

Albania - STEP Skills Measurement Employer Survey 2017 (Wave 4)

World Bank

Report generated on: April 19, 2018

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 600 non-government enterprise workplaces in the capital and urban regions of Albania. Firms with less than five employees were also included in the target population.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with the Institute of Statistics in Albania (INSTAT) from 2016, served as the sampling frame.

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

Response Rate

An overall response rate of 79% was achieved in Albania STEP Survey. Detailed distribution of responses by stratum can be found in the document Albania Employer Survey Weighting Procedure, available as Related Material.

Weighting

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

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

The general weighting procedure for the Albania Employer Survey required the following tasks.

1) Preparation of a data file to input into the weighting process;

2) Weight calculation:

- Calculation of a firm weight for each sampled firm;
- Calculation of a workplace weight for each sampled workplace;
- Calculation of a workplace level non response adjustment independently for each stratum.

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

Questionnaires

Overview

The Questionnaire for the STEP Employer Survey consists of five modules:

Section 1 - Work Force

Section 2 - Skills Used

Section 3 - Hiring Practices

Section 4 - Training and Compensation

Section 5 - Background

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

Data Collection

Data Collection Dates

Start	End	Cycle
2017-04-13	2017-10-08	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

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

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

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

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

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

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

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

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

Non-response in Albania is attributed to out-dated address information in the sampling frame

7) Interviews lasted between 60 and 70 minutes.

Data Collectors

Name	Abbreviation	Affiliation
IPSOS Strategic Marketing		

SUPERVISION

The data collection team consisted of a total of 28 interviewers and 5 regional supervisors. The regional supervisors were responsible for reporting to the Fieldwork Manager. Each interviewer reported to a regional supervisor.

Regional Supervisors' responsibilities include:

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

For quality control, Regional Supervisors were responsible for:

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

Interviewer visit verification:

- The Regional Supervisor will revisit 15% of each interviewer's assigned firms. (Telephone calls are permitted for up to 1/3 of the revisits). The firms to revisit will be selected randomly by the Field Manager or Headquarters.

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

Data Processing

Data Editing

STEP Data Management Process:

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

Other Processing

Data entry processes, including team composition are described in the Albania Employer Survey Design Planning Report (ESDPR) available as Related Material. In most countries, data entry took place at the survey firm's headquarters.

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

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

Data Appraisal

No content available

File Description

Variable List

ALB_Final ES Data

Content	STEP Albania 2017 (Wave 4). This file provides data from Module 1 to Module 6
Cases	600
Variable(s)	587
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V4926	id	Firm Number	contin	numeric	
V4927	pilot	pilot	discrete	numeric	
V4928	sp	Sampling point	discrete	numeric	
V4929	gender1	Gender 1	discrete	numeric	
V4930	age1	Age Group1	discrete	numeric	
V4931	mod1	Module 1	discrete	character	
V4932	gender2	Gender 2	discrete	numeric	
V4933	age2	Age Group 2	discrete	numeric	
V4934	mod2	Module 2	discrete	character	
V4935	gender3	Gender 3	discrete	numeric	
V4936	age3	Age Group 3	discrete	numeric	
V4937	mod3	Module 3	discrete	character	
V4938	mod1_01	What is your job title (main responsibility)?	discrete	numeric	What is your job title (main responsibility)?
V4939	mod1_01x1	What is your job title (main responsibility)? - Other, please specify	discrete	character	What is your job title (main responsibility)? Other (Please specify _____)
V4940	mod1_02	Is your workplace part of a larger company/ firm?	discrete	numeric	Is your workplace part of a larger company/ firm?
V4941	mod1_03	In what year did the company/firm begin operations in Albania?	discrete	numeric	In what year did the firm begin operations in Albania?
V4942	mod1_04	What year did your workplace begin operations in Albania?	discrete	numeric	What year did your workplace begin operations in Albania?
V4943	mod1_05	What is the legal status of this workplace?	discrete	numeric	What is the legal status of this workplace?
V4944	mod1_05x1	What is the legal status of this workplace - Other, please specify ?	discrete	character	What is the legal status of this workplace? Other (specify _____)
V4945	mod1_06	Which of the following describes the largest shareholders in your firm?	discrete	numeric	Which of the following describes the largest shareholders in your firm?

ID	Name	Label	Type	Format	Question
V4946	mod1_07	Use the following list to identify the broad sector of your economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity:
V4947	mod1_08_1	TOTAL	discrete	numeric	How many workers does your workplace currently employ? TOTAL - Permanent Workers (Including full-time and part-time)
V4948	mod1_08_2	Men	discrete	numeric	How many workers does your workplace currently employ? Men - Permanent Workers (Including full-time and part-time)
V4949	mod1_08_3	Women	discrete	numeric	How many workers does your workplace currently employ? Women - Permanent Workers (Including full-time and part-time)
V4950	mod1_08b_1	TOTAL	discrete	numeric	How many workers does your workplace currently employ? TOTAL - Temporary Workers (including Casual Workers)
V4951	mod1_08b_2	Men	discrete	numeric	How many workers does your workplace currently employ? Men - Temporary Workers (including Casual Workers)
V4952	mod1_08b_3	Women	discrete	numeric	How many workers does your workplace currently employ? Women - Temporary Workers (including Casual Workers)
V4953	mod1_08_b_1	How many workers did your firm employ when it started operations?	discrete	numeric	How many workers did your firm employ when it started operations? - Permanent Workers (Including full-time and part-time)
V4954	mod1_08_b_2	Temporary Workers (including Casual Workers)	discrete	numeric	How many workers did your firm employ when it started operations? - Temporary Workers (including Casual Workers)
V4955	mod1_09r	Do you have any managers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - MANAGERS
V4956	mod1_10r	How many current managers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - MANAGERS
V4957	mod1_11r	How many managers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - MANAGERS
V4958	mod1_12r	How many total managers do you expect to have in 12 months time? (including pres	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - MANAGERS
V4959	mod1_13r	What proportion of current managers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - MANAGERS
V4960	mod1_14r	What proportion of current managers have worked for less than one year for the w	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - MANAGERS
V4961	mod1_15ar	How many current managers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - MANAGERS
V4962	mod1_15r	How many current managers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - MANAGERS
V4963	mod1_09s	Do you have any professionals working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - PROFESSIONALS
V4964	mod1_10s	How many current professionals are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - PROFESSIONALS

ID	Name	Label	Type	Format	Question
V4965	mod1_11s	How many professionals did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - PROFESSIONALS
V4966	mod1_12s	How many total professionals do you expect to have in 12 months time? (including	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - PROFESSIONALS
V4967	mod1_13s	What proportion of current professionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - PROFESSIONALS
V4968	mod1_14s	What proportion of current professionals have worked for less than one year for	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - PROFESSIONALS
V4969	mod1_15as	How many current professionals are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - PROFESSIONALS
V4970	mod1_15s	How many current professionals are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - PROFESSIONALS
V4971	mod1_09t	Do you have any technicians and associate professionals working in your workplac	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - TECHNICIANS AND ASSOCIATE PROFESSIONALS
V4972	mod1_10t	How many current technicians and associate professionals are there in the workpl	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - TECHNICIANS AND ASSOCIATE PROFESSIONALS
V4973	mod1_11t	How many technicians and associate professionals did the workplace have 12 month	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - TECHNICIANS AND ASSOCIATE PROFESSIONALS
V4974	mod1_12t	How many total technicians and associate professionals do you expect to have in	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - TECHNICIANS AND ASSOCIATE PROFESSIONAL
V4975	mod1_13t	What proportion of current technicians and associate professionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - TECHNICIANS AND ASSOCIATE PROFESSIONAL
V4976	mod1_14t	What proportion of current technicians and associate professionals have worked f	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - TECHNICIANS AND ASSOCIATE PROFESSIONAL
V4977	mod1_15at	How many current technicians and associate professionals are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - TECHNICIANS AND ASSOCIATE PROFESSIONAL
V4978	mod1_15t	How many current technicians and associate professionals are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - TECHNICIANS AND ASSOCIATE PROFESSIONA
V4979	mod1_16s	Do you have any clerical support workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - CLERICAL SUPPORT WORKERS

ID	Name	Label	Type	Format	Question
V4980	mod1_17s	How many current clerical support workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - CLERICAL SUPPORT WORKERS
V4981	mod1_18s	How many clerical support workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - CLERICAL SUPPORT WORKERS
V4982	mod1_19s	How many total clerical support workers do you expect to have in 12 months time?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - CLERICAL SUPPORT WORKERS
V4983	mod1_20s	What proportion of current clerical support workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - CLERICAL SUPPORT WORKERS
V4984	mod1_21as	How many current clerical support workers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - CLERICAL SUPPORT WORKERS
V4985	mod1_21s	How many current clerical support workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - CLERICAL SUPPORT WORKERS
V4986	mod1_16u	Do you have any service workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - SERVICE WORKERS
V4987	mod1_17u	How many current service workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - SERVICE WORKERS
V4988	mod1_18u	How many service workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - SERVICE WORKERS
V4989	mod1_19u	How many total service workers do you expect to have in 12 months time? (including present workers)	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - SERVICE WORKERS
V4990	mod1_20u	What proportion of current service workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - SERVICE WORKERS
V4991	mod1_21au	How many current service workers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - SERVICE WORKERS
V4992	mod1_21u	How many current service workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - SERVICE WORKERS
V4993	mod1_16t	Do you have any sales workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - SALES WORKERS
V4994	mod1_17t	How many current sales workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - SALES WORKERS
V4995	mod1_18t	How many sales workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - SALES WORKERS
V4996	mod1_19t	How many total sales workers do you expect to have in 12 months time? (including present workers)	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - SALES WORKERS

ID	Name	Label	Type	Format	Question
V4997	mod1_20t	What proportion of current sales workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - SALES WORKERS
V4998	mod1_21at	How many current sales workers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - SALES WORKERS
V4999	mod1_21t	How many current sales workers are foreign?	discrete	numeric	How many current [OCCUPATION]are foreign? - SALES WORKERS
V5000	mod1_16k	Do you have any skilled agriculture, forestry and fishery workers working in you	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5001	mod1_17k	How many current skilled agriculture, forestry and fishery workers are there in	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5002	mod1_18k	How many skilled agriculture, forestry and fishery workers did the workplace hav	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5003	mod1_19k	How many total skilled agriculture, forestry and fishery workers do you expect t	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5004	mod1_20k	What proportion of current skilled agriculture, forestry and fishery workers are	discrete	numeric	What proportion of current [OCCUPATION] are female? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5005	mod1_21ak	How many current skilled agriculture, forestry and fishery are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5006	mod1_21k	How many current skilled agriculture, forestry and fishery workers are foreign?	discrete	numeric	How many current [OCCUPATION]are foreign? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5007	mod1_16g	Do you have any construction, crafts & related trades workers working in your wo	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5008	mod1_17g	How many current construction, crafts & related trades workers are there in the	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5009	mod1_18g	How many construction, crafts & related trades workers did the workplace have 12	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5010	mod1_19g	How many total construction, crafts & related trades workers do you expect to ha	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5011	mod1_20g	What proportion of current construction, crafts & related trades workers are fem	discrete	numeric	What proportion of current [OCCUPATION] are female? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5012	mod1_21ag	How many current construction, crafts & related trades workers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

ID	Name	Label	Type	Format	Question
V5013	mod1_21g	How many current construction, crafts & related trades workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5014	mod1_16v	Do you have any drivers, plant & machine operators & assemblers working in your	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5015	mod1_17v	How many current drivers, plant & machine operators & assemblers are there in th	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5016	mod1_18v	How many drivers, plant & machine operators & assemblers did the workplace have	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5017	mod1_19v	How many total drivers, plant & machine operators & assemblers do you expect to	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5018	mod1_20v	What proportion of current drivers, plant & machine operators & assemblers are f	discrete	numeric	What proportion of current [OCCUPATION] are female? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5019	mod1_21av	How many current drivers, plant & machine operators & assemblers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5020	mod1_21v	How many current drivers, plant & machine operators & assemblers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5021	mod1_16j	Do you have any elementary occupations workers in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - ELEMENTARY OCCUPATIONS
V5022	mod1_17j	How many current elementary occupations workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - ELEMENTARY OCCUPATIONS
V5023	mod1_18j	How many elementary occupations workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - ELEMENTARY OCCUPATIONS
V5024	mod1_19j	How many total elementary occupations workers do you expect to have in 12 months	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - ELEMENTARY OCCUPATIONS
V5025	mod1_20j	What proportion of current elementary occupations workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - ELEMENTARY OCCUPATIONS
V5026	mod1_21aj	How many current elementary occupations workers are Kosovar?	discrete	numeric	How many current [OCCUPATION] are Kosovar? - ELEMENTARY OCCUPATIONS
V5027	mod1_21j	How many current elementary occupations workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - ELEMENTARY OCCUPATIONS

ID	Name	Label	Type	Format	Question
V5028	mod1_22r	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? -
V5029	mod1_23r	Did you receive female applicants when TRYING to hire managers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]?
V5030	mod1_24_r1	Did you encounter any of these problems when TRYING to hire managers? - There we	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5031	mod1_24_r2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5032	mod1_24_r3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5033	mod1_24_r4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5034	mod1_24_r5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5035	mod1_24_r6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5036	mod1_24_r6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5037	mod1_24b_r	Applicant lacked required skills - managers	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5038	mod1_24c_r_1	What were specific skills lacking from the applicants who applied for managers?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5039	mod1_24c_r_2	What were specific skills lacking from the applicants who applied for managers?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5040	mod1_24c_ro	What were specific skills lacking from the applicants who applied for managers?	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5041	mod1_24c_roo	What were specific skills lacking from the applicants who applied for managers?	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5042	mod1_22s	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? -
V5043	mod1_23s	Did you receive female applicants when TRYING to hire professionals?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]?
V5044	mod1_24_s1	Did you encounter any of these problems when TRYING to hire professionals? - The	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5045	mod1_24_s2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

ID	Name	Label	Type	Format	Question
V5046	mod1_24_s3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5047	mod1_24_s4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5048	mod1_24_s5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5049	mod1_24_s6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5050	mod1_24_s6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5051	mod1_24b_s	Applicant lacked required skills - professionals	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5052	mod1_24c_s_1	What were specific skills lacking from the applicants who applied for profession	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5053	mod1_24c_s_2	What were specific skills lacking from the applicants who applied for profession	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5054	mod1_24c_so	What were specific skills lacking from the applicants who applied for profession	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5055	mod1_24c_soo	What were specific skills lacking from the applicants who applied for profession	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5056	mod1_22t	In the past 3 years [or since the firm began operations if less than 3 years ago]	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? -
V5057	mod1_23t	Did you receive female applicants when TRYING to hire technicians and associate	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]?
V5058	mod1_24_t1	Did you encounter any of these problems when TRYING to hire technicians and asso	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5059	mod1_24_t2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5060	mod1_24_t3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5061	mod1_24_t4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5062	mod1_24_t5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5063	mod1_24_t6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
V5064	mod1_24_t6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

ID	Name	Label	Type	Format	Question
V5065	mod1_24b_t	Applicant lacked required skills - technicians and associate professionals	discrete	numeric	DID THE RESPONDENT ANSWER YES FOR "2. Applicant lacked required skills" ?
V5066	mod1_24c_t_1	What were specific skills lacking from the applicants who applied for technician	discrete	numeric	What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS
V5067	mod1_24c_t_2	What were specific skills lacking from the applicants who applied for technician	discrete	numeric	What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS
V5068	mod1_24c_to	What were specific skills lacking from the applicants who applied for technician	discrete	character	What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS
V5069	mod1_24c_too	What were specific skills lacking from the applicants who applied for technician	discrete	character	What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS
V5070	mod1_22b_1	Why did you not try to hire any managers, professionals or technicians or assoc	discrete	numeric	Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years? - FIRST
V5071	mod1_22b_1x1	Why did you not try to hire any managers, professionals or technicians or assoc	discrete	character	Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years? - FIRST
V5072	mod1_22b_2	Why did you not try to hire any managers, professionals or technicians or assoc	discrete	numeric	Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years? - SECOND
V5073	mod1_22b_2x1	Why did you not try to hire any managers, professionals or technicians or assoc	discrete	character	Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years? - SECOND
V5074	mod1_25s	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - CLERICAL SUPPORT WORKERS
V5075	mod1_26s	Did you receive female applicants when TRYING to hire clerical support workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS
V5076	mod1_27_s1	Did you encounter any of these problems when TRYING to hire clerical support wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - There were no or few applicants
V5077	mod1_27_s2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Applicants lacked required skills
V5078	mod1_27_s3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Applicants expected wages higher than we can offer
V5079	mod1_27_s4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Applicants did not like working conditions
V5080	mod1_27_s5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V5081	mod1_27_s6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Other specify _____)
V5082	mod1_27_s6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CLERICAL SUPPORT WORKERS - Other specify _____)
V5083	mod1_25u	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - SERVICE WORKERS
V5084	mod1_26u	Did you receive female applicants when TRYING to hire service workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - SERVICE WORKERS
V5085	mod1_27_u1	Did you encounter any of these problems when TRYING to hire service workers? - T	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - There were no or few applicants
V5086	mod1_27_u2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Applicants lacked required skills
V5087	mod1_27_u3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Applicants expected wages higher than we can offer
V5088	mod1_27_u4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Applicants did not like working conditions
V5089	mod1_27_u5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Applicants lacked required work experience
V5090	mod1_27_u6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Other specify _____)
V5091	mod1_27_u6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SERVICE WORKERS - Other specify _____)
V5092	mod1_25t	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - SALES WORKERS
V5093	mod1_26t	Did you receive female applicants when TRYING to hire sales workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - SALES WORKERS
V5094	mod1_27_t1	Did you encounter any of these problems when TRYING to hire sales workers? - The	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - There were no or few applicants
V5095	mod1_27_t2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Applicants lacked required skills
V5096	mod1_27_t3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Applicants expected wages higher than we can offer
V5097	mod1_27_t4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Applicants did not like working conditions
V5098	mod1_27_t5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V5099	mod1_27_t6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Other specify_____)
V5100	mod1_27_t6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - SALES WORKERS - Other specify_____)
V5101	mod1_25k	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5102	mod1_26k	Did you receive female applicants when TRYING to hire skilled agriculture, fores	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers
V5103	mod1_27_k1	Did you encounter any of these problems when TRYING to hire skilled agriculture,	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - There were no or few applicants
V5104	mod1_27_k2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Applicants lacked required skills
V5105	mod1_27_k3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Applicants expected wages higher than we can offer
V5106	mod1_27_k4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Applicants did not like working conditions
V5107	mod1_27_k5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Applicants lacked required work experience
V5108	mod1_27_k6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Other specify_____)
V5109	mod1_27_k6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Skilled AGRICULTURE, FORESTY AND FISHERY workers - Other specify_____)
V5110	mod1_25g	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5111	mod1_26g	Did you receive female applicants when TRYING to hire construction, crafts & rel	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
V5112	mod1_27_g1	Did you encounter any of these problems when TRYING to hire construction, crafts	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - There were no or few applicants
V5113	mod1_27_g2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Applicants lacked required skills
V5114	mod1_27_g3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Applicants expected wages higher than we can offer

