

Zambia - Enterprise Skills Survey 2016

World Bank

Report generated on: August 10, 2017

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Sampling

Sampling Procedure

The sample was selected using stratified random sampling.

Three levels of stratification were used for this survey: economic activity, establishment size, and region:

- 1) Eight economic activities - food processing (ISIC15), textile and garments (ISIC 17 & 18), fabricated metal products (ISIC 28), furniture (ISIC 36), construction (ISIC 45), hotel and restaurant (ISIC 55), transport (ISIC 60 & 61) and information technology (ISIC 72);
- 2) Three sizes - small (5 to 19 employees), medium (20 to 99 employees), and large (more than 99 employees);
- 3) Four regions (city and the surrounding business area): Kitwe, Livingstone, Lusaka, and Ndola.

The sample frame used for the survey was based on the 2010 Zambia Establishment Census, collected and maintained by Zambia Statistical Office. This is the same sampling frame used for the 2013 Zambia Enterprise Survey conducted by the World Bank.

The enumerated establishments with 5 employees or more were then used as the sample frame for the 2016 Zambia Firm-Level Skills Survey with the aim of obtaining interviews of 390 establishments.

Response Rate

Survey non-response must be differentiated from item non-response. The former refers to refusals to participate in the survey altogether whereas the latter refers to the refusals to answer some specific questions.

Item non-response was addressed by re-contacting firms. That is, establishments with incomplete information were re-contacted in order to complete this information, whenever necessary. However, there were clear cases of low response. The response rates are particularly low for questions about the names and locations of the main universities and schools attended by the establishment's recent hires (questions I13, I14, I15 and I25 in the questionnaire). Despite repeated callbacks, respondents note that they just do not know the names and locations of schools attended by their employees.

Survey non-response was addressed by maximizing efforts to contact establishments that were initially selected for interview. Attempts were made to contact the establishment for interview at different times/days of the week before a replacement establishment (with similar strata characteristics) was suggested for interview. Survey non-response did occur but substitutions were made in order to potentially achieve strata-specific goals.

The number of realized interviews per contact contacted establishments was 0.69. This number is the result of two factors: explicit refusals to participate in the survey, as reflected by the rate of rejection (which includes rejections of the screener and the main survey) and the quality of the sample frame, as represented by the presence of ineligible units. The number of rejections per contact was 0.12.

Weighting

For some units it was impossible to determine eligibility because the contact was not successfully completed. Consequently, different assumptions as to their eligibility result in different universe cells' adjustments and in different sampling weights. Three sets of assumptions were considered:

- a- Strict assumption: eligible establishments are only those for which it was possible to directly determine eligibility.
- b- Median assumption: eligible establishments are those for which it was possible to directly determine eligibility and those that rejected the screener questionnaire or an answering machine or fax was the only response. Median weights are used for computing indicators on the www.enterprisesurveys.org website.
- c- Weak assumption: in addition to the establishments included in points a and b, all establishments for which it was not possible to finalize a contact are assumed eligible. This includes establishments with dead or out of service phone lines,

establishments that never answered the phone, and establishments with incorrect addresses for which it was impossible to find a new address. Note that under the weak assumption only observed non-eligible units are excluded from universe projections.

Questionnaires

Overview

The data was collected using a standardized questionnaire administered to all firms. The questionnaire has eight sections: six main sections and two sections on control information.

Data Collection

Data Collection Dates

Start	End	Cycle
2016-05	2016-09	N/A

Data Collection Mode

Computer Assisted Personal Interview [capi]

DATA COLLECTION NOTES

The Enterprise Surveys are usually implemented following a two-stage procedure. In the first stage, a screener questionnaire is applied over the phone to determine eligibility and to make appointments; in the second stage, a face-to-face interview takes place with the manager, owner or director of each establishment. In some cases, when the phone numbers were unavailable in the sample frame, the enumerators applied the screeners in person.

Computer-assisted personal interviewing (CAPI) was used to collect data. The CSPro software was used for the survey.

Data Collectors

Name	Abbreviation	Affiliation
Lusaka Probe Market Research		

Data Processing

Data Editing

Data entry and quality controls are implemented by the contractor and data is delivered to the World Bank in batches (typically 10%, 50% and 100%). These data deliveries are checked for logical consistency, out of range values, skip patterns, and duplicate entries. Problems are flagged by the World Bank and corrected by the implementing contractor through data checks, callbacks, and revisiting establishments.

Data Appraisal

No content available

File Description

Variable List

zambiaskills_2016_full_data

Content

Cases 350

Variable(s) 265

Structure Type:
Keys: ()

Version

Producer

Missing Data

Variables

ID	Name	Label	Type	Format	Question
V825	id	Firm Id	contin	numeric	
V826	a1	Country Code	discrete	numeric	
V827	a1a	Language Of The Interview	discrete	numeric	
V828	a2	Sampling Region	discrete	numeric	
V829	a3a	Region Of The Establishment	discrete	numeric	
V830	a3x	City/ Town/ Village	discrete	character	
V831	a3b	Official Capital City?	discrete	numeric	Is this city the official capital city?
V832	a3c	Main Business City?	discrete	numeric	Is this city the main business city?
V833	a3	Size Of Locality	discrete	numeric	
V834	a4a	Industry Sampling Sector	discrete	numeric	
V835	a4b	Industry Screener Sector	discrete	numeric	
V836	a5	Sector Match Between Screener Information And Sample Frame	discrete	numeric	Sector match between screener information and sample frame
V837	a6a	Sampling Size	discrete	numeric	
V838	a6b	Screener Size	discrete	numeric	
V839	a12	Interviewer Number	contin	numeric	
V840	a13	Supervisor Number	discrete	numeric	
V841	a14d	Day	contin	numeric	Date face-to-face interview begins: Day (dd)
V842	a14m	Month	discrete	numeric	Date face-to-face interview begins: Month (mm)
V843	a14y	Year	discrete	numeric	Date face-to-face interview begins: Year (yyyy)
V844	a14h	Hour	contin	numeric	Time face-to-face interview begins: Hour (00 to 23)
V845	a14min	Minutes	contin	numeric	Time face-to-face interview begins: Minutes (00 to 59)
V846	a7	Establishment Is Part Of A Large Firm	discrete	numeric	
V847	a7a	Number Of Establishments In The Firm	discrete	numeric	
V848	a7b	Is This Establishment The Headquarters Location?	discrete	numeric	

ID	Name	Label	Type	Format	Question
V849	a7c	Does This Headquarters Location Engage In Production Or Sales At This Location?	discrete	numeric	
V850	a11	If Hq, Financial Statements Independent Of The Rest Of Establishment	discrete	numeric	
V851	a9	Establishment'S Financial Statements Prepared Separately From Hq Statements	discrete	numeric	
V852	b1	Legal Status Of The Firm	discrete	numeric	What is this firm's current legal status?
V853	b1x	Other (Specify)	discrete	character	What is this firm's current legal status? Other
V854	b3	What Percentage Of This Firm Does The Largest Owner(S) Own?	discrete	numeric	What percent of this firm does the largest owner or owners own?
V855	b2a	% Owned By Private Domestic Individuals, Companies Or Organizations	discrete	numeric	What percent of this firm is owned by each of the following: Private domestic individuals, companies or organizations
V856	b2b	% Owned By Private Foreign Individuals, Companies Or Organizations	discrete	numeric	What percent of this firm is owned by each of the following: Private foreign individuals, companies or organizations
V857	b2c	% Owned By Government/State	discrete	numeric	What percent of this firm is owned by each of the following: Government/State
V858	b2d	% Owned By Other	discrete	numeric	What percent of this firm is owned by each of the following: Other
V859	b2b1x	What Is The Country Of Origin Of The Main Private Foreign Owner?	discrete	character	
V860	b4	Amongst The Owners Of The Firm, Are There Any Females?	discrete	numeric	Amongst the owners of the firm, are there any females?
V861	b5	Year Establishment Began Operations	discrete	numeric	In what year did this establishment begin operations?
V862	b6	Number Of Full-Time Employees Of The Establishment When It Started Operations	discrete	numeric	How many full-time employees did this establishment employ when it started operations? Please include all employees and managers
V863	b6a	Was Establishment Formally Registered When It Began Operations?	discrete	numeric	Was this establishment formally registered when it began operations?
V864	b6b	In What Year Was This Establishment Formally Registered?	discrete	numeric	In what year was this establishment formally registered?
V865	b7	How Many Years Of Experience Working In This Sector Does The Top Manager Have?	discrete	numeric	How many years of experience working in this sector does the Top Manager have?
V866	b7b	How Many Years Of Education Does The Top Manager Have?	discrete	numeric	How many years of education does the Top Manager have?
V867	b7a	Is The Top Manager Female?	discrete	numeric	Is the Top Manager female?
V868	d1a1a	Establishment'S Main Product/Service Last Fiscal Yr	discrete	numeric	In fiscal year [insert last complete fiscal year], what was this establishment's main activity and product, that is, the activity and product that represented the largest proportion of annual sales?
V869	d1a1x	Main Product/Service (By The Largest % Of Annual Sales) In Last Fiscal Year	discrete	character	In fiscal year [insert last complete fiscal year], what was this establishment's main product, that is, the product that represented the largest proportion of annual sales?

ID	Name	Label	Type	Format	Question
V870	d1a2	First Product/Service Isic Code	contin	numeric	
V871	d1a3	First Product/Service, Percent Of Total Annual Sales	discrete	numeric	What percentage of total sales does the main product represent?
V872	d2	In Last Fiscal Year, What Were This Establishment's Total Annual Sales?	discrete	numeric	In fiscal year [insert last complete fiscal year], what were this establishment's total annual sales?
V873	d2x	Please Also Write Out The Number	discrete	character	In fiscal year [insert last complete fiscal year], what were this establishment's total annual sales for all products and services?
V874	fymonb	Fiscal Year Begins Month	discrete	numeric	
V875	fyyearb	Fiscal Year Begins Year	discrete	numeric	
V876	fymone	Fiscal Year Ends Month	discrete	numeric	
V877	fyyear	Fiscal Year Ends Year	discrete	numeric	
V878	n3	What Were The Establishment Sales 3 Years Ago	discrete	numeric	In fiscal year [insert three complete fiscal years ago], three fiscal years ago, what were total annual sales for this establishment?
V879	d3a	% Of Sales: National Sales	discrete	numeric	In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were: National sales
V880	d3b	% O Sales: Indirect Exports	discrete	numeric	In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were: Indirect exports (sold domestically to third party that exports products)
V881	d3c	% Of Sales: Direct Exports	discrete	numeric	In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were: Direct exports
V882	d8	In What Year Did This Establishment First Export Directly Or Indirectly?	discrete	numeric	In which year did this establishment first export directly or indirectly?
V883	l1	Num. Permanent, Full-Time Employees At End Of Last Fiscal Year	discrete	numeric	At the end of fiscal year [insert last complete fiscal year], how many permanent, full-time employees did this establishment employ? Please include all employees and managers
V884	l2	Num. Permanent, Full-Time Employees At End Of 3 Fiscal Years Ago	discrete	numeric	Three fiscal years ago, at the end of fiscal year [insert three complete fiscal years ago], how many permanent, full-time individuals worked in this establishment? Please include all employees and managers
V885	l6	Num. Full-Time Temporary Employees At End Of Last Fiscal Yr	discrete	numeric	How many full-time temporary employees did this establishment employ in fiscal year [insert last complete fiscal year]?
V886	l3	Num. Full-Time Temporary Employees At End Of 3 Complete Fiscal Years Ago	discrete	numeric	How many full-time temporary employees did this establishment employ three complete fiscal years ago?
V887	l4a	% Of Full-Time Employees With Primary Education As Max	discrete	numeric	What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education? Primary school or below

