V855	m4_q10_5	Training doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Does not produce enough people with PRACTICAL SKILLS
V856	m4_q10_6	Training other	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]? Other(specify)

ID	Name	Label	Type	Format	Question
V857	m4_q11_1	Education meets skill needs of employers	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system? It meets the skill needs of my workplace adequately
V858	m4_q11_2	Education doesn't meet LEVEL of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system? It does not produce enough people with the LEVEL of skills needed in my workplace
V859	m4_q11_3	Education doesn't meet KIND of skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? It does not produce enough people with the KINDS of skills needed in my workplace
V860	m4_q11_4	Education doesn't produce people with practical skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? It does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology
V861	m4_q11_5	Education doesn't produce other	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]? Other (specify)
V862	m4_q12_1a	Type A fixed salary renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type A
V863	m4_q12_2a	Type A variable salary renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type A
V864	m4_q12_3a	Type A bonus renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type A
V865	m4_q12_4a	Type A comission renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type A
V866	m4_q12_1b	Type B fixed salary renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Fixed salary Worker type B
V867	m4_q12_2b	Type B variable salary renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Variable salary Worker type B
V868	m4_q12_3b	Type B bonus renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Bonus Worker type B
V869	m4_q12_4b	Type B comission renumeration	discrete	numeric	How do you remunerate your [WORKER TYPE _] workers? Commission Worker type B
V870	m5_q01	Financial performance of your company last year	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V871	m5_q02	Prospect of your company next three years	discrete	numeric	How would you describe the prospects for your company in the coming three years?
V872	m5_q03	Main buyer of products	discrete	numeric	Who is the main buyer of your products or services?
V873	m5_q04	Company international business contacts	discrete	numeric	Does your company have international business contacts with entities in other countries?

ID	Name	Label	Type	Format	Question
V874	m5_q05_1	New technology	discrete	numeric	In the past 3 years, has your firm introduced any... NEW TECHNOLOGIES within the firm
V875	m5_q05_3	New products	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PRODUCTS on the market
V876	m5_q05_2	New production processes	discrete	numeric	In the past 3 years, has your firm introduced any... NEW PROCESSES within the firm
V877	m5_q05_4	New services	discrete	numeric	In the past 3 years, has your firm introduced any... NEW SERVICES on the market
V878	m5_q06_1	Employment protection legistlation problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Employment protection legislation
V879	m5_q06_2	Labor availability problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Labor availability
V880	m5_q06_3	General education of workers problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" General education of workers
V881	m5_q06_4	Technical and vocational training problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Formal training of workers
V882	m5_q06_5	Finding workers with previous experience problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Previous experience
V883	m5_q06_6	High job turnover problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" High job turnover
V884	m5_q06_7	Payroll taxes problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Payroll taxes and contributions

ID	Name	Label	Type	Format	Question
V885	m5_q06_8	Overall wage level problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Overall wage level
V886	m5_q06_9	Minimum wage problem level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem" Minimum wage (if exists in [country])
V887	m5_q07_1	Electricity as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Electricity
V888	m5_q07_2	Telecommunication/Transportation as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation
V889	m5_q07_3	Access to land as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land
V890	m5_q07_4	Tax rates/tax administration as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration
V891	m5_q07_5	Customs and trade regulations as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Customs and trade regulations
V892	m5_q07_6	Business licensing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Business Licensing and Operating Permits
V893	m5_q07_7	Access to financing as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V894	m5_q07_8	Political uncertainty as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\ Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V895	m5_q07_9	Corruption as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Corruption, crime, theft and disorder
V896	m5_q07_10	Anti-competitive or informal practices as constraint to doing business	discrete	numeric	Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Anti-competitive or informal practices, Legal system/conflict resolution
V897	m5_q08	Workplace has personnel department	discrete	numeric	Does your workplace have a personnel department (HR DEPARTMENT)?

ID	Name	Label	Type	Format	Question
V898	m5_q09	Responsible for personnel matters with no department	discrete	character	
V899	m5_q10_2	Position of respondent	discrete	character	Position
V900	m5_q11_1a	Date of report year ending one year ago	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) : Date of the year ending:
V901	m5_q11_2a	Avg number of employees one year ago	contin	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
V902	m5_q11_3a	Wage bill and compenation for workers one year ago	contin	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
V903	m5_q11_4a	Operating expenses one year ago	contin	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
V904	m5_q11_5a	Sales one year ago	contin	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
V905	m5_q11_1b	Date of report year ending most recent year	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) :
V906	m5_q11_2b	Avg number of employees most recent year	contin	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) :
V907	m5_q11_3b	Wage bill and compenation for workers most recent year	contin	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) :
V908	m5_q11_4b	Operating expenses most recent year	contin	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) :
V909	m5_q11_5b	Sales most recent year	contin	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) :
V910	m5_q12_1a	Avg employees in the month, last month	contin	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
V911	m5_q12_2a	Wage bill and compenation for workers last month	contin	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
V912	m5_q12_3a	Operating expenses last month	contin	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
V913	m5_q12_4a	Sales last month	contin	numeric	Please tell us the following for last month, and one year ago for the same month: Sales Last month
V914	m5_q12_1b	Avg employees in the month, one year ago	contin	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
V915	m5_q12_2b	Wage bill and compenation for workers in month, one year ago	contin	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
V916	m5_q12_3b	Operating expenses in month, one year ago	contin	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
V917	m5_q12_4b	Sales in month, one year ago	contin	numeric	Please tell us the following for last month, and one year ago for the same month: Sales One year ago
V918	m5_q13	Firm registered with government entity	discrete	numeric	Is this firm registered with any government entity?
V919	m6_q01	Work on new characteristics	discrete	numeric	
V920	m6_q02_1	Apply for patent	discrete	numeric	
V921	m6_q02_2	Sell the idea to business partner	discrete	numeric	
V922	m6_q02_3	Sell the idea for royalty	discrete	numeric	
V923	m6_q02_4	Develop and commercialize idea	discrete	numeric	
V924	m6_q02_5	No aciton taken	discrete	numeric	
V925	m6_q02_6	Other action	discrete	numeric	
V926	m6_q02_spec	6.02 Other specification	discrete	character	
V927	m6_q03_1	Firm implemented innovation process	discrete	numeric	
V928	m6_q03_2	Firm implemented innovation process in collaboration	discrete	numeric	
V929	m6_q04	Commercialization in last three years	discrete	numeric	
V930	m6_q05_1	How many products commercialized?	discrete	numeric	
V931	m6_q05_2	How many new processes adopted?	discrete	numeric	
V932	m6_q06_1	R&D as challenge	discrete	numeric	
V933	m6_q06_2	Technology develoment as challenge	discrete	numeric	
V934	m6_q06_3	Prototyping as challenge	discrete	numeric	
V935	m6_q06_4	Developing product as challenge	discrete	numeric	
V936	m6_q06_5	Organizing team as challenge	discrete	numeric	
V937	m6_q06_6	Market study as challenge	discrete	numeric	
V938	m6_q06_7	Making business plan/model as challenge	discrete	numeric	
V939	m6_q06_8	Commercializing product as challenge	discrete	numeric	
V940	m6_q06_9	Patenting as challenge	discrete	numeric	
V941	m6_q06_10	Technology licensing as challenge	discrete	numeric	
V942	m6_q06_11	Access to funding as challenge	discrete	numeric	
V943	m6_q06_12	Other challenge	discrete	numeric	

ID	Name	Label	Type	Format	Question
V944	m6_q06_spec	6.06 Other specification	discrete	character	
V945	m6_q07	Does the firm have R&D unit?	discrete	numeric	
V946	m6_q08_1a	# of employees in R&D in 2009	contin	numeric	
V947	m6_q08_1b	# of employees in R&D in 2010	contin	numeric	
V948	m6_q08_1c	# of employees in R&D in 2011	contin	numeric	
V949	m6_q09	Firms expenditure on R&D	discrete	numeric	
V950	m6_q10_1	Prior experience in technology development	discrete	numeric	
V951	m6_q10_2	Prior experience in technology transfer	discrete	numeric	
V952	m6_q11_1	Reason - New, unavailable technology	discrete	numeric	
V953	m6_q11_2	Reason - Technology upgrading	discrete	numeric	
V954	m6_q11_3	Reason - Technology piloting	discrete	numeric	
V955	m6_q11_4	Reason - Technology transfer	discrete	numeric	
V956	m6_q11_5	Reason - Technology transfer from abroad	discrete	numeric	
V957	m6_q11_6	Reason - Training for technology	discrete	numeric	
V958	m6_q11_7	Reason - Knowledge services for technology	discrete	numeric	
V959	m6_q11_8	Reason - Intellectual property protection	discrete	numeric	
V960	m6_q11_9	Reason - Licensing	discrete	numeric	
V961	m6_q11_10	Reason - Other	discrete	numeric	
V962	m6_q12	Collaboration with outside partner	discrete	numeric	
V963	m6_q13_1	Projects with outside partners	discrete	numeric	
V964	m6_q13_2	Projects with research institutes and universities	discrete	numeric	
V965	m6_q14	Experience with collaboration	discrete	numeric	
V966	m6_q14_spec	6.14 Specification	discrete	numeric	
V967	m6_q15_1	Technical assistance from research institutes	discrete	numeric	
V968	m6_q15_2	Use of facilities at research institutes	discrete	numeric	
V969	m6_q15_3	Access to developed technologies in research institutes	discrete	numeric	
V970	m6_q15_4	Assistance in product commercialization from research institutes	discrete	numeric	
V971	m6_q15_5	Linkages to other research institute partners	discrete	numeric	
V972	m6_q15_6	Access to latest information at research institutes	discrete	numeric	
V973	m6_q15_7	Other assistance	discrete	numeric	
V974	m6_q15_spec	6.15 Other specification	discrete	character	
V975	m6_q16_1	Technical assistance from university	discrete	numeric	
V976	m6_q16_2	Use of facilities at university	discrete	numeric	
V977	m6_q16_3	Access to developed technologies in university	discrete	numeric	

ID	Name	Label	Type	Format	Question
V978	m6_q16_4	Assistance in product commercialization from university	discrete	numeric	
V979	m6_q16_5	Assistance in production process from university	discrete	numeric	
V980	m6_q16_6	Assistance in product business model from university	discrete	numeric	
V981	m6_q16_7	Assistance in financing strategy from university	discrete	numeric	
V982	m6_q16_8	Linkages to other university research partners	discrete	numeric	
V983	m6_q16_9	Access to latest information at university	discrete	numeric	
V984	m6_q16_10	Other assistance	discrete	numeric	
V985	m6_q16_spec	6.16 Other specification	discrete	character	
V986	m6_q18	Capacity building in last three years	discrete	numeric	
V987	m6_q19_1	Training courses in house	discrete	numeric	
V988	m6_q19_2	Training courses orgainzed by partners	discrete	numeric	
V989	m6_q19_3	Hiring technicial trainers	discrete	numeric	
V990	m6_q19_4	Providing updated material and tools	discrete	numeric	
V991	m6_q19_5	Other activities	discrete	numeric	
V992	m6_q19_spec	5.19 Other Specification	discrete	character	
V993	m6_q20_1	Content - R&D	discrete	numeric	
V994	m6_q20_2	Content - Prototyping	discrete	numeric	
V995	m6_q20_3	Content - Product Development	discrete	numeric	
V996	m6_q20_4	Content - Patenting	discrete	numeric	
V997	m6_q20_5	Content - Business planning	discrete	numeric	
V998	m6_q20_6	Content - Production	discrete	numeric	
V999	m6_q20_7	Content - Business development	discrete	numeric	
V1000	m6_q20_8	Content - HR development	discrete	numeric	
V1001	m6_q20_9	Content - Organization management	discrete	numeric	
V1002	m6_q20_10	Content - Business legal issues	discrete	numeric	
V1003	m6_q20_11	Content - Access to funding	discrete	numeric	
V1004	m6_q20_12	Content - Other topics	discrete	numeric	
V1005	m6_q20_spec	6.20 Other specification	discrete	character	
V1006	m6_q21_1	No need for capacity building	discrete	numeric	
V1007	m6_q21_2	Need - R&D	discrete	numeric	
V1008	m6_q21_3	Need - Prototyping	discrete	numeric	
V1009	m6_q21_4	Need - Product Development	discrete	numeric	
V1010	m6_q21_5	Need - Patenting	discrete	numeric	
V1011	m6_q21_6	Need - Business planning	discrete	numeric	
V1012	m6_q21_7	Need - Production	discrete	numeric	
V1013	m6_q21_8	Need - Business development	discrete	numeric	
V1014	m6_q21_9	Need - HR development	discrete	numeric	