ID	Name	Label	Type	Format	Question
V5115	mod1_27_g4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Applicants did not like working conditions
V5116	mod1_27_g5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Applicants lacked required work experience
V5117	mod1_27_g6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Other specify_____)
V5118	mod1_27_g6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS - Other specify_____)
V5119	mod1_25v	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5120	mod1_26v	Did you receive female applicants when TRYING to hire drivers, plant & machine o	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
V5121	mod1_27_v1	Did you encounter any of these problems when TRYING to hire drivers, plant & mac	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - There were no or few applicants
V5122	mod1_27_v2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Applicants lacked required skills
V5123	mod1_27_v3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Applicants expected wages higher than we can offer
V5124	mod1_27_v4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Applicants did not like working conditions
V5125	mod1_27_v5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Applicants lacked required work experience
V5126	mod1_27_v6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Other specify_____)
V5127	mod1_27_v6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS - Other specify_____)
V5128	mod1_25j	In the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)? - ELEMENTARY OCCUPATIONS
V5129	mod1_26j	Did you receive female applicants when TRYING to hire elementary occupations wor	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS

ID	Name	Label	Type	Format	Question
V5130	mod1_27_j1	Did you encounter any of these problems when TRYING to hire elementary occupatio	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - There were no or few applicants
V5131	mod1_27_j2	Applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Applicants lacked required skills
V5132	mod1_27_j3	Applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Applicants expected wages higher than we can offer
V5133	mod1_27_j4	Applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Applicants did not like working conditions
V5134	mod1_27_j5	Applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Applicants lacked required work experience
V5135	mod1_27_j6a1	Other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Other specify _____)
V5136	mod1_27_j6a2	Other, specify	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - ELEMENTARY OCCUPATIONS - Other specify _____)
V5137	m_2_01r	Occupation Name - Managers	discrete	numeric	Occupation Name - Managers
V5138	m_2_01s	Occupation Name - Professionals	discrete	numeric	Occupation Name - Professionals
V5139	m_2_01t	Occupation Name - Technicians and associate professionals	discrete	numeric	Occupation Name - Technicians and associate professionals
V5140	m_2_02b	Occupation Number Type A	discrete	numeric	Occupation Number Type A:
V5141	m_2_02z	Occupation Type A	discrete	character	Occupation Type A:
V5142	m2_03_4	Occupation Name - Clerical support workers	discrete	numeric	Occupation Name - Clerical support workers
V5143	m2_03_5	Occupation Name - Service workers	discrete	numeric	Occupation Name - Service workers
V5144	m2_03_6	Occupation Name - Sales workers	discrete	numeric	Occupation Name - Sales workers
V5145	m2_03_7	Occupation Name - Skilled agricultural, forestry and fishery workers	discrete	numeric	Occupation Name - Skilled agricultural, forestry and fishery workers
V5146	m2_03_8	Occupation Name - Craft and related trades workers	discrete	numeric	Occupation Name - Craft and related trades workers
V5147	m2_03_9	Occupation Name - Plant and machine operators, and assemblers	discrete	numeric	Occupation Name - Plant and machine operators, and assemblers
V5148	m2_03_10	Occupation Name - Elementary occupations	discrete	numeric	Occupation Name - Elementary occupations
V5149	m_2_04b	Occupation Number Type B	discrete	numeric	Occupation Number Type B:
V5150	m_2_04z	Occupation Type B	discrete	character	Occupation Type B:
V5151	m2_2_05a	WRITE THE OCCUPATION TYPE A	discrete	character	[WRITE THE OCCUPATION TYPE A]_____

ID	Name	Label	Type	Format	Question
V5152	m2_2_05b	WRITE THE OCCUPATION TYPE B	discrete	character	[WRITE THE OCCUPATION TYPE B] _____
V5153	m2_2_06aa	Do you recruit TYPE A from the following sources- Employment Office	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Employment Office
V5154	m2_2_06ab	Private Employment Services	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Private Employment Services
V5155	m2_2_06ac	Job Fairs	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Job Fairs
V5156	m2_2_06ad	Offers to experienced people in other firms	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Offers to experienced people in other firms
V5157	m2_2_06ae	Direct contact with educational institutions, schools, training centers, univ	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Direct contact with educational institutions, schools, training centers, universities, etc.
V5158	m2_2_06af	Internet postings	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Internet postings
V5159	m2_2_06ag	Other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Other media advertisements/postings (not including internet)
V5160	m2_2_06ah	Informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Informal channels (personal contacts, people recommended by others)
V5161	m2_2_06ai	Other	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type A - Other
V5162	m2_2_06ba	Do you recruit TYPE B from the following sources- National Employment Services	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Employment Office
V5163	m2_2_06bb	Private Employment Services	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Private Employment Services
V5164	m2_2_06bc	Job Fairs	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Job Fairs
V5165	m2_2_06bd	Offers to experienced people in other firms	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Offers to experienced people in other firms
V5166	m2_2_06be	Direct contact with educational institutions, schools, training centers, univ	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Direct contact with educational institutions, schools, training centers, universities, etc.
V5167	m2_2_06bf	Internet postings	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Internet postings
V5168	m2_2_06bg	Other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Other media advertisements/postings (not including internet)
V5169	m2_2_06bh	Informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Informal channels (personal contacts, people recommended by others)
V5170	m2_2_06bi	Other	discrete	numeric	Do you recruit [OCCUPATION TYPE _] from the following sources...? - Type B - Other
V5171	m2_2_07a	Did you hire [OCCUPATION TYPE_A] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?

ID	Name	Label	Type	Format	Question
V5172	m2_2_07b	Did you hire [OCCUPATION TYPE_B] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V5173	m2_2_08a1	What proportion of the applicants for [OCCUPATION TYPE_A] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V5174	m2_2_08a2	Female	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V5175	m2_2_08b1	What proportion of the applicants for [OCCUPATION TYPE_B] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V5176	m2_2_08b2	Female	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V5177	m2_2_09_1	Over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years [or since the firm began operations] if less than 3 years ago, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?
V5178	m2_2_09_2	Over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years [or since the firm began operations] if less than 3 years ago, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?
V5179	m2_2_10_1	What is the education level of the most recent person hired as a [OCCUPATION TYP	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V5180	m2_2_10_2	What is the education level of the most recent person hired as a [OCCUPATION TYP	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V5181	m_2_11_1	What is the gender of the most recent person hired for [OCCUPATION TYPE_A] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V5182	m_2_11_2	What is the gender of the most recent person hired for [OCCUPATION TYPE_B] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V5183	m_2_11a_1	What is the contract type of the most recent person hired for Type A?	discrete	numeric	What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?
V5184	m_2_11a_1x1	What is the contract type of the most recent person hired for Type A? - Other	discrete	character	What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?
V5185	m_2_11a_2	What is the contract type of the most recent person hired for Type B?	discrete	numeric	What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?
V5186	m_2_11a_2x1	What is the contract type of the most recent person hired for Type B? - Other	discrete	character	What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?
V5187	m_2_12a	What is the average monthly gross compensation over the past 6 months (or the mo	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?

ID	Name	Label	Type	Format	Question
V5188	m_2_12b	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?
V5189	m_2_12a1	Is the compensation noted above for a part-time position? Type A	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?
V5190	m_2_12a2	Is the compensation noted above for a part-time position? Type B	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?
V5191	m_2_13_1	Is the salary for a [OCCUPATION TYPE _A] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?
V5192	m_2_13_2	Is the salary for a [OCCUPATION TYPE _B] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?
V5193	m_2_14_1y_1	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5194	m_2_14_1y_2	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5195	m_2_14_1y_3	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5196	m_2_14a_1_1	Selected age group (15-24 years) for Type A	discrete	numeric	Age
V5197	m_2_14a_1_2	Selected age group (25-44 years) for Type A	discrete	numeric	Age
V5198	m_2_14a_1_3	Selected age group (45-64 years) for Type A	discrete	numeric	Age
V5199	m_2_14a_2_1	Selected gender=male for Type A	discrete	numeric	Gender
V5200	m_2_14a_2_2	Selected gender=female for Type A	discrete	numeric	Gender
V5201	m_2_14_2y_1	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5202	m_2_14_2y_2	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5203	m_2_14_2y_3	What is the most important of these personal characteristics when deciding which	discrete	numeric	What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
V5204	m_2_14b_1_1	Selected age group (15-24 years) for Type B	discrete	numeric	Age

ID	Name	Label	Type	Format	Question
V5205	m_2_14b_1_2	Selected age group (25-44 years) for Type B	discrete	numeric	Age
V5206	m_2_14b_1_3	Selected age group (45-64 years) for Type B	discrete	numeric	Age
V5207	m_2_14b_2_1	Selected gender=male for Type B	discrete	numeric	Gender
V5208	m_2_14b_2_2	Selected gender=female for Type B	discrete	numeric	Gender
V5209	m_30a_1	For each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V5210	m_30a_2	Does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct grammar?
V5211	m_30a_3	Does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V5212	m_30a_4	Does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V5213	m_30a_5	Does the job regularly involve speaking a language other than Albanian?	discrete	numeric	Does the job regularly involve speaking a language other than Albanian?
V5214	m_30a_6	Does the job regularly require making formal presentations to clients or colleag	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V5215	m_30a_7	Does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of coworkers?
V5216	m_30a_7b	Does the job regularly involve interacting with clients? - Type A	discrete	numeric	Does the job regularly involve interacting with clients?
V5217	m_30b_1	For each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V5218	m_30b_2	Does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct grammar?
V5219	m_30b_3	Does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V5220	m_30b_4	Does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V5221	m_30b_5	Does the job regularly involve speaking a language other than Albanian?	discrete	numeric	Does the job regularly involve speaking a language other than Albanian?

ID	Name	Label	Type	Format	Question
V5222	m_30b_6	Does the job regularly require making formal presentations to clients or colleagues?	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V5223	m_30b_7	Does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of coworkers?
V5224	m_30b_7b	Does the job regularly involve interacting with clients? - Type B	discrete	numeric	Does the job regularly involve interacting with clients?
V5225	m_3_08a	What is the highest level of computer use involved in this job? [Type A]?	discrete	numeric	What is the highest level of computer use involved in this job?
V5226	m_3_08b	What is the highest level of computer use involved in this job? [Type B]?	discrete	numeric	What is the highest level of computer use involved in this job?
V5227	m_3_09a	Thinking of the last month, how frequently did this typical worker arrive at work?	discrete	numeric	Thinking of the last month, how frequently did this typical worker arrive at work on time (within 15 minutes)?
V5228	m_3_09b	Thinking of the last month, how frequently did this typical worker arrive at work?	discrete	numeric	Thinking of the last month, how frequently did this typical worker arrive at work on time (within 15 minutes)?
V5229	m_3_010a	What is the average monthly gross compensation over the last 12 months for this worker?	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSSES, COMMISSIONS, PERDIEMS, ETC.
V5230	m_3_010b	What is the average monthly gross compensation over the last 12 months for this worker?	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSSES, COMMISSIONS, PERDIEMS, ETC.
V5231	m_3_010aa	Is the noted compensation for a part-time position or a full-time position? Type	discrete	numeric	Is the noted compensation for a part-time position?
V5232	m_3_010ab	Is the noted compensation for a part-time position or a full-time position? Type	discrete	numeric	Is the noted compensation for a part-time position?
V5233	m_3_011a	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS.
V5234	m_3_011b	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS.
V5235	m_3_12a	What is the highest education level this worker has completed? - Type A	discrete	numeric	What is the highest education level this worker has completed?
V5236	m_3_12b	What is the highest education level this worker has completed? - Type B	discrete	numeric	What is the highest education level this worker has completed?

ID	Name	Label	Type	Format	Question
V5237	m_3_013a	Does this worker have a technical or vocational diploma or certificate? - Type A	discrete	numeric	Does this worker have a technical or vocational diploma or certificate? This includes both higher vocational schools (Faculty of Vocational Studies - dentist assistant, legal assistant...), non-university professional studies and courses that take at least one month to finish, organized by state or private institutions. Examples of these courses are language courses, CISCO or Microsoft Certifications, vocational courses like tailoring, catering or cooking...
V5238	m_3_013b	Does this worker have a technical or vocational diploma or certificate? - Type B	discrete	numeric	Does this worker have a technical or vocational diploma or certificate? This includes both higher vocational schools (Faculty of Vocational Studies - dentist assistant, legal assistant...), non-university professional studies and courses that take at least one month to finish, organized by state or private institutions. Examples of these courses are language courses, CISCO or Microsoft Certifications, vocational courses like tailoring, catering or cooking...
V5239	m_3_013ba	Does this technical or vocational diploma or certificate require the completion	discrete	numeric	Does this technical or vocational diploma or certificate require the completion of secondary school in order to enroll?
V5240	m_3_013bb	Does this technical or vocational diploma or certificate require the completion	discrete	numeric	Does this technical or vocational diploma or certificate require the completion of secondary school in order to enroll?
V5241	m_3_014a	Are you satisfied with the education level of this worker? - Type A	discrete	numeric	Are you satisfied with the education level of this worker?
V5242	m_3_014b	Are you satisfied with the education level of this worker? - Type B	discrete	numeric	Are you satisfied with the education level of this worker?
V5243	m_3_015a	What is the average age of this worker? - Type A	discrete	numeric	What is the average age of this worker?
V5244	m_3_015b	What is the average age of this worker? - Type B	discrete	numeric	What is the average age of this worker?
V5245	m_3_016a	What is the gender of this worker? - Type A	discrete	numeric	What is the gender of this worker?
V5246	m_3_016b	What is the gender of this worker? - Type B	discrete	numeric	What is the gender of this worker?
V5247	m_3_017a_1	For each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can do calculations and work with numbers
V5248	m_3_017a_2	Can read and write in English	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in English
V5249	m_3_017a_3	Can read and write in another foreign language	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)
V5250	m_3_017a_4	Can find new and better ways to do things	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can find new and better ways to do things

ID	Name	Label	Type	Format	Question
V5251	m_3_017a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can stay on a long and difficult task until it is finished
V5252	m_3_017a_6	Can be relied on to get things done	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can be relied on to get things done
V5253	m_3_017a_7	Can work well with others and listens to others' views	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well with others and listens to others' views
V5254	m_3_017a_8	Can work well in very busy or difficult situations	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well in very busy or difficult situations
V5255	m_3_017a_9	Can continue in the face of challenging situations at work	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can continue in the face of challenging situations at work
V5256	m_3_017a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can easily adapt to new tasks or changes in the workplace
V5257	m_3_017a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V5258	m_3_017a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can demonstrate specific technical skills relevant to the job.
V5259	m_3_018a_1	How large is the difference between the current skills and the required skills i	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can do calculations and work with numbers
V5260	m_3_018a_2	Can read and write in English	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in English
V5261	m_3_018a_3	Can read and write in another foreign language	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)
V5262	m_3_018a_4	Can find new and better ways to do things	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can find new and better ways to do things
V5263	m_3_018a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can stay on a long and difficult task until it is finished
V5264	m_3_018a_6	Can be relied on to get things done	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can be relied on to get things done

ID	Name	Label	Type	Format	Question
V5265	m_3_018a_7	Can work well with others and listens to others' views	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well with others and listens to others' views
V5266	m_3_018a_8	Can work well in very busy or difficult situations	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well in very busy or difficult situations
V5267	m_3_018a_9	Can continue in the face of challenging situations at work	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can continue in the face of challenging situations at work
V5268	m_3_018a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can easily adapt to new tasks or changes in the workplace
V5269	m_3_018a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V5270	m_3_018a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can demonstrate specific technical skills relevant to the job.
V5271	m_3_019a_1	Of these skills, which ones do you think are important when making decisions reg	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can do calculations and work with numbers
V5272	m_3_019a_2	Can read and write in English	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in English
V5273	m_3_019a_3	Can read and write in another foreign language	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)
V5274	m_3_019a_4	Can find new and better ways to do things	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can find new and better ways to do things
V5275	m_3_019a_5	Can stay on a long and difficult task until it is finished	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can stay on a long and difficult task until it is finished
V5276	m_3_019a_6	Can be relied on to get things done	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can be relied on to get things done

ID	Name	Label	Type	Format	Question
V5277	m_3_019a_7	Can work well with others and listens to others' views	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well with others and listens to others' views
V5278	m_3_019a_8	Can work well in very busy or difficult situations	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well in very busy or difficult situations
V5279	m_3_019a_9	Can continue in the face of challenging situations at work	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can continue in the face of challenging situations at work
V5280	m_3_019a_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can easily adapt to new tasks or changes in the workplace
V5281	m_3_019a_11	Can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V5282	m_3_019a_12	Can demonstrate specific technical skills relevant to the job.	discrete	numeric	Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can demonstrate specific technical skills relevant to the job.
V5283	m_3_020_1	For each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in Albanian
V5284	m_3_020_2	Can do calculations and work with numbers	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can do calculations and work with numbers
V5285	m_3_020_3	Can read and write in English	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in English
V5286	m_3_020_4	Can read and write in another foreign language	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in another foreign language (For example, Italian, French etc.)
V5287	m_3_020_5	Can find new and better ways to do things	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can find new and better ways to do things

ID	Name	Label	Type	Format	Question
V5288	m_3_020_6	Can be relied on to get things done	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can be relied on to get things done
V5289	m_3_020_7	Can work well with others and listens to others' views	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well with others and listens to others' views
V5290	m_3_020_8	Can work well in very busy times or difficult situations	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well in very busy times or difficult situations
V5291	m_3_020_9	Can continue in the face of challenging situations at work	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can continue in the face of challenging situations at work
V5292	m_3_020_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can easily adapt to new tasks or changes in the workplace
V5293	m_3_020_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can use a computer for basic word processing tasks, email and internet searches
V5294	m_3_020_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can demonstrate specific technical skills that are job-relevant.
V5295	m_3_021_1	How large is the difference between the current skills and the required skills i	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in Albanian
V5296	m_3_021_2	Can do calculations and work with numbers	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can do calculations and work with numbers
V5297	m_3_021_3	Can read and write in English	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in English
V5298	m_3_021_4	Can read and write in another foreign language	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can read and write in another foreign language (For example, Italian, French etc.)
V5299	m_3_021_5	Can find new and better ways to do things	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can find new and better ways to do things
V5300	m_3_021_6	Can be relied on to get things done	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can be relied on to get things done
V5301	m_3_021_7	Can work well with others and listens to others' views	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well with others and listens to others' views
V5302	m_3_021_8	Can work well in very busy times or difficult situations	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can work well in very busy times or difficult situations