ID	Name	Label	Type	Format	Question
V888	I4b	% Of Full-Time Employees With Lower Secondary Education As Max	discrete	numeric	What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education? Lower secondary school
V889	I4c	% Of Full-Time Employees With Upper Secondary School Education As Max	discrete	numeric	What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education? Upper secondary school
V890	I4d	% Of Full-Time Employees With Higher (Tertiary) Education Education As Max	discrete	numeric	What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education? Higher (Tertiary) education
V891	I5	% Of Full-Time Employees Who Completed TVET	discrete	numeric	At the end of fiscal year [insert last complete fiscal year], how many permanent full-time employees of this establishment for the following categories were female?
V892	I7a	Full-Time Employees That Are Managers	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Managers
V893	I7b	Full-Time Employees That Are Professionals	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Professionals
V894	I7c	Full-Time Employees That Are Technicians And Associate Professionals	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Technicians and Associate Professionals
V895	I7d	Full-Time Employees That Are Clerical Support And Workers	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Clerical Support workers
V896	I7e	Full-Time Employees That Are Service And Sales Workers	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Service and sales workers
V897	I7f	Full-Time Employees That Are Plant And Machine Operators And Assemblers	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Plant and machine operators and assemblers
V898	I7g	Full-Time Employees That Are Others	discrete	numeric	In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories? Others
V899	I8a	Foreign Employees That Are Managers	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Managers
V900	I8b	Foreign Employees That Are Professionals	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Professionals

ID	Name	Label	Type	Format	Question
V901	I8c	Foreign Employees That Are Technicians And Associate Professionals	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Technicians and Associate Professionals
V902	I8d	Foreign Employees That Are Clerical Support And Workers	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Clerical Support workers
V903	I8e	Foreign Employees That Are Service And Sales Workers	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Service and sales workers
V904	I8f	Foreign Employees That Are Plant And Machine Operators And Assemblers	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Plant and machine operators and assemblers
V905	I8g	Foreign Employees That Are Others	discrete	numeric	In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category? Others
V906	I9a	Average Gross Wage/Salary Per Month Of Managers	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Managers
V907	I9b	Average Gross Wage/Salary Per Month Of Professionals	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Professionals
V908	I9c	Average Gross Wage/Salary Per Month Of Technicians And Associate Professionals	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Technicians and Associate Professionals
V909	I9d	Average Gross Wage/Salary Per Month Of Clerical Support And Workers	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Clerical Support workers
V910	I9e	Average Gross Wage/Salary Per Month Of Service And Sales Workers	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Service and sales workers
V911	I9f	Average Gross Wage/Salary Per Month Of Plant And Machine Operators & Assemblers	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Plant and machine operators and assemblers
V912	I9g	Average Gross Wage/Salary Per Month Of Others	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Others

ID	Name	Label	Type	Format	Question
V913	I16a	How Do You Rate Your Employees' Interpersonal And Communication Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Interpersonal and communication skills
V914	I16b	How Do You Rate Your Employees' Writing Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Writing skills
V915	I16c	How Do You Rate Your Employees' Problem Solving Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Problem solving skills
V916	I16d	How Do You Rate Your Employees' Critical Thinking Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Critical thinking skills
V917	I16e	How Do You Rate Your Employees' Work Ethic?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Work ethic
V918	I16f	How Do You Rate Your Employees' English Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? English skills
V919	I16g	How Do You Rate Your Employees' Computer Skills/General It Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Computer skills/General IT skills
V920	I16h	How Do You Rate Your Employees' Technical Skills, Other Than Computers/Vocational	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Technical skills, other than computers/vocational, job-specific skills
V921	I16i	How Do You Rate Your Employees' Numeracy Skills?	discrete	numeric	How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills? Numeracy skills
V922	I10	Any Job Vacancies in the Last Fisc Yr?	discrete	numeric	Over the last two completed fiscal years, did this establishment have any job vacancies?
V923	I10a1	Num. Vacancies For Managers	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Managers
V924	I10a2	Num. Vacancies For Professionals	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Professionals
V925	I10a3	Num. Vacancies For Technicians And Associate Professionals	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Technicians and Associate Professionals

ID	Name	Label	Type	Format	Question
V926	I10a4	Num. Vacancies For Clerical Support And Workers	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Clerical Support workers
V927	I10a5	Num. Vacancies For Service And Sales Workers	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Service and sales workers
V928	I10a6	Num. Vacancies For Plant And Machine Operators And Assemblers	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Plant and machine operators and assemblers
V929	I10a7	Num. Vacancies For Others	discrete	numeric	How many of these vacancies in this establishment were in the following categories? Others
V930	I10b1	Num. Of Filled Vacancies For Managers	discrete	numeric	How many of these vacancies were filled? Managers
V931	I10b2	Num. Of Filled Vacancies For Professionals	discrete	numeric	How many of these vacancies were filled? Professionals
V932	I10b3	Num. Of Filled Vacancies For Technicians And Associate Professionals	discrete	numeric	How many of these vacancies were filled? Technicians and Associate Professionals
V933	I10b4	Num. Of Filled Vacancies For Clerical Support And Workers	discrete	numeric	How many of these vacancies were filled? Clerical Support workers
V934	I10b5	Num. Of Filled Vacancies For Service And Sales Workers	discrete	numeric	How many of these vacancies were filled? Service and sales workers
V935	I10b6	Num. Of Filled Vacancies For Plant And Machine Operators And Assemblers	discrete	numeric	How many of these vacancies were filled? Plant and machine operators and assemblers
V936	I10b7	Num. Of Filled Vacancies For Others	discrete	numeric	How many of these vacancies were filled? Others
V937	I10c1	Num. Of Weeks Required To Fill Vacancies For Managers	discrete	numeric	What was the average number of weeks required to fill these vacancies? Managers
V938	I10c2	Num. Of Weeks Required To Fill Vacancies For Professionals	discrete	numeric	What was the average number of weeks required to fill these vacancies? Professionals
V939	I10c3	Num. Of Weeks Required To Fill Vacancies For Technicians & Associate Professiona	discrete	numeric	What was the average number of weeks required to fill these vacancies? Technicians and Associate Professionals
V940	I10c4	Num. Weeks Required To Fill Vacancies For Clerical Support And Workers	discrete	numeric	What was the average number of weeks required to fill these vacancies? Clerical Support workers
V941	I10c5	Num. Weeks Required To Fill Vacancies For Service And Sales Workers	discrete	numeric	What was the average number of weeks required to fill these vacancies? Service and sales workers
V942	I10c6	Num. Weeks Required To Fill Vacancies For Plant & Machine Operators And Assemble	discrete	numeric	What was the average number of weeks required to fill these vacancies? Plant and machine operators and assemblers
V943	I10c7	Num. Weeks Required To Fill Vacancies For Others	discrete	numeric	What was the average number of weeks required to fill these vacancies? Others
V944	I11a	Problem When Trying To Hire Workers: No/Few Applicants	discrete	numeric	Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers? There were no or few applicants
V945	I11b	Problem When Trying To Hire Workers: Applicants Lacked Required Skills	discrete	numeric	Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers? Applicants lacked required skills

ID	Name	Label	Type	Format	Question
V946	I11c	Problem When Trying To Hire Workers: Applicants Expected Wages Higher Than We Ca	discrete	numeric	Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers? Applicants expected wages higher than we can offer
V947	I11d	Problem When Trying To Hire Workers: Applicants Did Not Like Working Conditions	discrete	numeric	Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers? Applicants did not like working conditions
V948	I11e	Problem When Trying To Hire Workers: Other	discrete	numeric	Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers? Other
V949	I11ex	Other (Specify)	discrete	character	
V950	I12a	First Most Important Skills For Deciding Whether To Hire An Employee	discrete	numeric	By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?
V951	I12b	Second Most Important Skills For Deciding Whether To Hire An Employee	discrete	numeric	By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?
V952	I12c	Third Most Important Skills For Deciding Whether To Hire An Employee	discrete	numeric	By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?
V953	I13a1x	Name Of First Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Name of the institution
V954	I13a2x	Name Of Second Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Name of the institution
V955	I13a3x	Name Of Third Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Name of the institution
V956	I13b1x	Location Of First Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Location (town/city)

ID	Name	Label	Type	Format	Question
V957	I13b2x	Location Of Second Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Location (town/city)
V958	I13b3x	Location Of Third Main University Attended by Employees Of This Establishment	discrete	character	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Location (town/city)
V959	I13c1	First Main University Attended by Employees Of This Establishment is Public Or	discrete	numeric	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Type of University:
V960	I13c2	Second Main University Attended by Employees Of This Establishment is Public Or	discrete	numeric	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Type of University:
V961	I13c3	Third Main University Attended by Employees Of This Establishment is Public Or	discrete	numeric	Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired. Type of University:
V962	I14a1x	Name Of First Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Name of the institution
V963	I14a2x	Name Of Second Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Name of the institution

ID	Name	Label	Type	Format	Question
V964	I14a3x	Name Of Third Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Name of the institution
V965	I14b1x	Location Of First Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Location (town/city)
V966	I14b2x	Location Of Second Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Location (town/city)
V967	I14b3x	Location Of Third Main TVET Attended by Employees Of This Establishment	discrete	character	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Location (town/city)
V968	I14c1	First Main TVET Attended by Employees Of This Establishment is Public Or Privat	discrete	numeric	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Type of TVET or other tertiary-level technical institution:
V969	I14c2	Second Main TVET Attended by Employees Of This Establishment is Public Or Priva	discrete	numeric	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Type of TVET or other tertiary-level technical institution:

ID	Name	Label	Type	Format	Question
V970	I14c3	Third Main TVET Attended by Employees Of This Establishment is Public Or Privat	discrete	numeric	Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical intuition from which the highest number of employees were hired. Type of TVET or other tertiary-level technical institution:
V971	I17a	Difficulties Due To Employee Shortages Or Skills Gaps: Maintaining Production Le	discrete	numeric	Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties? Maintaining production levels according to demand (or planned output)
V972	I17b	Difficulties Due To Employee Shortages Or Skills Gaps: Maintaining Consistent Qu	discrete	numeric	Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties? Maintaining consistent quality
V973	I17c	Difficulties Due To Employee Shortages Or Skills Gaps: Implementing New Technolo	discrete	numeric	Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties? Implementing new technology or improving production processes
V974	I17d	Difficulties Due To Employee Shortages Or Skills Gaps: Developing New Products	discrete	numeric	Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties? Developing new products
V975	I17e	Difficulties Due To Employee Shortages Or Skills Gaps: Effective Sales And Marke	discrete	numeric	Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties? Effective sales and marketing
V976	I18a	Conducted Any Formal Training Programs For Its Permanent, Full-Time Employees?	discrete	numeric	Over the past two fiscal years, did this establishment conduct any (beyond "on the job") formal training programs in-house or outside the establishment's premises for its permanent, full-time employees?
V977	I18	Conducted Formal In-House I Training Programs For Its Permanent, Full-Time Emplo	discrete	numeric	In the last two fiscal years, did this establishment conduct formal (beyond "on the job") in-house training programs for its permanent full-time employees?
V978	I19	% Of Permanent Full Time Employees That Received Formal In-House Training?	discrete	numeric	What percent of this establishment's permanent full time employees received formal in-house training?
V979	I20	Who Was The Main Training Provider Of The In-House Training?	discrete	numeric	Who was the main training provider of the in-house training?
V980	I20a1	Name Of First Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Name of the institution

ID	Name	Label	Type	Format	Question
V981	I20b1	Location (Town/City) Of First Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Location (town/city)
V982	I20c1	First Main In-House Training Provider Public Or Private Institution?	discrete	numeric	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Type of institution
V983	I20a2	Name Of Second Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Name of the institution
V984	I20b2	Location (Town/City) Of Second Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Location (town/city)
V985	I20c2	Second Main In-House Training Provider Public Or Private Institution?	discrete	numeric	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Type of institution
V986	I20a3	Name Of Third Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Name of the institution
V987	I20b3	Location (Town/City) Of Third Main In-House Training Provider	discrete	character	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Location (town/city)
V988	I20c3	Third Main In-House Training Provider Public Or Private Institution?	discrete	numeric	Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees. Type of institution