ID	Name	Label	Type	Format	Question
V1015	m6_q21_10	Need - Business legal issues	discrete	numeric	
V1016	m6_q21_11	Need - Application for competitive funding	discrete	numeric	
V1017	m6_q21_12	Need - Other issues	discrete	numeric	
V1018	m6_q21_spec	6.21 Other specification	discrete	character	
V1019	m6_q22_1	Participated in competitive grant process?	discrete	numeric	
V1020	m6_q22_1_spec	6.22.1 Specification	discrete	character	
V1021	m6_q22_2	Participated alone or with partner?	discrete	numeric	
V1022	m6_q22_2_spec	6.22.2 Other Specification	discrete	numeric	
V1023	m6_q22_3	Obtained grant?	discrete	numeric	
V1024	m6_q22_4	Contraints to application?	discrete	character	
V1025	m6_q23_1	Access to seed level capital	discrete	numeric	
V1026	m6_q23_2	Access to venture capital	discrete	numeric	
V1027	m6_q23_3	Competitive grants	discrete	numeric	
V1028	m6_q23_4	Joint ventures	discrete	numeric	
V1029	m6_q23_5	Public-private partnerships	discrete	numeric	
V1030	m6_q23_6	Tax relief	discrete	numeric	
V1031	m6_q24_1	Training for firms to identify financing needs	discrete	numeric	
V1032	m6_q24_2	Training for firms to participate in diverse financing mechanisms	discrete	numeric	
V1033	m6_q24_3	Simplifying procedures to obtain financing	discrete	numeric	
V1034	m6_q24_4	Diversifying financing mechanisms	discrete	numeric	
V1035	m6_q24_5	Developing angel investor networks	discrete	numeric	
V1036	m6_q24_6	Developing private investor networks	discrete	numeric	
V1037	m6_q24_7	Tax incentives for investments in SMEs	discrete	numeric	
V1038	m6_q24_8	Other	discrete	numeric	
V1039	m6_q25_1	Competitive grant fund for partnerships in R&D	discrete	numeric	
V1040	m6_q25_2	Competitive grant fund for partnerships in business development	discrete	numeric	
V1041	m6_q25_3	Competitive grant fund for partnerships in new technologies	discrete	numeric	
V1042	m6_q25_4	Assistance in finding partner	discrete	numeric	
V1043	m6_q25_5	Assistance in identifying innovation needs	discrete	numeric	
V1044	m6_q25_6	Assistance in networking within sector	discrete	numeric	
V1045	m6_q25_7	Assistance in project management	discrete	numeric	
V1046	m6_q25_8	Funds to purchase/share new equipment	discrete	numeric	
V1047	m6_q25_9	Assistance with legal agreements	discrete	numeric	
V1048	m6_q25_10	Other assistance	discrete	numeric	
V1049	primarylast	indicator of each last matching case as primary	discrete	numeric	

ID	Name	Label	Type	Format	Question
V1050	no		contin	numeric	
V1051	no_sam		contin	numeric	
V1052	sample	sample type - initial or reserve	discrete	numeric	
V1053	owner	owner_	discrete	numeric	
V1054	sub_se		discrete	numeric	
V1055	sub_name		discrete	character	
V1056	code		discrete	numeric	
V1057	note		discrete	character	
V1058	ln		contin	numeric	
V1059	zone		discrete	numeric	
V1060	subsector		discrete	numeric	
V1061	manuserv	manu serv	discrete	numeric	
V1062	no_ofemployees	no. of employees	contin	numeric	
V1063	size	firm size - # of employees	discrete	numeric	

(no_pro)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 8	

(firm_no)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 9	

(no_rep_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 66
Format: character	Invalid: 0
Width: 9	

(no_rep_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 62
Format: character	Invalid: 0
Width: 9	

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

Overview	
Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 9	Minimum: 6501
Decimals: 0	Maximum: 104409080
Range: 6501-104409080	

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

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 10	

(provin)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 10	

(district)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 206
Format: character	Invalid: 0
Width: 12	

(size_loc)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

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

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 5	

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

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 6	

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

Overview

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

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Pre question

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

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

Literal question

What is your job title (main responsibility)?

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

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Is your workplace part of a larger company?

Parent company start operation year (m1_q03)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1890-9999

Valid cases: 48
Invalid: 282
Minimum: 1890
Maximum: 9999

Literal question

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

Post question

IF DON'T KNOW, WRITE '9999'

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

Overview

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

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

Valid cases: 326
Invalid: 4
Minimum: 1
Maximum: 2

Literal question

What functions does this workplace perform?
Headquarters

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

Overview

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

Valid cases: 322
Invalid: 8
Minimum: 1
Maximum: 2

Literal question

What functions does this workplace perform?
Warehouse/logistics

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

Overview

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

Valid cases: 324
Invalid: 6
Minimum: 1
Maximum: 2

Literal question

What functions does this workplace perform?
Sales

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

Overview

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

Valid cases: 324
Invalid: 6
Minimum: 1
Maximum: 3

Literal question

What functions does this workplace perform?
Factory/production

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

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

Literal question

What functions does this workplace perform?
Other

Workplace start operation year (m1_q05_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1957-9999

Valid cases: 323
Invalid: 7
Minimum: 1957
Maximum: 9999

Literal question

What year did your workplace begin operations?

Post question

IF DON'T KNOW, WRITE '9999'

Workplace Equitized SOE year (m1_q05_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 2000-9999

Valid cases: 16
Invalid: 314
Minimum: 2000
Maximum: 9999

Literal question

If your firm is an equitized SOE, what year was your firm equitized?

Post question

IF DON'T KNOW, WRITE '9999'

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

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-12

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 12

Literal question

What is the legal status of this workplace?

Largest shareholder description (m1_q07)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-99

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 99

Literal question

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

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

Overview

Type: Discrete
Format: character
Width: 68

Valid cases: 330
Invalid: 0

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

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 3-19

Valid cases: 330
Invalid: 0
Minimum: 3
Maximum: 19

Literal question

What is the main economic activity of this workplace?

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

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-6967

Valid cases: 270
Invalid: 60
Minimum: 0
Maximum: 6967

Pre question

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

Literal question

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

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

Overview

Type: Continuous	Valid cases: 271
Format: numeric	Invalid: 59
Width: 4	Minimum: 0
Decimals: 0	Maximum: 5768
Range: 0-5768	

Pre question

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

Literal question

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

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

Overview

Type: Continuous	Valid cases: 22
Format: numeric	Invalid: 308
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 Full-Time (not registered)
Men

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

Overview

Type: Continuous	Valid cases: 17
Format: numeric	Invalid: 313
Width: 3	Minimum: 1
Decimals: 0	Maximum: 106
Range: 1-106	

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-289

Valid cases: 25
Invalid: 305
Minimum: 1
Maximum: 289

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 2-286

Valid cases: 20
Invalid: 310
Minimum: 2
Maximum: 286

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-1072

Valid cases: 148
Invalid: 182
Minimum: 0
Maximum: 1072

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-848

Valid cases: 137
Invalid: 193
Minimum: 0
Maximum: 848

Pre question

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

Literal question

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

Temporary men workers (m1_q10_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-200

Valid cases: 27
Invalid: 303
Minimum: 1
Maximum: 200

Pre question

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

Literal question

How many workers does your workplace currently employ?
Temporary
Men

Temporary women workers (m1_q10_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-800

Valid cases: 19
Invalid: 311
Minimum: 1
Maximum: 800

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

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

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 7791
Range: 0-7791	

Pre question

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

Literal question

How many workers does your workplace currently employ?
Total men

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

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 6494
Range: 0-6494	

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

Manufacturing sector code (m5_q24)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 174
Format: numeric	Invalid: 156
Width: 2	Minimum: 1
Decimals: 0	Maximum: 13
Range: 1-13	

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

Overview

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

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 1

Pre question

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

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING
ON TO QUESTIONS 1.12 - 1.16

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

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING
ON TO QUESTIONS 1.12 - 1.16

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

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING
ON TO QUESTIONS 1.12 - 1.16

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

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-625

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 625

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-80

Valid cases: 62
Invalid: 268
Minimum: 0
Maximum: 80

Literal question

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

How many technicians working in your firm (m1_q12_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-550

Valid cases: 173
Invalid: 157
Minimum: 1
Maximum: 550

Literal question

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

How many female managers working in your firm (m1_q13_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-129

Valid cases: 305
Invalid: 25
Minimum: 0
Maximum: 129

Literal question

How many current [POSITION] are female?
Managers

How many female professionals working in your firm (m1_q13_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 50
Invalid: 280
Minimum: 0
Maximum: 16

Literal question

How many current [POSITION] are female?
Professionals

How many female technicians working in your firm (m1_q13_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-187

Valid cases: 155
Invalid: 175
Minimum: 0
Maximum: 187

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-27

Valid cases: 217
Invalid: 113
Minimum: 0
Maximum: 27

Literal question

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

Current professionals working less than a year (m1_q14_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 47
Invalid: 283
Minimum: 0
Maximum: 10

Literal question

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

Current technicians working less than a year (m1_q14_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-66

Valid cases: 138
Invalid: 192
Minimum: 0
Maximum: 66

Literal question

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

Number of managers firm had 12 months ago (m1_q15_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-625

Valid cases: 330
Invalid: 0
Minimum: 0
Maximum: 625

Literal question

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

Number of professionals firm had 12 months ago (m1_q15_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-80

Valid cases: 62
Invalid: 268
Minimum: 0
Maximum: 80

Literal question

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

Number of technicians firm had 12 months ago (m1_q15_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-550

Valid cases: 170
Invalid: 160
Minimum: 0
Maximum: 550

Literal question

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

Number of managers firm expected in 12 months (m1_q16_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-625

Valid cases: 329
Invalid: 1
Minimum: 0
Maximum: 625

Literal question

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

Number of professionals firm expected in 12 months (m1_q16_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-80

Valid cases: 63
Invalid: 267
Minimum: 0
Maximum: 80

Literal question

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

Number of technicians firm expected in 12 months (m1_q16_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-550

Valid cases: 171
Invalid: 159
Minimum: 0
Maximum: 550

Literal question

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

Do you have clerical support workers? (m1_q17_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

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

Do you have service workers? (m1_q17_2)
File: STEP VNM W01 - Employer Survey

Overview	
Overview	

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

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

Do you have sales workers? (m1_q17_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 2

Literal question

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

Do you have agriculture, forestry and fishery workers? (m1_q17_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 2

Literal question

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

Do you have craft workers? (m1_q17_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

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

Do you have plant machine operators and assemblers? (m1_q17_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Do you have elementary occupations? (m1_q17_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Number of clerical support workers (m1_q18_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 318
Format: numeric	Invalid: 12
Width: 3	Minimum: 1
Decimals: 0	Maximum: 868
Range: 1-868	

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

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

Number of service workers (m1_q18_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 171
Format: numeric	Invalid: 159
Width: 3	Minimum: 1
Decimals: 0	Maximum: 500
Range: 1-500	

Literal question

Number of service workers (m1_q18_2)
File: STEP VNM W01 - Employer Survey

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

Number of sales workers (m1_q18_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-263

Valid cases: 111
Invalid: 219
Minimum: 1
Maximum: 263

Literal question

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

Number of agriculture, forestry and fishery workers (m1_q18_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 11
Invalid: 319
Minimum: 1
Maximum: 20

Literal question

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

Number of craft workers (m1_q18_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 2-5000

Valid cases: 162
Invalid: 168
Minimum: 2
Maximum: 5000

Literal question

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

Number of plant machine operators and assemblers (m1_q18_6)
File: STEP VNM W01 - Employer Survey

Overview

Number of plant machine operators and assemblers (m1_q18_6)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1-2500

Valid cases: 194
Invalid: 136
Minimum: 1
Maximum: 2500

Literal question

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

Number of elementary occupations (m1_q18_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 1-12838

Valid cases: 184
Invalid: 146
Minimum: 1
Maximum: 12838

Literal question

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

Number of female clerical support workers (m1_q19_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-430

Valid cases: 309
Invalid: 21
Minimum: 0
Maximum: 430

Literal question

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

Number of female service workers (m1_q19_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-234

Valid cases: 130
Invalid: 200
Minimum: 0
Maximum: 234

Literal question

How many current [POSITION] are female?
- Service workers

Number of female sales workers (m1_q19_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-179

Valid cases: 97
Invalid: 233
Minimum: 0
Maximum: 179

Literal question

How many current [POSITION] are female?
- Sales workers

Number of female agriculture, forestry and fishery workers (m1_q19_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 0-9

Valid cases: 10
Invalid: 320
Minimum: 0
Maximum: 9

Literal question

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

Number of female craft workers (m1_q19_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-4795

Valid cases: 142
Invalid: 188
Minimum: 0
Maximum: 4795

Literal question

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

Number of female machine operators and assemblers (m1_q19_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-409

Valid cases: 100
Invalid: 230
Minimum: 0
Maximum: 409

Literal question

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

Number of female elementary occupations (m1_q19_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 0-6037

Valid cases: 158
Invalid: 172
Minimum: 0
Maximum: 6037

Literal question

How many current [POSITION] are female?