ID	Name	Label	Type	Format	Question
V5303	m_3_021_9	Can continue in the face of challenging situations at work	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can continue in the face of challenging situations at work
V5304	m_3_021_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can easily adapt to new tasks or changes in the workplace
V5305	m_3_021_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can use a computer for basic word processing tasks, email and internet searches
V5306	m_3_021_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker? - Can demonstrate specific technical skills that are job-relevant.
V5307	m_3_022_1	Of these skills, which ones do you think are important when making decisions reg	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in Albanian
V5308	m_3_022_2	Can do calculations and work with numbers	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can do calculations and work with numbers
V5309	m_3_022_3	Can read and write in English	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in English
V5310	m_3_022_4	Can read and write in another foreign language	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can read and write in another foreign language (For example, Italian, French etc.)
V5311	m_3_022_5	Can find new and better ways to do things	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can find new and better ways to do things
V5312	m_3_022_6	Can be relied on to get things done	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can be relied on to get things done
V5313	m_3_022_7	Can work well with others and listens to others' views	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well with others and listens to others' views

ID	Name	Label	Type	Format	Question
V5314	m_3_022_8	Can work well in very busy times or difficult situations	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can work well in very busy times or difficult situations
V5315	m_3_022_9	Can continue in the face of challenging situations at work	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can continue in the face of challenging situations at work
V5316	m_3_022_10	Can easily adapt to new tasks or changes in the workplace	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can easily adapt to new tasks or changes in the workplace
V5317	m_3_022_11	Can use a computer for basic word processing tasks, Email and internet searches	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can use a computer for basic word processing tasks, email and internet searches
V5318	m_3_022_12	Can demonstrate specific technical skills that are job-relevant	discrete	numeric	Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A]. - Can demonstrate specific technical skills that are job-relevant.
V5319	m_4_01a	Does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V5320	m_4_01b	Does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V5321	m_4_02a_1	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - You use for Recruitment of staff
V5322	m_4_02a_2	Your firm participates in testing of students	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm participates in testing of students
V5323	m_4_02a_3	Your firm gives feedback to the institution for their Curriculum development	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm gives feedback to the institution for their Curriculum development
V5324	m_4_02a_4	Your firm uses the institution for further training	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm uses the institution for further training
V5325	m_4_02a_5	Your firm provides work experience for students (internships and apprenticeships)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm provides work experience for students (internships and apprenticeships)
V5326	m_4_02a_6a	1. Other (Specify)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify_____)

ID	Name	Label	Type	Format	Question
V5327	m_4_02a_6ax	1. Other (Specify)	discrete	character	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify _____)
V5328	m_4_02b_1	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - You use for Recruitment of staff
V5329	m_4_02b_2	Your firm participates in testing of students	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm participates in testing of students
V5330	m_4_02b_3	Your firm gives feedback to the institution for their Curriculum development	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm gives feedback to the institution for their Curriculum development
V5331	m_4_02b_4	Your firm uses the institution for further training	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm uses the institution for further training
V5332	m_4_02b_5	Your firm provides work experience for students (internships and apprenticeships)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Your firm provides work experience for students (internships and apprenticeships)
V5333	m_4_02b_6a	1. Other (Specify)	discrete	numeric	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify _____)
V5334	m_4_02b_6ax	1. Other (Specify)	discrete	character	For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions? - Other (Specify _____)
V5335	m_4_03a	Did the [OCCUPATION TYPE _A] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year, including online training? [Do not include any training mandated by law].
V5336	m_4_03b	Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year, including online training? [Do not include any training mandated by law].
V5337	m_4_04a	What percentage received on-the-job training last year? [Type A]	discrete	numeric	What percentage received on-the-job training last year?
V5338	m_4_04b	What percentage received on-the-job training last year? [Type B]	discrete	numeric	What percentage received on-the-job training last year?
V5339	m_4_05a	Did the [OCCUPATION TYPE _A] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].
V5340	m_4_05b	Did the [OCCUPATION TYPE _B] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].
V5341	m_4_06a_1	For each training option below, Indicate if the [OCCUPATION TYPE _A] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE _] employees received this training in the past year. - Training by the firm's managers, technical persons, peers, etc.
V5342	m_4_06a_2	Training by the firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE _] employees received this training in the past year. - Training by the firm's dedicated trainers

ID	Name	Label	Type	Format	Question
V5343	m_4_06a_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V5344	m_4_06a_4	1. Other (Specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V5345	m_4_06a_4x	1. Other (Specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V5346	m_4_06b_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's managers, technical persons, peers, etc.
V5347	m_4_06b_2	Training by the firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's dedicated trainers
V5348	m_4_06b_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V5349	m_4_06b_4	1. Other (Specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V5350	m_4_06b_4x	1. Other (Specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (Specify_____)
V5351	m_4_07a_1p	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type A - Training by the firm's managers, technical persons, peers, etc.
V5352	m_4_07a_2p	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type A - Training by the firm's dedicated trainers
V5353	m_4_07a_3p	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.% - Type A - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V5354	m_4_07a_4p	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.% - Type A - Other (Specify_____)
V5355	m_4_07a_4x	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.% - Type A - Other (Specify_____)
V5356	m_4_07a_1b	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type A -

ID	Name	Label	Type	Format	Question
V5357	m_4_07a_2b	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type A -
V5358	m_4_07a_3b	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. AVG # DAYS - Type A -
V5359	m_4_07a_4b	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. AVG # DAYS - Type A -
V5360	m_4_07a_4bx	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type A -
V5361	m_4_07bp_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type B - Training by the firm's managers, technical persons, peers, etc.
V5362	m_4_07bp_2	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type B - Training by the firm's dedicated trainers
V5363	m_4_07bp_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type B - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V5364	m_4_07bp_4	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.% - Type B - Other (Specify_____)
V5365	m_4_07b_4x	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. % - Type B - Other (Specify_____)
V5366	m_4_07bb_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type B - Training by the firm's managers, technical persons, peers, etc.
V5367	m_4_07bb_2	Training by the firm's dedicated trainers	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type B - Training by the firm's dedicated trainers
V5368	m_4_07bb_3	Training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type B - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V5369	m_4_07bb_4	1. Other (Specify)	discrete	numeric	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type B - Other (Specify_____)

ID	Name	Label	Type	Format	Question
V5370	m_4_07b_4bx	1. Other (Specify)	discrete	character	For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS - Type B - Other (Specify_____)
V5371	m_4_08a	Thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V5372	m_4_08ax1	Thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? OTHER [Specify_____]
V5373	m_4_08b	Thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V5374	m_4_08bx1	Thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? OTHER [Specify_____]
V5375	m_4_09a	What was the duration in days of that longest training? - Type A	discrete	numeric	What was the duration in days of that longest training?
V5376	m_4_09b	What was the duration in days of that longest training? - Type B	discrete	numeric	What was the duration in days of that longest training?
V5377	m_4_010a	How much did your workplace spend paying outside providers for training conducte	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V5378	m_4_010b	How much did your workplace spend paying outside providers for training conducte	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V5379	m_4_011a	Did the [OCCUPATION TYPE_A] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V5380	m_4_011b	Did the [OCCUPATION TYPE_B] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V5381	m_4_012a_1	For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through public training providers
V5382	m_4_012a_2	Through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through private training providers
V5383	m_4_012a_3	Through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through equipment suppliers (for example, a company selling computers providing training on software)
V5384	m_4_012a_4	NGO's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - NGO's or international organizations
V5385	m_4_012a_5	Other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (specify _____)

ID	Name	Label	Type	Format	Question
V5386	m_4_012a_5x	Other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (specify _____)
V5387	m_4_012b_1	For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through public training providers
V5388	m_4_012b_2	Through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through private training providers
V5389	m_4_012b_3	Through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Through equipment suppliers (for example, a company selling computers providing training on software)
V5390	m_4_012b_4	NGO's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - NGO's or international organizations
V5391	m_4_012b_5	Other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (specify _____)
V5392	m_4_012b_5x	Other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Other (specify _____)
V5393	m_4_013ap_1	Indicate the percentage of [OCCUPATION TYPE _ A] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: % - Through public training providers
V5394	m_4_013ap_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: % - Through private training providers
V5395	m_4_013ap_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: % - Through equipment suppliers (for example, a company selling computers providing training on software)
V5396	m_4_013ap_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: % - NGO's or international organizations
V5397	m_4_013ap_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: % - Other (specify _____)
V5398	m_4_013ab_1	indicate the percentage of [OCCUPATION TYPE _A] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through public training providers
V5399	m_4_013ab_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through private training providers

ID	Name	Label	Type	Format	Question
V5400	m_4_013ab_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through equipment suppliers (for example, a company selling computers providing training on software)
V5401	m_4_013ab_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - NGO's or international organizations
V5402	m_4_013ab_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Other (specify _____)
V5403	m_4_013bp_1	Indicate the percentage of [OCCUPATION TYPE _ B] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:% - Through public training providers
V5404	m_4_013bp_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:% - Through private training providers
V5405	m_4_013bp_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:% - Through equipment suppliers (for example, a company selling computers providing training on software)
V5406	m_4_013bp_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:% - NGO's or international organizations
V5407	m_4_013bp_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:% - Other (specify _____)
V5408	m_4_013bb_1	indicate the percentage of [OCCUPATION TYPE _ B] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through public training providers
V5409	m_4_013bb_2	Through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through private training providers
V5410	m_4_013bb_3	Through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Through equipment suppliers (for example, a company selling computers providing training on software)
V5411	m_4_013bb_4	NGO's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - NGO's or international organizations

ID	Name	Label	Type	Format	Question
V5412	m_4_013bb_5	Other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS - Other (specify _____)
V5413	m_4_014a	How much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V5414	m_4_014b	How much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V5415	m_4_015a	IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_A]?	discrete	numeric	LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_]?
V5416	m_4_015b	IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_B]?	discrete	numeric	LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_]?
V5417	m_4_016a	Thinking of the [OCCUPATION TYPE_A] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V5418	m_4_016b	Thinking of the [OCCUPATION TYPE_B] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V5419	m_4_017_1	In your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately
V5420	m_4_017_2	Produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important
V5421	m_4_017_3	Produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology
V5422	m_4_017_4	Produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experience that can be applied to their work
V5423	m_4_017_5	Produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.

ID	Name	Label	Type	Format	Question
V5424	m_4_018	Does the firm have any experience recruiting workers that have some technical or	discrete	numeric	Does the workplace have any experience recruiting workers that have some technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, also higher schools such as Higher business school, Higher catering school...
V5425	m_4_019_1	In your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately
V5426	m_4_019_2	Produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important
V5427	m_4_019_3	Produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology
V5428	m_4_019_4	Produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experience that can be applied to their work
V5429	m_4_019_5	Produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.
V5430	m_4_020_1	In your opinion, do you agree or disagree with the following statements regardin	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women expect higher benefits than firms can offer (such as flexible hours)
V5431	m_4_020_2	Women lack the required work experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required work experience
V5432	m_4_020_3	Women lack the required skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required skills
V5433	m_4_020_4	Women are costlier to hire than men given labor regulations	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women are costlier to hire than men given labor regulations (such as maternity leave provisions)
V5434	m_4_020_5	Women have competing time demands given family responsibilities	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women have competing time demands given family responsibilities
V5435	m_4_021_1	In your opinion, is there usually a difference in the following skills between a	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Doing calculations and working with numbers
V5436	m_4_021_2	Reading and writing in English	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in English

ID	Name	Label	Type	Format	Question
V5437	m_4_021_3	Reading and writing in (another) foreign language	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in (another) foreign language
V5438	m_4_021_4	Finding new and better ways to do things	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Finding new and better ways to do things
V5439	m_4_021_5	Staying on a long and difficult task until it is finished	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Staying on a long and difficult task until it is finished
V5440	m_4_021_6	Being relied on to get things done	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Being relied on to get things done
V5441	m_4_021_7	Working well with others and listening to others' views	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Working well with others and listening to others' views
V5442	m_4_021_8	Working well in very busy or difficult situations	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Working well in very busy or difficult situations
V5443	m_4_021_9	Continuing in the face of challenging situations at work	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Continuing in the face of challenging situations at work
V5444	m_4_021_10	Easily adapting to new tasks or changes in the workplace	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Easily adapting to new tasks or changes in the workplace
V5445	m_4_021_11	Using a computer for Email, internet, word processing tasks and/or other advanced	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Using a computer for email, internet, word processing tasks and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V5446	m_4_021_12	Demonstrating specific technical skills that are job-relevant	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Demonstrating specific technical skills that are job-relevant
V5447	m_5_01	How would you describe the financial performance of your company in the last fiscal year?	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V5448	m_5_02	How would you describe the growth prospects for your company in the coming three years?	discrete	numeric	How would you describe the growth prospects for your company in the coming three years?
V5449	m_5_03	Who is the main buyer of your products or services?	discrete	numeric	Who is the main buyer of your products or services?
V5450	m_5_03x1	Who is the main buyer of your products or services? - Other	discrete	character	Other (specify _____)
V5451	m_5_04	Does your company have business contacts with entities in other countries?	discrete	numeric	Does your company have business contacts with entities in other countries?
V5452	m_5_05_1	In the past 3 years, has your firm introduced any - New or significantly improve	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved products or services
V5453	m_5_05_2	New or significantly improved methods of manufacturing or producing goods or ser	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved methods of manufacturing or producing goods or services

ID	Name	Label	Type	Format	Question
V5454	m_5_05_3	New or significantly improved procedures or supporting activities for your proce	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)
V5455	m_5_05_4	New or significantly improved organizational structures or management practices	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved organizational structures or management practices
V5456	m_5_06	During the last three years, did this establishment spend on formal research and	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?
V5457	m_5_06b	During the last three years, did this establishment participate in any governmen	discrete	numeric	During the last three years, did this establishment participate in any government-sponsored job-subsidy program?
V5458	m_5_07_1	Can you please indicate the extent to which each of the follwing factors present	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Electricity
V5459	m_5_07_2	Telecommunications, Transportation	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Telecommunications, Transportation
V5460	m_5_07_3	Access to Land	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Land
V5461	m_5_07_4	Tax rates, Tax administration	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Tax rates, Tax administration
V5462	m_5_07_5	Customs and Trade Regulations	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Customs and Trade Regulations
V5463	m_5_07_6	Business Licensing and Operating Permits	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Business Licensing and Operating Permits
V5464	m_5_07_7	Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Financing (e.g.collateral), Cost of Financing (e.g. interest rates)
V5465	m_5_07_8	Political Uncertainty; Economic and Financial Instability (inflation, exchange	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V5466	m_5_07_9	Corruption; Crime, theft and disorder	discrete	numeric	Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Corruption; Crime, theft and disorder

ID	Name	Label	Type	Format	Question
V5467	m_5_07_10	Anti-competitive or informal practices ; Legal system/conflict resolution	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Anti-competitive or informal practices; Legal system/conflict resolution
V5468	m_5_07_11	Labor Factors (for example, availability of labor, labor laws, high turnover, tr	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Labor Factors (for example, availability of labor, labor laws, high turnover, training, wage levels, etc).
V5469	m_5_08_1	Can you please indicate how problematic each of the following labor factors is f	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Employment protection legislation/ labor code laws
V5470	m_5_08_2	Labor availability	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Labor availability
V5471	m_5_08_3	General education of workers	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - General education of workers
V5472	m_5_08_4	Technical and vocational education and training of workers	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Technical and vocational education and training of workers
V5473	m_5_08_5	Finding workers with previous experience	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Finding workers with previous experience
V5474	m_5_08_6	High job turnover	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - High job turnover
V5475	m_5_08_7	Payroll taxes and social security contributions	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Payroll taxes and social security contributions
V5476	m_5_08_8	Overall wage level	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Overall wage level
V5477	m_5_08_9	Labor Factors - Minimum wage	discrete	numeric	Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem' - Minimum wage
V5478	m_5_09	Does your firm have a personnel department (H/R DEPARTMENT)?	discrete	numeric	Does your firm have a personnel department (H/R DEPARTMENT)?
V5479	m_5_10_2	Position	discrete	character	

ID	Name	Label	Type	Format	Question
V5480	m_5_11_2_3_1	Please tell us the following for the two most recent year-end reports for this f	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Year end report from one year ago (2015) - Date of the year ending: day/mo/year
V5481	m_5_11_2_3_2	Average number of employees in the year (2015)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Year end report from one year ago (2015) - Average number of employees in the year
V5482	m_5_11_2_3_3	Wage bill and compensation fund for workers (2015)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Year end report from one year ago (2015) - Wage bill and compensation fund for workers
V5483	m_5_11_2_3_4	Operating expenses (rent, electricity, inventory maintenance) and Cost of goods	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Year end report from one year ago (2015) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs
V5484	m_5_11_2_3_5	Sales (2015)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Year end report from one year ago (2015) - Sales
V5485	m_5_11_2_4_1	Please tell us the following for the two most recent year-end reports for this f	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Most recent year end report (2016) - Date of the year ending: day/mo/year
V5486	m_5_11_2_4_2	Average number of employees in the year (2016)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Most recent year end report (2016) - Average number of employees in the year
V5487	m_5_11_2_4_3	Wage bill and compensation fund for workers (2016)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Most recent year end report (2016) - Wage bill and compensation fund for workers
V5488	m_5_11_2_4_4	Operating expenses (rent, electricity, inventory maintenance) and Cost of goods	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Most recent year end report (2016) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs
V5489	m_5_11_2_4_5	Sales (2016)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Most recent year end report (2016) - Sales
V5490	m_5_12a	In what year was your firm formally registered?	discrete	character	In what year was your firm formally registered?
V5491	m_5_12	What is the VAT number of your firm?	discrete	character	What is the VAT number of your firm?
V5492	m_5_13	What percentage of currently employed permanent workers have social security?	discrete	character	What percentage of currently employed permanent workers have social security coverage?
V5493	m_6_01	What is your impression of how well the respondent understood the questions bein	discrete	numeric	What is your impression of how well the respondent understood the questions being asked?
V5494	m_6_02	What is your impression of how serious and candid the respondent was when answer	discrete	numeric	What is your impression of how serious and candid the respondent was when answering questions?