ID	Name	Label	Type	Format	Question
V989	I21	Permanent Full-Time Employees Recieved Formal Training Programs Outside Its Prem	discrete	numeric	In the last two fiscal years, did this establishment send its permanent full-time employees to formal (beyond "on the job") training programs outside its premises?
V990	I22	% Of Permanent Full Time Employees Received Formal Training Outside Its Premise	discrete	numeric	What percent of this establishment's permanent full time employees received formal training programs outside its premises?
V991	I23	Who Was The Main Provider Of The Outside Training?	discrete	numeric	Who was the main training provider of the outside training?
V992	I251a	Name Of First Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Name of the institution
V993	I252a	Name Of Second Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Name of the institution
V994	I253a	Name Of Third Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Name of the institution
V995	I251b	Location (Town/City) Of First Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Location (town/city)
V996	I252b	Location (Town/City) Of Second Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Location (town/city)
V997	I253b	Location (Town/City) Of Third Main Provider Of The Outside Training	discrete	character	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Location (town/city)
V998	I251c	First Main Provider Of The Outside Training Public Or Private Institution?	discrete	numeric	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Type of institution

ID	Name	Label	Type	Format	Question
V999	I252c	Second Main Provider Of The Outside Training Public Or Private Institution?	discrete	numeric	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Type of institution
V1000	I253c	Third Main Provider Of The Outside Training Public Or Private Institution?	discrete	numeric	Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained. Type of institution
V1001	I24	Total Spending On Formal (Inhouse And External) Training Programs In The Last Fi	discrete	numeric	Over the last two fiscal years, how much did this establishment spend on formal (in-house and external) training programs for its permanent full-time employees?
V1002	I26	Main Reason Why Establishment Did Not Conduct Any Formal Training Programs?	discrete	numeric	What was the MAIN reason why this establishment did not conduct any formal training programs for its permanent full-time employees?
V1003	I26a1	Regular Contact With Educational Or Training Institutions To Recruit Staff?	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? To recruit staff
V1004	I26a2	Regular Contact With Educational Or Training Institutions For Staff Training?	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Use the institute for training of the establishment's staff
V1005	I26a3	Regular Contact With Educational Or Training Institutions To Participate In Stud	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Participate in testing of students
V1006	I26a4	Regular Contact With Educational Or Training Institutions To Give Feedback?	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Give feedback to the institutions for their Curriculum development
V1007	I26a5	Regular Contact With Educational Or Training Institutions To Provide Internships	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Provide work experience for students (internships and apprenticeships)
V1008	I26a	Does This Establishment Have Regular Contact With Educational Or Training Instit	discrete	numeric	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Other (please specify)
V1009	I26ax	Other (Specify)	discrete	character	Does this establishment have regular contact with educational or training institutions for any of the following purposes? Other (please specify)
V1010	I26b	Establishment Member of Industry Association Or Other Industry Organization?	discrete	numeric	Is this establishment a member of industry association or other industry organization?

ID	Name	Label	Type	Format	Question
V1011	I26a1x	Name Of First Main Industry Association Or Other Industry Organization	discrete	character	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Name of the three main industry association or other industry organization
V1012	I26a2x	Name Of Second Main Industry Association Or Other Industry Organization	discrete	character	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Name of the three main industry association or other industry organization
V1013	I26a3x	Name Of Third Main Industry Association Or Other Industry Organization	discrete	character	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Name of the three main industry association or other industry organization
V1014	I26b1	Quality Industry-Level Dialogue: First Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of industry-level dialogue
V1015	I26b2	Quality Of Industry-Level Dialogue: Second Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of industry-level dialogue
V1016	I26b3	Quality Of Industry-Level Dialogue: Third Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of industry-level dialogue
V1017	I26c1	Quality Of Government-Level: First Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of government-level dialogue
V1018	I26c2	Quality Of Government-Level: Second Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of government-level dialogue
V1019	I26c3	Quality Of Government-Level: Third Main Industry Association	discrete	numeric	Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations. Quality of government-level dialogue

ID	Name	Label	Type	Format	Question
V1020	I27a	Num. Of Full-Time Permanent Employees Employed: Engineering Professionals	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Engineering Professionals
V1021	I27b	Num. Of Full-Time Permanent Employees Employed: Engineering Technicians	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Engineering Technicians
V1022	I27c	Num. Of Full-Time Permanent Employees Employed: Certified Accountants & Auditors	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Certified accountants and auditors
V1023	I27d	Num. Of Full-Time Permanent Employees Employed: Bookkeepers & Technician Account	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Bookkeepers & technician accountants
V1024	I27e	Num. Of Full-Time Permanent Employees Employed: Architects	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Architects
V1025	I27f	Num. Of Full-Time Permanent Employees Employed: Lawyers	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? Lawyers
V1026	I27g	Num. Of Full-Time Permanent Employees Employed: IT Professionals	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? IT Professionals
V1027	I27h	Num. Of Full-Time Permanent Employees Employed: IT Technicians And Associate Pro	discrete	numeric	In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category? IT technicians & associate professionals
V1028	I28a	Average Gross Wage/Salary Per Month: Engineering Professionals	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Engineering Professionals
V1029	I28b	Average Gross Wage/Salary Per Month: Engineering Technicians	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Engineering Technicians
V1030	I28c	Average Gross Wage/Salary Per Month: Certified Accountants And Auditors	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Certified accountants and auditors
V1031	I28d	Average Gross Wage/Salary Per Month: Bookkeepers & Technician Accountants	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Bookkeepers & technician accountants
V1032	I28e	Average Gross Wage/Salary Per Month: Architects	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Architects

ID	Name	Label	Type	Format	Question
V1033	I28f	Average Gross Wage/Salary Per Month: Lawyers	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? Lawyers
V1034	I28g	Average Gross Wage/Salary Per Month: IT Professionals	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? IT Professionals
V1035	I28h	Average Gross Wage/Salary Per Month: IT Technicians And Associate Professionals	discrete	numeric	In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category? IT technicians & associate professionals
V1036	I29a	Outsourced Engineering Services Last Fiscal Yr?	discrete	numeric	In the last completed fiscal year, did this establishment outsource any of the following professional services? Engineering services
V1037	I29b	Outsourced Accounting & Auditing Services Last Fiscal Yr?	discrete	numeric	In the last completed fiscal year, did this establishment outsource any of the following professional services? Accounting and Auditing services
V1038	I29c	Outsourced Architectural Services Last Fiscal Yr?	discrete	numeric	In the last completed fiscal year, did this establishment outsource any of the following professional services? Architectural services
V1039	I29d	Outsource Legal Services Last Fiscal Yr?	discrete	numeric	In the last completed fiscal year, did this establishment outsource any of the following professional services? Legal services
V1040	I29e	Outsource IT Services Last Fiscal Yr?	discrete	numeric	In the last completed fiscal year, did this establishment outsource any of the following professional services? IT services
V1041	I30b	How Much Of An Obstacle: Inadequately Educated Workforce?	discrete	numeric	Using the response options on the card; To what degree is an Inadequately Educated Workforce an obstacle to the current operations of this establishment?
V1042	h1	New Products/Services Introduced Over Last 3 Yrs	discrete	numeric	During the last three years, has this establishment introduced new or significantly improved products or services?
V1043	h3	New Production/Supply Methods Introduced Over Last 3 Yrs	discrete	numeric	During the last three years, has this establishment introduced any new or significantly improved methods of manufacturing products or offering services?
V1044	h4	New Logistics, Delivery Or Distribution Method Or Supporting Activity Last 3 Yrs	discrete	numeric	During the last three years, has this establishment introduced any new or significantly improved logistics, delivery or distribution method or any new or significantly improved supporting activity?
V1045	h5	New Organization/Management Practice Over Last 3 Yrs?	discrete	numeric	During the last three years, has this establishment introduced any new or significantly improved organizational structures or management practices?
V1046	h6	New Marketing Methods Introduced Over Last 3 Yrs	discrete	numeric	During the last three years, has this establishment introduced any new or significantly improved marketing methods?

ID	Name	Label	Type	Format	Question
V1047	h7a	Spending on Any Formal Research Activities Last Fiscal Yr?	discrete	numeric	During the last three years, did this establishment spend on formal research and development activities, either in-house or contracted with other companies, excluding market research surveys?
V1048	h7b	Total Spending on R&D Last Fiscal Yr	discrete	numeric	In the last complete fiscal year, how much did this establishment spend on formal research and development activities, either in-house or contracted with other companies?
V1049	h8	Establishment Has Internationally Recognized Quality Certification?	discrete	numeric	Does this establishment have an internationally-recognized quality certification?
V1050	h8ax	Name Of Quality Certification	discrete	character	What is the name of the certification?
V1051	h9	Does This Establishment Use Technology Licensed From Foreign-Owned Firms?	discrete	numeric	At present time, does this establishment use technology licensed from a foreign-owned company, excluding office software?
V1052	h9a	Does This Establishment Use Email To Communicate With Clients Or Suppliers?	discrete	numeric	At the present time, does this establishment use e-mail to communicate with clients or suppliers?
V1053	h10	Does This Establishment Have Its Own Website?	discrete	numeric	At the present time, does this establishment have its own website?
V1054	k4	Did This Establishment Purchase Any Fixed Assets In Last Fiscal Yr?	discrete	numeric	In the last complete fiscal year, did this establishment purchase any fixed assets, such as machinery, vehicles, equipment, land or buildings (new or used)?
V1055	n5a	Total Annual Expenditure For Purchases Of Equipment In Last Fiscal Yr	discrete	numeric	In fiscal year [insert last complete fiscal year], how much did this establishment spend on purchases of: Machinery, vehicles, and equipment (new or used)
V1056	n5b	Total Annual Expenditure For Purchases Of Land And Buildings In Last Fiscal Yr	discrete	numeric	In fiscal year [insert last complete fiscal year], how much did this establishment spend on purchases of: Land and buildings
V1057	n2a	Total Labor Cost (Incl. Wages, Salaries, Bonuses, Etc) In Last Fiscal Year	discrete	numeric	From this establishment's Income Statement for fiscal year [insert last complete fiscal year], please provide the following information: Total annual cost of labor including wages, salaries, bonuses, social security payments
V1058	n2p	Total Cost Of Sales	discrete	numeric	From this establishment's Income Statement for the last complete fiscal year, please provide the following information: Total cost of sales
V1059	n6a	Net Book Value Of Machinery Vehicles, And Equipment In Last Fiscal Year	discrete	numeric	From this establishment's Balance Sheet for fiscal year [insert last complete fiscal year], what was the net book value, that is the value of assets after depreciation, of the following: Machinery, vehicles, and equipment
V1060	n6b	Net Book Value Of Land And Buildings (Lcu)	discrete	numeric	From this establishment's Balance Sheet for fiscal year [insert last complete fiscal year], what was the net book value, that is the value of assets after depreciation, of the following: Land and buildings

ID	Name	Label	Type	Format	Question
V1061	n7a	Cost For Establishment To Re-Purchase All Of Its Machinery	discrete	numeric	Hypothetically, if this establishment were to purchase the assets it uses now, in their current condition and regardless of whether the establishment owns them or not, how much would they cost, independently of whether they are owned, rented or leased? Machinery, vehicles, and equipment
V1062	n7b	Replacement Cost For Land And Buildings (Lcu)	discrete	numeric	Hypothetically, if this establishment were to purchase the assets it uses now, in their current condition and regardless of whether the establishment owns them or not, how much would they cost, independently of whether they are owned, rented or leased? Land and buildings
V1063	a15a1x	Main Respondent'S Position In The Firm	discrete	character	
V1064	a15a2	Main Respondent'S Yrs With The Firm	contin	numeric	
V1065	a15a3	Main Respondent'S Gender	discrete	numeric	
V1066	a15b1x	Second Respondent'S Position In The Firm	discrete	character	
V1067	a15b2	Second Respondent'S Years With The Firm	discrete	numeric	
V1068	a15b3	Second Respondent'S Gender	discrete	numeric	
V1069	a15c1x	Third Respondent'S Position In The Firm	discrete	character	
V1070	a15c2	Third Respondent'S Yrs With The Firm	discrete	numeric	
V1071	a15c3	Third Respondent'S Gender	discrete	numeric	
V1072	a15d	Day	discrete	numeric	Time face-to-face interview ends
V1073	a15m	Month	discrete	numeric	Time face-to-face interview ends
V1074	a15y	Year	discrete	numeric	Time face-to-face interview ends
V1075	a15h	Hour	contin	numeric	Time face-to-face interview ends
V1076	a15min	Minutes	contin	numeric	Time face-to-face interview ends
V1077	a16	Perception Of The Questions Regarding Opinions And Perceptions	discrete	numeric	It is my perception that the responses to the questions regarding opinions and perceptions:
V1078	a16a	L Section Answered By:	discrete	numeric	
V1079	a17	Responses To The Questions About Figures Are€	discrete	numeric	The responses to the questions regarding figures (productivity and employment numbers):
V1080	a18	This Questionnaire Was Completed In:	discrete	numeric	This questionnaire was completed in:
V1081	a19h	If Option 2 Or 3 In A.18, Estimate Duration Of The Whole Interview: Hours	discrete	numeric	
V1082	a19m	If Option 2 Or 3 In A.18, Estimate Duration Of The Whole Interview: Minutes	contin	numeric	
V1083	stratificationregioncode	stratification region code	discrete	numeric	
V1084	stratificationsizecode	stratification size code	discrete	numeric	
V1085	stratificationsectorcode	stratification sector code	discrete	numeric	