- Elementary occupations

Number of clerical support workers working less than a year (m1_q20_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-48

Valid cases: 189
Invalid: 141
Minimum: 0
Maximum: 48

Literal question

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

Number of service workers working less than a year (m1_q20_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-87

Valid cases: 112
Invalid: 218
Minimum: 0
Maximum: 87

Literal question

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

Number of sales workers working less than a year (m1_q20_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 71
Invalid: 259
Minimum: 0
Maximum: 16

Literal question

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

Number of agriculture, forestry and fishery workers working less than a year (m1_q20_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 9
Format: numeric	Invalid: 321
Width: 1	Minimum: 0
Decimals: 0	Maximum: 2
Range: 0-2	

Literal question

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

Number of craft workers working less than a year (m1_q20_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 149
Format: numeric	Invalid: 181
Width: 4	Minimum: 0
Decimals: 0	Maximum: 1038
Range: 0-1038	

Literal question

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

Number of plant machine operators and assemblers working less than a year (m1_q20_6)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 132
Format: numeric	Invalid: 198
Width: 3	Minimum: 0
Decimals: 0	Maximum: 430
Range: 0-430	

Literal question

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

Number of elementary occupations working less than a year (m1_q20_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 138
Format: numeric	Invalid: 192
Width: 4	Minimum: 0
Decimals: 0	Maximum: 1798
Range: 0-1798	

Literal question

Number of elementary occupations working less than a year (m1_q20_7)
File: STEP VNM W01 - Employer Survey

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

- Elementary occupations

Number of clerical support workers working 12 months ago (m1_q21_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 317
Format: numeric	Invalid: 13
Width: 3	Minimum: 0
Decimals: 0	Maximum: 890
Range: 0-890	

Literal question

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

- Clerical support workers

Number of service workers working 12 months ago (m1_q21_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 169
Format: numeric	Invalid: 161
Width: 3	Minimum: 0
Decimals: 0	Maximum: 500
Range: 0-500	

Literal question

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

- Service workers

Number of sales workers working 12 months ago (m1_q21_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 111
Format: numeric	Invalid: 219
Width: 3	Minimum: 1
Decimals: 0	Maximum: 263
Range: 1-263	

Literal question

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

- Sales workers

Number of agriculture, forestry and fishery workers working 12 months ago (m1_q21_4)
File: STEP VNM W01 - Employer Survey

Number of agriculture, forestry and fishery workers working 12 months ago (m1_q21_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 11
Format: numeric	Invalid: 319
Width: 2	Minimum: 1
Decimals: 0	Maximum: 20
Range: 1-20	

Literal question

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

Number of craft workers working 12 months ago (m1_q21_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 162
Format: character	Invalid: 0
Width: 4	

Literal question

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

Number of plant machine operators and assemblers working 12 months ago (m1_q21_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 194
Format: numeric	Invalid: 136
Width: 4	Minimum: 1
Decimals: 0	Maximum: 3000
Range: 1-3000	

Literal question

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

Number of elementary occupations working 12 months ago (m1_q21_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 184
Format: numeric	Invalid: 146
Width: 4	Minimum: 0
Decimals: 0	Maximum: 9490
Range: 0-9490	

Literal question

Number of elementary occupations working 12 months ago (m1_q21_7)
File: STEP VNM W01 - Employer Survey

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

- Elementary occupations

Number of clerical support workers expected in 12 months (m1_q22_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 318
Format: numeric	Invalid: 12
Width: 3	Minimum: 0
Decimals: 0	Maximum: 868
Range: 0-868	

Literal question

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

- Clerical support workers

Number of service workers expected in 12 months (m1_q22_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 170
Format: numeric	Invalid: 160
Width: 3	Minimum: 0
Decimals: 0	Maximum: 500
Range: 0-500	

Literal question

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

- Service workers

Number of sales workers expected in 12 months (m1_q22_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 112
Format: numeric	Invalid: 218
Width: 3	Minimum: 1
Decimals: 0	Maximum: 263
Range: 1-263	

Literal question

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

- Sales workers

Number of agriculture, forestry and fishery workers expected in 12 months (m1_q22_4)
File: STEP VNM W01 - Employer Survey

Number of agriculture, forestry and fishery workers expected in 12 months (m1_q22_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 11
Format: numeric	Invalid: 319
Width: 2	Minimum: 1
Decimals: 0	Maximum: 20
Range: 1-20	

Literal question

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

Number of craft workers expected in 12 months (m1_q22_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 160
Format: numeric	Invalid: 170
Width: 4	Minimum: 0
Decimals: 0	Maximum: 5000
Range: 0-5000	

Literal question

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

Number of plant machine operators and assemblers expected in 12 months (m1_q22_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 194
Format: numeric	Invalid: 136
Width: 4	Minimum: 1
Decimals: 0	Maximum: 2500
Range: 1-2500	

Literal question

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

Number of elementary occupations expected in 12 months (m1_q22_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 184
Format: numeric	Invalid: 146
Width: 4	Minimum: 1
Decimals: 0	Maximum: 9700
Range: 1-9700	

Literal question

Number of elementary occupations expected in 12 months (m1_q22_7)
File: STEP VNM W01 - Employer Survey

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

Hired managers in past 12 months (m1_q23_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON
TO QUESTIONS 1.23- 1.24

Hired professionals in past 12 months (m1_q23_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON
TO QUESTIONS 1.23- 1.24

Hired technicians in past 12 months (m1_q23_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

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

Interviewer instructions

Hired technicians in past 12 months (m1_q23_3)
File: STEP VNM W01 - Employer Survey

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON
TO QUESTIONS 1.23- 1.24

Had problems trying to hire managers? (m1_q24_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 79
Format: numeric	Invalid: 251
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire professionals? (m1_q24_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 250
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire technicians? (m1_q24_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 79
Format: numeric	Invalid: 251
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

There were no or few manager applicants (m1_q25_1_1)
File: STEP VNM W01 - Employer Survey

Overview

There were no or few manager applicants (m1_q25_1_1)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- No or few applicants (Managers)

Manager applicants lacked required skills (m1_q25_2_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- applicants lacked required skills (Managers)

Manager applicants expected higher wages (m1_q25_3_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 2

Literal question

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

Manager applicants didn't like working conditions (m1_q25_4_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 2

Literal question

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

Manager other (m1_q25_5_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 328
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

What problems did you encounter?
- Other (specify_) (Managers)

1.25 Other Specification (m1_q25_spec_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 67	

Literal question

What problems did you encounter?
- Other Specification (Managers)

There were no or few professional applicants (m1_q25_1_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 18
Format: numeric	Invalid: 312
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- No or few applicants (Professionals)

Professional applicants lacked required skills (m1_q25_2_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 18
Format: numeric	Invalid: 312
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- Applicants lacked required skills (Professionals)

Professional applicants expected higher wages (m1_q25_3_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 18
Invalid: 312
Minimum: 1
Maximum: 2

Literal question

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

Professional applicants didn't like working conditions (m1_q25_4_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 18
Invalid: 312
Minimum: 1
Maximum: 2

Literal question

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

Professional other (m1_q25_5_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Literal question

What problems did you encounter?
- Other (specify_) (Professionals)

1.25 Other Specification (m1_q25_spec_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Literal question

What problems did you encounter?
- Other Specification (Professionals)

There were no or few technician applicants (m1_q25_1_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 296
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- No or few applicants (Technicians and associate professionals)

Technician applicants lacked required skills (m1_q25_2_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 296
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Technician applicants expected higher wages (m1_q25_3_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 296
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Technician applicants didn't like working conditions (m1_q25_4_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 296
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Technician Other (m1_q25_5_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 1
Invalid: 329
Minimum: 1
Maximum: 1

Literal question

What problems did you encounter?
- Other (specify_) (Technicians and associate professionals)

1.25 Other Specification (m1_q25_spec_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 8

Valid cases: 1
Invalid: 0

Literal question

What problems did you encounter?
- Other Specification (Technicians and associate professionals)

Hired clerical support workers in past 12 months? (m1_q26_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

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]?
- Clerical support workers

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired service workers in past 12 months? (m1_q26_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Pre question

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

Hired service workers in past 12 months? (m1_q26_2)
File: STEP VNM W01 - Employer Survey

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired sales workers in past 12 months? (m1_q26_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

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]?
- Sales workers

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired agriculture, forestry and fishery workers in past 12 months? (m1_q26_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 326
Format: numeric	Invalid: 4
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired craft workers in past 12 months? (m1_q26_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Hired craft workers in past 12 months? (m1_q26_5)
File: STEP VNM W01 - Employer Survey

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired plant machine operators and assemblers in past 12 months? (m1_q26_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Hired elementary occupations in past 12 months? (m1_q26_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Interviewer instructions

FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26- 1.27

Had problems trying to hire clerical support workers? (m1_q27_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 109
Format: numeric	Invalid: 221
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire service workers? (m1_q27_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 78
Format: numeric	Invalid: 252
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire sales workers? (m1_q27_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 67
Format: numeric	Invalid: 263
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire agriculture, forestry and fishery workers? (m1_q27_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 33
Format: numeric	Invalid: 297
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

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

Had problems trying to hire craft workers? (m1_q27_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 137
Format: numeric	Invalid: 193
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Had problems trying to hire plant machine operators and assemblers? (m1_q27_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 108
Invalid: 222
Minimum: 1
Maximum: 2

Literal question

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

Had problems trying to hire elementary occupations? (m1_q27_7)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 107
Invalid: 223
Minimum: 1
Maximum: 2

Literal question

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

There were no or few clerical support worker applicants (m1_q28_1_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 98
Invalid: 232
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- No or few applicants

Clerical support worker applicants lacked required skills (m1_q28_2_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 98
Invalid: 232
Minimum: 1
Maximum: 2

Literal question

Clerical support worker applicants lacked required skills (m1_q28_2_1)
File: STEP VNM W01 - Employer Survey

What problems did you encounter?
- Applicants lacked required skills

Clerical support worker applicants expected higher wages (m1_q28_3_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 98
Format: numeric	Invalid: 232
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Clerical support worker applicants didn't like working conditions (m1_q28_4_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 98
Format: numeric	Invalid: 232
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Clerical support worker other (m1_q28_5_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_1)
File: STEP VNM W01 - Employer Survey

1.28 Other Specification (m1_q28_spec_1)
File: STEP VNM W01 - Employer Survey

Overview	

Type: Discrete
Format: character
Width: 15

Valid cases: 1
Invalid: 0

Literal question

What problems did you encounter?
- Other Specification

There were no or few service worker applicants (m1_q28_1_2)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 58
Invalid: 272
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- No or few applicants

Service worker applicants lacked required skills (m1_q28_2_2)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 58
Invalid: 272
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- Applicants lacked required skills