ID	Name	Label	Type	Format	Question
V5495	m_6_03	What is your impression of how much distraction there was for the respondent whe	discrete	numeric	There can be many distractions during an interview: noise, people interrupting, phone calls, respondent feeling pressed for time, etc. What is your impression of how much distraction there was for the respondent when answering the questionnaire?
V5496	m_6_04	How often did the respondent ask you (the interviewer) for assistance, clarifica	discrete	numeric	How often did the respondent ask you (the interviewer) for assistance, clarification or examples?
V5497	Municipality_code	Municipality code	contin	numeric	
V5498	Municipality		discrete	character	
V5499	County	County	discrete	character	
V5500	County_code	County code	discrete	numeric	
V5501	SECTOR	SECTOR	contin	numeric	
V5502	Region	Region	discrete	character	
V5503	SIZE	Size	discrete	numeric	
V5504	NACE	NACE	contin	numeric	
V5505	interimdata	interimdata	discrete	character	
V5506	s4	Do you have branches in the sample firm	discrete	numeric	
V5507	s5	Total number of branches in the sample firm	contin	numeric	
V5508	NP	SP - from Starting SAMPLE	contin	numeric	
V5509	STRATA_final	STRATA_final	contin	numeric	
V5510	Noemploy	Number of employees	contin	numeric	
V5511	Weight_branch	Final weight of sample branch within firm	contin	numeric	
V5512	Country	Country	discrete	character	

Firm Number (id)

File: ALB_Final ES Data

Overview

Type: Continuous	Valid cases: 600
Format: numeric	Invalid: 0
Width: 5	Minimum: 10001
Decimals: 0	Maximum: 10609
Range: 10001-10609	

pilot (pilot)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-1	

Sampling point (sp)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Gender 1 (gender1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Age Group1 (age1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Module 1 (mod1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: character	Invalid: 0
Width: 100	

Gender 2 (gender2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 56
Format: numeric	Invalid: 544
Width: 6	
Decimals: 0	
Range: 1-888999	

Age Group 2 (age2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 56
Format: numeric	Invalid: 544
Width: 6	
Decimals: 0	
Range: 1-888999	

Module 2 (mod2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 56
Format: character	Invalid: 0
Width: 100	

Gender 3 (gender3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 600
Width: 6	
Decimals: 0	
Range: 1-888999	

Age Group 3 (age3)

File: ALB_Final ES Data

Overview

Age Group 3 (age3)

File: ALB_Final ES Data

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

Valid cases: 0
 Invalid: 600

Module 3 (mod3)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

What is your job title (main responsibility)? (mod1_01)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Pre question

Hello, my name is [insert your name] I am collecting data for a study that is trying to understand the skills that are being used by employers in Albania, what they look for when hiring and how skills affect training and compensation. Your workplace has been chosen randomly, along with several hundred others, to provide a representative sample of all employers. The information you provide is strictly confidential. Your firm/workplace's name and data will never be identifiable in any report or dataset. The information gathered here will help develop new policies and programs to improve firms' access to skills.

Literal question

What is your job title (main responsibility)?

Interviewer instructions

ONE ANSWER

What is your job title (main responsibility)? - Other, please specify (mod1_01x1)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 40

Valid cases: 4

Literal question

What is your job title (main responsibility)?

Other (Please specify _____)

Is your workplace part of a larger company/ firm? (mod1_02)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Is your workplace part of a larger company/ firm?

Post question

1 -> 1.03
2. -> 1.04
9. -> 1.04

In what year did the company/firm begin operations in Albania? (mod1_03)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1960-888999

Valid cases: 87
Invalid: 513

Literal question

In what year did the firm begin operations in Albania?

Interviewer instructions

IF DON'T KNOW, WRITE '9999'

What year did your workplace begin operations in Albania? (mod1_04)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1952-888999

Valid cases: 600
Invalid: 0

Literal question

What year did your workplace begin operations in Albania?

Interviewer instructions

IF DON'T KNOW, WRITE '9999'

What is the legal status of this workplace? (mod1_05)

File: ALB_Final ES Data

Overview

What is the legal status of this workplace? (mod1_05)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Literal question

What is the legal status of this workplace?

Interviewer instructions

ONE ANSWER

What is the legal status of this workplace - Other, please specify ? (mod1_05x1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 21

Valid cases: 1

Literal question

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

Which of the following describes the largest shareholders in your firm? (mod1_06)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

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

Interviewer instructions

(USE SHOWCARD #1)

Use the following list to identify the broad sector of your economic activity (mod1_07)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Use the following list to identify the broad sector of your economic activity (mod1_07)

File: ALB_Final ES Data

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

Interviewer instructions

(USE SHOWCARD #2) ONE ANSWER

TOTAL (mod1_08_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

How many workers does your workplace currently employ? TOTAL
- Permanent Workers (Including full-time and part-time)

Men (mod1_08_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

How many workers does your workplace currently employ? Men
- Permanent Workers (Including full-time and part-time)

Women (mod1_08_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

How many workers does your workplace currently employ? Women
- Permanent Workers (Including full-time and part-time)

TOTAL (mod1_08b_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Men (mod1_08b_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Women (mod1_08b_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

How many workers did your firm employ when it started operations? (mod1_08_b_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many workers did your firm employ when it started operations?
- Permanent Workers (Including full-time and part-time)

Interviewer instructions

How many workers did your firm employ when it started operations? (mod1_08_b_1)

File: ALB_Final ES Data

IF DON'T KNOW, WRITE '9999'

Temporary Workers (including Casual Workers) (mod1_08_b_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

How many workers did your firm employ when it started operations?
- Temporary Workers (including Casual Workers)

Interviewer instructions

IF DON'T KNOW, WRITE '9999'

Do you have any managers working in your workplace? (mod1_09r)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

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

Interviewer instructions

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

How many current managers are there in the workplace? (mod1_10r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

How many current managers are there in the workplace?

(mod1_10r)

File: ALB_Final ES Data

Literal question

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

Interviewer instructions

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

How many managers did the workplace have 12 months ago?

(mod1_11r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

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

Interviewer instructions

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

How many total managers do you expect to have in 12 months time? (including pres (mod1_12r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

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

Interviewer instructions

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

What proportion of current managers are female? (mod1_13r)

File: ALB_Final ES Data

What proportion of current managers are female? (mod1_13r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

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

Interviewer instructions

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

What proportion of current managers have worked for less than one year for the w (mod1_14r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

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

Interviewer instructions

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

How many current managers are Kosovar? (mod1_15ar)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

How many current [OCCUPATION] are Kosovar?
- MANAGERS

Interviewer instructions

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

How many current managers are foreign? (mod1_15r)

File: ALB_Final ES Data

Overview

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

Valid cases: 458
Invalid: 142

Pre question

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. From now on we would like to know about permanent workers only.

Literal question

How many current [OCCUPATION] are foreign?
- MANAGERS

Interviewer instructions

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

Do you have any professionals working in your workplace?

(mod1_09s)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

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

Interviewer instructions

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

How many current professionals are there in the workplace?

(mod1_10s)

File: ALB_Final ES Data

Overview

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

Valid cases: 310
Invalid: 290

Literal question

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

Interviewer instructions

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

How many professionals did the workplace have 12 months ago?
(mod1_11s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

How many total professionals do you expect to have in 12 months time? (including (mod1_12s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

What proportion of current professionals are female? (mod1_13s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

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

What proportion of current professionals have worked for less than one year for (mod1_14s)

File: ALB_Final ES Data

What proportion of current professionals have worked for less than one year for (mod1_14s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

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

How many current professionals are Kosovar? (mod1_15as)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are Kosovar?
- PROFESSIONALS

Interviewer instructions

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

How many current professionals are foreign? (mod1_15s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 310
Format: numeric	Invalid: 290
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are foreign?
- PROFESSIONALS

Interviewer instructions

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

Do you have any technicians and associate professionals working in your workplace (mod1_09t)

File: ALB_Final ES Data

Overview

Do you have any technicians and associate professionals working in your workplace (mod1_09t)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Literal question

Do you have any [OCCUPATION] working in your workplace?
- TECHNICIANS AND ASSOCIATE PROFESSIONALS

Interviewer instructions

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

How many current technicians and associate professionals are there in the workplace (mod1_10t)

File: ALB_Final ES Data

Overview

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

Valid cases: 193
Invalid: 407

Literal question

How many current [OCCUPATION] are there in the workplace?
- TECHNICIANS AND ASSOCIATE PROFESSIONALS

Interviewer instructions

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

How many technicians and associate professionals did the workplace have 12 months ago (mod1_11t)

File: ALB_Final ES Data

Overview

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

Valid cases: 193
Invalid: 407

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- TECHNICIANS AND ASSOCIATE PROFESSIONALS

Interviewer instructions

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

How many total technicians and associate professionals do you expect to have in (mod1_12t)

File: ALB_Final ES Data

How many total technicians and associate professionals do you expect to have in (mod1_12t)

File: ALB_Final ES Data

Overview

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

Valid cases: 193
Invalid: 407

Literal question

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

Interviewer instructions

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

What proportion of current technicians and associate professionals are female? (mod1_13t)

File: ALB_Final ES Data

Overview

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

Valid cases: 193
Invalid: 407

Literal question

What proportion of current [OCCUPATION] are female?
- TECHNICIANS AND ASSOCIATE PROFESSIONAL

Interviewer instructions

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

What proportion of current technicians and associate professionals have worked f (mod1_14t)

File: ALB_Final ES Data

Overview

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

Valid cases: 193
Invalid: 407

Literal question

What proportion of current [OCCUPATION] have worked for less than one year for the workplace?
- TECHNICIANS AND ASSOCIATE PROFESSIONAL

Interviewer instructions

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

How many current technicians and associate professionals are Kosovar? (mod1_15at)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 193
Format: numeric	Invalid: 407
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are Kosovar?
- TECHNICIANS AND ASSOCIATE PROFESSIONAL

Interviewer instructions

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

How many current technicians and associate professionals are foreign? (mod1_15t)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 193
Format: numeric	Invalid: 407
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

How many current [OCCUPATION] are foreign?
- TECHNICIANS AND ASSOCIATE PROFESSIONA

Interviewer instructions

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

Do you have any clerical support workers working in your workplace? (mod1_16s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

Do you have any [OCCUPATION] working in your workplace?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

How many current clerical support workers are there in the workplace? (mod1_17s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 239
Format: numeric	Invalid: 361
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are there in the workplace?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

How many clerical support workers did the workplace have 12 months ago? (mod1_18s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 239
Format: numeric	Invalid: 361
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

How many total clerical support workers do you expect to have in 12 months time? (mod1_19s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 239
Format: numeric	Invalid: 361
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

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

Interviewer instructions

How many total clerical support workers do you expect to have in 12 months time? (mod1_19s)

File: ALB_Final ES Data

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

What proportion of current clerical support workers are female? (mod1_20s)

File: ALB_Final ES Data

Overview

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

Valid cases: 239
Invalid: 361

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

How many current clerical support workers are Kosovar? (mod1_21as)

File: ALB_Final ES Data

Overview

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

Valid cases: 239
Invalid: 361

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

How many current clerical support workers are foreign? (mod1_21s)

File: ALB_Final ES Data

Overview

How many current clerical support workers are foreign? (mod1_21s)

File: ALB_Final ES Data

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

Valid cases: 239
Invalid: 361

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

Do you have any service workers working in your workplace? (mod1_16u)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

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

How many current service workers are there in the workplace? (mod1_17u)

File: ALB_Final ES Data

Overview

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

Valid cases: 222
Invalid: 378

Pre question

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

Literal question

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

Interviewer instructions

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

How many service workers did the workplace have 12 months ago? (mod1_18u)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 222
Format: numeric	Invalid: 378
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

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

Interviewer instructions

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

How many total service workers do you expect to have in 12 months time? (includi (mod1_19u)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 222
Format: numeric	Invalid: 378
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

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

Interviewer instructions

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

What proportion of current service workers are female? (mod1_20u)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 222
Format: numeric	Invalid: 378
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- SERVICE WORKERS

Interviewer instructions

What proportion of current service workers are female?
(mod1_20u)

File: ALB_Final ES Data

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

How many current service workers are Kosovar? (mod1_21au)

File: ALB_Final ES Data

Overview

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

Valid cases: 222
Invalid: 378

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- SERVICE WORKERS

Interviewer instructions

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

How many current service workers are foreign? (mod1_21u)

File: ALB_Final ES Data

Overview

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

Valid cases: 222
Invalid: 378

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- SERVICE WORKERS

Interviewer instructions

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

Do you have any sales workers working in your workplace?
(mod1_16t)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

Do you have any sales workers working in your workplace?

(mod1_16t)

File: ALB_Final ES Data

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

Literal question

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

- SALES WORKERS

Interviewer instructions

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

- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.17-1.21

How many current sales workers are there in the workplace?

(mod1_17t)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Pre question

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

Literal question

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

- SALES WORKERS

Interviewer instructions

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

How many sales workers did the workplace have 12 months ago?

(mod1_18t)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Pre question

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

Literal question

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

- SALES WORKERS

Interviewer instructions

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

How many total sales workers do you expect to have in 12 months time? (including (mod1_19t)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Pre question

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

Literal question

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

Interviewer instructions

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

What proportion of current sales workers are female? (mod1_20t)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- SALES WORKERS

Interviewer instructions

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

How many current sales workers are Kosovar? (mod1_21at)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- SALES WORKERS

Interviewer instructions

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

How many current sales workers are foreign? (mod1_21t)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 139
Format: numeric	Invalid: 461
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- SALES WORKERS

Interviewer instructions

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

Do you have any skilled agriculture, forestry and fishery workers working in you (mod1_16k)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

Do you have any [OCCUPATION] working in your workplace?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

How many current skilled agriculture, forestry and fishery workers are there in (mod1_17k)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 562
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are there in the workplace?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

How many skilled agriculture, forestry and fishery workers did the workplace hav (mod1_18k)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 562
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

How many total skilled agriculture, forestry and fishery workers do you expect t (mod1_19k)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 562
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

What proportion of current skilled agriculture, forestry and fishery workers are (mod1_20k)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 562
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

What proportion of current skilled agriculture, forestry and fishery workers are (mod1_20k)

File: ALB_Final ES Data

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

How many current skilled agriculture, forestry and fishery are Kosovar? (mod1_21ak)

File: ALB_Final ES Data

Overview

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

Valid cases: 38
Invalid: 562

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

How many current skilled agriculture, forestry and fishery workers are foreign? (mod1_21k)

File: ALB_Final ES Data

Overview

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

Valid cases: 38
Invalid: 562

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

Do you have any construction, crafts & related trades workers working in your wo (mod1_16g)

File: ALB_Final ES Data

Overview

Do you have any construction, crafts & related trades workers working in your wo (mod1_16g)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

Do you have any [OCCUPATION] working in your workplace?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

How many current construction, crafts & related trades workers are there in the (mod1_17g)

File: ALB_Final ES Data

Overview

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

Valid cases: 195
Invalid: 405

Pre question

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

Literal question

How many current [OCCUPATION] are there in the workplace?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

How many construction, crafts & related trades workers did the workplace have 12 (mod1_18g)

File: ALB_Final ES Data

Overview

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

Valid cases: 195
Invalid: 405

Pre question

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

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

How many total construction, crafts & related trades workers do you expect to ha (mod1_19g)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 195
Format: numeric	Invalid: 405
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

What proportion of current construction, crafts & related trades workers are fem (mod1_20g)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 195
Format: numeric	Invalid: 405
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

How many current construction, crafts & related trades workers are Kosovar? (mod1_21ag)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 195
Format: numeric	Invalid: 405
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

How many current construction, crafts & related trades workers are Kosovar? (mod1_21ag)

File: ALB_Final ES Data

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

How many current construction, crafts & related trades workers are foreign? (mod1_21g)

File: ALB_Final ES Data

Overview

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

Valid cases: 195
Invalid: 405

Pre question

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

Literal question

How many current [OCCUPATION]are foreign?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

Do you have any drivers, plant & machine operators & assemblers working in your (mod1_16v)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

Do you have any [OCCUPATION] working in your workplace?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

How many current drivers, plant & machine operators & assemblers are there in th (mod1_17v)

File: ALB_Final ES Data

Overview

How many current drivers, plant & machine operators & assemblers are there in th (mod1_17v)

File: ALB_Final ES Data

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

Valid cases: 224
Invalid: 376

Pre question

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

Literal question

How many current [OCCUPATION] are there in the workplace?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

How many drivers, plant & machine operators & assemblers did the workplace have (mod1_18v)

File: ALB_Final ES Data

Overview

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

Valid cases: 224
Invalid: 376

Pre question

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

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

How many total drivers, plant & machine operators & assemblers do you expect to (mod1_19v)

File: ALB_Final ES Data

Overview

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

Valid cases: 224
Invalid: 376

Pre question

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

Literal question

How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

What proportion of current drivers, plant & machine operators & assemblers are f (mod1_20v)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 224
Format: numeric	Invalid: 376
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

How many current drivers, plant & machine operators & assemblers are Kosovar? (mod1_21av)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 224
Format: numeric	Invalid: 376
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

How many current drivers, plant & machine operators & assemblers are foreign? (mod1_21v)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 224
Format: numeric	Invalid: 376
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

How many current drivers, plant & machine operators & assemblers are foreign? (mod1_21v)

File: ALB_Final ES Data

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

Do you have any elementary occupations workers in your workplace? (mod1_16j)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

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

How many current elementary occupations workers are there in the workplace? (mod1_17j)

File: ALB_Final ES Data

Overview

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

Valid cases: 313
Invalid: 287

Pre question

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

Literal question

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

Interviewer instructions

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

How many elementary occupations workers did the workplace have 12 months ago? (mod1_18j)

File: ALB_Final ES Data

Overview

How many elementary occupations workers did the workplace have 12 months ago? (mod1_18j)

File: ALB_Final ES Data

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

Valid cases: 313
Invalid: 287

Pre question

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

Literal question

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

Interviewer instructions

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

How many total elementary occupations workers do you expect to have in 12 months (mod1_19j)

File: ALB_Final ES Data

Overview

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

Valid cases: 313
Invalid: 287

Pre question

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

Literal question

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

Interviewer instructions

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

What proportion of current elementary occupations workers are female? (mod1_20j)

File: ALB_Final ES Data

Overview

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

Valid cases: 313
Invalid: 287

Pre question

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

Literal question

What proportion of current [OCCUPATION] are female?
- ELEMENTARY OCCUPATIONS

Interviewer instructions

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

How many current elementary occupations workers are Kosovar? (mod1_21aj)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 313
Format: numeric	Invalid: 287
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are Kosovar?
- ELEMENTARY OCCUPATIONS

Interviewer instructions

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

How many current elementary occupations workers are foreign? (mod1_21j)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 313
Format: numeric	Invalid: 287
Width: 6	
Decimals: 0	
Range: 0-888999	

Pre question

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

Literal question

How many current [OCCUPATION] are foreign?
- ELEMENTARY OCCUPATIONS

Interviewer instructions

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

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22r)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

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

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_22r)

File: ALB_Final ES Data

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?