ID	Name	Label	Type	Format	Question
V1086	wstrict	Weight according to strict eligibility	contin	numeric	
V1087	wmedian	Weight according to median eligibility	contin	numeric	
V1088	wweak	Weight according to weak eligibility	contin	numeric	
V1089	strata	see notes	contin	numeric	

Firm Id (id)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 6-1426

Valid cases: 350
 Invalid: 0
 Minimum: 6
 Maximum: 1426

Country Code (a1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Language Of The Interview (a1a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Sampling Region (a2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Sampling region defines the region stratum of the establishment
 It is defined by the regional classification of the establishment in the sample frame

Region Of The Establishment (a3a)

File: zambiaskills_2016_full_data

Region Of The Establishment (a3a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Codification of a3x into regions of homogeneous regulation and or business environment conditions, for ex. into regional clusters

City/ Town/ Village (a3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 350

Official Capital City? (a3b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Is this city the official capital city?

Main Business City? (a3c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Is this city the main business city?

Size Of Locality (a3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 2-5

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Location control variable: it is defined by the actual location of the establishment

Industry Sampling Sector (a4a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 15-72

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Classification of the establishment's activity as defined in the sample frame

Industry Screener Sector (a4b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 15-72

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Classification of the establishment's activity as defined by the screener questionnaire

Sector Match Between Screener Information And Sample Frame (a5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Sector Match Between Screener Information And Sample Frame (a5)

File: zambiaskills_2016_full_data

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Sector match between screener information and sample frame

Sampling Size (a6a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Size of the establishment taken from the sample frame

Screener Size (a6b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Size of the establishment as determined with the screener questionnaire

Interviewer Number (a12)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 3
Decimals: 0
Range: 101-125

Valid cases: 350
Invalid: 0
Minimum: 101
Maximum: 125

Supervisor Number (a13)

File: zambiaskills_2016_full_data

Supervisor Number (a13)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: 201-205

Valid cases: 350
Invalid: 0

Day (a14d)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-31

Valid cases: 350
Invalid: 0
Minimum: 1
Maximum: 31

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Date face-to-face interview begins:
Day (dd)

Month (a14m)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 5-8

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Date face-to-face interview begins:
Month (mm)

Year (a14y)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 2016-2016

Valid cases: 350
Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Year (a14y)

File: zambiaskills_2016_full_data

Date face-to-face interview begins:

Year (yyyy)

Interviewer instructions

Self-explanatory

Hour (a14h)

File: zambiaskills_2016_full_data

Overview

Type: Continuous

Format: numeric

Width: 2

Decimals: 0

Range: 0-23

Valid cases: 350

Invalid: 0

Minimum: 0

Maximum: 23

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Time face-to-face interview begins:

Hour (00 to 23)

Minutes (a14min)

File: zambiaskills_2016_full_data

Overview

Type: Continuous

Format: numeric

Width: 2

Decimals: 0

Range: 0-59

Valid cases: 350

Invalid: 0

Minimum: 0

Maximum: 59

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Literal question

Time face-to-face interview begins:

Minutes (00 to 59)

Establishment Is Part Of A Large Firm (a7)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 350

Invalid: 0

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Identifies establishments that are part of a larger firm

Number Of Establishments In The Firm (a7a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 125
Invalid: 225

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Is This Establishment The Headquarters Location? (a7b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 125
Invalid: 225

Does This Headquarters Location Engage In Production Or Sales At This Location? (a7c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 99
Invalid: 251

If Hq, Financial Statements Independent Of The Rest Of Establishment (a11)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 99
Invalid: 251

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Information taken from the screener questionnaire

Establishment'S Financial Statements Prepared Separately From Hq Statements (a9)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 26
Invalid: 324

Pre question

CONTROL INFORMATION [TO BE COMPLETED BEFORE INTERVIEW]

Interviewer instructions

Information taken from the screener questionnaire

Legal Status Of The Firm (b1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-6

Valid cases: 350
Invalid: 0

Pre question

1) READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING. The goal of this survey is to gather information about the skill profile, training and employers' opinions and expectations about the skill needs of the private sector in Tanzania. The information gathered will help the World Bank and the Government of Tanzania to develop new skill policies and programs to enhance job creation, firm performance and economic growth.

The information obtained here will be held in the strictest confidentiality. Neither your name nor the name of your business will be used in any document based on this survey. For your participation in this survey, a summary of the main findings of this study will be shared with you upon completion of the study.

2) READ OUT THE FOLLOWING INTRODUCTORY SENTENCE ONLY IF A7 = 1 (yes): The first few questions apply to the firm which your establishment is part of.

3) SHOW CARD

Literal question

What is this firm's current legal status?

Interviewer instructions

Legal Status Of The Firm (b1)

File: zambiaskills_2016_full_data

A firm's legal status is information well known for the target respondent: CEO, General Manager or owner of the firm. ENUMERATORS DO NOT NEED TO KNOW THE DEFINITION OF EACH TYPE OF LEGAL STATUS.

A firm's legal status is first determined by whether participation on ownership is by shares (first 2 options) or not (options 3 and 4). The fifth option is a combination of the previous ones.

If a firm's shares are publicly traded, it is a shareholding company with shares traded in the stock market. If the shares are not traded or they are traded only privately it is a shareholding company with shares traded privately. A shareholding company with shares traded privately is a firm that is owned by partners or shareholders for whom their claims over the firm are not publicly traded. They may or may not be traded privately. In both of these categories firms have limited liability.

A sole proprietorship is a business owned and operated by one individual natural person. A natural person is a real human being, as opposed to an artificial legal entity such as a corporation or organization that the law treats for some purposes as if it were a person distinct from its members or owner(s).

A firm's legal status defines the extent of the liability which defines the level of responsibility of the owner over the firm's obligations. Under limited liability each owner is only responsible for the proportion of his/her shares.

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

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

Cooperatives and state owned firms should be designated as Other. When other is chosen, the actual form of legal status must be specified in writing by the enumerator on the survey instrument.

Other (Specify) (b1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

What is this firm's current legal status? Other

What Percentage Of This Firm Does The Largest Owner(S) Own? (b3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

What percent of this firm does the largest owner or owners own?

% Owned By Private Domestic Individuals, Companies Or Organizations (b2a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

SHOW CARD

Literal question

What percent of this firm is owned by each of the following:
Private domestic individuals, companies or organizations

Interviewer instructions

1) Foreign ownership refers to the nationality of the owners. If the primary owner is a foreign national resident in the country, it is still a foreign owned firm. If the owner is another company or institution owned by individuals who are foreign nationals, then it is foreign owned.

Domestic owners are nationals of the country in which the establishment is located. (Follow the same rule for companies.)

A firm that is a subsidiary of a government-owned firm should be considered government-owned.

Firms that operate under a franchise agreement should be classified according to the nationality of those awarded the franchise.

2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

% Owned By Private Foreign Individuals, Companies Or Organizations (b2b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

SHOW CARD

Literal question

What percent of this firm is owned by each of the following:
Private foreign individuals, companies or organizations

Interviewer instructions

1) Foreign ownership refers to the nationality of the owners. If the primary owner is a foreign national resident in the country, it is still a foreign owned firm. If the owner is another company or institution owned by individuals who are foreign nationals, then it is foreign owned.

Domestic owners are nationals of the country in which the establishment is located. (Follow the same rule for companies.)

A firm that is a subsidiary of a government-owned firm should be considered government-owned.

Firms that operate under a franchise agreement should be classified according to the nationality of those awarded the franchise.

2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

% Owned By Government/State (b2c)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-35

Valid cases: 350
Invalid: 0

Pre question

SHOW CARD

Literal question

What percent of this firm is owned by each of the following:
Government/State

Interviewer instructions

1) Foreign ownership refers to the nationality of the owners. If the primary owner is a foreign national resident in the country, it is still a foreign owned firm. If the owner is another company or institution owned by individuals who are foreign nationals, then it is foreign owned.

Domestic owners are nationals of the country in which the establishment is located. (Follow the same rule for companies.)

A firm that is a subsidiary of a government-owned firm should be considered government-owned.

Firms that operate under a franchise agreement should be classified according to the nationality of those awarded the franchise.

2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

% Owned By Other (b2d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

SHOW CARD

Literal question

What percent of this firm is owned by each of the following:
Other

Interviewer instructions

1) Foreign ownership refers to the nationality of the owners. If the primary owner is a foreign national resident in the country, it is still a foreign owned firm. If the owner is another company or institution owned by individuals who are foreign nationals, then it is foreign owned.

Domestic owners are nationals of the country in which the establishment is located. (Follow the same rule for companies.)

A firm that is a subsidiary of a government-owned firm should be considered government-owned.

Firms that operate under a franchise agreement should be classified according to the nationality of those awarded the franchise.

2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

What Is The Country Of Origin Of The Main Private Foreign Owner? (b2b1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 24

Valid cases: 63

Amongst The Owners Of The Firm, Are There Any Females? (b4)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Amongst the owners of the firm, are there any females?

Interviewer instructions

Self-Explanatory

Year Establishment Began Operations (b5)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-2014

Valid cases: 350
Invalid: 0

Pre question

READ ONLY IF A7=1 (yes)
I want to proceed by asking you about this establishment only.

Literal question

In what year did this establishment begin operations?

Interviewer instructions

1) The objective of this question is to obtain the year in which operations started regardless of who was the owner at the time.

The year when the establishment began operation refers to the year in which the establishment actually started producing (or providing services), not to the year in which it was registered for the first time.

If the establishment was privatized, then the date provided should refer to when the original government-owned establishment began operations.

If the establishment changed its production significantly to change sector classification, then the year when that took place should be provided.

2) INTERVIEWER: PROVIDE FOUR DIGITS FOR YEAR

Number Of Full-Time Employees Of The Establishment When It Started Operations (b6)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-2010

Valid cases: 350
Invalid: 0

Literal question

How many full-time employees did this establishment employ when it started operations? Please include all employees and managers

Interviewer instructions

The number of permanent, full-time employees for the time that the enterprise began operations should be provided. All employees and managers (including respondent) should be included.

Was Establishment Formally Registered When It Began Operations? (b6a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Was this establishment formally registered when it began operations?

Interviewer instructions

Registering refer to registration with the national registry (public or private).

If and only if the respondent asks what formal registration means explain that it's when the establishment registered with:

XXXXXXX "Ministry or department"

In What Year Was This Establishment Formally Registered? (b6b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-2014

Valid cases: 350
Invalid: 0

Literal question

In what year was this establishment formally registered?

Interviewer instructions

1) Year of registration refers to the year in which the establishment completed the registration as explained in B.6a.

2) INTERVIEWER: PROVIDE FOUR DIGITS FOR YEAR.

How Many Years Of Experience Working In This Sector Does The Top Manager Have? (b7)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-54

Valid cases: 350
Invalid: 0

Literal question

How many years of experience working in this sector does the Top Manager have?

Interviewer instructions

Top Manager as defined in B.7a. B.7 refers to years of Top Manager's managerial experience in the type of sector in which the establishment presently operates.

How Many Years Of Education Does The Top Manager Have? (b7b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-35

Valid cases: 350
Invalid: 0

Literal question

How many years of education does the Top Manager have?