Service worker applicants expected higher wages (m1_q28_3_2)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 58
Invalid: 272
Minimum: 1
Maximum: 2

Literal question

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

Service worker applicants didn't like working conditions (m1_q28_4_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 57
Format: numeric	Invalid: 273
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Sevice worker other (m1_q28_5_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 328
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 18	

Literal question

What problems did you encounter?
- Other Specification

There were no or few sales worker applicants (m1_q28_1_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 47
Format: numeric	Invalid: 283
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- No or few applicants

Sales worker applicants lacked required skills (m1_q28_2_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 47
Format: numeric	Invalid: 283
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- Applicants lacked required skills

Sales worker applicants expected higher wages (m1_q28_3_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 47
Format: numeric	Invalid: 283
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Sales worker applicants didn't like working conditions (m1_q28_4_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 47
Format: numeric	Invalid: 283
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Sales worker other (m1_q28_5_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 329
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 15	

Literal question

What problems did you encounter?
- Other Specification

There were no or few agriculture, forestry and fishing worker applicants (m1_q28_1_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 313
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

What problems did you encounter?
- No or few applicants

Agriculture, forestry and fishing worker applicants lacked required skills (m1_q28_2_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 313
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

What problems did you encounter?
- Applicants lacked required skills

Agriculture, forestry and fishing worker applicants expected higher wages (m1_q28_3_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 313
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

Agriculture, forestry and fishing worker applicants expected higher wages (m1_q28_3_4)
File: STEP VNM W01 - Employer Survey

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

Agriculture,foresty, andfishing worker applicants didn't like working conditions (m1_q28_4_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 17
Format: numeric	Invalid: 313
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

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

Agriculture, forestry and fishing workers other (m1_q28_5_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Literal question

What problems did you encounter?
- Other Specification

There were no or few craft worker applicants (m1_q28_1_5)
File: STEP VNM W01 - Employer Survey

Overview

There were no or few craft worker applicants (m1_q28_1_5)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 121
Invalid: 209
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- No or few applicants

Craft worker applicants lacked required skills (m1_q28_2_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 122
Invalid: 208
Minimum: 1
Maximum: 2

Literal question

What problems did you encounter?
- Applicants lacked required skills

Craft worker applicants expected higher wages (m1_q28_3_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 121
Invalid: 209
Minimum: 1
Maximum: 2

Literal question

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

Craft worker applicants didn't like working conditions (m1_q28_4_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 121
Invalid: 209
Minimum: 1
Maximum: 2

Literal question

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

Craft worker other (m1_q28_5_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 4
Format: numeric	Invalid: 326
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 3
Format: character	Invalid: 0
Width: 18	

Literal question

What problems did you encounter?
- Other Specification

There were no or few plant machine operator and assembler applicants (m1_q28_1_6)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 87
Format: numeric	Invalid: 243
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- No or few applicants

Plant machine operator and assembler applicants lacked required skills (m1_q28_2_6)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 87
Format: numeric	Invalid: 243
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

What problems did you encounter?
- Applicants lacked required skills

Plant machine operator and assembler applicants expected higher wages (m1_q28_3_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 87
Invalid: 243
Minimum: 1
Maximum: 2

Literal question

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

Plant machine operator and assembler applicants didn't like working conditions (m1_q28_4_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 87
Invalid: 243
Minimum: 1
Maximum: 2

Literal question

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

Plant machine operator and assembler applicants other (m1_q28_5_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 3
Invalid: 327
Minimum: 1
Maximum: 1

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 18

Valid cases: 3
Invalid: 0

Literal question

1.28 Other Specification (m1_q28_spec_6)
File: STEP VNM W01 - Employer Survey

What problems did you encounter?

- Other Specification

There were no or few elementary occupation applicants (m1_q28_1_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete Format: numeric Width: 1 Decimals: 0 Range: 1-2	Valid cases: 77 Invalid: 253 Minimum: 1 Maximum: 2

Literal question

What problems did you encounter?

- No or few applicants

Elementary occupation applicants lacked required skills (m1_q28_2_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete Format: numeric Width: 1 Decimals: 0 Range: 1-2	Valid cases: 78 Invalid: 252 Minimum: 1 Maximum: 2

Literal question

What problems did you encounter?

- Applicants lacked required skills

Elementary occupation applicants expected higher wages (m1_q28_3_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete Format: numeric Width: 1 Decimals: 0 Range: 1-2	Valid cases: 77 Invalid: 253 Minimum: 1 Maximum: 2

Literal question

What problems did you encounter?

- Applicants expected higher wages than we can offer

Elementary occupation applicants didn't like working conditions (m1_q28_4_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 78
Format: numeric	Invalid: 252
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

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

Elementary occupation other (m1_q28_5_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 328
Width: 1	Minimum: 2
Decimals: 0	Maximum: 2
Range: 2-2	

Literal question

What problems did you encounter?
- Other (specify)

1.28 Other Specification (m1_q28_spec_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Literal question

What problems did you encounter?
- Other Specification

% of workforce with pre-primary education (m1_q29_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 3
Format: numeric	Invalid: 327
Width: 2	Minimum: 7
Decimals: 0	Maximum: 50
Range: 7-50	

Literal question

What percentage of the workforce at your firm has the following education level?
- Pre-primary education (ISCED 0)

% of workforce with pimary education (m1_q29_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-50

Valid cases: 23
Invalid: 307
Minimum: 1
Maximum: 50

Literal question

What percentage of the workforce at your firm has the following education level?
- Primary education (ISCED 1)

% of workforce with lower secondary education (m1_q29_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-90

Valid cases: 152
Invalid: 178
Minimum: 1
Maximum: 90

Literal question

What percentage of the workforce at your firm has the following education level?
- Lower secondary (ISCED 2)

% of workforce with upper secondary education (m1_q29_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-100

Valid cases: 290
Invalid: 40
Minimum: 1
Maximum: 100

Literal question

What percentage of the workforce at your firm has the following education level?
- Upper secondary (ISCED 3)

% of workforce with post-secondary nontertiary education (m1_q29_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 17
Decimals: 0
Range: 0.200000002980232-89

Valid cases: 246
Invalid: 84
Minimum: 0.2
Maximum: 89

Literal question

What percentage of the workforce at your firm has the following education level?
- Post-secondary nontertiary education (ISCED 4)

% of workforce with first stage tertiary education (m1_q29_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-100

Valid cases: 90
Invalid: 240
Minimum: 0
Maximum: 100

Literal question

What percentage of the workforce at your firm has the following education level?
- Second stage of tertiary education (ISCED

% of workforce with second stage tertiary education (m1_q29_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0.5-100

Valid cases: 280
Invalid: 50
Minimum: 0.5
Maximum: 100

Literal question

What percentage of the workforce at your firm has the following education level?
- Second stage of tertiary education (ISCED 6)

% don't know (m1_q29_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-50

Valid cases: 7
Invalid: 323
Minimum: 1
Maximum: 50

Literal question

What percentage of the workforce at your firm has the following education level?
- Don't know

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

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

Occupation Type Name
Managers

Interviewer instructions

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

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

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

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Occupation Type Name
Professionals

Interviewer instructions

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

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

Overview	
Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Occupation Type Name
Technicians and associate professionals

Interviewer instructions

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

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

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Literal question

Occupation Type Number

Interviewer instructions

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

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

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 39	

Literal question

Occupation Type Name

Interviewer instructions

INTERVIEWER: You will now choose ONE of the above three occupation types to ask the firm additionnal questions about workers in this type of occupation. Follow these steps: (1) Find Sticker A on the cover page of the questionnaire. (2) Look for the first number on that Sticker. This number is the occupation type. (3) Check if the firm has workers in this occupation type. (4) If so, write the occupation type number and occupation type name below. If not, go to the next number on the sticker A, and repeat until you have an Occupation Type Number for which the firm has workers.

reported Professionals in Module 1 (checked Yes above) , then Professionals is the Worker Type A, and you write the occupation Type number and Name below. If there were no Professionals, go to the next number on Sticker A and check if the firm had that Occupation Type.)

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

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Occupation 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 occupation below, check if the firm had that type of worker, and check yes or no.

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

Overview	
Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Occupation Type Name
Service workers

Interviewer instructions

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

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

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

Occupation Type Name
Sales Workers

Interviewer instructions

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

Firm had agriculture, forestry and fishery workers (m2_q03_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 327
Invalid: 3
Minimum: 1
Maximum: 2

Literal question

Occupation Type Name
Skilled agriculture, forestry and fishery workers

Interviewer instructions

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

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

Overview

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

Valid cases: 327
Invalid: 3
Minimum: 1
Maximum: 2

Literal question

Occupation Type Name
Crafts and related trades workers

Interviewer instructions

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

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

Overview

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

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-22

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 22

Literal question

Occupation Type Name
Plant and machine operators, and assemblers

Interviewer instructions

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

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

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

Occupation Type Name
Elementary occupations

Interviewer instructions

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

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

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 4-10

Valid cases: 330
Invalid: 0
Minimum: 4
Maximum: 10

Literal question

Occupation Type Number

Interviewer instructions

INTERVIEWER: You will now choose ONE of these occupation types above to ask the firm about as Worker Type B. [1] Refer to Sticker B. [2] Follow the same steps as aboveto determine the Worker Type B. [3] Write the Occupation Type Number and Occupation Type Name below.

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

Overview

Type: Discrete
Format: character
Width: 48

Valid cases: 330
Invalid: 0

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

Literal question

Occupation Type Name

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

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

Does their job regularly involve reading?
Worker type A

Type A job involve writing (m2_q06_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Pre question

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

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

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

Overview

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

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Pre question

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

Literal question

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

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

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Pre question

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

Literal question

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

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

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 50-100

Valid cases: 330
Invalid: 0
Minimum: 50
Maximum: 100

Pre question

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

Literal question

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

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

Overview

Type: Continuous
Format: numeric
Width: 8
Decimals: 0
Range: 2500000-50000000

Valid cases: 320
Invalid: 10
Minimum: 2500000
Maximum: 50000000

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).
Worker type A

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-999

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 999

Pre question

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

Literal question

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

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

Interviewer instructions

IF THIS WORKER HAS NOT HAD A PROMOTION, WRITE 999.

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

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 3
Decimals: 0	Maximum: 7
Range: 3-7	

Pre question

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

Literal question

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

Type B job involve reading (m2_q05_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

Does their job regularly involve reading?
Worker type B

Type B job involve writing (m2_q06_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

Type B job involve writing (m2_q06_b)
File: STEP VNM W01 - Employer Survey

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

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

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

Overview

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

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Pre question

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

Literal question

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

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

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 9

Pre question

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

Literal question

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

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

Overview

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

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 2

Pre question

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

Literal question

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

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

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

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

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

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 3	Minimum: 50
Decimals: 0	Maximum: 100
Range: 50-100	

Pre question

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

Literal question

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

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

Overview

Type: Continuous	Valid cases: 327
Format: numeric	Invalid: 3
Width: 8	Minimum: 1500000
Decimals: 0	Maximum: 10000000
Range: 1500000-10000000	

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).
Worker type B

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

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-999

Valid cases: 330
Invalid: 0
Minimum: 0
Maximum: 999

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

Interviewer instructions

IF THIS WORKER HAS NOT HAD A PROMOTION, WRITE 999.