-

Interviewer instructions

INT: FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24 If ANSWERED 'NO' FOR ALL THREE OCCUPATIONS, ASK 122B

Did you receive female applicants when TRYING to hire managers? (mod1_23r)

File: ALB_Final ES Data

Overview

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

Valid cases: 104
Invalid: 496

Literal question

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

Did you encounter any of these problems when TRYING to hire managers? - There we (mod1_24_r1)

File: ALB_Final ES Data

Overview

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

Valid cases: 104
Invalid: 496

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_24_r2)

File: ALB_Final ES Data

Overview

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

Valid cases: 104
Invalid: 496

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

Applicants lacked required skills (mod1_24_r2)

File: ALB_Final ES Data

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_r3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 104
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_24_r4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 104
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_24_r5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 104
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Other (mod1_24_r6a1)

File: ALB_Final ES Data

Other (mod1_24_r6a1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 104
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_24_r6a2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 2
Format: character	
Width: 61	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicant lacked required skills - managers (mod1_24b_r)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 104
Format: numeric	Invalid: 496
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for managers? (mod1_24c_r_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 564
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What were specific skills lacking from the applicants who applied for managers? (mod1_24c_r_1)

File: ALB_Final ES Data

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for managers? (mod1_24c_r_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 32
Invalid: 568

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for managers? (mod1_24c_ro)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 3
Invalid: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for managers? (mod1_24c_roo)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_22s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?

-

Interviewer instructions

INT: FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24 If ANSWERED 'NO' FOR ALL THREE OCCUPATIONS, ASK 122B

Did you receive female applicants when TRYING to hire professionals? (mod1_23s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 161
Format: numeric	Invalid: 439
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Did you encounter any of these problems when TRYING to hire professionals? - The (mod1_24_s1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 161
Format: numeric	Invalid: 439
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_24_s2)

File: ALB_Final ES Data

Overview

Applicants lacked required skills (mod1_24_s2)

File: ALB_Final ES Data

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

Valid cases: 161
 Invalid: 439

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_s3)

File: ALB_Final ES Data

Overview

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

Valid cases: 161
 Invalid: 439

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_24_s4)

File: ALB_Final ES Data

Overview

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

Valid cases: 161
 Invalid: 439

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_24_s5)

File: ALB_Final ES Data

Overview

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

Valid cases: 161
 Invalid: 439

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

Applicants lacked required work experience (mod1_24_s5)

File: ALB_Final ES Data

SHOWCARD #4

Other (mod1_24_s6a1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 161
Format: numeric	Invalid: 439
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_24_s6a2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 4
Format: character	
Width: 46	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicant lacked required skills - professionals (mod1_24b_s)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 161
Format: numeric	Invalid: 439
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for profession (mod1_24c_s_1)

File: ALB_Final ES Data

Overview

What were specific skills lacking from the applicants who applied for profession (mod1_24c_s_1)

File: ALB_Final ES Data

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

Valid cases: 76
Invalid: 524

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for profession (mod1_24c_s_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 56
Invalid: 544

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for profession (mod1_24c_so)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 6
Invalid: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for profession (mod1_24c_soo)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

What were specific skills lacking from the applicants who applied for profession (mod1_24c_soo)

File: ALB_Final ES Data

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_22t)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?

-

Interviewer instructions

INT: FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24 If ANSWERED 'NO' FOR ALL THREE OCCUPATIONS, ASK 122B

Did you receive female applicants when TRYING to hire technicians and associate (mod1_23t)

File: ALB_Final ES Data

Overview

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

Valid cases: 96
Invalid: 504

Literal question

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

Did you encounter any of these problems when TRYING to hire technicians and asso (mod1_24_t1)

File: ALB_Final ES Data

Overview

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

Valid cases: 96
Invalid: 504

Literal question

Did you encounter any of these problems when TRYING to hire technicians and asso (mod1_24_t1)

File: ALB_Final ES Data

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_24_t2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_24_t3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_24_t4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_24_t5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Other (mod1_24_t6a1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_24_t6a2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 1
Format: character	
Width: 54	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

Interviewer instructions

SHOWCARD #4

Applicant lacked required skills - technicians and associate professionals (mod1_24b_t)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 96
Format: numeric	Invalid: 504
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Applicant lacked required skills - technicians and associate professionals (mod1_24b_t)

File: ALB_Final ES Data

DID THE RESPONDENT ANSWER YES FOR "2. Applicant lacked required skills" ?

Post question

1. Yes >> 1.24c
2. No >> NEXT OCCUPATION Q1.23

Interviewer instructions

SHOWCARD #4

What were specific skills lacking from the applicants who applied for technician (mod1_24c_t_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 32
Invalid: 568

Literal question

What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS

Interviewer instructions

SHOWCARD #3b

What were specific skills lacking from the applicants who applied for technician (mod1_24c_t_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 23
Invalid: 577

Literal question

What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS

Interviewer instructions

SHOWCARD #3b

What were specific skills lacking from the applicants who applied for technician (mod1_24c_to)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

What were specific skills lacking from the applicants who applied for technician (mod1_24c_to)

File: ALB_Final ES Data

What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS

Interviewer instructions

SHOWCARD #3b

What were specific skills lacking from the applicants who applied for technician (mod1_24c_too)

File: ALB_Final ES Data

Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 0

Invalid: 0

Literal question

What were specific skills lacking from the applicants who applied for [OCCUPATION]? RECORD UP TO TWO MAIN SKILLS

Interviewer instructions

SHOWCARD #3b

Why did you not try to hire any managers, professionals or technicians or assoc (mod1_22b_1)

File: ALB_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 375

Invalid: 225

Literal question

Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years?
- FIRST

Interviewer instructions

DO NOT READ OPTIONS. RECORD UP TO TWO MAIN REASONS

Why did you not try to hire any managers, professionals or technicians or assoc (mod1_22b_1x1)

File: ALB_Final ES Data

Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Literal question

Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years?
- FIRST

Interviewer instructions

DO NOT READ OPTIONS. RECORD UP TO TWO MAIN REASONS

Why did you not try to hire any managers, professionals or technicians or assoc (mod1_22b_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 256
Invalid: 344

Literal question

Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years?
- SECOND

Interviewer instructions

DO NOT READ OPTIONS. RECORD UP TO TWO MAIN REASONS

Why did you not try to hire any managers, professionals or technicians or assoc (mod1_22b_2x1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 53

Valid cases: 2

Literal question

Why did you not try to hire any managers, professionals or technicians or associate professionals in the past 3 years?
- SECOND

Interviewer instructions

DO NOT READ OPTIONS. RECORD UP TO TWO MAIN REASONS

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25s)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
- CLERICAL SUPPORT WORKERS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire clerical support workers? (mod1_26s)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire clerical support workers? (mod1_26s)

File: ALB_Final ES Data

Overview

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

Valid cases: 107
Invalid: 493

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- CLERICAL SUPPORT WORKERS

Did you encounter any of these problems when TRYING to hire clerical support wor (mod1_27_s1)

File: ALB_Final ES Data

Overview

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

Valid cases: 107
Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- CLERICAL SUPPORT WORKERS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_s2)

File: ALB_Final ES Data

Overview

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

Valid cases: 107
Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- CLERICAL SUPPORT WORKERS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_s3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_s3)

File: ALB_Final ES Data

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

Valid cases: 107
 Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CLERICAL SUPPORT WORKERS
 - Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_s4)

File: ALB_Final ES Data

Overview

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

Valid cases: 107
 Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CLERICAL SUPPORT WORKERS
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_s5)

File: ALB_Final ES Data

Overview

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

Valid cases: 107
 Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CLERICAL SUPPORT WORKERS
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_s6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_s6a1)

File: ALB_Final ES Data

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

Valid cases: 107
 Invalid: 493

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CLERICAL SUPPORT WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_s6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 59

Valid cases: 2

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CLERICAL SUPPORT WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_25u)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - SERVICE WORKERS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire service workers? (mod1_26u)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire service workers? (mod1_26u)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 455
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- SERVICE WORKERS

Did you encounter any of these problems when TRYING to hire service workers? - T (mod1_27_u1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 455
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- SERVICE WORKERS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_u2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 455
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- SERVICE WORKERS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_u3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_u3)

File: ALB_Final ES Data

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

Valid cases: 145
 Invalid: 455

Literal question

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

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_u4)

File: ALB_Final ES Data

Overview

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

Valid cases: 145
 Invalid: 455

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SERVICE WORKERS
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_u5)

File: ALB_Final ES Data

Overview

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

Valid cases: 145
 Invalid: 455

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SERVICE WORKERS
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_u6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_u6a1)

File: ALB_Final ES Data

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

Valid cases: 145
 Invalid: 455

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SERVICE WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_u6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 15

Valid cases: 1

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SERVICE WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_25t)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - SALES WORKERS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire sales workers? (mod1_26t)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire sales workers? (mod1_26t)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- SALES WORKERS

Did you encounter any of these problems when TRYING to hire sales workers? - The (mod1_27_t1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- SALES WORKERS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_t2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- SALES WORKERS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_t3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_t3)

File: ALB_Final ES Data

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

Valid cases: 75
 Invalid: 525

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

- SALES WORKERS
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_t4)

File: ALB_Final ES Data

Overview

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

Valid cases: 75
 Invalid: 525

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

- SALES WORKERS
- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_t5)

File: ALB_Final ES Data

Overview

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

Valid cases: 75
 Invalid: 525

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?

- SALES WORKERS
- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_t6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_t6a1)

File: ALB_Final ES Data

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

Valid cases: 75
 Invalid: 525

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SALES WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_t6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - SALES WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_25k)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers

Interviewer instructions

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

Did you receive female applicants when TRYING to hire skilled agriculture, fores (mod1_26k)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire skilled agriculture, fores (mod1_26k)

File: ALB_Final ES Data

Overview

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

Valid cases: 26
Invalid: 574

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers

Did you encounter any of these problems when TRYING to hire skilled agriculture, (mod1_27_k1)

File: ALB_Final ES Data

Overview

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

Valid cases: 26
Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_k2)

File: ALB_Final ES Data

Overview

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

Valid cases: 26
Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- Skilled AGRICULTURE, FORESTY AND FISHERY workers
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_k3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_k3)

File: ALB_Final ES Data

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

Valid cases: 26
 Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers
 - Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_k4)

File: ALB_Final ES Data

Overview

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

Valid cases: 26
 Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_k5)

File: ALB_Final ES Data

Overview

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

Valid cases: 26
 Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_k6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_k6a1)

File: ALB_Final ES Data

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

Valid cases: 26
 Invalid: 574

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_k6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 147

Valid cases: 1

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - Skilled AGRICULTURE, FORESTY AND FISHERY workers
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25g)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire construction, crafts & rel (mod1_26g)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire construction, crafts & rel (mod1_26g)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 139
Format: numeric	Invalid: 461
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS

Did you encounter any of these problems when TRYING to hire construction, crafts (mod1_27_g1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 139
Format: numeric	Invalid: 461
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_g2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 139
Format: numeric	Invalid: 461
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_g3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_g3)

File: ALB_Final ES Data

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

Valid cases: 139
 Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
 - Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_g4)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
 Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_g5)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
 Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_g6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_g6a1)

File: ALB_Final ES Data

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

Valid cases: 139
 Invalid: 461

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_g6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 25

Valid cases: 1

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - CONSTRUCTION, CRAFTS & RELATED TRADES WORKERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago (mod1_25v)]

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire drivers, plant & machine o (mod1_26v)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire drivers, plant & machine o (mod1_26v)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 495
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS

Did you encounter any of these problems when TRYING to hire drivers, plant & mac (mod1_27_v1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 495
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_v2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 495
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_v3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_v3)

File: ALB_Final ES Data

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

Valid cases: 105
 Invalid: 495

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
 - Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_v4)

File: ALB_Final ES Data

Overview

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

Valid cases: 105
 Invalid: 495

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_v5)

File: ALB_Final ES Data

Overview

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

Valid cases: 105
 Invalid: 495

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_v6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_v6a1)

File: ALB_Final ES Data

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

Valid cases: 105
 Invalid: 495

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_v6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - DRIVERS, PLANT & MACHINE OPERATORS, & ASSEMBLERS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

In the past 3 years [or since the firm began operations if less than 3 years ago] (mod1_25j)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you TRIED to hire any [OCCUPATION] (even if you did not finally hire a person)?
 - ELEMENTARY OCCUPATIONS

Interviewer instructions

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

Did you receive female applicants when TRYING to hire elementary occupations wor (mod1_26j)

File: ALB_Final ES Data

Did you receive female applicants when TRYING to hire elementary occupations wor (mod1_26j)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 184
Format: numeric	Invalid: 416
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]?
- ELEMENTARY OCCUPATIONS

Did you encounter any of these problems when TRYING to hire elementary occupatio (mod1_27_j1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 184
Format: numeric	Invalid: 416
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- ELEMENTARY OCCUPATIONS
- There were no or few applicants

Interviewer instructions

SHOWCARD #4

Applicants lacked required skills (mod1_27_j2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 184
Format: numeric	Invalid: 416
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
- ELEMENTARY OCCUPATIONS
- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

Applicants expected wages higher than we can offer (mod1_27_j3)

File: ALB_Final ES Data

Overview

Applicants expected wages higher than we can offer (mod1_27_j3)

File: ALB_Final ES Data

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

Valid cases: 184
 Invalid: 416

Literal question

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

Interviewer instructions

SHOWCARD #4

Applicants did not like working conditions (mod1_27_j4)

File: ALB_Final ES Data

Overview

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

Valid cases: 184
 Invalid: 416

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - ELEMENTARY OCCUPATIONS
 - Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

Applicants lacked required work experience (mod1_27_j5)

File: ALB_Final ES Data

Overview

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

Valid cases: 184
 Invalid: 416

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - ELEMENTARY OCCUPATIONS
 - Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

Other (mod1_27_j6a1)

File: ALB_Final ES Data

Overview

Other (mod1_27_j6a1)

File: ALB_Final ES Data

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

Valid cases: 184
 Invalid: 416

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - ELEMENTARY OCCUPATIONS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Other, specify (mod1_27_j6a2)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]?
 - ELEMENTARY OCCUPATIONS
 - Other
 specify _____)

Interviewer instructions

SHOWCARD #4

Occupation Name - Managers (m_2_01r)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Pre question

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

Literal question

Occupation Name
 - Managers

Interviewer instructions

Occupation Name - Managers (m_2_01r)

File: ALB_Final ES Data

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

(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Name - Professionals (m_2_01s)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

Occupation Name
- Professionals

Interviewer instructions

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

(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Name - Technicians and associate professionals (m_2_01t)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

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

Literal question

Occupation Name
- Technicians and associate professionals

Occupation Name - Technicians and associate professionals (m_2_01t)

File: ALB_Final ES Data

Interviewer instructions

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

(Example, if the first line of the left hand column of the sticker says (2) Professionals, see if the workplace reported Professionals in Module 1 (circled Yes above) , If so, then Professionals is the Occupation Type A, and you write the Occupation number and Occupation Name below. If there were no Professionals, go to the next line of the left hand column and check if the workplace had that Position Type.)

Occupation Number Type A (m_2_02b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

Occupation Number Type A:

Occupation Type A (m_2_02z)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: character	
Width: 39	

Literal question

Occupation Type A:

Occupation Name - Clerical support workers (m2_03_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Clerical support workers

Occupation Name - Clerical support workers (m2_03_4)

File: ALB_Final ES Data

Interviewer instructions

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

Occupation Name - Service workers (m2_03_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Service workers

Interviewer instructions

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

Occupation Name - Sales workers (m2_03_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Sales workers

Interviewer instructions

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

Occupation Name - Skilled agricultural, forestry and fishery workers (m2_03_7)

File: ALB_Final ES Data

Overview

Occupation Name - Skilled agricultural, forestry and fishery workers (m2_03_7)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Skilled agricultural, forestry and fishery workers

Interviewer instructions

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

Occupation Name - Craft and related trades workers (m2_03_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Craft and related trades workers

Interviewer instructions

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

Occupation Name - Plant and machine operators, and assemblers (m2_03_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name - Plant and machine operators, and assemblers (m2_03_9)

File: ALB_Final ES Data

Occupation Name
- Plant and machine operators, and assemblers

Interviewer instructions

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

Occupation Name - Elementary occupations (m2_03_10)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Now you are going to choose Occupation Type B. Look at the responses to Q.1.16 in the table on page 4. For each type of occupation below, check if the workplace had that type of occupation, and circle yes or no.

Literal question

Occupation Name
- Elementary occupations

Interviewer instructions

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

Occupation Number Type B (m_2_04b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

Occupation Number Type B:

Occupation Type B (m_2_04z)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: character	
Width: 52	

Literal question

Occupation Type B:

WRITE THE OCCUPATION TYPE A (m2_2_05a)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 487
 Invalid: 0

Literal question

[WRITE THE OCCUPATION TYPE A]_____

WRITE THE OCCUPATION TYPE B (m2_2_05b)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 572
 Invalid: 0

Literal question

[WRITE THE OCCUPATION TYPE B]_____

Interviewer instructions

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

Do you recruit TYPE A from the following sources- Employment Office (m2_2_06aa)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
 Invalid: 113

Pre question

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

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Employment Office

Private Employment Services (m2_2_06ab)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
 Invalid: 113

Literal question

Private Employment Services (m2_2_06ab)

File: ALB_Final ES Data

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Private Employment Services

Job Fairs (m2_2_06ac)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Job Fairs

Offers to experienced people in other firms (m2_2_06ad)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Offers to experienced people in other firms

Direct contact with educational institutions, schools, training centers, univers (m2_2_06ae)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Direct contact with educational institutions, schools, training centers, universities, etc.

Internet postings (m2_2_06af)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?
 - Type A
 - Internet postings

Other media advertisements/postings (not including internet) (m2_2_06ag)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?
 - Type A
 - Other media advertisements/postings (not including internet)

Informal channels (personal contacts, people recommended by others) (m2_2_06ah)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?
 - Type A
 - Informal channels (personal contacts, people recommended by others)

Other (m2_2_06ai)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Other (m2_2_06ai)

File: ALB_Final ES Data

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type A
- Other

Do you recruit TYPE B from the following sources- National Employment Services (m2_2_06ba)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
 Invalid: 28

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Employment Office

Private Employment Services (m2_2_06bb)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
 Invalid: 28

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Private Employment Services

Job Fairs (m2_2_06bc)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
 Invalid: 28

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Job Fairs

Offers to experienced people in other firms (m2_2_06bd)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Offers to experienced people in other firms

Direct contact with educational institutions, schools, training centers, univers (m2_2_06be)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Direct contact with educational institutions, schools, training centers, universities, etc.