Is The Top Manager Female? (b7a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Is the Top Manager female?

Establishment'S Main Product/Service Last Fiscal Yr (d1a1a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In fiscal year [insert last complete fiscal year], what was this establishment's main activity and product, that is, the activity and product that represented the largest proportion of annual sales?

Establishment'S Main Product/Service Last Fiscal Yr (d1a1a)

File: zambiaskills_2016_full_data

Interviewer instructions

ENUMERATOR: PLEASE SPECIFY THE ACTIVITY AND PRODUCT IN DETAIL, FOR EX., "LEATHER SHOE MANUFACTURING" NOT JUST SHOES' MANUFACTURING

Main Product/Service (By The Largest % Of Annual Sales) In Last Fiscal Year (d1a1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 350

Pre question

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:

The next topic to be covered is how and where this establishment makes its sales.

Literal question

In fiscal year [insert last complete fiscal year], what was this establishment's main product, that is, the product that represented the largest proportion of annual sales?

Interviewer instructions

INTERVIEWER: PLEASE SPECIFY THE ACTIVITY AND MAIN PRODUCT IN AS MUCH DETAIL AS POSSIBLE, FOR EX., MANUFACTURING OF LEATHER SHOES.)

First Product/Service Isic Code (d1a2)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 4
Decimals: 0
Range: 1511-7290

Valid cases: 350
Invalid: 0
Minimum: 1511
Maximum: 7290

Interviewer instructions

INTERVIEWER: THE FOLLOWING QUESTION IS NOT PART OF THE INTERVIEW. IT WILL BE FILLED OUT IN THE OFFICE

PLEASE CHOOSE THE 4 DIGIT ISIC REV. 3.1 CODE THAT BEST APPLIES TO THE ESTABLISHMENT'S MAIN ACTIVITY AND PRODUCT OR SERVICE

Categorize the products according to standard industry classification codes. The enumerator should show the respondent the list of codes that correspond to the products identified to ensure agreement with the categorization. The respondent should be directed to look at the card only after he has provided the answer to D.1a1.

It may be that all major products fall into one category or that the establishment has only one main product. If the respondent does not know the code, the enumerator should write the sector and look for the corresponding code in the list of codes before submitting the completed questionnaire.

For the codes use United Nations ISIC Rev.3.1.

First Product/Service, Percent Of Total Annual Sales (d1a3)

File: zambiaskills_2016_full_data

Overview

First Product/Service, Percent Of Total Annual Sales (d1a3)

File: zambiaskills_2016_full_data

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

Valid cases: 350
Invalid: 0

Literal question

What percentage of total sales does the main product represent?

Interviewer instructions

The main product is defined in terms of sales in monetary value not volume.

In Last Fiscal Year, What Were This Establishment's Total Annual Sales? (d2)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -9-6750000000

Valid cases: 350
Invalid: 0

Literal question

In fiscal year [insert last complete fiscal year], what were this establishment's total annual sales?

Interviewer instructions

Total sales include the value of all annual sales counting manufactured goods and goods the establishment has bought for trading. For ex. if an establishment makes blue jeans and also imports blue jeans for resale, total sales is the value of all blue jeans sold, both produced and imported. Revenue or receipts for all services rendered and any sales of merchandise for the year, even if the payment may have been received at a later date, are included in total sales.

Please Also Write Out The Number (d2x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 89

Valid cases: 350

Literal question

In fiscal year [insert last complete fiscal year], what were this establishment's total annual sales for all products and services?

Interviewer instructions

PLEASE ALSO WRITE OUT THE NUMBER (I.E. 50,000 AS FIFTY THOUSAND)

Fiscal Year Begins Month (fymonb)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Fiscal Year Begins Year (fyyearb)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 2014-2015

Valid cases: 350
Invalid: 0

Fiscal Year Ends Month (fymone)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Fiscal Year Ends Year (fyyeare)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 2015-2016

Valid cases: 350
Invalid: 0

What Were The Establishment Sales 3 Years Ago (n3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -9-3000000000

Valid cases: 350
Invalid: 0

Literal question

In fiscal year [insert three complete fiscal years ago], three fiscal years ago, what were total annual sales for this establishment?

Interviewer instructions

Total sales three complete fiscal years ago include the value of all annual sales counting manufactured goods and goods the establishment has bought for trading. If an establishment makes blue jeans and also imports blue jeans for resale, total sales is the value of all blue jeans sold, both produced and imported. Revenue or receipts for all services rendered and any sales of merchandise for the year even though payment may have been received at a later date are included in total sales. Firms operating on a commission basis should report commissions, fees, and other operating income, not gross billings or sales.

% Of Sales: National Sales (d3a)

File: zambiaskills_2016_full_data

% Of Sales: National Sales (d3a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

- 1) SHOW CARD
- 2) INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON THE TABLE

Literal question

In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were:
National sales

Interviewer instructions

- 1) Where sales are made. The purpose of this question is to determine where the establishment's customers are located.

Domestic sales are when goods or services are sold inside the borders of the country.

An indirect export is when the manufacturer sells its goods to a trader or another agent who then exports the product without modifications. Products that the manager knows are smuggled abroad should be counted as indirect exports.

Direct export is the sale of goods where the immediate recipient is outside the borders of the country.

- 2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

% O Sales: Indirect Exports (d3b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

- 1) SHOW CARD
- 2) INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON THE TABLE

Literal question

In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were:
Indirect exports (sold domestically to third party that exports products)

Interviewer instructions

- 1) Where sales are made. The purpose of this question is to determine where the establishment's customers are located.

Domestic sales are when goods or services are sold inside the borders of the country.

An indirect export is when the manufacturer sells its goods to a trader or another agent who then exports the product without modifications. Products that the manager knows are smuggled abroad should be counted as indirect exports.

Direct export is the sale of goods where the immediate recipient is outside the borders of the country.

- 2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

% Of Sales: Direct Exports (d3c)

File: zambiaskills_2016_full_data

% Of Sales: Direct Exports (d3c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

- 1) SHOW CARD
- 2) INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON THE TABLE

Literal question

In fiscal year [insert last complete fiscal year], what percent of this establishment's sales were:
Direct exports

Interviewer instructions

- 1) Where sales are made. The purpose of this question is to determine where the establishment's customers are located.

Domestic sales are when goods or services are sold inside the borders of the country.

An indirect export is when the manufacturer sells its goods to a trader or another agent who then exports the product without modifications. Products that the manager knows are smuggled abroad should be counted as indirect exports.

Direct export is the sale of goods where the immediate recipient is outside the borders of the country.

- 2) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100%

In What Year Did This Establishment First Export Directly Or Indirectly? (d8)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-2015

Valid cases: 47
Invalid: 303

Literal question

In which year did this establishment first export directly or indirectly?

Interviewer instructions

First exported directly or indirectly.

Num. Permanent, Full-Time Employees At End Of Last Fiscal Year (l1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-400

Valid cases: 350
Invalid: 0

Pre question

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING: Now I would like to ask you a few questions about this establishment's labour force.

Num. Permanent, Full-Time Employees At End Of Last Fiscal Year (11)

File: zambiaskills_2016_full_data

Literal question

At the end of fiscal year [insert last complete fiscal year], how many permanent, full-time employees did this establishment employ? Please include all employees and managers

Post question

INTERVIEWER: include interviewee if applicable

Interviewer instructions

Number of permanent, full-time employees last complete fiscal year are defined as all paid employees that are contracted for a term of one or more fiscal years and/or have a guaranteed renewal of their employment contract and that work up to 8 or more hours per day.

All employees and managers (including respondent) should be counted.

Num. Permanent, Full-Time Employees At End Of 3 Fiscal Years Ago (12)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-450

Valid cases: 350
Invalid: 0

Literal question

Three fiscal years ago, at the end of fiscal year [insert three complete fiscal years ago], how many permanent, full-time individuals worked in this establishment? Please include all employees and managers

Post question

INTERVIEWER: include interviewee if applicable

Interviewer instructions

Number of permanent, full-time employees three complete fiscal years ago. See definition of permanent, full-time employees in I1

Num. Full-Time Temporary Employees At End Of Last Fiscal Yr (16)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-410

Valid cases: 350
Invalid: 0

Literal question

How many full-time temporary employees did this establishment employ in fiscal year [insert last complete fiscal year]?

Post question

(Full-time, temporary workers are all paid short-term (i.e. for less than a fiscal year) employees with no guarantee of renewal of contract employment and that work full-time)

Interviewer instructions

Full-time temporary or seasonal employees are defined as all paid short-term (i.e. for less than a fiscal year) employees with no guarantee of renewal of employment contract and work 40 hours or more per week for the term of their contract.

Num. Full-Time Temporary Employees At End Of 3 Complete Fiscal Years Ago (l3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-500

Valid cases: 350
Invalid: 0

Literal question

How many full-time temporary employees did this establishment employ three complete fiscal years ago?

% Of Full-Time Employees With Primary Education As Max (l4a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education?

Primary school or below

Interviewer instructions

- 1) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100% (UNLESS RESPONDENT DOES NOT KNOW)
- 2) Show card

% Of Full-Time Employees With Lower Secondary Education As Max (l4b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

INTERVIEWER: READ EACH CATEGORY

Literal question

What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education?

Lower secondary school

Interviewer instructions

- 1) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100% (UNLESS RESPONDENT DOES NOT KNOW)
- 2) Show card

% Of Full-Time Employees With Upper Secondary School Education As Max (l4c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education?
Upper secondary school

Interviewer instructions

- 1) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100% (UNLESS RESPONDENT DOES NOT KNOW)
- 2) Show card

% Of Full-Time Employees With Higher (Tertiary) Education Education As Max (l4d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

What percentage of the full-time, permanent workers of this establishment have completed the following as their highest level of education?
Higher (Tertiary) education

Interviewer instructions

- 1) INTERVIEWER: CHECK THAT TOTAL SUMS TO 100% (UNLESS RESPONDENT DOES NOT KNOW)
- 2) Show card

% Of Full-Time Employees Who Completed TVET (l5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

At the end of fiscal year [insert last complete fiscal year], how many permanent full-time employees of this establishment for the following categories were female?

Full-Time Employees That Are Managers (l7a)

File: zambiaskills_2016_full_data

Full-Time Employees That Are Managers (17a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Managers

Full-Time Employees That Are Professionals (17b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-190

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Professionals

Full-Time Employees That Are Technicians And Associate Professionals (17c)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-47

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Technicians and Associate Professionals

Full-Time Employees That Are Clerical Support And Workers (17d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Full-Time Employees That Are Clerical Support And Workers (l7d)

File: zambiaskills_2016_full_data

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Clerical Support workers

Full-Time Employees That Are Service And Sales Workers (l7e)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-73

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Service and sales workers

Full-Time Employees That Are Plant And Machine Operators And Assemblers (l7f)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-180

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Plant and machine operators and assemblers

Full-Time Employees That Are Others (l7g)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 3
Decimals: 0
Range: -9-110

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many permanent, full-time individuals working in this establishment were in the following categories?

Others

Foreign Employees That Are Managers (l8a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Managers

Foreign Employees That Are Professionals (l8b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Professionals

Foreign Employees That Are Technicians And Associate Professionals (l8c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Technicians and Associate Professionals

Foreign Employees That Are Clerical Support And Workers (l8d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Foreign Employees That Are Clerical Support And Workers (l8d)

File: zambiaskills_2016_full_data

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Clerical Support workers

Foreign Employees That Are Service And Sales Workers (l8e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Service and sales workers

Foreign Employees That Are Plant And Machine Operators And Assemblers (l8f)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Plant and machine operators and assemblers

Foreign Employees That Are Others (l8g)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, how many foreign permanent, full-time individuals working in this establishment were of the following category?
Others

Average Gross Wage/Salary Per Month Of Managers (l9a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-90000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?

Managers

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Professionals (l9b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-60000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?

Professionals

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Technicians And Associate Professionals (l9c)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-40000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?

Technicians and Associate Professionals

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Clerical Support And Workers (l9d)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-10000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Clerical Support workers

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Service And Sales Workers (l9e)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-9000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Service and sales workers

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Plant And Machine Operators & Assemblers (l9f)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-24000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Plant and machine operators and assemblers

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

Average Gross Wage/Salary Per Month Of Others (l9g)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-25000

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?