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

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 2
Maximum: 7

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

Type A: Age (m3_q01_1a)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 301
Invalid: 29
Minimum: 1
Maximum: 3

Pre question

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

Literal question

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

Type A: Age (m3_q01_1a)
File: STEP VNM W01 - Employer Survey

Interviewer instructions

SHOW CARD #2

Type A: Appearance (m3_q01_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 177
Format: numeric	Invalid: 153
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type A: Gender (m3_q01_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 262
Format: numeric	Invalid: 68
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type A: Family relations/personal ties (m3_q01_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type A: Family relations/personal ties (m3_q01_4a)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 197
Invalid: 133
Minimum: 1
Maximum: 3

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type B: Age (m3_q01_1b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 314
Invalid: 16
Minimum: 1
Maximum: 3

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type B: Appearance (m3_q01_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-32

Valid cases: 212
Invalid: 118
Minimum: 1
Maximum: 32

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

Type B: Appearance (m3_q01_2b)
File: STEP VNM W01 - Employer Survey

Interviewer instructions

SHOW CARD #2

Type B: Gender (m3_q01_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 300
Format: numeric	Invalid: 30
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type B: Family relations/personal ties (m3_q01_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 147
Format: numeric	Invalid: 183
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

Type A: Ability to read and write in the official language (literacy) (m3_q02_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type A: Ability to read and write in the official language (literacy) (m3_q02_1a)
File: STEP VNM W01 - Employer Survey

Type: Discrete	Valid cases: 27
Format: numeric	Invalid: 303
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Ability with calculations and numbers (numeracy) (m3_q02_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 81
Format: numeric	Invalid: 249
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Job-specific technical skills (m3_q02_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 248
Format: numeric	Invalid: 82
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

Type A: Job-specific technical skills (m3_q02_3a)
File: STEP VNM W01 - Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Job-specific technical skills
Worker type A

Interviewer instructions

SHOW CARD #3

Type A: Communication skills (m3_q02_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 184
Invalid: 146
Minimum: 1
Maximum: 5

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Leadership skills (m3_q02_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 214
Invalid: 116
Minimum: 1
Maximum: 5

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Team work skills (m3_q02_6a)
File: STEP VNM W01 - Employer Survey

Type A: Team work skills (m3_q02_6a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 102
Format: numeric	Invalid: 228
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Creative and critical skills (m3_q02_7a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 238
Format: numeric	Invalid: 92
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Creative and critical thinking
Worker type A

Interviewer instructions

SHOW CARD #3

Type A: Problem solving skills (m3_q02_8a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 297
Format: numeric	Invalid: 33
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

Type A: Problem solving skills (m3_q02_8a)
File: STEP VNM W01 - Employer Survey

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

Interviewer instructions

SHOW CARD #3

Type A: Ability to work independently (m3_q02_9a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 153
Format: numeric	Invalid: 177
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Ability to work independently
Worker type A

Interviewer instructions

SHOW CARD #3

Type A: Time management skills (m3_q02_10a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 48
Format: numeric	Invalid: 282
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Ability to read and write in a foreign language (m3_q02_11a)
File: STEP VNM W01 - Employer Survey

Overview	

Type: Discrete	Valid cases: 58
Format: numeric	Invalid: 272
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Ability to read and write in the official language (literacy) (m3_q02_1b)
File: STEP VNM W01 - Employer Survey

Overview	

Type: Discrete	Valid cases: 100
Format: numeric	Invalid: 230
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Ability with calculations and numbers (numeracy) (m3_q02_2b)
File: STEP VNM W01 - Employer Survey

Overview	

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 286
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

Type B: Ability with calculations and numbers (numeracy) (m3_q02_2b)
File: STEP VNM W01 - Employer Survey

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

Literal question

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]
Ability with calculations and numbers (numeracy)
Worker type B

Interviewer instructions

SHOW CARD #3

Type B: Job-specific technical skills (m3_q02_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 267
Format: numeric	Invalid: 63
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Job-specific technical skills
Worker type B

Interviewer instructions

SHOW CARD #3

Type B: Communication skills (m3_q02_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 212
Format: numeric	Invalid: 118
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Leadership skills (m3_q02_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 8
Format: numeric	Invalid: 322
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Team work skills (m3_q02_6b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 217
Format: numeric	Invalid: 113
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Creative and critical skills (m3_q02_7b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 51
Format: numeric	Invalid: 279
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

Type B: Creative and critical skills (m3_q02_7b)
File: STEP VNM W01 - Employer Survey

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Creative and critical thinking
Worker type B

Interviewer instructions

SHOW CARD #3

Type B: Problem solving skills (m3_q02_8b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 255
Format: numeric	Invalid: 75
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Ability to work independently (m3_q02_9b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 223
Format: numeric	Invalid: 107
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Pre question

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

Literal question

What is the most important of these job related skills when deciding which new employees should be retained after a probation period. And the second most important? And the3rd? And the 4th? And the 5th? [RANK THE TOP FIVE]
Ability to work independently
Worker type B

Interviewer instructions

SHOW CARD #3

Type B: Time management skills (m3_q02_10b)
File: STEP VNM W01 - Employer Survey

Type B: Time management skills (m3_q02_10b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 239
Invalid: 91
Minimum: 1
Maximum: 5

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type B: Ability to read and write in a foreign language (m3_q02_11b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-5

Valid cases: 35
Invalid: 295
Minimum: 1
Maximum: 5

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #3

Type A: Conscientiousness (m3_q03_1a)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 4

Pre question

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

Literal question

Type A: Conscientiousness (m3_q03_1a)
File: STEP VNM W01 - Employer Survey

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type A

Interviewer instructions

SHOW CARD #4

Type A: Emotional Stability (m3_q03_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 253
Format: numeric	Invalid: 77
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #4

Type A: Agreeableness (m3_q03_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 207
Format: numeric	Invalid: 123
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type A

Interviewer instructions

SHOW CARD #4

Type A: Extraversion (m3_q03_4a)
File: STEP VNM W01 - Employer Survey

Type A: Extraversion (m3_q03_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 229
Format: numeric	Invalid: 101
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type A

Interviewer instructions

SHOW CARD #4

Type A: Openness to experience (m3_q03_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 303
Format: numeric	Invalid: 27
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth?
Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type A

Interviewer instructions

SHOW CARD #4

Type B: Conscientiousness (m3_q03_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 327
Format: numeric	Invalid: 3
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

Type B: Conscientiousness (m3_q03_1b)
File: STEP VNM W01 - Employer Survey

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Conscientiousness (Does a thorough job, is hard working, does things efficiently)
Worker type B

Interviewer instructions

SHOW CARD #4

Type B: Emotional Stability (m3_q03_2b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 314
Format: numeric	Invalid: 16
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #4

Type B: Agreeableness (m3_q03_3b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 267
Format: numeric	Invalid: 63
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Agreeableness (Forgives other people easily, is considerate and kind, is polite)
Worker type B

Interviewer instructions

SHOW CARD #4

Type B: Extraversion (m3_q03_4b)
File: STEP VNM W01 - Employer Survey

Type B: Extraversion (m3_q03_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 214
Format: numeric	Invalid: 116
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Extraversion (Is talkative, assertive, outgoing and sociable)
Worker type B

Interviewer instructions

SHOW CARD #4

Type B: Openness to experience (m3_q03_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 198
Format: numeric	Invalid: 132
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

Pre question

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

Literal question

And please look at this final card and tell me what is the most important of these personality traits when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? Openness to experience (Is original and comes up with new ideas, has an active imagination)
Worker type B

Interviewer instructions

SHOW CARD #4

Type A: GROUP 1: Personal Characteristics (m3_q04_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 296
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

Type A: GROUP 1: Personal Characteristics (m3_q04_1a)
File: STEP VNM W01 - Employer Survey

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type A

Interviewer instructions

SHOW CARD #5

Type A: GROUP 2: Job-related (m3_q04_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 321
Format: numeric	Invalid: 9
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type A

Interviewer instructions

SHOW CARD #5

Type A: GROUP 3: Personality (m3_q04_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 305
Format: numeric	Invalid: 25
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type A

Interviewer instructions

SHOW CARD #5

Type B: GROUP 1: Personal Characteristics (m3_q04_1b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 83
Invalid: 247
Minimum: 1
Maximum: 2

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)
Worker type B

Interviewer instructions

SHOW CARD #5

Type B: GROUP 2: Job-related (m3_q04_2b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 292
Invalid: 38
Minimum: 1
Maximum: 2

Pre question

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

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 2: Job-related skills (literacy, numeracy, job -specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)
Worker type B

Interviewer instructions

SHOW CARD #5

Type B: GROUP 3: Personality (m3_q04_3b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 286
Invalid: 44
Minimum: 1
Maximum: 2

Pre question

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

Type B: GROUP 3: Personality (m3_q04_3b)
File: STEP VNM W01 - Employer Survey

Literal question

You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second?
GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)
Worker type B

Interviewer instructions

SHOW CARD #5

Type A public employment services recruiting (m3_q05_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 326
Format: numeric	Invalid: 4
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type A

Type A private employment services recruiting (m3_q05_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Private Employment Services
Worker type A

Type A job fairs recruiting (m3_q05_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 326
Format: numeric	Invalid: 4
Width: 2	Minimum: 1
Decimals: 0	Maximum: 22
Range: 1-22	

Pre question

Type A job fairs recruiting (m3_q05_3a)
File: STEP VNM W01 - Employer Survey

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Job fairs
Worker type A

Type A offers to experienced people in other firms recruiting (m3_q05_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type A

Type A contact with educational institutions recruiting (m3_q05_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 327
Format: numeric	Invalid: 3
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type A

Type A media advertisements recruiting (m3_q05_6a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Type A media advertisements recruiting (m3_q05_6a)
File: STEP VNM W01 - Employer Survey

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type A

Type A internet recruiting (m3_q05_7a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type A

Type A informal channels recruiting (m3_q05_8a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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 A

Type B public employment services recruiting (m3_q05_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 327
Format: numeric	Invalid: 3
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Type B public employment services recruiting (m3_q05_1b)
File: STEP VNM W01 - Employer Survey

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Public Employment Services
Worker type B

Type B private employment services recruiting (m3_q05_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Private Employment Services
Worker type B

Type B job fairs recruiting (m3_q05_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 327
Format: numeric	Invalid: 3
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Job fairs
Worker type B

Type B offers to experienced people in other firms recruiting (m3_q05_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 327
Format: numeric	Invalid: 3
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Type B offers to experienced people in other firms recruiting (m3_q05_4b)
File: STEP VNM W01 - Employer Survey

Do you recruit [WORKER TYPE _] from the following sources?
Offers to experienced people in other firms
Worker type B

Type B contact with educational institutions recruiting (m3_q05_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 326
Format: numeric	Invalid: 4
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Direct contact with educational institutions, schools, training centers, universities, etc.
Worker type B

Type B media advertisements recruiting (m3_q05_6b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Media advertisements/postings
Worker type B

Type B internet recruiting (m3_q05_7b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Type B internet recruiting (m3_q05_7b)
File: STEP VNM W01 - Employer Survey

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Internet
Worker type B

Type B informal channels recruiting (m3_q05_8b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Pre question

The next questions are about hiring new workers, by worker types.

Literal question

Do you recruit [WORKER TYPE _] from the following sources?
Informal channels (personal contacts, people recommended by others)
Worker type B

Type A days to fill a position past 12 months (m3_q06_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 3	Minimum: 1
Decimals: 0	Maximum: 999
Range: 1-999	

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

Interviewer instructions

IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 12 MONTHS, WRITE '999' AND >>3.08

Type B days to fill a position past 12 months (m3_q06_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 3	Minimum: 1
Decimals: 0	Maximum: 999
Range: 1-999	

Pre question

The next questions are about hiring new workers, by worker types.