Internet postings (m2_2_06bf)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Internet postings

Other media advertisements/postings (not including internet) (m2_2_06bg)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Other media advertisements/postings (not including internet) (m2_2_06bg)

File: ALB_Final ES Data

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Other media advertisements/postings (not including internet)

Informal channels (personal contacts, people recommended by others) (m2_2_06bh)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

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

Other (m2_2_06bi)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Do you recruit [OCCUPATION TYPE _] from the following sources...?

- Type B
- Other

Did you hire [OCCUPATION TYPE_A] in the past 3 years? (m2_2_07a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

Did you hire [OCCUPATION TYPE_B] in the past 3 years? (m2_2_07b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

What proportion of the applicants for [OCCUPATION TYPE_A] were male and female? (m2_2_08a1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 167
Format: numeric	Invalid: 433
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

Female (m2_2_08a2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 167
Format: numeric	Invalid: 433
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

What proportion of the applicants for [OCCUPATION TYPE_B] were male and female? (m2_2_08b1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 352
Format: numeric	Invalid: 248
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

What proportion of the applicants for [OCCUPATION TYPE_B] were male and female? (m2_2_08b1)

File: ALB_Final ES Data

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

Female (m2_2_08b2)

File: ALB_Final ES Data

Overview

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

Valid cases: 352
Invalid: 248

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

Over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 167
Invalid: 433

Literal question

Over the past 3 years [or since the firm began operations] if less than 3 years ago, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?

Interviewer instructions

IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 3 YEARS, WRITE '999'

Over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 352
Invalid: 248

Literal question

Over the past 3 years [or since the firm began operations] if less than 3 years ago, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?

Interviewer instructions

IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 3 YEARS, WRITE '999'

What is the education level of the most recent person hired as a
[OCCUPATION TYP (m2_2_10_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?

Interviewer instructions

SHOW CARD #18 ONE ANSWER

What is the education level of the most recent person hired as a
[OCCUPATION TYP (m2_2_10_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE _]?

Interviewer instructions

SHOW CARD #18 ONE ANSWER

What is the gender of the most recent person hired for
[OCCUPATION TYPE_A] ? (m_2_11_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

What is the gender of the most recent person hired for
[OCCUPATION TYPE_B] ? (m_2_11_2)

File: ALB_Final ES Data

Overview

What is the gender of the most recent person hired for
[OCCUPATION TYPE_B] ? (m_2_11_2)

File: ALB_Final ES Data

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

Valid cases: 572
Invalid: 28

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

What is the contract type of the most recent person hired for Type
A? (m_2_11a_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?

What is the contract type of the most recent person hired for Type
A? - Other (m_2_11a_1x1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?

What is the contract type of the most recent person hired for Type
B? (m_2_11a_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?

What is the contract type of the most recent person hired for Type B? - Other (m_2_11a_2x1)

File: ALB_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

What is the contract type of the most recent person hired for [OCCUPATON TYPE_]?

What is the average monthly gross compensation over the past 6 months (or the mo (m_2_12a)

File: ALB_Final ES Data

Overview

Type: Discrete

Valid cases: 487

Format: numeric

Invalid: 113

Width: 6

Decimals: 0

Range: 888-888999

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?

What is the average monthly gross compensation over the past 6 months (or the mo (m_2_12b)

File: ALB_Final ES Data

Overview

Type: Discrete

Valid cases: 572

Format: numeric

Invalid: 28

Width: 6

Decimals: 0

Range: 888-888999

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?

Is the compensation noted above for a part-time position? Type A (m_2_12a1)

File: ALB_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: numeric

Invalid: 600

Width: 6

Decimals: 0

Range: 1-888999

Literal question

Is the compensation noted above for a part-time position? Type A
(m_2_12a1)

File: ALB_Final ES Data

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?

Is the compensation noted above for a part-time position? Type B
(m_2_12a2)

File: ALB_Final ES Data

Overview

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

Valid cases: 0
Invalid: 600

Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _] ?

Interviewer instructions

Write '888' if the respondent refuses to answer.

Is the salary for a [OCCUPATION TYPE _A] negotiable at the moment of hiring? (m_2_13_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?

Is the salary for a [OCCUPATION TYPE _B] negotiable at the moment of hiring? (m_2_13_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

Is the salary for a [OCCUPATION TYPE _] negotiable at the moment of hiring?

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 190
Invalid: 410

Pre question

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

What is the most important of these personal characteristics when deciding whic (m_2_14_1y_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 137
Invalid: 463

Pre question

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

Selected age group (15-24 years) for Type A (m_2_14a_1_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 6
Invalid: 594

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected age group (25-44 years) for Type A (m_2_14a_1_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 199
Invalid: 401

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected age group (45-64 years) for Type A (m_2_14a_1_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 34
Invalid: 566

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected gender=male for Type A (m_2_14a_2_1)

File: ALB_Final ES Data

Selected gender=male for Type A (m_2_14a_2_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 114
 Invalid: 486

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Gender

Selected gender=female for Type A (m_2_14a_2_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 76
 Invalid: 524

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Gender

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
 Invalid: 28

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 350
Invalid: 250

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

What is the most important of these personal characteristics when deciding whic (m_2_14_2y_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 241
Invalid: 359

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

What is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

Selected age group (15-24 years) for Type B (m_2_14b_1_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 15
Invalid: 585

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected age group (25-44 years) for Type B (m_2_14b_1_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 363
Invalid: 237

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected age group (45-64 years) for Type B (m_2_14b_1_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 31
Invalid: 569

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Age

Selected gender=male for Type B (m_2_14b_2_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 187
Invalid: 413

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Gender

Selected gender=female for Type B (m_2_14b_2_2)

File: ALB_Final ES Data

Selected gender=female for Type B (m_2_14b_2_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 162
Invalid: 438

Pre question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important?
SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

Literal question

Gender

For each question below, please think of the selected occupation when answering (m_30a_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve reading?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve writing using correct spelling and grammar? (m_30a_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve writing using correct grammar?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve math, that is, adding, subtracting, multiplying or (m_30a_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

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

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve solving problems that take 30 minutes or more to (m_30a_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve speaking a language other than Albanian? (m_30a_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve speaking a language other than Albanian?

Interviewer instructions

Does the job regularly involve speaking a language other than Albanian? (m_30a_5)

File: ALB_Final ES Data

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly require making formal presentations to clients or colleag (m_30a_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve interacting with a team of co-workers? (m_30a_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve interacting with a team of coworkers?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve interacting with clients? - Type A (m_30a_7b)

File: ALB_Final ES Data

Overview

Does the job regularly involve interacting with clients? - Type A (m_30a_7b)

File: ALB_Final ES Data

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

Valid cases: 487
Invalid: 113

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve interacting with clients?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

For each question below, please think of the selected occupation when answering (m_30b_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve reading?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve writing using correct spelling and grammar? (m_30b_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve writing using correct grammar?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary? (m_30b_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

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

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve solving problems that take 30 minutes or more to solve? (m_30b_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve speaking a language other than Albanian? (m_30b_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve speaking a language other than Albanian?

Interviewer instructions

Does the job regularly involve speaking a language other than Albanian? (m_30b_5)

File: ALB_Final ES Data

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly require making formal presentations to clients or colleag (m_30b_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve interacting with a team of co-workers? (m_30b_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve interacting with a team of coworkers?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

Does the job regularly involve interacting with clients? - Type B (m_30b_7b)

File: ALB_Final ES Data

Overview

Does the job regularly involve interacting with clients? - Type B (m_30b_7b)

File: ALB_Final ES Data

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

Valid cases: 572
Invalid: 28

Pre question

For each question below, please think of the selected occupation when answering the following questions.

Literal question

Does the job regularly involve interacting with clients?

Interviewer instructions

FIRST ASK QUESTIONS 3.01 - 3.08 FOR OCCUPATION TYPE A, AND THEN GO BACK TO ASK THESE QUESTIONS FOR OCCUPATION TYPE B

What is the highest level of computer use involved in this job? [Type A]? (m_3_08a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

What is the highest level of computer use involved in this job?

Interviewer instructions

SHOW CARD #7 INT ONE ANSWER
GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

What is the highest level of computer use involved in this job? [Type B]? (m_3_08b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

What is the highest level of computer use involved in this job?

Interviewer instructions

SHOW CARD #7 INT ONE ANSWER
GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

Thinking of the last month, how frequently did this typical worker arrive at wor (m_3_09a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

Literal question

Thinking of the last month, how frequently did this typical worker arrive at work on time (within 15 minutes)?

Thinking of the last month, how frequently did this typical worker arrive at wor (m_3_09b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

Literal question

Thinking of the last month, how frequently did this typical worker arrive at work on time (within 15 minutes)?

What is the average monthly gross compensation over the last 12 months for this (m_3_010a)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888-888999

Valid cases: 487
Invalid: 113

Literal question

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

Interviewer instructions

Write '888' if the respondent refuses to answer.

What is the average monthly gross compensation over the last 12 months for this (m_3_010b)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888-888999

Valid cases: 572
Invalid: 28

Literal question

What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSSES, COMMISSIONS, PERDIEMS, ETC.

Interviewer instructions

Write '888' if the respondent refuses to answer.

Is the noted compensation for a part-time position or a full-time position? Type (m_3_010aa)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

Is the noted compensation for a part-time position?

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

Is the noted compensation for a part-time position or a full-time position? Type (m_3_010ab)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

Is the noted compensation for a part-time position?

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

How long has it been since the last promotion (increase in job responsibility, (m_3_011a)

File: ALB_Final ES Data

How long has it been since the last promotion (increase in job responsibility, (m_3_011a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

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

Interviewer instructions

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

How long has it been since the last promotion (increase in job responsibility, (m_3_011b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

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

Interviewer instructions

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

What is the highest education level this worker has completed? -
Type A (m_3_12a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

What is the highest education level this worker has completed?

Interviewer instructions

ONE ANSWER

What is the highest education level this worker has completed? -
Type B (m_3_12b)

File: ALB_Final ES Data

What is the highest education level this worker has completed? - Type B (m_3_12b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What is the highest education level this worker has completed?

Interviewer instructions

ONE ANSWER

Does this worker have a technical or vocational diploma or certificate? - Type A (m_3_013a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Does this worker have a technical or vocational diploma or certificate? This includes both higher vocational schools (Faculty of Vocational Studies - dentist assistant, legal assistant...), non-university professional studies and courses that take at least one month to finish, organized by state or private institutions. Examples of these courses are language courses, CISCO or Microsoft Certifications, vocational courses like tailoring, catering or cooking...

Post question

1 Yes → 3.13b
 2 No → 3.14
 9 Don't know → 3.14

Does this worker have a technical or vocational diploma or certificate? - Type B (m_3_013b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Does this worker have a technical or vocational diploma or certificate? This includes both higher vocational schools (Faculty of Vocational Studies - dentist assistant, legal assistant...), non-university professional studies and courses that take at least one month to finish, organized by state or private institutions. Examples of these courses are language courses, CISCO or Microsoft Certifications, vocational courses like tailoring, catering or cooking...

Post question

1 Yes → 3.13b
 2 No → 3.14
 9 Don't know → 3.14

Does this technical or vocational diploma or certificate require the completion (m_3_013ba)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 306
Format: numeric	Invalid: 294
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Does this technical or vocational diploma or certificate require the completion of secondary school in order to enroll?

Does this technical or vocational diploma or certificate require the completion (m_3_013bb)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 163
Format: numeric	Invalid: 437
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Does this technical or vocational diploma or certificate require the completion of secondary school in order to enroll?

Are you satisfied with the education level of this worker? - Type A (m_3_014a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Are you satisfied with the education level of this worker?

Are you satisfied with the education level of this worker? - Type B (m_3_014b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Are you satisfied with the education level of this worker?

What is the average age of this worker? - Type A (m_3_015a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 22-888999	

Literal question

What is the average age of this worker?

What is the average age of this worker? - Type B (m_3_015b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 19-888999	

Literal question

What is the average age of this worker?

What is the gender of this worker? - Type A (m_3_016a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What is the gender of this worker?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 - 3.16 FOR OCCUPATION TYPE B.

What is the gender of this worker? - Type B (m_3_016b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

What is the gender of this worker?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 - 3.16 FOR OCCUPATION TYPE B.

For each of the skills indicate if there is a difference between what is require (m_3_017a_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can do calculations and work with numbers

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can read and write in English (m_3_017a_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in English

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can read and write in another foreign language (m_3_017a_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can find new and better ways to do things (m_3_017a_4)

File: ALB_Final ES Data

Can find new and better ways to do things (m_3_017a_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can find new and better ways to do things

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can stay on a long and difficult task until it is finished

(m_3_017a_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can stay on a long and difficult task until it is finished

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can be relied on to get things done (m_3_017a_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can be relied on to get things done

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can work well with others and listens to others' views (m_3_017a_7)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well with others and listens to others' views

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can work well in very busy or difficult situations (m_3_017a_8)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well in very busy or difficult situations

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can continue in the face of challenging situations at work (m_3_017a_9)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can continue in the face of challenging situations at work

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can easily adapt to new tasks or changes in the workplace (m_3_017a_10)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can use a computer for making presentations and/or other advanced purposes like (m_3_017a_11)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

Can demonstrate specific technical skills relevant to the job. (m_3_017a_12)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8A] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can demonstrate specific technical skills relevant to the job.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

How large is the difference between the current skills and the required skills i (m_3_018a_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 71
Format: numeric	Invalid: 529
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can do calculations and work with numbers

Can read and write in English (m_3_018a_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 520
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in English

Can read and write in another foreign language (m_3_018a_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 76
Format: numeric	Invalid: 524
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)

Can find new and better ways to do things (m_3_018a_4)

File: ALB_Final ES Data

Overview

Can find new and better ways to do things (m_3_018a_4)

File: ALB_Final ES Data

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

Valid cases: 100
Invalid: 500

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can find new and better ways to do things

Can stay on a long and difficult task until it is finished (m_3_018a_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 101
Invalid: 499

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can stay on a long and difficult task until it is finished

Can be relied on to get things done (m_3_018a_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 101
Invalid: 499

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can be relied on to get things done

Can work well with others and listens to others' views (m_3_018a_7)

File: ALB_Final ES Data

Overview

Can work well with others and listens to others' views (m_3_018a_7)

File: ALB_Final ES Data

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

Valid cases: 87
Invalid: 513

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well with others and listens to others' views

Can work well in very busy or difficult situations (m_3_018a_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 104
Invalid: 496

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well in very busy or difficult situations

Can continue in the face of challenging situations at work (m_3_018a_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 90
Invalid: 510

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can continue in the face of challenging situations at work

Can easily adapt to new tasks or changes in the workplace (m_3_018a_10)

File: ALB_Final ES Data

Overview

Can easily adapt to new tasks or changes in the workplace (m_3_018a_10)

File: ALB_Final ES Data

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

Valid cases: 92
Invalid: 508

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can easily adapt to new tasks or changes in the workplace

Can use a computer for making presentations and/or other advanced purposes like (m_3_018a_11)

File: ALB_Final ES Data

Overview

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

Valid cases: 95
Invalid: 505

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Can demonstrate specific technical skills relevant to the job. (m_3_018a_12)

File: ALB_Final ES Data

Overview

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

Valid cases: 90
Invalid: 510

Pre question

IF A YES WAS REPORTED IN Q 3.17:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can demonstrate specific technical skills relevant to the job.

Of these skills, which ones do you think are important when making decisions reg (m_3_019a_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 145
Format: numeric	Invalid: 455
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can do calculations and work with numbers

Can read and write in English (m_3_019a_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 56
Format: numeric	Invalid: 544
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can read and write in English

Can read and write in another foreign language (m_3_019a_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 564
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can read and write in another foreign language (For example, Italian, French, German, Greek etc.)

Can find new and better ways to do things (m_3_019a_4)

File: ALB_Final ES Data

Overview

Can find new and better ways to do things (m_3_019a_4)

File: ALB_Final ES Data

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

Valid cases: 100
Invalid: 500

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can find new and better ways to do things

Can stay on a long and difficult task until it is finished (m_3_019a_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 132
Invalid: 468

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can stay on a long and difficult task until it is finished

Can be relied on to get things done (m_3_019a_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 217
Invalid: 383

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can be relied on to get things done

Can work well with others and listens to others' views (m_3_019a_7)

File: ALB_Final ES Data

Overview

Can work well with others and listens to others' views (m_3_019a_7)

File: ALB_Final ES Data

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

Valid cases: 119
Invalid: 481

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can work well with others and listens to others' views

Can work well in very busy or difficult situations (m_3_019a_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 179
Invalid: 421

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can work well in very busy or difficult situations

Can continue in the face of challenging situations at work (m_3_019a_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 112
Invalid: 488

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can continue in the face of challenging situations at work

Can easily adapt to new tasks or changes in the workplace (m_3_019a_10)

File: ALB_Final ES Data

Overview

Can easily adapt to new tasks or changes in the workplace (m_3_019a_10)

File: ALB_Final ES Data

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

Valid cases: 74
Invalid: 526

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can easily adapt to new tasks or changes in the workplace

Can use a computer for making presentations and/or other advanced purposes like (m_3_019a_11)

File: ALB_Final ES Data

Overview

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

Valid cases: 99
Invalid: 501

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Can demonstrate specific technical skills relevant to the job. (m_3_019a_12)

File: ALB_Final ES Data

Overview

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

Valid cases: 183
Invalid: 417

Literal question

Of these skills [ON SHOWCARD 8A], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can demonstrate specific technical skills relevant to the job.

For each of the skills indicate if there is a difference between what is require (m_3_020_1)

File: ALB_Final ES Data

For each of the skills indicate if there is a difference between what is require (m_3_020_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in Albanian

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can do calculations and work with numbers (m_3_020_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can do calculations and work with numbers

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can read and write in English (m_3_020_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 572
Format: numeric	Invalid: 28
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in English

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can read and write in another foreign language (m_3_020_4)

File: ALB_Final ES Data

Can read and write in another foreign language (m_3_020_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in another foreign language (For example, Italian, French etc.)

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can find new and better ways to do things (m_3_020_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can find new and better ways to do things

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can be relied on to get things done (m_3_020_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can be relied on to get things done

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can work well with others and listens to others' views (m_3_020_7)

File: ALB_Final ES Data

Overview

Can work well with others and listens to others' views (m_3_020_7)

File: ALB_Final ES Data

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well with others and listens to others' views

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can work well in very busy times or difficult situations (m_3_020_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well in very busy times or difficult situations

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can continue in the face of challenging situations at work (m_3_020_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can continue in the face of challenging situations at work

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can easily adapt to new tasks or changes in the workplace (m_3_020_10)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can easily adapt to new tasks or changes in the workplace

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can use a computer for basic word processing tasks, Email and internet searches (m_3_020_11)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can use a computer for basic word processing tasks, email and internet searches

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

Can demonstrate specific technical skills that are job-relevant (m_3_020_12)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

For each of the skills [ON SHOWCARD 8B] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can demonstrate specific technical skills that are job-relevant.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.19 BEFORE MOVING ON TO THE NEXT SKILL.