Others

Interviewer instructions

- 1) INTERVIEWER: IF WAGES ARE PAID TWICE A MONTH, PLEASE CONVERT INTO MONTHLY WAGE
- 2) SHOW CARD

How Do You Rate Your Employees' Interperonsal And Communication Skills? (l16a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?

Interpersonal and communication skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Writing Skills? (l16b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?

Writing skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Problem Solving Skills? (l16c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Problem solving skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Critical Thinking Skills? (l16d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Critical thinking skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Work Ethic? (l16e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Work ethic

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' English Skills? (l16f)

File: zambiaskills_2016_full_data

How Do You Rate Your Employees' English Skills? (l16f)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
English skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Computer Skills/General It Skills? (l16g)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Computer skills/General IT skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Technical Skills, Other Than Computers/Vocationa (l16h)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Technical skills, other than computers/vocational, job-specific skills

Interviewer instructions

- 1) INTERVIEWER: PLEASE READ OUT THE QUESTIONS
- 2) SHOW CARD

How Do You Rate Your Employees' Numeracy Skills? (l16i)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

How do you rate the level of skills of the establishment's permanent employees compared to what the establishment needs for the following types of skills?
Numeracy skills

Any Job Vacancies in the Last Fisc Yr? (l10)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the last two completed fiscal years, did this establishment have any job vacancies?

Num. Vacancies For Managers (l10a1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?
Managers

Num. Vacancies For Professionals (l10a2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?
Professionals

Num. Vacancies For Technicians And Associate Professionals (l10a3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-30

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?
Technicians and Associate Professionals

Num. Vacancies For Clerical Support And Workers (l10a4)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?
Clerical Support workers

Num. Vacancies For Service And Sales Workers (l10a5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?
Service and sales workers

Num. Vacancies For Plant And Machine Operators And Assemblers (l10a6)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Num. Vacancies For Plant And Machine Operators And Assemblers (l10a6)

File: zambiaskills_2016_full_data

How many of these vacancies in this establishment were in the following categories?

Plant and machine operators and assemblers

Num. Vacancies For Others (l10a7)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies in this establishment were in the following categories?

Others

Num. Of Filled Vacancies For Managers (l10b1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?

Managers

Num. Of Filled Vacancies For Professionals (l10b2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?

Professionals

Num. Of Filled Vacancies For Technicians And Associate Professionals (l10b3)

File: zambiaskills_2016_full_data

Overview

Num. Of Filled Vacancies For Technicians And Associate Professionals (l10b3)

File: zambiaskills_2016_full_data

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-30

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?
Technicians and Associate Professionals

Num. Of Filled Vacancies For Clerical Support And Workers (l10b4)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?
Clerical Support workers

Num. Of Filled Vacancies For Service And Sales Workers (l10b5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?
Service and sales workers

Num. Of Filled Vacancies For Plant And Machine Operators And Assemblers (l10b6)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Num. Of Filled Vacancies For Plant And Machine Operators And Assemblers (l10b6)

File: zambiaskills_2016_full_data

How many of these vacancies were filled?
Plant and machine operators and assemblers

Num. Of Filled Vacancies For Others (l10b7)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

How many of these vacancies were filled?
Others

Num. Of Weeks Required To Fill Vacancies For Managers (l10c1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-8

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Managers

Num. Of Weeks Required To Fill Vacancies For Professionals (l10c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Professionals

Num. Of Weeks Required To Fill Vacancies For Technicians & Associate Professiona (l10c3)

File: zambiaskills_2016_full_data

Num. Of Weeks Required To Fill Vacancies For Technicians & Associate Professiona (l10c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Technicians and Associate Professionals

Num. Weeks Required To Fill Vacancies For Clerical Support And Workers (l10c4)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-1500

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Clerical Support workers

Num. Weeks Required To Fill Vacancies For Service And Sales Workers (l10c5)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-2000

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Service and sales workers

Num. Weeks Required To Fill Vacancies For Plant & Machine Operators And Assemble (l10c6)

File: zambiaskills_2016_full_data

Overview

Num. Weeks Required To Fill Vacancies For Plant & Machine Operators And Assemble (l10c6)

File: zambiaskills_2016_full_data

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-8

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Plant and machine operators and assemblers

Num. Weeks Required To Fill Vacancies For Others (l10c7)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-8

Valid cases: 121
Invalid: 229

Literal question

What was the average number of weeks required to fill these vacancies?
Others

Problem When Trying To Hire Workers: No/Few Applicants (l11a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers?
There were no or few applicants

Problem When Trying To Hire Workers: Applicants Lacked Required Skills (l11b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Problem When Trying To Hire Workers: Applicants Lacked Required Skills (l11b)

File: zambiaskills_2016_full_data

Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers?

Applicants lacked required skills

Problem When Trying To Hire Workers: Applicants Expected Wages Higher Than We Can (l11c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers?

Applicants expected wages higher than we can offer

Problem When Trying To Hire Workers: Applicants Did Not Like Working Conditions (l11d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers?

Applicants did not like working conditions

Problem When Trying To Hire Workers: Other (l11e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 121
Invalid: 229

Literal question

Over the last two completed fiscal years, did this establishment encounter the following problems when trying to hire workers?

Other

Other (Specify) (l11ex)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
 Format: character
 Width: 52

Valid cases: 3

First Most Important Skills For Deciding Whether To Hire An Employee (l12a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Literal question

By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?

Second Most Important Skills For Deciding Whether To Hire An Employee (l12b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Literal question

By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?

Third Most Important Skills For Deciding Whether To Hire An Employee (l12c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
 Invalid: 0

Literal question

By looking at card 8, can you tell me among the following skills which are the three most important type of skills for deciding whether to hire an employee?

Name Of First Main University Attended by Employees Of This Establishment (l13a1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 82

Valid cases: 350

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Name of the institution

Name Of Second Main University Attended by Employees Of This Establishment (l13a2x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 350

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Name of the institution

Name Of Third Main University Attended by Employees Of This Establishment (l13a3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 350

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Name of the institution

Location Of First Main University Attended by Employees Of This Establishment (l13b1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 24

Valid cases: 350

Literal question

Location Of First Main University Attended by Employees Of This Establishment (l13b1x)

File: zambiaskills_2016_full_data

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Location (town/city)

Location Of Second Main University Attended by Employees Of This Establishment (l13b2x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: character

Width: 11

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Location (town/city)

Location Of Third Main University Attended by Employees Of This Establishment (l13b3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: character

Width: 11

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Location (town/city)

First Main University Attended by Employees Of This Establishment is Public Or (l13c1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: numeric

Invalid: 0

Width: 2

Decimals: 0

Range: -9-2

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Type of University:

Second Main University Attended by Employees Of This Establishment is Public Or (l13c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Type of University:

Third Main University Attended by Employees Of This Establishment is Public Or (l13c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Please list the three main public or private universities attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from each university. Main refers to the university from which the highest number of employees were hired.

Type of University:

Name Of First Main TVET Attended by Employees Of This Establishment (l14a1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 57

Valid cases: 350

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Name of the institution

Name Of Second Main TVET Attended by Employees Of This Establishment (l14a2x)

File: zambiaskills_2016_full_data

Overview

Name Of Second Main TVET Attended by Employees Of This Establishment (l14a2x)

File: zambiaskills_2016_full_data

Type: Discrete

Valid cases: 350

Format: character

Width: 43

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Name of the institution

Name Of Third Main TVET Attended by Employees Of This Establishment (l14a3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: character

Width: 60

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Name of the institution

Location Of First Main TVET Attended by Employees Of This Establishment (l14b1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: character

Width: 11

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Location (town/city)

Location Of Second Main TVET Attended by Employees Of This Establishment (l14b2x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 350

Format: character

Width: 11

Literal question

Location Of Second Main TVET Attended by Employees Of This Establishment (l14b2x)

File: zambiaskills_2016_full_data

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Location (town/city)

Location Of Third Main TVET Attended by Employees Of This Establishment (l14b3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 8

Valid cases: 350

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Location (town/city)

First Main TVET Attended by Employees Of This Establishment is Public Or Privat (l14c1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Type of TVET or other tertiary-level technical institution:

Second Main TVET Attended by Employees Of This Establishment is Public Or Private (l14c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Second Main TVET Attended by Employees Of This Establishment is Public Or Private (l14c2)

File: zambiaskills_2016_full_data

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Type of TVET or other tertiary-level technical institution:

Third Main TVET Attended by Employees Of This Establishment is Public Or Private (l14c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Please list the three main TVET or other tertiary-level technical institution attended by employees hired by this establishment over the last two fiscal years, and rate the quality of the employees hired from these institutions. Main refers to the TVET or other tertiary-level technical institution from which the highest number of employees were hired.

Type of TVET or other tertiary-level technical institution:

Difficulties Due To Employee Shortages Or Skills Gaps: Maintaining Production Levels (l17a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties?

Maintaining production levels according to demand (or planned output)

Difficulties Due To Employee Shortages Or Skills Gaps: Maintaining Consistent Quality (l17b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Difficulties Due To Employee Shortages Or Skills Gaps: Maintaining Consistent Qu (l17b)

File: zambiaskills_2016_full_data

Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties?

Maintaining consistent quality

Difficulties Due To Employee Shortages Or Skills Gaps: Implementing New Technolo (l17c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties?

Implementing new technology or improving production processes

Difficulties Due To Employee Shortages Or Skills Gaps: Developing New Products (l17d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties?

Developing new products

Difficulties Due To Employee Shortages Or Skills Gaps: Effective Sales And Marke (l17e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the last two fiscal years, due to employee shortages or skills gaps of the workforce, did this establishment experience the following difficulties?

Effective sales and marketing

Conducted Any Formal Training Programs For Its Permanent, Full-Time Employees? (l18a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Over the past two fiscal years, did this establishment conduct any (beyond "on the job") formal training programs in-house or outside the establishment's premises for its permanent, full-time employees?

Conducted Formal In-House l Training Programs For Its Permanent, Full-Time Emplo (l18)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 91
Invalid: 259

Literal question

In the last two fiscal years, did this establishment conduct formal (beyond "on the job") in-house training programs for its permanent full-time employees?

% Of Permanent Full Time Employees That Received Formal In-House Training? (l19)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 77
Invalid: 273

Literal question

What percent of this establishment's permanent full time employees received formal in-house training?

Who Was The Main Training Provider Of The In-House Training? (l20)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 77
Invalid: 273

Who Was The Main Training Provider Of The In-House Training? (l20)

File: zambiaskills_2016_full_data

Literal question

Who was the main training provider of the in-house training?

Name Of First Main In-House Training Provider (l20a1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 77

Format: character

Width: 34

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Name of the institution

Location (Town/City) Of First Main In-House Training Provider (l20b1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 77

Format: character

Width: 11

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Location (town/city)

First Main In-House Training Provider Public Or Private Institution? (l20c1)

File: zambiaskills_2016_full_data

Overview

Type: Discrete

Valid cases: 77

Format: numeric

Invalid: 273

Width: 2

Decimals: 0

Range: -9-2

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Type of institution

Name Of Second Main In-House Training Provider (l20a2)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 31

Valid cases: 77

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Name of the institution

Location (Town/City) Of Second Main In-House Training Provider (l20b2)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 77

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Location (town/city)

Second Main In-House Training Provider Public Or Private Institution? (l20c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 77
Invalid: 273

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Type of institution

Name Of Third Main In-House Training Provider (l20a3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 16

Valid cases: 77

Literal question

Name Of Third Main In-House Training Provider (l20a3)

File: zambiaskills_2016_full_data

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Name of the institution

Location (Town/City) Of Third Main In-House Training Provider (l20b3)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 6

Valid cases: 77

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Location (town/city)

Third Main In-House Training Provider Public Or Private Institution? (l20c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 77
Invalid: 273

Literal question

Other than your own company employees, please list up to three main public and private institutions used by this establishment to provide in-house training in the last two fiscal years. Main refers to institutions training the highest number of this establishment's employees.