Type B days to fill a position past 12 months (m3_q06_b)
File: STEP VNM W01 - Employer Survey

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

Interviewer instructions

IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 12 MONTHS, WRITE '999' AND >>3.08

Type A # of persons offered to fill a position past 12 months (m3_q07_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 69
Format: numeric	Invalid: 261
Width: 2	Minimum: 1
Decimals: 0	Maximum: 40
Range: 1-40	

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, before you filled a [WORKER TYPE _] position?
Worker type A

Type B # of persons offered to fill a position past 12 months (m3_q07_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 204
Format: numeric	Invalid: 126
Width: 2	Minimum: 1
Decimals: 0	Maximum: 75
Range: 1-75	

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, before you filled a [WORKER TYPE _] position?
Worker type B

Type A education level of most recent hired person (m3_q08_a)
File: STEP VNM W01 - Employer Survey

Overview

Type A education level of most recent hired person (m3_q08_a)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 3-7

Valid cases: 330
Invalid: 0
Minimum: 3
Maximum: 7

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type A

Type B education level of most recent hired person (m3_q08_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

What is the education level of the most recent person hired as a [WORKER TYPE _]?
Worker type B

Type A avg monthly gross compensation past 6 months (m3_q09_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 8
Decimals: 0
Range: 2000000-56000000

Valid cases: 313
Invalid: 17
Minimum: 2000000
Maximum: 56000000

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _] ?
Worker type A

Type B avg monthly gross compensation past 6 months (m3_q09_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 8
Decimals: 0
Range: 1000000-12000000

Valid cases: 326
Invalid: 4
Minimum: 1000000
Maximum: 12000000

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [WORKER TYPE _] ?
Worker type B

Type A negotiable salary when hiring (m3_q10_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring
Worker type A

Type B negotiable salary when hiring (m3_q10_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring
Worker type B

Type A used contractors for skill shortages past 12 months (m3_q11_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Over the past 12 months, have you used contractors for skills shortages of [WORKER TYPE _]?
Worker type A

Type B used contractors for skill shortages past 12 months (m3_q11_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Type B used contractors for skill shortages past 12 months (m3_q11_b)
File: STEP VNM W01 - Employer Survey

Is the salary for a [WORKER TYPE _] negotiable at the moment of hiring?
Worker type B

Type A have regular contact with training institutions (m4_q01_a)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B have regular contact with training institutions (m4_q01_b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A recruitment of staff purpose (m4_q02_1a)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 69
Format: numeric	Invalid: 261
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Type A recruitment of staff purpose (m4_q02_1a)
File: STEP VNM W01 - Employer Survey

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A testing of students purpose (m4_q02_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 68
Format: numeric	Invalid: 262
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A curriculum development purpose (m4_q02_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 69
Format: numeric	Invalid: 261
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training existing employees purpose (m4_q02_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 68
Format: numeric	Invalid: 262
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

Type A training existing employees purpose (m4_q02_4a)
File: STEP VNM W01 - Employer Survey

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A work experience for students purpose (m4_q02_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 70
Format: numeric	Invalid: 260
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other purposes (m4_q02_6a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 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.

4.02 Other specification (m4_q02_spec_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
- Other specification

Type B recruitment of staff purpose (m4_q02_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 40
Format: numeric	Invalid: 290
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
You use for recruitment of staff
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B testing of students purpose (m4_q02_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 39
Format: numeric	Invalid: 291
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm participates in testing of students
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B curriculum development purpose (m4_q02_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 39
Format: numeric	Invalid: 291
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm gives feedback to the institution for their curriculum development
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training existing employees purpose (m4_q02_4b)
File: STEP VNM W01 - Employer Survey

Type B training existing employees purpose (m4_q02_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 39
Format: numeric	Invalid: 291
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm uses the institution for further training of your firm's existing employees
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B work experience for students purpose (m4_q02_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 39
Format: numeric	Invalid: 291
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Your firm provides work experience for students (internships and apprenticeships)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other purposes (m4_q02_6b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 329
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.02 Other specification (m4_q02_spec_b)
File: STEP VNM W01 - Employer Survey

4.02 Other specification (m4_q02_spec_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 27	

Literal question

For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions?
- Other specification

Type A share of fully qualified workers (m4_q03_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 329
Format: numeric	Invalid: 1
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B share of fully qualified workers (m4_q03_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 329
Format: numeric	Invalid: 1
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

Literal question

What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A workers received training last year (m4_q04_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Type A workers received training last year (m4_q04_a)
File: STEP VNM W01 - Employer Survey

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B workers received training last year (m4_q04_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 9

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any training last year on the premises of the workplace, such as on the job training, working with or mentored by an experienced employee, or training in special training facilities at the workplace?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A on the job training share (m4_q05_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 10-100

Valid cases: 157
Invalid: 173
Minimum: 10
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm managers share (m4_q05_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type A training by firm managers share (m4_q05_2a)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 5-100

Valid cases: 121
Invalid: 209
Minimum: 5
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training by firm trainers share (m4_q05_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 5-100

Valid cases: 36
Invalid: 294
Minimum: 5
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training with external trainers share (m4_q05_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 0-100

Valid cases: 39
Invalid: 291
Minimum: 0
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A other training share (m4_q05_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 60-70

Valid cases: 3
Invalid: 327
Minimum: 60
Maximum: 70

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.05 Other specification (m4_q05_spec_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 8

Valid cases: 1
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 specification

Type B on the job training share (m4_q05_1b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 204
Invalid: 126
Minimum: 7
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
On the job training (learning as they worked at the job, with help from more experienced workers)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm managers share (m4_q05_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type B training by firm managers share (m4_q05_2b)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 5-100

Valid cases: 177
Invalid: 153
Minimum: 5
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training by firm trainers share (m4_q05_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 10-100

Valid cases: 29
Invalid: 301
Minimum: 10
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training with external trainers share (m4_q05_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 5-100

Valid cases: 19
Invalid: 311
Minimum: 5
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)
Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B other training share (m4_q05_5b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 2	Minimum: 60
Decimals: 0	Maximum: 70
Range: 60-70	

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

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.05 Other specification (m4_q05_spec_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 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 specification

Type A avg days per year trained by firm managers (m4_q06_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 117
Format: numeric	Invalid: 213
Width: 3	Minimum: 3
Decimals: 0	Maximum: 180
Range: 3-180	

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by firm trainers (m4_q06_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type A avg days per year trained by firm trainers (m4_q06_2a)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-180

Valid cases: 38
Invalid: 292
Minimum: 1
Maximum: 180

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by external trainers (m4_q06_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-180

Valid cases: 38
Invalid: 292
Minimum: 1
Maximum: 180

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A avg days per year trained by other (m4_q06_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 7-60

Valid cases: 3
Invalid: 327
Minimum: 7
Maximum: 60

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by firm managers (m4_q06_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 1-180

Valid cases: 182
Invalid: 148
Minimum: 1
Maximum: 180

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's managers, technical persons, peers, etc.
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by firm trainers (m4_q06_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-60

Valid cases: 32
Invalid: 298
Minimum: 1
Maximum: 60

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training by the firm's dedicated trainers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by external trainers (m4_q06_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 3-45

Valid cases: 16
Invalid: 314
Minimum: 3
Maximum: 45

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B avg days per year trained by other (m4_q06_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 2	Minimum: 15
Decimals: 0	Maximum: 30
Range: 15-30	

Literal question

Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods?
Other
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A received outside training last year (m4_q07_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B received outside training last year (m4_q07_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Did the [WORKER TYPE _] employees in your workplace receive any formal training organized by the firm, outside the workplace last year?
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at public school share (m4_q08_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 19
Format: numeric	Invalid: 311
Width: 3	Minimum: 14
Decimals: 0	Maximum: 100
Range: 14-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at private providers share (m4_q08_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 28
Format: numeric	Invalid: 302
Width: 3	Minimum: 40
Decimals: 0	Maximum: 100
Range: 40-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training through equipment suppliers share (m4_q08_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 6
Format: numeric	Invalid: 324
Width: 3	Minimum: 14
Decimals: 0	Maximum: 100
Range: 14-100	

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A training at other share (m4_q08_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 50-100

Valid cases: 22
Invalid: 308
Minimum: 50
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:

Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.08 Other specification (m4_q08_spec_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 47

Valid cases: 16
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 (specify)

Type B training at public school share (m4_q08_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 30-100

Valid cases: 10
Invalid: 320
Minimum: 30
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
At a technical or vocational education and training public school
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at private providers share (m4_q08_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type B training at private providers share (m4_q08_2b)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 50-100

Valid cases: 5
Invalid: 325
Minimum: 50
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through private training providers
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training through equipment suppliers share (m4_q08_3b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:
Through equipment suppliers (for example, a company selling computers providing training on software)
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B training at other share (m4_q08_4b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 11
Invalid: 319
Minimum: 100
Maximum: 100

Literal question

What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:

Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

4.08 Other specification (m4_q08_spec_b)
File: STEP VNM W01 - Employer Survey

4.08 Other specification (m4_q08_spec_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 65

Valid cases: 10
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 (specify)

Type A # spent to train workers outside (m4_q09_a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 10
Decimals: 0
Range: 3000000-3600000000

Valid cases: 47
Invalid: 283
Minimum: 3000000
Maximum: 3600000000

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).

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Type B # spent to train workers outside (m4_q09_b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 9
Decimals: 0
Range: 9-100000000

Valid cases: 15
Invalid: 315
Minimum: 9
Maximum: 100000000

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).
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

IF DID NOT SPEND ANYTHING, WRITE '0'

Training meets skill needs of employers (m4_q10_1)
File: STEP VNM W01 - Employer Survey

Overview

Training meets skill needs of employers (m4_q10_1)
File: STEP VNM W01 - Employer Survey

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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 my workplace adequately

Training doesn't produce people with LEVEL of skills needed (m4_q10_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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 in my workplace

Training doesn't produce people with KINDS of skills needed (m4_q10_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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 in my workplace

Training doesn't produce people with up to date knowledge (m4_q10_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Training doesn't produce people with up to date knowledge (m4_q10_4)
File: STEP VNM W01 - Employer Survey

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Training doesn't produce people with practical skills (m4_q10_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Does not produce enough people with PRACTICAL SKILLS

Training other (m4_q10_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 328
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?
Other(specify)

Education meets skill needs of employers (m4_q11_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system?
It meets the skill needs of my workplace adequately

Education doesn't meet LEVEL of skills (m4_q11_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system?
It does not produce enough people with the LEVEL of skills needed in my workplace

Education doesn't meet KIND of skills (m4_q11_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
It does not produce enough people with the KINDS of skills needed in my workplace

Education doesn't produce people with practical skills (m4_q11_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
It does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology

Education doesn't produce other (m4_q11_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 329
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?
Other (specify)

Type A fixed salary renumeration (m4_q12_1a)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A variable salary renumeration (m4_q12_2a)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A bonus renumeration (m4_q12_3a)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type A comission renumeration (m4_q12_4a)
File: STEP VNM W01 - Employer Survey

Type A comission renumeration (m4_q12_4a)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 2

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type A

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR
Worker Type B.

Type B fixed salary renumeration (m4_q12_1b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Fixed salary
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR
Worker Type B.

Type B variable salary renumeration (m4_q12_2b)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 2

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Variable salary
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR
Worker Type B.

Type B bonus renumeration (m4_q12_3b)
File: STEP VNM W01 - Employer Survey

Type B bonus renumeration (m4_q12_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Bonus
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Type B comission renumeration (m4_q12_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 328
Format: numeric	Invalid: 2
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Literal question

How do you remunerate your [WORKER TYPE _] workers?
Commission
Worker type B

Interviewer instructions

INTERVIEWER: ASK ALL THE QUESTIONS 4.01 TO 4.09 FIRST FOR Worker Type A, THEN COME BACK to 4.01 TO ASK FOR Worker Type B.

Financial performance of your company last year (m5_q01)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

How would you describe the financial performance of your company in the last fiscal year?

Prospect of your company next three years (m5_q02)
File: STEP VNM W01 - Employer Survey

Overview

Prospect of your company next three years (m5_q02)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-9

Valid cases: 330
Invalid: 0
Minimum: 2
Maximum: 9

Literal question

How would you describe the prospects for your company in the coming three years?

Main buyer of products (m5_q03)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Who is the main buyer of your products or services?

Company international business contacts (m5_q04)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Does your company have international business contacts with entities in other countries?