How large is the difference between the current skills and the required skills i (m_3_021_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 53
Invalid: 547

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in Albanian

Can do calculations and work with numbers (m_3_021_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 69
Invalid: 531

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can do calculations and work with numbers

Can read and write in English (m_3_021_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 61
Invalid: 539

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in English

Can read and write in another foreign language (m_3_021_4)

File: ALB_Final ES Data

Overview

Can read and write in another foreign language (m_3_021_4)

File: ALB_Final ES Data

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

Valid cases: 55
Invalid: 545

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can read and write in another foreign language (For example, Italian, French etc.)

Can find new and better ways to do things (m_3_021_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 96
Invalid: 504

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can find new and better ways to do things

Can be relied on to get things done (m_3_021_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 117
Invalid: 483

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can be relied on to get things done

Can work well with others and listens to others' views (m_3_021_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 98
Invalid: 502

Can work well with others and listens to others' views (m_3_021_7)

File: ALB_Final ES Data

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well with others and listens to others' views

Can work well in very busy times or difficult situations

(m_3_021_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 117
Invalid: 483

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can work well in very busy times or difficult situations

Can continue in the face of challenging situations at work

(m_3_021_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 95
Invalid: 505

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can continue in the face of challenging situations at work

Can easily adapt to new tasks or changes in the workplace

(m_3_021_10)

File: ALB_Final ES Data

Overview

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

Valid cases: 92
Invalid: 508

Can easily adapt to new tasks or changes in the workplace (m_3_021_10)

File: ALB_Final ES Data

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can easily adapt to new tasks or changes in the workplace

Can use a computer for basic word processing tasks, Email and internet searches (m_3_021_11)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 50
Format: numeric	Invalid: 550
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can use a computer for basic word processing tasks, email and internet searches

Can demonstrate specific technical skills that are job-relevant (m_3_021_12)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 94
Format: numeric	Invalid: 506
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

IF A YES WAS REPORTED IN Q 3.20:

Literal question

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
- Can demonstrate specific technical skills that are job-relevant.

Of these skills, which ones do you think are important when making decisions reg (m_3_022_1)

File: ALB_Final ES Data

Overview

Of these skills, which ones do you think are important when making decisions reg (m_3_022_1)

File: ALB_Final ES Data

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

Valid cases: 68
Invalid: 532

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can read and write in Albanian

Can do calculations and work with numbers (m_3_022_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 79
Invalid: 521

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can do calculations and work with numbers

Can read and write in English (m_3_022_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 34
Invalid: 566

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can read and write in English

Can read and write in another foreign language (m_3_022_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 34
Invalid: 566

Can read and write in another foreign language (m_3_022_4)

File: ALB_Final ES Data

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can read and write in another foreign language (For example, Italian, French etc.)

Can find new and better ways to do things (m_3_022_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 114
Invalid: 486

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can find new and better ways to do things

Can be relied on to get things done (m_3_022_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 304
Invalid: 296

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can be relied on to get things done

Can work well with others and listens to others' views (m_3_022_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 158
Invalid: 442

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can work well with others and listens to others' views

Can work well in very busy times or difficult situations (m_3_022_8)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 322
Format: numeric	Invalid: 278
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can work well in very busy times or difficult situations

Can continue in the face of challenging situations at work (m_3_022_9)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 160
Format: numeric	Invalid: 440
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can continue in the face of challenging situations at work

Can easily adapt to new tasks or changes in the workplace (m_3_022_10)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 129
Format: numeric	Invalid: 471
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can easily adapt to new tasks or changes in the workplace

Can use a computer for basic word processing tasks, Email and internet searches (m_3_022_11)

File: ALB_Final ES Data

Can use a computer for basic word processing tasks, Email and internet searches (m_3_022_11)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 41
Format: numeric	Invalid: 559
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can use a computer for basic word processing tasks, email and internet searches

Can demonstrate specific technical skills that are job-relevant (m_3_022_12)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 244
Format: numeric	Invalid: 356
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Of these skills [ON SHOWCARD 8B], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

- Can demonstrate specific technical skills that are job-relevant.

Does your workplace have regular contacts with educational or training instituti (m_4_01a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 487
Format: numeric	Invalid: 113
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself.

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?

Post question

2 No →4.03
9 Don't know→4.03

Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

Does your workplace have regular contacts with educational or training instituti (m_4_01b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself.

Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?

Post question

2 No →4.03
9 Don't know→4.03

Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE (m_4_02a_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 75
Invalid: 525

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- You use for Recruitment of staff

Interviewer instructions

USE SHOW CARD # 9

Your firm participates in testing of students (m_4_02a_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 75
Invalid: 525

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm participates in testing of students

Interviewer instructions

USE SHOW CARD # 9

Your firm gives feedback to the institution for their Curriculum development (m_4_02a_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm gives feedback to the institution for their Curriculum development

Interviewer instructions

USE SHOW CARD # 9

Your firm uses the institution for further training (m_4_02a_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm uses the institution for further training

Interviewer instructions

USE SHOW CARD # 9

Your firm provides work experience for students (internships and apprenticeships (m_4_02a_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 75
Format: numeric	Invalid: 525
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm provides work experience for students (internships and apprenticeships)

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02a_6a)

File: ALB_Final ES Data

Overview

1. Other (Specify) (m_4_02a_6a)

File: ALB_Final ES Data

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

Valid cases: 75
Invalid: 525

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Interviewer instructions

USE SHOW CARD # 9

1. Other (Specify) (m_4_02a_6ax)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 1
Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Interviewer instructions

USE SHOW CARD # 9

For what purpose does your workplace have these contacts, for
[OCCUPATION TYPE _ (m_4_02b_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 64
Invalid: 536

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- You use for Recruitment of staff

Your firm participates in testing of students (m_4_02b_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 64
Invalid: 536

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Your firm participates in testing of students

Your firm gives feedback to the institution for their Curriculum development (m_4_02b_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 64
Format: numeric	Invalid: 536
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
 - Your firm gives feedback to the institution for their Curriculum development

Your firm uses the institution for further training (m_4_02b_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 64
Format: numeric	Invalid: 536
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
 - Your firm uses the institution for further training

Your firm provides work experience for students (internships and apprenticeships (m_4_02b_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 64
Format: numeric	Invalid: 536
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
 - Your firm provides work experience for students (internships and apprenticeships)

1. Other (Specify) (m_4_02b_6a)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 64
Format: numeric	Invalid: 536
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

1. Other (Specify) (m_4_02b_6a)

File: ALB_Final ES Data

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

1. Other (Specify) (m_4_02b_6ax)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

For what purpose does your workplace have these contacts, for [OCCUPATION TYPE _] positions?
- Other (Specify_____)

Did the [OCCUPATION TYPE _A] employees in your workplace receive any on-the-job (m_4_03a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Pre question

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year, including online training? [Do not include any training mandated by law].

Post question

2 No →4.05
9 Don't know→4.05

Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job (m_4_03b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Pre question

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

Did the [OCCUPATION TYPE _B] employees in your workplace receive any on-the-job (m_4_03b)

File: ALB_Final ES Data

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year, including online training? [Do not include any training mandated by law].

Post question

2 No →4.05

9 Don't know→4.05

What percentage received on-the-job training last year? [Type A] (m_4_04a)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 10-888999

Valid cases: 99
Invalid: 501

Literal question

What percentage received on-the-job training last year?

What percentage received on-the-job training last year? [Type B] (m_4_04b)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 128
Invalid: 472

Literal question

What percentage received on-the-job training last year?

Did the [OCCUPATION TYPE _A] employees in your workplace receive any other trai (m_4_05a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].

Post question

Did the [OCCUPATION TYPE _A] employees in your workplace receive any other training (m_4_05a)

File: ALB_Final ES Data

2 No →4.11

9 Don't know→4.11

Did the [OCCUPATION TYPE _B] employees in your workplace receive any other training (m_4_05b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include any training mandated by law].

Post question

2 No →4.11

9 Don't know→4.11

For each training option below, Indicate if the [OCCUPATION TYPE _A] employees received this training in the past year.

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's managers, technical persons, peers, etc.

Interviewer instructions

SHOWCARD #10

Training by the firm's dedicated trainers (m_4_06a_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's dedicated trainers

Training by the firm's dedicated trainers (m_4_06a_2)

File: ALB_Final ES Data

Interviewer instructions

SHOWCARD #10

Training on the firm's premises with external trainers (consultants, private tra (m_4_06a_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

Interviewer instructions

SHOWCARD #10

1. Other (Specify) (m_4_06a_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Other (Specify _____)

Interviewer instructions

SHOWCARD #10

1. Other (Specify) (m_4_06a_4x)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 4
Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Other (Specify _____)

Interviewer instructions

SHOWCARD #10

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_06b_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's managers, technical persons, peers, etc.

Interviewer instructions

SHOWCARD #10

Training by the firm's dedicated trainers (m_4_06b_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training by the firm's dedicated trainers

Interviewer instructions

SHOWCARD #10

Training on the firm's premises with external trainers (consultants, private tra (m_4_06b_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

Interviewer instructions

SHOWCARD #10

1. Other (Specify) (m_4_06b_4)

File: ALB_Final ES Data

1. Other (Specify) (m_4_06b_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
 Invalid: 461

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (Specify_____)

Interviewer instructions

SHOWCARD #10

1. Other (Specify) (m_4_06b_4x)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 3
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (Specify_____)

Interviewer instructions

SHOWCARD #10

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_07a_1p)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 10-888999

Valid cases: 70
 Invalid: 530

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type A
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07a_2p)

File: ALB_Final ES Data

Overview

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

Valid cases: 37
 Invalid: 563

Training by the firm's dedicated trainers (m_4_07a_2p)

File: ALB_Final ES Data

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type A
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07a_3p)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 53
Format: numeric	Invalid: 547
Width: 6	
Decimals: 0	
Range: 10-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.%

- Type A
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07a_4p)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 4
Format: numeric	Invalid: 596
Width: 6	
Decimals: 0	
Range: 30-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.%

- Type A
- Other (Specify _____)

1. Other (Specify) (m_4_07a_4x)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 100	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.%

- Type A
- Other (Specify _____)

For each training option below, Indicate if the [OCCUPATION
TYPE_A] employees re (m_4_07a_1b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 70
Format: numeric	Invalid: 530
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type A

-

Training by the firm's dedicated trainers (m_4_07a_2b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 37
Format: numeric	Invalid: 563
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type A

-

Training on the firm's premises with external trainers (consultants,
private tra (m_4_07a_3b)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 53
Format: numeric	Invalid: 547
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. AVG # DAYS

- Type A

-

1. Other (Specify) (m_4_07a_4b)

File: ALB_Final ES Data

Overview

1. Other (Specify) (m_4_07a_4b)

File: ALB_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 15-888999

Valid cases: 4
Invalid: 596

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. AVG # DAYS

- Type A

1. Other (Specify) (m_4_07a_4bx)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. AVG # DAYS

- Type A

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_07bp_1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 112
Invalid: 488

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type B

- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07bp_2)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 10-888999

Valid cases: 36
Invalid: 564

Literal question

Training by the firm's dedicated trainers (m_4_07bp_2)

File: ALB_Final ES Data

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type B
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants, private tra (m_4_07bp_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 48
Format: numeric	Invalid: 552
Width: 6	
Decimals: 0	
Range: 10-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type B
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07bp_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 3
Format: numeric	Invalid: 597
Width: 6	
Decimals: 0	
Range: 3-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.%

- Type B
- Other (Specify _____)

1. Other (Specify) (m_4_07b_4x)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: character	Invalid: 0
Width: 100	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. %

- Type B
- Other (Specify _____)

For each training option below, Indicate if the [OCCUPATION
TYPE_B] employees re (m_4_07bb_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 112
Format: numeric	Invalid: 488
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type B
- Training by the firm's managers, technical persons, peers, etc.

Training by the firm's dedicated trainers (m_4_07bb_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 564
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type B
- Training by the firm's dedicated trainers

Training on the firm's premises with external trainers (consultants,
private tra (m_4_07bb_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 48
Format: numeric	Invalid: 552
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type B
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. Other (Specify) (m_4_07bb_4)

File: ALB_Final ES Data

Overview

1. Other (Specify) (m_4_07bb_4)

File: ALB_Final ES Data

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

Valid cases: 4
 Invalid: 596

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type B
- Other (Specify _____)

1. Other (Specify) (m_4_07b_4bx)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

For the 'yeses' in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training.AVG # DAYS

- Type B
- Other (Specify _____)

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08a)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
 Invalid: 503

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08ax1)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 49

Valid cases: 1

Literal question

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08ax1)

File: ALB_Final ES Data

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

OTHER [Specify_____]

Interviewer instructions

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08b)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

Thinking about the training conducted on the firm's premises in the last year, w (m_4_08bx1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 54

Valid cases: 1

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

OTHER [Specify_____]

Interviewer instructions

SHOWCARD #11 ONE ANSWER

What was the duration in days of that longest training? - Type A (m_4_09a)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

What was the duration in days of that longest training? - Type A
(m_4_09a)

File: ALB_Final ES Data

Literal question

What was the duration in days of that longest training?

Interviewer instructions

INTERVIEWER [If less than 1 day write '1']

What was the duration in days of that longest training? - Type B
(m_4_09b)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

Literal question

What was the duration in days of that longest training?

Interviewer instructions

INTERVIEWER [If less than 1 day write '1']

How much did your workplace spend paying outside providers for training conducted (m_4_010a)

File: ALB_Final ES Data

Overview

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

Valid cases: 97
Invalid: 503

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

How much did your workplace spend paying outside providers for training conducted (m_4_010b)

File: ALB_Final ES Data

Overview

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

Valid cases: 139
Invalid: 461

How much did your workplace spend paying outside providers for training conducted (m_4_010b)

File: ALB_Final ES Data

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0

Did the [OCCUPATION TYPE_A] employees in your workplace receive training organized by the firm outside the firm's premises last year? (m_4_011a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law]

Post question

2 No →4.15
9 Don't know→4.15

Did the [OCCUPATION TYPE_B] employees in your workplace receive training organized by the firm outside the firm's premises last year? (m_4_011b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law]

Post question

2 No →4.15
9 Don't know→4.15

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees receive training organized by the firm outside the firm's premises last year? (m_4_012a_1)

File: ALB_Final ES Data

Overview

For each training option below, Indicate if the [OCCUPATION TYPE_A] employees re (m_4_012a_1)

File: ALB_Final ES Data

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

Valid cases: 63
Invalid: 537

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through public training providers

Through private training providers (m_4_012a_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 63
Invalid: 537

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through private training providers

Through equipment suppliers (m_4_012a_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 63
Invalid: 537

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_012a_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 63
Invalid: 537

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- NGO's or international organizations

Other (m_4_012a_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 63
Format: numeric	Invalid: 537
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (specify _____)

Other, specify (m_4_012a_5x)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: character	
Width: 1	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (specify _____)

For each training option below, Indicate if the [OCCUPATION TYPE_B] employees re (m_4_012b_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 556
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Through public training providers

Through private training providers (m_4_012b_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 556
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Through private training providers

Through equipment suppliers (m_4_012b_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 556
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_012b_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 556
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - NGO's or international organizations

Other (m_4_012b_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 44
Format: numeric	Invalid: 556
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (specify _____)

Other, specify (m_4_012b_5x)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 2
Format: character	
Width: 56	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Other (specify _____)

Indicate the percentage of [OCCUPATION TYPE _ A] employees that received the fol (m_4_013ap_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 27
Format: numeric	Invalid: 573
Width: 6	
Decimals: 0	
Range: 5-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: %
- Through public training providers

Through private training providers (m_4_013ap_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 41
Format: numeric	Invalid: 559
Width: 6	
Decimals: 0	
Range: 5-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: %
- Through private training providers

Through equipment suppliers (m_4_013ap_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 19
Format: numeric	Invalid: 581
Width: 6	
Decimals: 0	
Range: 5-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: %
- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013ap_4)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 10
Format: numeric	Invalid: 590
Width: 6	
Decimals: 0	
Range: 5-888999	

Literal question

NGO's or international organizations (m_4_013ap_4)

File: ALB_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: %
- NGO's or international organizations

Other, specify (m_4_013ap_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 600
Width: 6	
Decimals: 0	
Range: 888996-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: %
- Other (specify _____)

indicate the percentage of [OCCUPATION TYPE _A] employees that received the foll (m_4_013ab_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 27
Format: numeric	Invalid: 573
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
- Through public training providers

Through private training providers (m_4_013ab_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 41
Format: numeric	Invalid: 559
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
- Through private training providers

Through equipment suppliers (m_4_013ab_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 19
 Invalid: 581

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013ab_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 10
 Invalid: 590

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - NGO's or international organizations

Other, specify (m_4_013ab_5)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 888996-888999

Valid cases: 0
 Invalid: 600

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Other (specify _____)

Indicate the percentage of [OCCUPATION TYPE _ B] employees that received the fol (m_4_013bp_1)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 10-888999

Valid cases: 13
 Invalid: 587

Literal question

Indicate the percentage of [OCCUPATION TYPE _ B] employees that received the fol (m_4_013bp_1)

File: ALB_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:%

- Through public training providers

Through private training providers (m_4_013bp_2)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 29
Invalid: 571

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:%

- Through private training providers

Through equipment suppliers (m_4_013bp_3)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 20-888999

Valid cases: 19
Invalid: 581

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:%

- Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013bp_4)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 10-888999

Valid cases: 3
Invalid: 597

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:%

- NGO's or international organizations

Other, specify (m_4_013bp_5)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 2
Format: numeric	Invalid: 598
Width: 6	
Decimals: 0	
Range: 10-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training:%
 - Other (specify _____)

indicate the percentage of [OCCUPATION TYPE _B] employees that received the foll (m_4_013bb_1)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 13
Format: numeric	Invalid: 587
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Through public training providers

Through private training providers (m_4_013bb_2)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 29
Format: numeric	Invalid: 571
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Through private training providers

Through equipment suppliers (m_4_013bb_3)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 19
Format: numeric	Invalid: 581
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

Through equipment suppliers (m_4_013bb_3)

File: ALB_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Through equipment suppliers (for example, a company selling computers providing training on software)

NGO's or international organizations (m_4_013bb_4)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 4-888999

Valid cases: 3
 Invalid: 597

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - NGO's or international organizations

Other, specify (m_4_013bb_5)

File: ALB_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 30-888999

Valid cases: 2
 Invalid: 598

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE _] employees that received the following types of training outside the firm and the average number of days a trainee received training: AVG # DAYS
 - Other (specify _____)

How much did your workplace spend paying outside providers for training outside (m_4_014a)

File: ALB_Final ES Data

Overview

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

Valid cases: 63
 Invalid: 537

Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

How much did your workplace spend paying outside providers for training outside (m_4_014b)

File: ALB_Final ES Data

Overview

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

Valid cases: 44
Invalid: 556

Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_A]? (m_4_015a)

File: ALB_Final ES Data

Overview

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

Valid cases: 487
Invalid: 113

Literal question

LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_]?

IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_B]? (m_4_015b)

File: ALB_Final ES Data

Overview

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

Valid cases: 572
Invalid: 28

Literal question

LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE_]?

Thinking of the [OCCUPATION TYPE_A] employees in your workplace: in the last y (m_4_016a)

File: ALB_Final ES Data

Overview

Thinking of the [OCCUPATION TYPE_A] employees in your workplace: in the last y (m_4_016a)

File: ALB_Final ES Data

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

Valid cases: 141
Invalid: 459

Literal question

Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR Occupation Type A, GO BACK TO QUESTION 4.01 TO ASK THE QUESTIONS 4.01-4.16 FOR Occupation Type B.

IF YOU HAVE FINISHED ASKING FOR Occupation Type B, CONTINUE TO Q 4.17

Thinking of the [OCCUPATION TYPE_B] employees in your workplace: in the last y (m_4_016b)

File: ALB_Final ES Data

Overview

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

Valid cases: 182
Invalid: 418

Literal question

Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR Occupation Type A, GO BACK TO QUESTION 4.01 TO ASK THE QUESTIONS 4.01-4.16 FOR Occupation Type B.

IF YOU HAVE FINISHED ASKING FOR Occupation Type B, CONTINUE TO Q 4.17

In your opinion, do you agree or disagree with the following statements describi (m_4_017_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Meets the skill needs of your business adequately

Interviewer instructions

USE SHOW CARD # 12

Produces people with the skills you ranked as important (m_4_017_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the skills you ranked as important

Interviewer instructions

USE SHOW CARD # 12

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_017_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with the up-to-date knowledge of methods, materials and technology

Interviewer instructions

USE SHOW CARD # 12

Produces people with practical experience that can be applied to their work (m_4_017_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with practical experience that can be applied to their work

Interviewer instructions

USE SHOW CARD # 12

Produces people with personal skills like time-management, reliability, ability (m_4_017_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.

Interviewer instructions

USE SHOW CARD # 12

Does the firm have any experience recruiting workers that have some technical or (m_4_018)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Does the workplace have any experience recruiting workers that have some technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, also higher schools such as Higher business school, Higher catering school...

Post question

2. No -> 4.20

In your opinion, do you agree or disagree with the following statements describi (m_4_019_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 234
Invalid: 366

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Meets the skill needs of your business adequately

Interviewer instructions

USE SHOW CARD # 12

Produces people with the skills you ranked as important (m_4_019_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 234
Invalid: 366

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with the skills you ranked as important

Interviewer instructions

USE SHOW CARD # 12

Produces people with the up-to-date knowledge of methods, materials and technolo (m_4_019_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 234
Invalid: 366

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with the up-to-date knowledge of methods, materials and technology

Interviewer instructions

USE SHOW CARD # 12

Produces people with practical experience that can be applied to their work (m_4_019_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 234
Invalid: 366

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with practical experience that can be applied to their work

Interviewer instructions

USE SHOW CARD # 12

Produces people with personal skills like time-management, reliability, ability (m_4_019_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 234
Invalid: 366

Literal question

In your opinion, do you agree or disagree with the following statements describing these kinds of trainings in Albania? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with personal skills like timemanagement, reliability, ability to work with others, etc.

Interviewer instructions

USE SHOW CARD # 12

In your opinion, do you agree or disagree with the following statements regardin (m_4_020_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women expect higher benefits than firms can offer (such as flexible hours)

Interviewer instructions

USE SHOW CARD # 13

Women lack the required work experience (m_4_020_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women lack the required work experience

Women lack the required skills (m_4_020_3)

File: ALB_Final ES Data

Overview

Women lack the required skills (m_4_020_3)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women lack the required skills

Women are costlier to hire than men given labor regulations (m_4_020_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women are costlier to hire than men given labor regulations (such as maternity leave provisions)

Women have competing time demands given family responsibilities (m_4_020_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women have competing time demands given family responsibilities

In your opinion, is there usually a difference in the following skills between a (m_4_021_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

In your opinion, is there usually a difference in the following skills between a (m_4_021_1)

File: ALB_Final ES Data

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Doing calculations and working with numbers

Interviewer instructions

USE SHOW CARD # 14

Reading and writing in English (m_4_021_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Reading and writing in English

Interviewer instructions

USE SHOW CARD # 14

Reading and writing in (another) foreign language (m_4_021_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Reading and writing in (another) foreign language

Interviewer instructions

USE SHOW CARD # 14

Finding new and better ways to do things (m_4_021_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Finding new and better ways to do things

Finding new and better ways to do things (m_4_021_4)

File: ALB_Final ES Data

Interviewer instructions

USE SHOW CARD # 14

Staying on a long and difficult task until it is finished (m_4_021_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Staying on a long and difficult task until it is finished

Interviewer instructions

USE SHOW CARD # 14

Being relied on to get things done (m_4_021_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Being relied on to get things done

Interviewer instructions

USE SHOW CARD # 14

Working well with others and listening to others' views
(m_4_021_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Working well with others and listening to others' views

Interviewer instructions

USE SHOW CARD # 14

Working well in very busy or difficult situations (m_4_021_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Working well in very busy or difficult situations

Interviewer instructions

USE SHOW CARD # 14

Continuing in the face of challenging situations at work (m_4_021_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Continuing in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD # 14

Easily adapting to new tasks or changes in the workplace (m_4_021_10)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Easily adapting to new tasks or changes in the workplace

Interviewer instructions

USE SHOW CARD # 14

Using a computer for Email, internet, word processing tasks and/or other advanc (m_4_021_11)

File: ALB_Final ES Data

Using a computer for Email, internet, word processing tasks and/or other advanc (m_4_021_11)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Using a computer for email, internet, word processing tasks and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

Interviewer instructions

USE SHOW CARD # 14

Demonstrating specific technical skills that are job-relevant (m_4_021_12)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Demonstrating specific technical skills that are job-relevant

Interviewer instructions

USE SHOW CARD # 14

How would you describe the financial performance of your company in the last fis (m_5_01)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

How would you describe the financial performance of your company in the last fiscal year?

How would you describe the growth prospects for your company in the coming three (m_5_02)

File: ALB_Final ES Data

How would you describe the growth prospects for your company in the coming three (m_5_02)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

How would you describe the growth prospects for your company in the coming three years?

Who is the main buyer of your products or services? (m_5_03)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Who is the main buyer of your products or services?

Who is the main buyer of your products or services? - Other (m_5_03x1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 38

Valid cases: 2

Literal question

Other (specify _____)

Does your company have business contacts with entities in other countries? (m_5_04)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Does your company have business contacts with entities in other countries?

In the past 3 years, has your firm introduced any - New or significantly improve (m_5_05_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved products or services

New or significantly improved methods of manufacturing or producing goods or ser (m_5_05_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved methods of manufacturing or producing goods or services

New or significantly improved procedures or supporting activities for your proce (m_5_05_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...
- New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)

New or significantly improved organizational structures or management practices (m_5_05_4)

File: ALB_Final ES Data

Overview

New or significantly improved organizational structures or management practices (m_5_05_4)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved organizational structures or management practices

During the last three years, did this establishment spend on formal research and (m_5_06)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

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?

During the last three years, did this establishment participate in any government (m_5_06b)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

During the last three years, did this establishment participate in any government-sponsored job-subsidy program?

Can you please indicate the extent to which each of the following factors present (m_5_07_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors present (m_5_07_1)

File: ALB_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Electricity

Interviewer instructions

SHOWCARD # 15 & 16

Telecommunications, Transportation (m_5_07_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Telecommunications, Transportation

Interviewer instructions

SHOWCARD # 15 & 16

Access to Land (m_5_07_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Access to Land

Interviewer instructions

SHOWCARD # 15 & 16

Tax rates, Tax administration (m_5_07_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Tax rates, Tax administration (m_5_07_4)

File: ALB_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Tax rates, Tax administration

Interviewer instructions

SHOWCARD # 15 & 16

Customs and Trade Regulations (m_5_07_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Customs and Trade Regulations

Interviewer instructions

SHOWCARD # 15 & 16

Business Licensing and Operating Permits (m_5_07_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Business Licensing and Operating Permits

Interviewer instructions

SHOWCARD # 15 & 16

Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates) (m_5_07_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates) (m_5_07_7)

File: ALB_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Access to Financing (e.g.collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOWCARD # 15 & 16

Political Uncertainty; Economic and Financial Instability (inflation, exchange (m_5_07_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOWCARD # 15 & 16

Corruption; Crime, theft and disorder (m_5_07_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Corruption; Crime, theft and disorder

Interviewer instructions

SHOWCARD # 15 & 16

Anti-competitive or informal practices ; Legal system/conflict resolution (m_5_07_10)

File: ALB_Final ES Data

Overview

Anti-competitive or informal practices ; Legal system/conflict resolution (m_5_07_10)

File: ALB_Final ES Data

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Anti-competitive or informal practices; Legal system/conflict resolution

Interviewer instructions

SHOWCARD # 15 & 16

Labor Factors (for example, availability of labor, labor laws, high turnover, tr (m_5_07_11)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Labor Factors (for example, availability of labor, labor laws, high turnover, training, wage levels, etc).

Interviewer instructions

SHOWCARD # 15 & 16

Can you please indicate how problematic each of the following labor factors is f (m_5_08_1)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Employment protection legislation/ labor code laws

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Labor availability (m_5_08_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Labor availability

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

General education of workers (m_5_08_3)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- General education of workers

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Technical and vocational education and training of workers (m_5_08_4)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Technical and vocational education and training of workers

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Finding workers with previous experience (m_5_08_5)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Finding workers with previous experience

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

High job turnover (m_5_08_6)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- High job turnover

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Payroll taxes and social security contributions (m_5_08_7)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Payroll taxes and social security contributions

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Overall wage level (m_5_08_8)

File: ALB_Final ES Data

Overall wage level (m_5_08_8)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Overall wage level

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Labor Factors - Minimum wage (m_5_08_9)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Can you please indicate how problematic each of the following labor factors is for the operation and growth of your business?

Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'

- Minimum wage

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17

Does your firm have a personnel department (H/R DEPARTMENT)? (m_5_09)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Does your firm have a personnel department (H/R DEPARTMENT)?

Position (m_5_10_2)

File: ALB_Final ES Data

Overview

Position (m_5_10_2)
File: ALB_Final ES Data

Type: Discrete
Format: character
Width: 22

Valid cases: 175

Please tell us the following for the two most recent year-end reports for this f (m_5_11_2_3_1)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 600

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Year end report from one year ago (2015)
- Date of the year ending: day/mo/year

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Average number of employees in the year (2015) (m_5_11_2_3_2)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Year end report from one year ago (2015)
- Average number of employees in the year

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensation fund for workers (2015)

(m_5_11_2_3_3)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: 0-741205545

Valid cases: 599
Invalid: 1

Literal question

Wage bill and compensation fund for workers (2015) (m_5_11_2_3_3)

File: ALB_Final ES Data

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Year end report from one year ago (2015)
- Wage bill and compensation fund for workers

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses (rent, electricity, inventory maintenance) and Cost of goods (m_5_11_2_3_4)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 0-1773160887

Valid cases: 599
Invalid: 1

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Year end report from one year ago (2015)
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales (2015) (m_5_11_2_3_5)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 0-1787215962

Valid cases: 598
Invalid: 2

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Year end report from one year ago (2015)
- Sales

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Please tell us the following for the two most recent year-end reports for this f (m_5_11_2_4_1)

File: ALB_Final ES Data

Overview

Please tell us the following for the two most recent year-end reports for this firm (m_5_11_2_4_1)

File: ALB_Final ES Data

Type: Discrete
Format: character
Width: 10

Valid cases: 600

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Most recent year end report (2016)
- Date of the year ending: day/mo/year

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Average number of employees in the year (2016) (m_5_11_2_4_2)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 7
Decimals: 0
Range: 1-1920000

Valid cases: 600
Invalid: 0

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Most recent year end report (2016)
- Average number of employees in the year

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Wage bill and compensation fund for workers (2016)
(m_5_11_2_4_3)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 9
Decimals: 0
Range: 0-684543020

Valid cases: 598
Invalid: 2

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Most recent year end report (2016)
- Wage bill and compensation fund for workers

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Operating expenses (rent, electricity, inventory maintenance) and Cost of goods (m_5_11_2_4_4)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 0-2048392072

Valid cases: 597
Invalid: 3

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Most recent year end report (2016)
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

Sales (2016) (m_5_11_2_4_5)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 0-1748442345

Valid cases: 597
Invalid: 3

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Most recent year end report (2016)
- Sales

Interviewer instructions

F REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

In what year was your firm formally registered? (m_5_12a)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 600
Invalid: 0

Literal question

In what year was your firm formally registered?

What is the VAT number of your firm? (m_5_12)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 600
Invalid: 0

What is the VAT number of your firm? (m_5_12)

File: ALB_Final ES Data

Literal question

What is the VAT number of your firm?

What percentage of currently employed permanent workers have social security? (m_5_13)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 600
Invalid: 0

Literal question

What percentage of currently employed permanent workers have social security coverage?

What is your impression of how well the respondent understood the questions being (m_6_01)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

INTERVIEWER: Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

Literal question

What is your impression of how well the respondent understood the questions being asked?

What is your impression of how serious and candid the respondent was when answer (m_6_02)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

Pre question

INTERVIEWER: Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

Literal question

What is your impression of how serious and candid the respondent was when answering questions?

What is your impression of how much distraction there was for the respondent whe (m_6_03)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

INTERVIEWER: Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

Literal question

There can be many distractions during an interview: noise, people interrupting, phone calls, respondent feeling pressed for time, etc. What is your impression of how much distraction there was for the respondent when answering the questionnaire?

How often did the respondent ask you (the interviewer) for assistance, clarifica (m_6_04)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Pre question

INTERVIEWER: Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

Literal question

How often did the respondent ask you (the interviewer) for assistance, clarification or examples?

Municipality code (Municipality_code)

File: ALB_Final ES Data

Overview

Type: Continuous	Valid cases: 600
Format: numeric	Invalid: 0
Width: 2	Minimum: 1
Decimals: 0	Maximum: 60
Range: 1-60	

(Municipality)

File: ALB_Final ES Data

Overview

Type: Discrete	Valid cases: 600
Format: character	Invalid: 0
Width: 16	

County (County)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 20

Valid cases: 600
Invalid: 0

County code (County_code)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

SECTOR (SECTOR)

File: ALB_Final ES Data

Overview

Type: Continuous
Format: numeric
Width: 2
Decimals: 0
Range: 1-96

Valid cases: 600
Invalid: 0
Minimum: 1
Maximum: 96

Region (Region)

File: ALB_Final ES Data

Overview

Type: Discrete
Format: character
Width: 8

Valid cases: 600
Invalid: 0

Size (SIZE)

File: ALB_Final ES Data

Overview

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

Valid cases: 600
Invalid: 0

NACE (NACE)

File: ALB_Final ES Data

Overview

NACE (NACE)**File: ALB_Final ES Data**

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 147-9602

Valid cases: 600
 Invalid: 0
 Minimum: 147
 Maximum: 9602

interimdata (interimdata)**File: ALB_Final ES Data****Overview**

Type: Discrete
 Format: character
 Width: 10

Valid cases: 600
 Minimum: NaN
 Maximum: NaN

Do you have branches in the sample firm (s4)**File: ALB_Final ES Data****Overview**

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

Valid cases: 600
 Invalid: 0

Total number of branches in the sample firm (s5)**File: ALB_Final ES Data****Overview**

Type: Continuous
 Format: numeric
 Width: 2
 Decimals: 0
 Range: 2-61

Valid cases: 55
 Invalid: 545
 Minimum: 2
 Maximum: 61

SP - from Starting SAMPLE (NP)**File: ALB_Final ES Data****Overview**

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 1-1587

Valid cases: 600
 Invalid: 0
 Minimum: 1
 Maximum: 1587

STRATA_final (STRATA_final)**File: ALB_Final ES Data****Overview**

STRATA_final (STRATA_final)**File: ALB_Final ES Data**

Type: Continuous
 Format: numeric
 Width: 3
 Decimals: 0
 Range: 1-107

Valid cases: 600
 Invalid: 0
 Minimum: 1
 Maximum: 107

Number of employes (Noemploy)**File: ALB_Final ES Data****Overview**

Type: Continuous
 Format: numeric
 Width: 4
 Decimals: 0
 Range: 1-6040

Valid cases: 600
 Invalid: 0
 Minimum: 1
 Maximum: 6040

Final weight of sample branch within firm (Weight_branch)**File: ALB_Final ES Data****Overview**

Type: Continuous
 Format: numeric
 Width: 16
 Decimals: 0
 Range: 1-4592.46153846154

Valid cases: 600
 Invalid: 0
 Minimum: 1
 Maximum: 4592.5

Country (Country)**File: ALB_Final ES Data****Overview**

Type: Discrete
 Format: character
 Width: 7

Valid cases: 600
 Invalid: 0

Related Materials

Questionnaires

Albania STEP Skills Measurement Employer Survey 2017: Questionnaire

Title Albania STEP Skills Measurement Employer Survey 2017: Questionnaire
 Language English
 Filename Albania STEP Employer Survey 2016-2017.pdf

Technical documents

Sampling and Weighting Methodology for Albania STEP Employer Survey

Title Sampling and Weighting Methodology for Albania STEP Employer Survey
 Author(s) David J. Megill
 Date 2017-10-01
 Language English
 Filename Albania Employer Survey Weighting Procedure.pdf

STEP Skills Measurement Employer Survey: Interviewer's Manual

Title STEP Skills Measurement Employer Survey: Interviewer's Manual
 Date 2012-09-22
 Language English
 Filename STEP Employer Survey Interviewer Manual.pdf

Employer Survey Design Planning Report

Title Employer Survey Design Planning Report
 Date 2016-04-19
 Language English
 Filename Albania Employer Survey Design Planning Report (ESDPR).pdf

STEP Skills Measurement Survey of Employers: Implementation Manual

Title STEP Skills Measurement Survey of Employers: Implementation Manual
 Date 2011-06-01
 Language English
 Filename Implementation Manual - STEP Employer Survey.pdf

STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

Title STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills
 Author(s) Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)
 Date 2014-07-09
 Language English

Filename STEP_Methodology Note.pdf