Type of institution

Permanent Full-Time Employees Recieved Formal Training Programs Outside Its Prem (l21)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 91
Invalid: 259

Literal question

In the last two fiscal years, did this establishment send its permanent full-time employees to formal (beyond "on the job") training programs outside its premises?

% Of Permanent Full Time Employees Received Formal Training Outside Its Premise (l22)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 21
Invalid: 329

Literal question

What percent of this establishment's permanent full time employees received formal training programs outside its premises?

Who Was The Main Provider Of The Outside Training? (l23)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 21
Invalid: 329

Literal question

Who was the main training provider of the outside training?

Name Of First Main Provider Of The Outside Training (l251a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.
Name of the institution

Name Of Second Main Provider Of The Outside Training (l252a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 57

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.
Name of the institution

Name Of Third Main Provider Of The Outside Training (l253a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 20

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.

Name of the institution

Location (Town/City) Of First Main Provider Of The Outside Training (l251b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 12

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.

Location (town/city)

Location (Town/City) Of Second Main Provider Of The Outside Training (l252b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.

Location (town/city)

Location (Town/City) Of Third Main Provider Of The Outside Training (l253b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 6

Valid cases: 21

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.

Location (town/city)

First Main Provider Of The Outside Training Public Or Private Institution? (l251c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 21
Invalid: 329

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.
Type of institution

Second Main Provider Of The Outside Training Public Or Private Institution? (l252c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 21
Invalid: 329

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.
Type of institution

Third Main Provider Of The Outside Training Public Or Private Institution? (l253c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 21
Invalid: 329

Literal question

Please list up to three main public and private institutions used by this establishment for external training in the last two fiscal years. Main refers to institutions where the highest numbers of this establishment's employees were trained.
Type of institution

Total Spending On Formal (Inhouse And External) Training Programs In The Last Fi (l24)

File: zambiaskills_2016_full_data

Overview

Total Spending On Formal (Inhouse And External) Training Programs In The Last Fi (l24)

File: zambiaskills_2016_full_data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: -9-250000

Valid cases: 21
Invalid: 329

Literal question

Over the last two fiscal years, how much did this establishment spend on formal (in-house and external) training programs for its permanent full-time employees?

Main Reason Why Establishment Did Not Conduct Any Formal Training Programs? (l26)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 329
Invalid: 21

Literal question

What was the MAIN reason why this establishment did not conduct any formal training programs for its permanent full-time employees?

Regular Contact With Educational Or Training Institutions To Recruit Staff? (l26a1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
To recruit staff

Regular Contact With Educational Or Training Institutions For Staff Training? (l26a2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Regular Contact With Educational Or Training Institutions For Staff Training? (l26a2)

File: zambiaskills_2016_full_data

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Use the institute for training of the establishment's staff

Regular Contact With Educational Or Training Institutions To Participate In Stud (l26a3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Participate in testing of students

Regular Contact With Educational Or Training Institutions To Give Feedback? (l26a4)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Give feedback to the institutions for their Curriculum development

Regular Contact With Educational Or Training Institutions To Provide Internships (l26a5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Provide work experience for students (internships and apprenticeships)

Does This Establishment Have Regular Contact With Educational Or Training Instit (l26a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Other (please specify)

Other (Specify) (l26ax)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 47

Valid cases: 4

Literal question

Does this establishment have regular contact with educational or training institutions for any of the following purposes?
Other (please specify)

Establishment Member of Industry Association Or Other Industry Organization? (l26b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Is this establishment a member of industry association or other industry organization?

Name Of First Main Industry Association Or Other Industry Organization (l26a1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 60

Valid cases: 103

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.
Name of the three main industry association or other industry organization

Name Of Second Main Industry Association Or Other Industry Organization (l26a2x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 58

Valid cases: 102

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Name of the three main industry association or other industry organization

Name Of Third Main Industry Association Or Other Industry Organization (l26a3x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 36

Valid cases: 101

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Name of the three main industry association or other industry organization

Quality Industry-Level Dialogue: First Main Industry Association (l26b1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of industry-level dialogue

Quality Of Industry-Level Dialogue: Second Main Industry Association (l26b2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Quality Of Industry-Level Dialogue: Second Main Industry Association (l26b2)

File: zambiaskills_2016_full_data

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of industry-level dialogue

Quality Of Industry-Level Dialogue: Third Main Industry Association (l26b3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of industry-level dialogue

Quality Of Government-Level: First Main Industry Association (l26c1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of government-level dialogue

Quality Of Government-Level: Second Main Industry Association (l26c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Literal question

Quality Of Government-Level: Second Main Industry Association (l26c2)

File: zambiaskills_2016_full_data

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of government-level dialogue

Quality Of Government-Level: Third Main Industry Association (l26c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 103
Invalid: 247

Literal question

Please list names of three main industry associations or other industry organization in which this establishment is a member of, and rate the quality of dialogues conducted by these associations.

Quality of government-level dialogue

Num. Of Full-Time Permanent Employees Employed: Engineering Professionals (l27a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

Engineering Professionals

Num. Of Full-Time Permanent Employees Employed: Engineering Technicians (l27b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: -9-30

Valid cases: 350
Invalid: 0

Num. Of Full-Time Permanent Employees Employed: Engineering Technicians (l27b)

File: zambiaskills_2016_full_data

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

Engineering Technicians

Num. Of Full-Time Permanent Employees Employed: Certified Accountants & Auditors (l27c)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

Certified accountants and auditors

Num. Of Full-Time Permanent Employees Employed: Bookkeepers & Technician Account (l27d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

Bookkeepers & technician accountants

Num. Of Full-Time Permanent Employees Employed: Architects (l27e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?
Architects

Num. Of Full-Time Permanent Employees Employed: Lawyers (l27f)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?
Lawyers

Num. Of Full-Time Permanent Employees Employed: IT Professionals (l27g)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

Num. Of Full-Time Permanent Employees Employed: IT Professionals (l27g)

File: zambiaskills_2016_full_data

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

IT Professionals

Num. Of Full-Time Permanent Employees Employed: IT Technicians And Associate Pro (l27h)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, how many full-time permanent employees did this establishment employ for each category?

IT technicians & associate professionals

Average Gross Wage/Salary Per Month: Engineering Professionals (l28a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-19000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?

Engineering Professionals

Average Gross Wage/Salary Per Month: Engineering Technicians (l28b)

File: zambiaskills_2016_full_data

Overview

Average Gross Wage/Salary Per Month: Engineering Technicians (l28b)

File: zambiaskills_2016_full_data

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-36000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Engineering Technicians

Average Gross Wage/Salary Per Month: Certified Accountants And Auditors (l28c)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-30000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Certified accountants and auditors

Average Gross Wage/Salary Per Month: Bookkeepers & Technician Accountants (l28d)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-8000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Bookkeepers & technician accountants

Average Gross Wage/Salary Per Month: Architects (l28e)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-25000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Architects

Average Gross Wage/Salary Per Month: Lawyers (l28f)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-20000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
Lawyers

Average Gross Wage/Salary Per Month: IT Professionals (l28g)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 5
Decimals: 0
Range: -9-10000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
IT Professionals

Average Gross Wage/Salary Per Month: IT Technicians And Associate Professionals (l28h)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: -9-7000

Valid cases: 350
Invalid: 0

Pre question

The following questions refer only to professions in the areas of law, accounting/auditing, architecture, engineering and IT. We are interested in the numbers and monthly compensation of your full-time employees in these professions, and whether your establishment outsources these services to external firms (domestic or foreign) specializing in these professions.

Literal question

In the last completed fiscal year, what was the average gross wage/salary per month of a current, permanent, full-time employee in the following occupational category?
IT technicians & associate professionals

Outsourced Engineering Services Last Fiscal Yr? (l29a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, did this establishment outsource any of the following professional services?
Engineering services

Outsourced Accounting & Auditing Services Last Fiscal Yr? (l29b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, did this establishment outsource any of the following professional services?
Accounting and Auditing services

Outsourced Architectural Services Last Fiscal Yr? (l29c)

File: zambiaskills_2016_full_data

Overview

Outsourced Architectural Services Last Fiscal Yr? (l29c)

File: zambiaskills_2016_full_data

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, did this establishment outsource any of the following professional services?
Architectural services

Outsource Legal Services Last Fiscal Yr? (l29d)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, did this establishment outsource any of the following professional services?
Legal services

Outsource IT Services Last Fiscal Yr? (l29e)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

In the last completed fiscal year, did this establishment outsource any of the following professional services?
IT services

How Much Of An Obstacle: Inadequately Educated Workforce? (l30b)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

SHOW CARD

Literal question

Using the response options on the card; To what degree is an Inadequately Educated Workforce an obstacle to the current operations of this establishment?

How Much Of An Obstacle: Inadequately Educated Workforce? (l30b)

File: zambiaskills_2016_full_data

Interviewer instructions

- 1) Self-explanatory
- 2) Sensitive question, no clarification can be offered

New Products/Services Introduced Over Last 3 Yrs (h1)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING

And now we switch to a different topic. In this section, "new" means new to the establishment but not necessarily new to the market. Show cards used in this section are different from those used in previous questions. Show cards for this section contain examples of innovation. However, the lists in the show cards are meant as an example and do not contain all possible innovations.

Literal question

During the last three years, has this establishment introduced new or significantly improved products or services?

Interviewer instructions

INTERVIEWER: SHOW CARDS IN THIS SECTION CONTAIN EXAMPLES OF INNOVATIONS. THEY ARE MEANT AS EXAMPLES ONLY - THEY DO NOT CONTAIN ALL POSSIBLE INNOVATIONS.

New Production/Supply Methods Introduced Over Last 3 Yrs (h3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

During the last three years, has this establishment introduced any new or significantly improved methods of manufacturing products or offering services?

Interviewer instructions

SHOW CARD

New Logistics, Delivery Or Distribution Method Or Supporting Activity Last 3 Yrs (h4)

File: zambiaskills_2016_full_data

Overview

New Logistics, Delivery Or Distribution Method Or Supporting Activity Last 3 Yrs (h4)

File: zambiaskills_2016_full_data

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

Valid cases: 350
Invalid: 0

Literal question

During the last three years, has this establishment introduced any new or significantly improved logistics, delivery or distribution method or any new or significantly improved supporting activity?

Interviewer instructions

SHOW CARD

New Organization/Management Practice Over Last 3 Yrs? (h5)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

During the last three years, has this establishment introduced any new or significantly improved organizational structures or management practices?

Interviewer instructions

SHOW CARD

New Marketing Methods Introduced Over Last 3 Yrs (h6)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

During the last three years, has this establishment introduced any new or significantly improved marketing methods?

Interviewer instructions

SHOW CARD

Spending on Any Formal Research Activities Last Fiscal Yr? (h7a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Spending on Any Formal Research Activities Last Fiscal Yr? (h7a)

File: zambiaskills_2016_full_data

Literal question

During the last three years, did this establishment spend on formal research and development activities, either in-house or contracted with other companies, excluding market research surveys?

Interviewer instructions

SHOW CARD

Total Spending on R&D Last Fiscal Yr (h7b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: -9-500000

Valid cases: 47
Invalid: 303

Literal question

In the last complete fiscal year, how much did this establishment spend on formal research and development activities, either in-house or contracted with other companies?

Establishment Has Internationally Recognized Quality Certification? (h8)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

Does this establishment have an internationally-recognized quality certification?

Interviewer instructions

INTERVIEWER: SOME EXAMPLES ARE ISO 9000 or 14000, or HACCP

Name Of Quality Certification (h8ax)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 8

Valid cases: 15

Literal question

What is the name of the certification?

Does This Establishment Use Technology Licensed From Foreign-Owned Firms? (h9)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

At present time, does this establishment use technology licensed from a foreign-owned company, excluding office software?

Does This Establishment Use Email To Communicate With Clients Or Suppliers? (h9a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

At the present time, does this establishment use e-mail to communicate with clients or suppliers?

Does This Establishment Have Its Own Website? (h10)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

At the present time, does this establishment have its own website?

Did This Establishment Purchase Any Fixed Assets In Last Fiscal Yr? (k4)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:

I would like to ask you few questions about this establishment's investments in fixed assets.