New technology (m5_q05_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 9

Literal question

In the past 3 years, has your firm introduced any...
NEW TECHNOLOGIES within the firm

New products (m5_q05_3)
File: STEP VNM W01 - Employer Survey

Overview

New products (m5_q05_3)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

In the past 3 years, has your firm introduced any...
NEW PRODUCTS on the market

New production processes (m5_q05_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 9

Literal question

In the past 3 years, has your firm introduced any...
NEW PROCESSES within the firm

New services (m5_q05_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 328
Invalid: 2
Minimum: 1
Maximum: 9

Literal question

In the past 3 years, has your firm introduced any...
NEW SERVICES on the market

Employment protection legistlation problem level (m5_q06_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

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

Interviewer instructions

Employment protection legistlation problem level (m5_q06_1)
File: STEP VNM W01 - Employer Survey

SHOW CARD 7

Labor availability problem level (m5_q06_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Labor availability

Interviewer instructions

SHOW CARD 7

General education of workers problem level (m5_q06_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

General education of workers

Interviewer instructions

SHOW CARD 7

Technical and vocational training problem level (m5_q06_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Technical and vocational training problem level (m5_q06_4)
File: STEP VNM W01 - Employer Survey

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

Formal training of workers

Interviewer instructions

SHOW CARD 7

Finding workers with previous experience problem level (m5_q06_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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"

Previous experience

Interviewer instructions

SHOW CARD 7

High job turnover problem level (m5_q06_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?
Please answer on a scale of 1 to 5, where 1 means "no problem"' and 5 means "severe problem"

High job turnover

Interviewer instructions

SHOW CARD 7

Payroll taxes problem level (m5_q06_7)
File: STEP VNM W01 - Employer Survey

Overview

Payroll taxes problem level (m5_q06_7)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

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 contributions

Interviewer instructions

SHOW CARD 7

Overall wage level problem level (m5_q06_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

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

Minimum wage problem level (m5_q06_9)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

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])

Electricity as constraint to doing business (m5_q07_1)
File: STEP VNM W01 - Employer Survey

Electricity as constraint to doing business (m5_q07_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

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

Telecommunication/Transportation as constraint to doing business (m5_q07_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Telecommunications, Transportation

Interviewer instructions

SHOW CARD 8

Access to land as constraint to doing business (m5_q07_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Access to Land

Interviewer instructions

SHOW CARD 8

Tax rates/tax administration as constraint to doing business (m5_q07_4)
File: STEP VNM W01 - Employer Survey

Overview

Tax rates/tax administration as constraint to doing business (m5_q07_4)
File: STEP VNM W01 - Employer Survey

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Tax rates, tax administration

Interviewer instructions

SHOW CARD 8

Customs and trade regulations as constraint to doing business (m5_q07_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Customs and trade regulations

Interviewer instructions

SHOW CARD 8

Business licensing as constraint to doing business (m5_q07_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 9
Range: 1-9	

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Business Licensing and Operating Permits

Interviewer instructions

SHOW CARD 8

Access to financing as constraint to doing business (m5_q07_7)
File: STEP VNM W01 - Employer Survey

Overview

Access to financing as constraint to doing business (m5_q07_7)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOW CARD 8

Political uncertainty as constraint to doing business (m5_q07_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?\
Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOW CARD 8

Corruption as constraint to doing business (m5_q07_9)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 9

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business?
Corruption, crime, theft and disorder

Interviewer instructions

SHOW CARD 8

Anti-competitive or informal practices as constraint to doing business (m5_q07_10)
File: STEP VNM W01 - Employer Survey

Overview

Anti-competitive or informal practices as constraint to doing business (m5_q07_10)
File: STEP VNM W01 - Employer Survey

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 1-9

Valid cases: 329
Invalid: 1
Minimum: 1
Maximum: 9

Literal question

Compared to these labor issues, are the following much more, more, similar, less or much less constraint to doing business? Anti-competitive or informal practices, Legal system/conflict resolution

Interviewer instructions

SHOW CARD 8

Workplace has personnel department (m5_q08)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

Literal question

Does your workplace have a personnel department (HR DEPARTMENT)?

Responsible for personnel matters with no department (m5_q09)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 36

Valid cases: 194
Invalid: 0

Position of respondent (m5_q10_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 37

Valid cases: 15
Invalid: 0

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Position

Date of report year ending one year ago (m5_q11_1a)
File: STEP VNM W01 - Employer Survey

Date of report year ending one year ago (m5_q11_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 330
Invalid: 0

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) :
Date of the year ending:

Avg number of employees one year ago (m5_q11_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 2-14091

Valid cases: 330
Invalid: 0
Minimum: 2
Maximum: 14091

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

Wage bill and compenation for workers one year ago (m5_q11_3a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 14
Decimals: 0
Range: 48000000-22000000000000

Valid cases: 326
Invalid: 4
Minimum: 48000000
Maximum: 22000000000000

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

Operating expenses one year ago (m5_q11_4a)
File: STEP VNM W01 - Employer Survey

Overview

Operating expenses one year ago (m5_q11_4a)
File: STEP VNM W01 - Employer Survey

Type: Continuous
Format: numeric
Width: 12
Decimals: 0
Range: 2400000-484000000000

Valid cases: 287
Invalid: 43
Minimum: 2400000
Maximum: 484000000000

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

Sales one year ago (m5_q11_5a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 12
Decimals: 0
Range: 1500000-300000000000

Valid cases: 115
Invalid: 215
Minimum: 1500000
Maximum: 300000000000

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

Date of report year ending most recent year (m5_q11_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 330
Invalid: 0

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) :

Avg number of employees most recent year (m5_q11_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 2-14117

Valid cases: 330
Invalid: 0
Minimum: 2
Maximum: 14117

Pre question

Avg number of employees most recent year (m5_q11_2b)
File: STEP VNM W01 - Employer Survey

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) :

Wage bill and compenation for workers most recent year (m5_q11_3b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 327
Format: numeric	Invalid: 3
Width: 14	Minimum: 480000
Decimals: 0	Maximum: 27000000000000
Range: 480000-27000000000000	

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 most recent year (m5_q11_4b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 287
Format: numeric	Invalid: 43
Width: 12	Minimum: 1200000
Decimals: 0	Maximum: 745000000000
Range: 1200000-745000000000	

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 (m5_q11_5b)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 115
Format: numeric	Invalid: 215
Width: 12	Minimum: 2000000
Decimals: 0	Maximum: 400000000000
Range: 2000000-400000000000	

Pre question

Sales most recent year (m5_q11_5b)
File: STEP VNM W01 - Employer Survey

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) :

Avg employees in the month, last month (m5_q12_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 5
Decimals: 0
Range: 2-14239

Valid cases: 329
Invalid: 1
Minimum: 2
Maximum: 14239

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

Wage bill and compenation for workers last month (m5_q12_2a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 11
Decimals: 0
Range: 3500000-83000000000

Valid cases: 326
Invalid: 4
Minimum: 3500000
Maximum: 83000000000

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

Operating expenses last month (m5_q12_3a)
File: STEP VNM W01 - Employer Survey

Overview

Operating expenses last month (m5_q12_3a)
File: STEP VNM W01 - Employer Survey

Type: Continuous	Valid cases: 286
Format: numeric	Invalid: 44
Width: 11	Minimum: 200000
Decimals: 0	Maximum: 65000000000
Range: 200000-65000000000	

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

Sales last month (m5_q12_4a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 112
Format: numeric	Invalid: 218
Width: 11	Minimum: 0
Decimals: 0	Maximum: 83000000000
Range: 0-83000000000	

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

Avg employees in the month, one year ago (m5_q12_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 329
Format: numeric	Invalid: 1
Width: 5	Minimum: 2
Decimals: 0	Maximum: 14285
Range: 2-14285	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Average number of employees in the month
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compenation for workers in month, one year ago (m5_q12_2b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 326
Format: numeric	Invalid: 4
Width: 11	Minimum: 3500000
Decimals: 0	Maximum: 83000000000
Range: 3500000-83000000000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Wage bill and compensation fund for workers
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses in month, one year ago (m5_q12_3b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 285
Format: numeric	Invalid: 45
Width: 11	Minimum: 200000
Decimals: 0	Maximum: 62000000000
Range: 200000-62000000000	

Pre question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting department.

Literal question

Please tell us the following for last month, and one year ago for the same month:
Operating expenses (rent, electricity, inventory maintenance) and cost of goods sold
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales in month, one year ago (m5_q12_4b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 113
Format: numeric	Invalid: 217
Width: 11	Minimum: 0
Decimals: 0	Maximum: 83000000000
Range: 0-83000000000	

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

Sales in month, one year ago (m5_q12_4b)
File: STEP VNM W01 - Employer Survey

Please tell us the following for last month, and one year ago for the same month:
Sales
One year ago

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Firm registered with government entity (m5_q13)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 329
Format: numeric	Invalid: 1
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

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?

Work on new characteristics (m6_q01)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 235
Format: numeric	Invalid: 95
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Apply for patent (m6_q02_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 19
Format: numeric	Invalid: 311
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Sell the idea to business partner (m6_q02_2)
File: STEP VNM W01 - Employer Survey

Overview

Sell the idea to business partner (m6_q02_2)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 2
Invalid: 328
Minimum: 1
Maximum: 1

Sell the idea for royalty (m6_q02_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 1
Invalid: 329
Minimum: 2
Maximum: 2

Develop and commercialize idea (m6_q02_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 122
Invalid: 208
Minimum: 1
Maximum: 1

No aciton taken (m6_q02_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 10
Invalid: 320
Minimum: 1
Maximum: 2

Other action (m6_q02_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 43
Invalid: 287
Minimum: 1
Maximum: 1

6.02 Other specification (m6_q02_spec)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 42
Format: character	Invalid: 0
Width: 26	

Firm implemented innovation process (m6_q03_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 122
Format: numeric	Invalid: 208
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Firm implemented innovation process in collaboration (m6_q03_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 46
Format: numeric	Invalid: 284
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Commercialization in last three years (m6_q04)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 214
Format: numeric	Invalid: 116
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

How many products commercialized? (m6_q05_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 149
Format: numeric	Invalid: 181
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

How many new processes adopted? (m6_q05_2)
File: STEP VNM W01 - Employer Survey

How many new processes adopted? (m6_q05_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 24
Format: numeric	Invalid: 306
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

R&D as challenge (m6_q06_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 61
Format: numeric	Invalid: 269
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Technology develoment as challenge (m6_q06_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 22
Format: numeric	Invalid: 308
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Prototyping as challenge (m6_q06_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 40
Format: numeric	Invalid: 290
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Developing product as challenge (m6_q06_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 122
Format: numeric	Invalid: 208
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Organizing team as challenge (m6_q06_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 58
Format: numeric	Invalid: 272
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Market study as challenge (m6_q06_6)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 250
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Making business plan/model as challenge (m6_q06_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 39
Format: numeric	Invalid: 291
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Commercializing product as challenge (m6_q06_8)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 52
Format: numeric	Invalid: 278
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Patenting as challenge (m6_q06_9)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 12
Format: numeric	Invalid: 318
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Technology licensing as challenge (m6_q06_10)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Access to funding as challenge (m6_q06_11)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 15
Format: numeric	Invalid: 315
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Other challenge (m6_q06_12)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

6.06 Other specification (m6_q06_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: character	Invalid: 0
Width: 26	

Does the firm have R&D unit? (m6_q07)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 228
Format: numeric	Invalid: 102
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

of employees in R&D in 2009 (m6_q08_1a)
File: STEP VNM W01 - Employer Survey

of employees in R&D in 2009 (m6_q08_1a)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 31
Format: numeric	Invalid: 299
Width: 2	Minimum: 2
Decimals: 0	Maximum: 80
Range: 2-80	

of employees in R&D in 2010 (m6_q08_1b)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 33
Format: numeric	Invalid: 297
Width: 2	Minimum: 2
Decimals: 0	Maximum: 80
Range: 2-80	

of employees in R&D in 2011 (m6_q08_1c)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 32
Format: numeric	Invalid: 298
Width: 2	Minimum: 2
Decimals: 0	Maximum: 80
Range: 2-80	

Firms expenditure on R&D (m6_q09)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 33
Format: numeric	Invalid: 297
Width: 1	Minimum: 1
Decimals: 0	Maximum: 5
Range: 1-5	

Prior experience in technology development (m6_q10_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 202
Format: numeric	Invalid: 128
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Prior experience in technology transfer (m6_q10_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 217
Invalid: 113
Minimum: 1
Maximum: 2

Reason - New, unavailable technology (m6_q11_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 19
Invalid: 311
Minimum: 1
Maximum: 1

Reason - Technology upgrading (m6_q11_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 46
Invalid: 284
Minimum: 1
Maximum: 1

Reason - Technology piloting (m6_q11_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 19
Invalid: 311
Minimum: 1
Maximum: 1

Reason - Technology transfer (m6_q11_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 47
Invalid: 283
Minimum: 1
Maximum: 2

Reason - Technology transfer from abroad (m6_q11_5)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 39
Invalid: 291
Minimum: 1
Maximum: 1

Reason - Training for technology (m6_q11_6)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 70
Invalid: 260
Minimum: 1
Maximum: 1

Reason - Knowledge services for technology (m6_q11_7)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 34
Invalid: 296
Minimum: 1
Maximum: 1

Reason - Intellectual property protection (m6_q11_8)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 25
Invalid: 305
Minimum: 1
Maximum: 1

Reason - Licensing (m6_q11_9)
File: STEP VNM W01 - Employer Survey

Overview	

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

Valid cases: 6
Invalid: 324
Minimum: 1
Maximum: 2

Reason - Other (m6_q11_10)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 329
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Collaboration with outside partner (m6_q12)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 224
Format: numeric	Invalid: 106
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Projects with outside partners (m6_q13_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 19
Format: numeric	Invalid: 311
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

Projects with research institutes and universities (m6_q13_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 5
Format: numeric	Invalid: 325
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Experience with collaboration (m6_q14)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 19
Format: numeric	Invalid: 311
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

6.14 Specification (m6_q14_spec)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Technical assistance from research institutes (m6_q15_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 17
Invalid: 313
Minimum: 1
Maximum: 1

Use of facilities at research institutes (m6_q15_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 23
Invalid: 307
Minimum: 1
Maximum: 1

Access to developed technologies in research institutes (m6_q15_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 56
Invalid: 274
Minimum: 1
Maximum: 2

Assistance in product commercialization from research institutes (m6_q15_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 23
Invalid: 307
Minimum: 1
Maximum: 1

Linkages to other research institute partners (m6_q15_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 36
Invalid: 294
Minimum: 1
Maximum: 1

Access to latest information at research institutes (m6_q15_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 1

Other assistance (m6_q15_7)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

6.15 Other specification (m6_q15_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 23

Valid cases: 3
Invalid: 0

Technical assistance from university (m6_q16_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 17
Invalid: 313
Minimum: 1
Maximum: 1

Use of facilities at university (m6_q16_2)
File: STEP VNM W01 - Employer Survey

Use of facilities at university (m6_q16_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 16
Invalid: 314
Minimum: 1
Maximum: 1

Access to developed technologies in university (m6_q16_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 48
Invalid: 282
Minimum: 1
Maximum: 1

Assistance in product commercialization from university (m6_q16_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 23
Invalid: 307
Minimum: 1
Maximum: 1

Assistance in production process from university (m6_q16_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 37
Invalid: 293
Minimum: 1
Maximum: 1

Assistance in product business model from university (m6_q16_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 19
Invalid: 311
Minimum: 1
Maximum: 1

Assistance in financing strategy from university (m6_q16_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 23
Format: numeric	Invalid: 307
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Linkages to other university research partners (m6_q16_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 18
Format: numeric	Invalid: 312
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Access to latest information at university (m6_q16_9)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 31
Format: numeric	Invalid: 299
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Other assistance (m6_q16_10)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

6.16 Other specification (m6_q16_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 39	

Capacity building in last three years (m6_q18)
File: STEP VNM W01 - Employer Survey

Capacity building in last three years (m6_q18)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 214
Invalid: 116
Minimum: 1
Maximum: 2

Training courses in house (m6_q19_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 29
Invalid: 301
Minimum: 1
Maximum: 1

Training courses orgainzed by partners (m6_q19_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 23
Invalid: 307
Minimum: 1
Maximum: 1

Hiring technicial trainers (m6_q19_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 25
Invalid: 305
Minimum: 1
Maximum: 1

Providing updated material and tools (m6_q19_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 49
Invalid: 281
Minimum: 1
Maximum: 1

Other activities (m6_q19_5)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 10
Format: numeric	Invalid: 320
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

5.19 Other Specification (m6_q19_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 10
Format: character	Invalid: 0
Width: 82	

Content - R&D (m6_q20_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 16
Format: numeric	Invalid: 314
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Prototyping (m6_q20_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 4
Format: numeric	Invalid: 326
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Product Development (m6_q20_3)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 25
Format: numeric	Invalid: 305
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Patenting (m6_q20_4)
File: STEP VNM W01 - Employer Survey

Content - Patenting (m6_q20_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 328
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Business planning (m6_q20_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 8
Format: numeric	Invalid: 322
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Production (m6_q20_6)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 24
Format: numeric	Invalid: 306
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Business development (m6_q20_7)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 13
Format: numeric	Invalid: 317
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - HR development (m6_q20_8)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 21
Format: numeric	Invalid: 309
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Content - Organization management (m6_q20_9)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 16
Invalid: 314
Minimum: 1
Maximum: 1

Content - Business legal issues (m6_q20_10)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 8
Invalid: 322
Minimum: 1
Maximum: 1

Content - Access to funding (m6_q20_11)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 2
Invalid: 328
Minimum: 1
Maximum: 1

Content - Other topics (m6_q20_12)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

6.20 Other specification (m6_q20_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 3
Invalid: 0

No need for capacity building (m6_q21_1)
File: STEP VNM W01 - Employer Survey

No need for capacity building (m6_q21_1)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - R&D (m6_q21_2)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 42
Format: numeric	Invalid: 288
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Prototyping (m6_q21_3)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 28
Format: numeric	Invalid: 302
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Product Development (m6_q21_4)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 63
Format: numeric	Invalid: 267
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Patenting (m6_q21_5)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 4
Format: numeric	Invalid: 326
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Business planning (m6_q21_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 15
Format: numeric	Invalid: 315
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Production (m6_q21_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 60
Format: numeric	Invalid: 270
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Business development (m6_q21_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 292
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - HR development (m6_q21_9)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 54
Format: numeric	Invalid: 276
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Business legal issues (m6_q21_10)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 14
Format: numeric	Invalid: 316
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Need - Application for competitive funding (m6_q21_11)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 5
Format: numeric	Invalid: 325
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

Need - Other issues (m6_q21_12)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 329
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

6.21 Other specification (m6_q21_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 17	

Participated in competitive grant process? (m6_q22_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 204
Format: numeric	Invalid: 126
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

6.22.1 Specification (m6_q22_1_spec)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 69	

Participated alone or with partner? (m6_q22_2)
File: STEP VNM W01 - Employer Survey

Overview

Participated alone or with partner? (m6_q22_2)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 3
Invalid: 327
Minimum: 1
Maximum: 1

6.22.2 Other Specification (m6_q22_2_spec)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Obtained grant? (m6_q22_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 9
Invalid: 321
Minimum: 1
Maximum: 2

Contraints to application? (m6_q22_4)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete
Format: character
Width: 56

Valid cases: 1
Invalid: 0

Access to seed level capital (m6_q23_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 1
Invalid: 329
Minimum: 2
Maximum: 2

Access to venture capital (m6_q23_2)
File: STEP VNM W01 - Employer Survey

Overview

Access to venture capital (m6_q23_2)
File: STEP VNM W01 - Employer Survey

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

Valid cases: 1
Invalid: 329
Minimum: 1
Maximum: 1

Competitive grants (m6_q23_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 1
Invalid: 329
Minimum: 1
Maximum: 1

Joint ventures (m6_q23_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

Public-private partnerships (m6_q23_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 0
Invalid: 330

Tax relief (m6_q23_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 3
Invalid: 327
Minimum: 1
Maximum: 2

Training for firms to identify financing needs (m6_q24_1)
File: STEP VNM W01 - Employer Survey

Training for firms to identify financing needs (m6_q24_1)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 9
Invalid: 321
Minimum: 1
Maximum: 1

Training for firms to participate in diverse financing mechanisms (m6_q24_2)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 12
Invalid: 318
Minimum: 1
Maximum: 1

Simplifying procedures to obtain financing (m6_q24_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 10
Invalid: 320
Minimum: 1
Maximum: 1

Diversifying financing mechanisms (m6_q24_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 9
Invalid: 321
Minimum: 1
Maximum: 1

Developing angel investor networks (m6_q24_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 2
Invalid: 328
Minimum: 1
Maximum: 1

Developing private investor networks (m6_q24_6)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 12
Format: numeric	Invalid: 318
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Tax incentives for investments in SMEs (m6_q24_7)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 5
Format: numeric	Invalid: 325
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Other (m6_q24_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Competitive grant fund for partnerships in R&D (m6_q25_1)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 9
Format: numeric	Invalid: 321
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Competitive grant fund for partnerships in business development (m6_q25_2)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 6
Format: numeric	Invalid: 324
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Competitive grant fund for partnerships in new technologies (m6_q25_3)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

Assistance in finding partner (m6_q25_4)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 9
Invalid: 321
Minimum: 1
Maximum: 1

Assistance in identifying innovation needs (m6_q25_5)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 12
Invalid: 318
Minimum: 1
Maximum: 1

Assistance in networking within sector (m6_q25_6)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 8
Invalid: 322
Minimum: 1
Maximum: 1

Assistance in project management (m6_q25_7)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 4
Invalid: 326
Minimum: 1
Maximum: 1

Funds to purchase/share new equipment (m6_q25_8)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 327
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 1-1	

Assistance with legal agreements (m6_q25_9)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

Other assistance (m6_q25_10)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 330
Width: 1	
Decimals: 0	

indicator of each last matching case as primary (primarylast)
File: STEP VNM W01 - Employer Survey

Overview

Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 1
Range: 0-1	

(no)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 3	Minimum: 2
Decimals: 0	Maximum: 594
Range: 2-594	

(no_sam)
File: STEP VNM W01 - Employer Survey

(no_sam)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 3	Minimum: 2
Decimals: 0	Maximum: 594
Range: 2-594	

sample type - initial or reserve (sample)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 3
Range: 1-3	

owner_ (owner)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 0
Decimals: 0	Maximum: 2
Range: 0-2	

(sub_se)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 2	Minimum: 1
Decimals: 0	Maximum: 14
Range: 1-14	

(sub_name)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 64	

(code)
File: STEP VNM W01 - Employer Survey

(code)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 4
Range: 1-4	

(note)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: character	Invalid: 0
Width: 12	

(ln)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Continuous	Valid cases: 330
Format: numeric	Invalid: 0
Width: 5	Minimum: 20
Decimals: 0	Maximum: 46132
Range: 20-46132	

(zone)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 1	Minimum: 1
Decimals: 0	Maximum: 2
Range: 1-2	

(subsector)
File: STEP VNM W01 - Employer Survey

Overview	
Type: Discrete	Valid cases: 330
Format: numeric	Invalid: 0
Width: 2	Minimum: 1
Decimals: 0	Maximum: 14
Range: 1-14	

manu serv (manuserv)
File: STEP VNM W01 - Employer Survey

manu serv (manuserv)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 2

no. of employees (no_ofemployees)
File: STEP VNM W01 - Employer Survey

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 2-5095

Valid cases: 330
Invalid: 0
Minimum: 2
Maximum: 5095

firm size - # of employees (size)
File: STEP VNM W01 - Employer Survey

Overview

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

Valid cases: 330
Invalid: 0
Minimum: 1
Maximum: 3

Related Materials

Questionnaires

Vietnam STEP Employer Survey 2011 Questionnaire

Title	Vietnam STEP Employer Survey 2011 Questionnaire
Date	2011-01-01
Language	English
Filename	Vietnam - STEP Employer Survey 2011-12.pdf

Reports

Skills for Productivity - An Analysis of Employer Skills Survey 2011

Title	Skills for Productivity - An Analysis of Employer Skills Survey 2011
Date	2012-02-01
Language	English
Contributor(s)	Education Global Practice, Europe and Central Asia Region, World Bank Central Institute for Economic Management (CIEM)
Filename	Vietnam STEP Survey Implementation and Findings Report.pdf

Technical documents

Vietnam Employer Survey Construction of Sample Weights

Title	Vietnam Employer Survey Construction of Sample Weights
Date	2012-07-26
Language	English
Filename	Employer Survey Weighting Procedures - Vietnam.pdf

STEP Employer Survey Interviewer Manual

Title	STEP Employer Survey Interviewer Manual
Date	2012-08-22
Language	English
Filename	STEP Employer Survey Interviewer Manual.pdf

STEP Employer Survey Implementation Manual

Title	STEP Employer Survey Implementation Manual
Date	2011-06-01
Language	English

| Filename | Implementation Manual - STEP Employer Survey.pdf |

STEP Employer Survey Variable Convention

Title	STEP Employer Survey Variable Convention
Language	English
Filename	STEP Employer Survey Master Variable Convention.pdf

STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

Title	STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills
Author(s)	Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)
Date	2014-07-09
Language	English

| Filename | STEP_ Methodology Note.pdf |