Did This Establishment Purchase Any Fixed Assets In Last Fiscal Yr? (k4)

File: zambiaskills_2016_full_data

Literal question

In the last complete fiscal year, did this establishment purchase any fixed assets, such as machinery, vehicles, equipment, land or buildings (new or used)?

Total Annual Expenditure For Purchases Of Equipment In Last Fiscal Yr (n5a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -9-16800000

Valid cases: 168
Invalid: 182

Literal question

In fiscal year [insert last complete fiscal year], how much did this establishment spend on purchases of: Machinery, vehicles, and equipment (new or used)

Interviewer instructions

The category machinery, vehicles and equipment is the annual investment of anything used directly by this establishment to produce. Vehicles include transport and loading and unloading vehicles. It should include not only the purchase cost but also all other costs involved in the investment such as transport of the item and installation cost. Computer hardware should be considered under equipment

Land, buildings is the annual investment in land, buildings and structures used directly or indirectly by this establishment to produce goods and services.

Included are expenditures for new and used structures (including those under construction at the end of last complete fiscal year), fixtures and equipment, additions, major alterations and improvements to existing facilities, and capitalized repairs.

Total Annual Expenditure For Purchases Of Land And Buildings In Last Fiscal Yr (n5b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: -9-15000000

Valid cases: 168
Invalid: 182

Literal question

In fiscal year [insert last complete fiscal year], how much did this establishment spend on purchases of: Land and buildings

Interviewer instructions

Total Annual Expenditure For Purchases Of Land And Buildings In Last Fiscal Yr (n5b)

File: zambiaskills_2016_full_data

The category machinery, vehicles and equipment is the annual investment of anything used directly by this establishment to produce. Vehicles include transport and loading and unloading vehicles. It should include not only the purchase cost but also all other costs involved in the investment such as transport of the item and installation cost. Computer hardware should be considered under equipment

Land, buildings is the annual investment in land, buildings and structures used directly or indirectly by this establishment to produce goods and services.

Included are expenditures for new and used structures (including those under construction at the end of last complete fiscal year), fixtures and equipment, additions, major alterations and improvements to existing facilities, and capitalized repairs.

Total Labor Cost (Incl. Wages, Salaries, Bonuses, Etc) In Last Fiscal Year (n2a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: -9-600000000

Valid cases: 350
Invalid: 0

Pre question

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:

Now, we would like to ask you a few questions about the financial results of this establishment. It is important that this information be as accurate as possible. The individual data are treated as confidential – the identity of your establishment will not be revealed at any point. Please provide the following information from the financial statements of this establishment.

Literal question

From this establishment's Income Statement for fiscal year [insert last complete fiscal year], please provide the following information:

Total annual cost of labor including wages, salaries, bonuses, social security payments

Interviewer instructions

Total cost of labor, including wages, salaries and benefits is the total annual wages and all annual benefits, including food, transport, social security (i.e. pensions, medical insurance, and unemployment insurance).

Raw materials and intermediate goods (M) is the cost of all inputs in the production activity. This is usually an item directly taken from the financial statements

Total annual cost of finished goods and materials purchased to resell: (S) is the cost of all finished goods and materials purchased to be resold.

Fuel (M) is the total annual cost of all fuels consumed for heat, power, transportation, or the generation of electricity. Do not include the estimated costs of fuels, such as sawdust or blast furnace gas, produced as a byproduct of your manufacturing activities. Include anthracite and bituminous coal, coke, natural and manufactured gas, fuel oil, liquefied petroleum gas, gasoline, and all other fuels, including purchased steam. Be sure to include fuel used to power delivery trucks, fork lifts, or other motor vehicles associated with the establishment.

Electricity is the total annual cost of electric energy purchased from public or private utility companies or received from other establishments that belong to the same firm. Exclude the value of electricity generated and used at this establishment.

Total annual depreciation is the amortization of fixed assets due to the wearing down and/or obsolescence

Total Cost Of Sales (n2p)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -9-1200000000

Valid cases: 350
Invalid: 0

Literal question

From this establishment's Income Statement for the last complete fiscal year, please provide the following information:
Total cost of sales

Net Book Value Of Machinery Vehicles, And Equipment In Last Fiscal Year (n6a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -9-1500000000

Valid cases: 350
Invalid: 0

Literal question

From this establishment's Balance Sheet for fiscal year [insert last complete fiscal year], what was the net book value, that is the value of assets after depreciation, of the following:
Machinery, vehicles, and equipment

Interviewer instructions

Net book value equals the purchase value minus depreciation.

The net book value represents the actual cost of assets at the time they were acquired, including all costs incurred in making the assets usable (such as transportation and installation) minus depreciation accumulated since the date of purchase. Included in the assets are all buildings, structures, machinery, and equipment (production, office, and transportation equipment) for which depreciation reserves are maintained. Accordingly, the value of assets at the end of the year includes the value of construction in progress.

Net Book Value Of Land And Buildings (Lcu) (n6b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: -9-1200000000

Valid cases: 350
Invalid: 0

Literal question

From this establishment's Balance Sheet for fiscal year [insert last complete fiscal year], what was the net book value, that is the value of assets after depreciation, of the following:
Land and buildings

Interviewer instructions

Net Book Value Of Land And Buildings (Lcu) (n6b)

File: zambiaskills_2016_full_data

Net book value equals the purchase value minus depreciation.

The net book value represents the actual cost of assets at the time they were acquired, including all costs incurred in making the assets usable (such as transportation and installation) minus depreciation accumulated since the date of purchase. Included in the assets are all buildings, structures, machinery, and equipment (production, office, and transportation equipment) for which depreciation reserves are maintained. Accordingly, the value of assets at the end of the year includes the value of construction in progress.

Cost For Establishment To Re-Purchase All Of Its Machinery (n7a)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -9-2000000000

Valid cases: 350
Invalid: 0

Literal question

Hypothetically, if this establishment were to purchase the assets it uses now, in their current condition and regardless of whether the establishment owns them or not, how much would they cost, independently of whether they are owned, rented or leased?

Machinery, vehicles, and equipment

Interviewer instructions

This question is designed to ascertain the market value of the establishment's assets. Data on equipment is the most important. You can ask the manager to estimate the market value if all of the equipment, land and buildings were sold on the open market. If the respondent states that there is no market, ask how much the respondent would be willing to pay for the capital, knowing what it can produce in its current condition. Estimate how much it would cost to buy machinery in the current market which is similar in terms of age and characteristics. This estimate is to give an indication of the capital intensity of the firm. Keep in mind that it is one of the most important questions on the questionnaire.

Replacement Cost For Land And Buildings (Lcu) (n7b)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: -9-120000000

Valid cases: 350
Invalid: 0

Literal question

Hypothetically, if this establishment were to purchase the assets it uses now, in their current condition and regardless of whether the establishment owns them or not, how much would they cost, independently of whether they are owned, rented or leased?

Land and buildings

Interviewer instructions

This question is designed to ascertain the market value of the establishment's assets. Data on equipment is the most important. You can ask the manager to estimate the market value if all of the equipment, land and buildings were sold on the open market. If the respondent states that there is no market, ask how much the respondent would be willing to pay for the capital, knowing what it can produce in its current condition. Estimate how much it would cost to buy machinery in the current market which is similar in terms of age and characteristics. This estimate is to give an indication of the capital intensity of the firm. Keep in mind that it is one of the most important questions on the questionnaire.

Main Respondent'S Position In The Firm (a15a1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 38

Valid cases: 350

Main Respondent'S Yrs With The Firm (a15a2)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-54

Valid cases: 350
Invalid: 0
Minimum: 1
Maximum: 54

Main Respondent'S Gender (a15a3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Second Respondent'S Position In The Firm (a15b1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 22

Valid cases: 10

Second Respondent'S Years With The Firm (a15b2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 10
Invalid: 340

Second Respondent'S Gender (a15b3)

File: zambiaskills_2016_full_data

Overview

Second Respondent'S Gender (a15b3)

File: zambiaskills_2016_full_data

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

Valid cases: 10
Invalid: 340

Third Respondent'S Position In The Firm (a15c1x)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: character
Width: 11

Valid cases: 1

Third Respondent'S Yrs With The Firm (a15c2)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 1
Invalid: 349

Third Respondent'S Gender (a15c3)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 1
Invalid: 349

Day (a15d)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 2
Decimals: 0
Range: 1-31

Valid cases: 350
Invalid: 0
Minimum: 1
Maximum: 31

Literal question

Time face-to-face interview ends

Month (a15m)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 1
Decimals: 0
Range: 5-8

Valid cases: 350
Invalid: 0

Literal question

Time face-to-face interview ends

Year (a15y)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
Format: numeric
Width: 4
Decimals: 0
Range: 2016-2016

Valid cases: 350
Invalid: 0

Literal question

Time face-to-face interview ends

Hour (a15h)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-23

Valid cases: 350
Invalid: 0
Minimum: 1
Maximum: 23

Literal question

Time face-to-face interview ends

Minutes (a15min)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-59

Valid cases: 350
Invalid: 0
Minimum: 0
Maximum: 59

Literal question

Time face-to-face interview ends

Perception Of The Questions Regarding Opinions And Perceptions (a16)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

INTERVIEWERS PLEASE ANSWER AT END OF THE INTERVIEW

Literal question

It is my perception that the responses to the questions regarding opinions and perceptions:

L Section Answered By: (a16a)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Responses To The Questions About Figures Are€ (a17)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Literal question

The responses to the questions regarding figures (productivity and employment numbers):

This Questionnaire Was Completed In: (a18)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

Pre question

SUPERVISORS PLEASE ANSWER

Literal question

This questionnaire was completed in:

If Option 2 Or 3 In A.18, Estimate Duration Of The Whole Interview: Hours (a19h)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 48
Invalid: 302

Pre question

- 1) SUPERVISORS PLEASE ANSWER
- 2) If option 2 or 3 in A.18, estimate duration of the whole interview

If Option 2 Or 3 In A.18, Estimate Duration Of The Whole Interview: Minutes (a19m)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 0-54

Valid cases: 48
Invalid: 302
Minimum: 0
Maximum: 54

Pre question

- 1) SUPERVISORS PLEASE ANSWER
- 2) If option 2 or 3 in A.18, estimate duration of the whole interview

stratification region code (stratificationregioncode)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

stratification size code (stratificationsizecode)

File: zambiaskills_2016_full_data

Overview

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

Valid cases: 350
Invalid: 0

stratification sector code (stratificationsectorcode)

File: zambiaskills_2016_full_data

stratification sector code (stratificationsectorcode)

File: zambiaskills_2016_full_data

Overview

Type: Discrete
 Format: numeric
 Width: 1
 Decimals: 0
 Range: 1-8

Valid cases: 350
 Invalid: 0

Weight according to strict eligibility (wstrict)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
 Format: numeric
 Width: 5
 Decimals: 2
 Range: 1-10.9653692245483

Valid cases: 350
 Invalid: 0
 Minimum: 1
 Maximum: 11

Weight according to median eligibility (wmedian)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
 Format: numeric
 Width: 5
 Decimals: 2
 Range: 1-11.8557205200195

Valid cases: 350
 Invalid: 0
 Minimum: 1
 Maximum: 11.9

Weight according to weak eligibility (wweak)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
 Format: numeric
 Width: 5
 Decimals: 2
 Range: 1-13.3057441711426

Valid cases: 350
 Invalid: 0
 Minimum: 1
 Maximum: 13.3

see notes (strata)

File: zambiaskills_2016_full_data

Overview

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 1-73

Valid cases: 350
 Invalid: 0
 Minimum: 1
 Maximum: 73

Related Materials

Questionnaires

Zambia Enterprise Skills Survey 2016 Questionnaire

Title Zambia Enterprise Skills Survey 2016 Questionnaire
Language English
Filename Questionnaire_2016 Zambia Enterprise Skills Survey.pdf

Technical documents

Description of Zambia Enterprise Skills Survey 2016 Implementation

Title Description of Zambia Enterprise Skills Survey 2016 Implementation
Language English
Filename 2016 Zambia Enterprise Skills Survey Implementation Report.pdf
